FINELINE
DEFINING EXCELLENCE

SUSTAINABILITY REPORT 2024

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A MESSAGE ON OUR 2024 SUSTAINABILITY PROGRESS AND VISION FOR 2025

Sustainability is no longer a standalone initiative: it is a core pillar of our strategic vision. From procurement to innovation, it shapes how we think, decide, and act.

2024 has marked a year of meaningful progress for Fineline. As we continue to navigate a rapidly evolving global landscape, we have made significant strides in embedding sustainability into every aspect of our operations. This progress would not have been possible without the dedication of our employees, the trust of our customers, the collaboration of our partners, and the engagement of all our stakeholders. Thank you for being part of this journey.

Sustainability is no longer a standalone initiative: it is a core pillar of our strategic vision. From procurement to innovation, it shapes how we think, decide, and act. As global demand for lower impact electronics grows, we are accelerating our efforts to build responsible, transparent, and ethical supply chains. We recognize the vital role our industry must play in generating positive environmental and social impact, and we are committed to leading by example.

One of our key priorities in 2024 has been deepening collaboration with our PCB suppliers. Together, we are aligning on shared ESG goals, promoting responsible manufacturing practices, and improving traceability across the value chain. These partnerships are essential to driving long-term progress and fostering an electronics industry that addresses ESG priorities with a clear focus on tangible, measurable results.

Among our notable achievements this year, we have enhanced the quality and coverage of our greenhouse gas emissions data (Scopes 1, 2, and 3), strengthened our internal sustainability governance, and sharpened our ability to meet evolving customer expectations. These milestones demonstrate our growing operational maturity and our commitment to meeting the increasing demands of all our stakeholders.

Looking ahead, 2025 will see the launch of Fineline Global's comprehensive Sustainability Strategy. We will continue developing key policies, delivering targeted training to employees, and investing in emissions reduction, innovative materials, and new technologies. Our focus on transparency, continuous improvement, and data-driven decision-making has never been stronger.

I would like to sincerely thank all our colleagues for their passion, dedication, and belief in our mission. I am also grateful to our loyal customers and stakeholders for their continued trust. Together, we are building a more sustainable business,one that delivers long-term value for both people and the planet.

As we look to 2025 and beyond, I am excited to continue this journey with all of you.

Danny Chen
CEO, FINELINE GLOBAL

1. Inside Fineline:
a global committment to sustainable growth

1.1 WHO WE ARE

Fineline is a global service provider to the electronics industry, specialising in value-added Printed Circuit Board (PCB) technology solutions. As one of the world's leading PCB trading companies, the Group offers advanced technical expertise, local service, and global sourcing capabilities.

Fineline was established in 2007 following the merger of Fineline GmbH and Aviv PCB & Technologies, originally founded in 1991 and 2002 respectively. Since then, the Group has grown steadily, now operating in over 50 countries with a team of more than 350 employees. This growth reflects Fineline's long-standing dedication to innovation, customer success, and operational excellence.

Today, the Group operates across 13 countries in Europe, the Middle East, and Asia. Its international structure allows customers to benefit from the responsiveness of a local partner, combined with the reliability and scale of a global supply network. Fineline supports its clients in navigating an increasingly complex and fast-paced business environment, offering resilient and agile supply chain solutions built on deep industry expertise.

In 2024, the Group continued its expansion, strengthening its presence in India and Southeast Asia (including Malaysia, Thailand, and Vietnam) while in Europe it completed the acquisition of the German company IBR Leiterplatten GmbH & Co. KG and opened a new office in Italy. This strategic growth reinforces Fineline's long-term commitment to global service excellence and business development.

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.

1.2 GROUP EVOLUTION TIMELINE

1991
Fineline GmbH (Germany) established

2002
Aviv PCB (Israel) established

2007
Fineline GmbH and Aviv PCB merge to create the Fineline Group

2011
Fineline Italy, France, UK and Shanghai established

2014
Fineline Spain and Fineline Switzerland established

Fineline acquires KBL (Germany) and IMEX (Italy)

2015
Fineline acquires QPI (Netherlands) and Macer (Nordics)

2016
Fineline acquires Exception VAR (UK)

2018
Fineline acquires Prestwick Circuits (UK)

2019
Fineline acquires Fuchsberger PCB (Austria) and the assets of Spirit Circuits (UK)

2022
Fineline acquires Shenzhen De-line Technology CO. Ltd (China)

2023
Fineline acquires CADint Sweden AB (Sweden)

2024
Fineline acquires - IBR Leiterplatten GmbH (Germany) Fineline Portugal established

1.3 STRATEGIC SHAREHOLDER OVERVIEW

Fineline's main shareholder, Shenzhen Fastprint Technology Co. Ltd., is a leading global provider of PCB solutions, with advanced production facilities in China, the United States, and the United Kingdom. Established in 1999 and headquartered in Shenzhen, China, Fastprint is publicly traded on the Shenzhen Stock Exchange.

MISSION

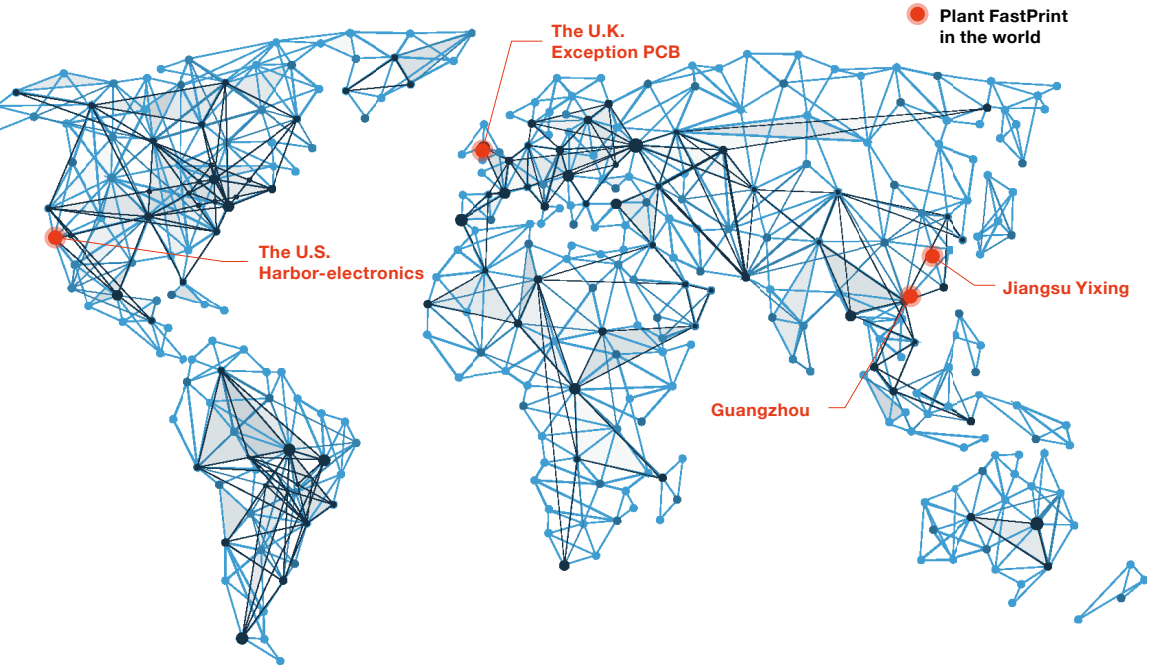
Dedicating oneself to technological innovation.

VISION

Being an outstanding provider of world-class hardware solutions.

CORE VALUES

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



1.4 FINELINE IN NUMBERS

15
LEGAL ENTITIES

353
EMPLOYEES

13
COUNTRIES OF OPERATION

50
SUPPLIED COUNTRIES

$202M
2024 BILLING

25
AUDITED SUPPLIERS' FACTORIES

> 3.000
CUSTOMERS

80
PCB ENGINEERS

183M
QTY DELIVERED PCBS

45
APPROVED SUPPLIERS

DRIVING INNOVATION THROUGH PARTNERSHIPS

1. The European Institute for the PCB Community

In 2024, the Fineline Group became an official member of the European Institute for the PCB Community (EIPC), an international service provider supporting the European interconnection and packaging industry. Since its founding in 1968, the EIPC has brought together over 120 member companies, including PCB manufacturers, OEMs, and suppliers of machinery, materials, and software tools.

The EIPC provides a platform for industry leaders—including business owners, senior managers, and technical experts—to engage with new developments, access technical resources, and participate in conferences, seminars, and training. The organisation also promotes sustainable practices across the sector, offering members access to expertise in electronic waste management and packaging recovery solutions. Through technical support and shared resources, the EIPC fosters innovation in recycling, materials efficiency, and reduced environmental impact.

2. Assodel – Association of Electronic Districts in Italy

In 2024, Fineline Italy renewed its long-standing commitment to Assodel, the Association of Electronic Districts in Italy. For over 40 years, Assodel has promoted the transfer of expertise between those who design, produce, distribute, and apply electronics across the supply chain.

Assodel believes in the power of aggregation and has created dedicated working groups focused on key market segments such as EMS and PCBs. These groups promote active collaboration and knowledge exchange throughout the electronics industry. In support of market transparency, Assodel also publishes a quarterly Observatory on the Electronics Market, which includes exclusive insights, analyses, and sector-specific statistical reports.

Since 2018, Luca Giovelli, Co-Managing Director of Fineline Italy, has served on the Assodel Board of Directors, where they established a specialised PCB Working Group. Today, this group includes 25 of Assodel's 50 members in Italy, encompassing both producers and importers and Luca Giovelli, currently serves as Chair of the PCB Working Group.

In collaboration with NürnbergMesse Italia, the PCB Assodel Group organises "Focus on PCB", a premier European B2B event focused on PCB innovation and expertise. With Fineline Italy actively represented on the event's Executive Committee, this fair brings together stakeholders from across the electronics sector to exchange insights, explore industry developments, and advance technical dialogue.

3. ELITE – Borsa Italiana Programme for Growth Companies

Since 2021, Fineline Italy has been a member of ELITE, a division of the Italian Stock Exchange Group (Borsa Italiana) dedicated to high-performing enterprises. ELITE supports companies through management training, delivered in collaboration with SDA Bocconi, and by fostering a robust network of forward-thinking businesses.

For Fineline, ELITE represents an opportunity to stay connected, exchange knowledge, and proactively assess complex market dynamics—transforming challenges into opportunities for growth and innovation.

1

2

3

DRIVING INNOVATION THROUGH PARTNERSHIPS

4. Svensk Elektronik – Swedish Electronic Association

Since 2019, Fineline Sweden has been a member of Svensk Elektronik, the Swedish industry organisation representing manufacturers, developers, and suppliers across the electronics value chain. Members span a range of disciplines including product development, embedded systems, production equipment, test and measurement, and electronic components. Svensk Elektronik plays a key role in connecting stakeholders across the sector and supporting the advancement of Swedish electronics manufacturing.

5. ZVEI – German Electrical and Electronic Manufacturers' Association

Fineline Germany is a member of ZVEI (Zentralverband Elektrotechnik- und Elektronikindustrie), which represents over 1,600 companies in Germany's electrical and digital industries. ZVEI advocates for innovation, sustainability, and Industry 4.0, while promoting global collaboration and responsible transformation. The association's mission is to advance the shift toward an electrified, digitised, and sustainable society, working through industry policy, technological development, and corporate social responsibility.

6. FED – Association for Electronics Design and Manufacturing

Fineline Germany is a member of FED (Fachverband Elektronikdesign und -fertigung), the German association for electronics design and manufacturing. FED supports over 700 members involved in electronics development and production through technical training programmes, IPC standards implementation, and industry events such as the annual FED Conference. These initiatives help members stay informed about the latest technological advancements and trends shaping the sector.

7. Institute of Circuit Technology

In 2023, Fineline UK renewed its membership with the Institute of Circuit Technology (ICT), a UK-based organisation focused on technology education for PCB professionals. Established in 1974, ICT provides a platform for technologists and engineers to stay current with industry innovations through regular training courses and expert-led seminars.

8. CIPD – Chartered Institute of Personnel and Development

Fineline UK is also a member of CIPD, the Chartered Institute of Personnel and Development—a leading professional body for human resources and people development. CIPD promotes best practices in HR and provides access to training, research, and networking opportunities that help members lead in an evolving workplace. For Fineline, this membership enhances the credibility of its people-focused strategies and supports continuous improvement in employee development, engagement, and performance management.

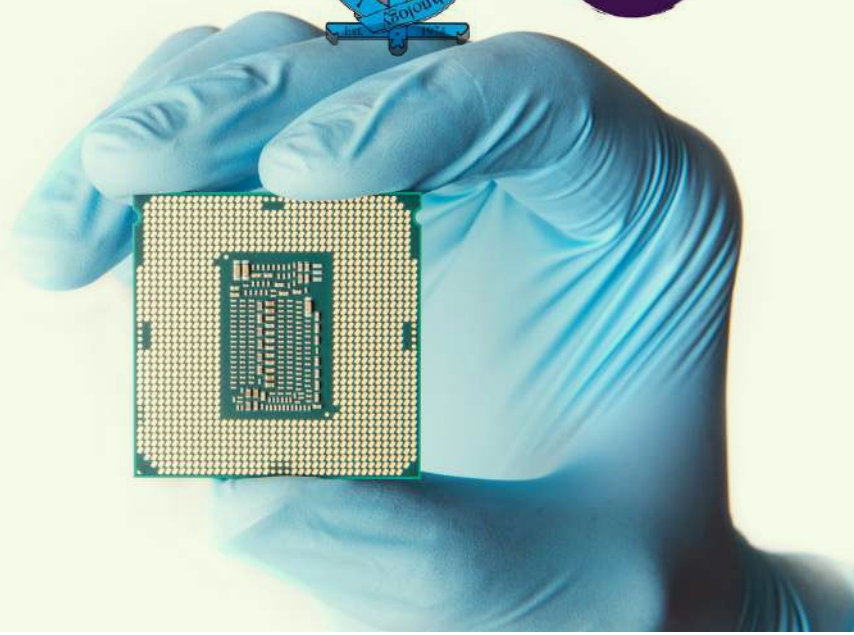
4 SVENSK ELEKTRONIK

5 zvei electrifying ideas

6 FED Fachverband für Design, Leiterplatten- & Elektronikfertigung

7 ICT Institute of Circuit Technology

8 CIPD



1.5 QUALITY AND COMPLIANCE COMMITMENTS

Quality Control Measures
Fineline applies rigorous quality control procedures across all processes, guided by the Plan-Do-Check-Act methodology. This structured approach supports the identification and management of both corrective and preventive actions, applying equally to the Group's internal operations and its strategic manufacturing partners.

Fineline's process engineers conduct active, on-site monitoring of quality standards at partner production facilities, ensuring compliance with technical specifications and production expectations. Simultaneously, the Global Quality Assurance (QA) team consistently evaluates product performance and supplier effectiveness through structured reporting, fostering a culture of continuous improvement and operational excellence. As part of its 2025 objectives, the Group aims to establish a standardized format for customer satisfaction assessment across all branches, addressing the current variation in monitoring practices.

Product quality and compliance are ensured through strict adherence to internationally recognised standards, including IPC, UL, RoHS (Restriction of Hazardous Substances), and REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals). As PCBs serve as components within electronic devices—rather than direct end-user products—Fineline's quality framework places particular emphasis on material compliance, manufacturing consistency, and environmental safety, rather than direct health and safety outcomes.

These above measures ensure Fineline delivers high-performing, industry-compliant PCBs while maintaining a low-risk profile in terms of health and safety (H&S). In 2024, the Group's quality management system demonstrated its effectiveness, achieving zero product recalls for most Group companies, with only three affiliates reporting a product recall rate of 0.01% of delivered products.

When recalls do occur, they are managed in accordance with the Group's structured Recall Procedure, which is designed to minimise customer impact while driving continuous improvement. The procedure includes the following key steps: Problem identification, Risk assessment, Recall plan, Collection and replacement, Analysis and improvement, Final communication, and Legal verification. This process enables rapid response, enhances accountability, and reinforces Fineline's commitment to delivering safe, reliable products.

KEY QUALITY AND COMPLIANCE MEASURES

- **Material Compliance:** The PCBs meet RoHS and REACH requirements to eliminate hazardous substances. Manufacturers provide formal documentation demonstrating compliance with RoHS, REACH and IPC requirements.
- **Manufacturing Standards:** Products comply with IPC standards (e.g. IPC-6012) for durability, electrical performance, and reliability.
- **Third-Party Certifications:** Includes UL compliance, and monitoring of KPIs aligned with ISO 13485 (medical), IATF 16949 (automotive), AS9100 (aerospace), and EN 45545-2 (rail).
- **ISO 9001:2015 Certification:** Achieved by Fineline China, Germany, Israel, Italy, Netherlands, UK, and Spain to uphold its commitment to the highest standards.
- **Supplier Compliance & Audits:** Fineline partners only with vetted suppliers who meet the Group's Supplier Quality Agreement which defines core Quality Management System elements for approved manufacturers. These include sourcing raw materials exclusively from approved vendors, providing access for audits, full process documentation, and maintaining robust traceability systems for all material and part batches.
- **Certificate of Conformity (COC):** Issued with every order, confirming compliance with applicable standards. Based on the information in the CoC then Fineline provides the Certificate of Compliance - EU REACH and ROHS.
- **Technical Product Data:** All products are delivered with datasheets including specifications and handling guidance.
- **Customer Support:** Product compliance support is available, if needed.
- **Packaging standard:** the packaging shall satisfy the general requirements of Paragraph 5.1 of IPC-6011: this is a specific document for printed boards developed by the Association Connecting Electronics Industries. This document establishes the general quality and reliability requirements that must be met for the acquisition of printed boards. Printed boards shall be packed in accordance with the minimum packaging which will afford adequate protection against corrosion, deterioration, and physical damage during shipment from the supply source to the first destination.

1.6 CUSTOMER-CENTRIC QUALITY AND SAFETY ASSURANCE

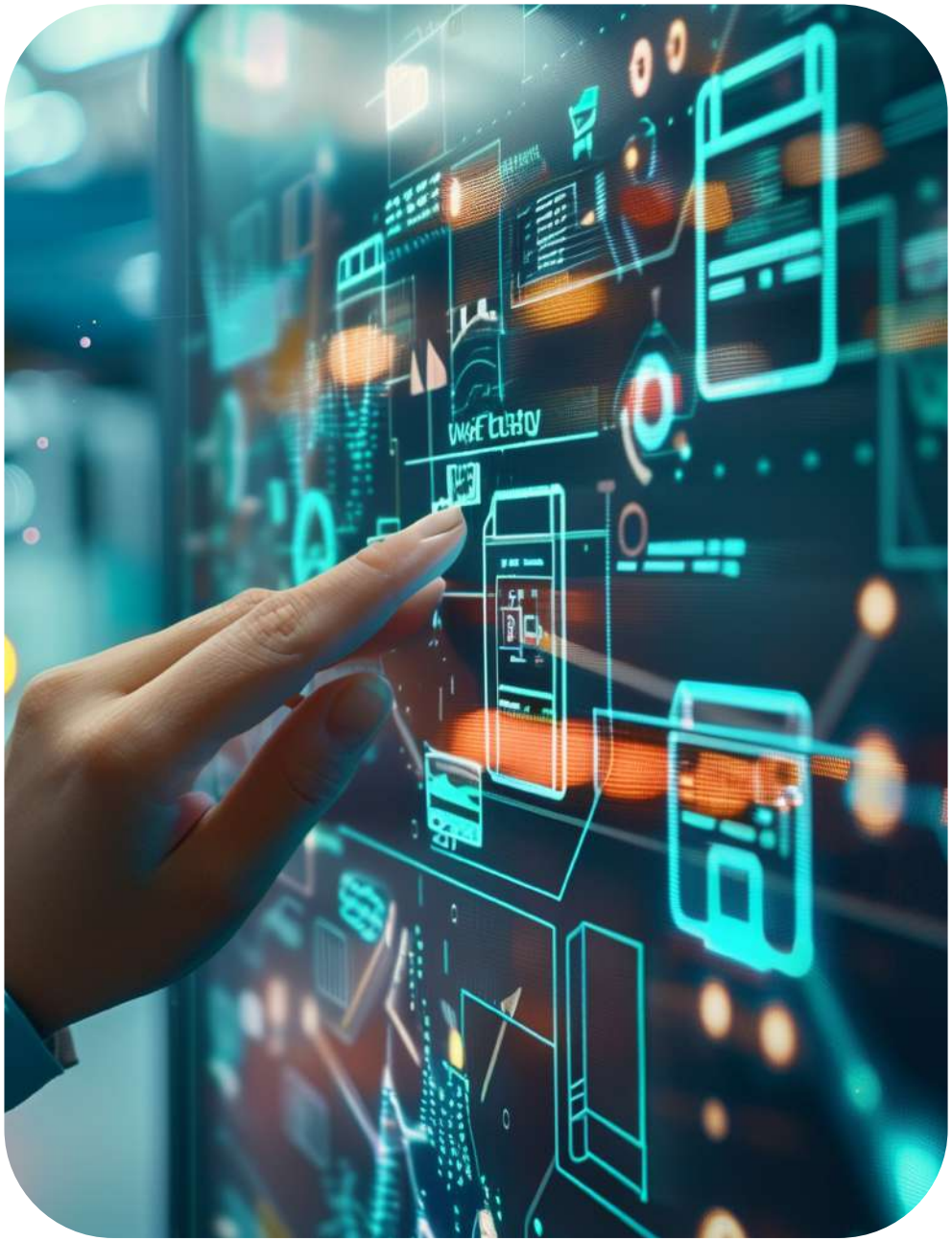
Fineline places a strong emphasis on quality and customer satisfaction, maintaining regular engagement with clients to monitor project progress and ensure that all quality expectations are met. To stay aligned with evolving customer needs and perceptions, the Group conducts an annual customer satisfaction survey, using feedback to guide performance improvements.

Health and Safety Feedback Processes

To manage product-related H&S concerns, Fineline has established multiple external communication channels. These are designed to meet safety requirements, offer technical support, and enable timely resolution of issues when they arise:

- **Customer Service and Technical Support:** Customers can report safety-related concerns directly via phone or email.
- **Dedicated Account Managers:** Each client is assigned a dedicated contact responsible for assisting with quality and safety inquiries.
- **Online Contact Form:** An online form is available via the Fineline website for submitting questions or reporting issues.
- **Direct Feedback Channels:** Customers may raise safety or quality concerns through their account manager or customer service representative, with each case receiving appropriate follow-up.
- **Collaborative Safety Compliance:** Fineline works closely with customers to ensure that products meet their specific safety requirements and are used appropriately in their final applications.

Through these processes, the Group ensures that all inquiries related to product safety and performance are handled effectively, reinforcing its commitment to customer well-being and regulatory compliance.



1.7 ADVANCING ETHICAL STANDARDS AND INTEGRITY

At Fineline, integrity is the cornerstone of operations, upheld through a steadfast commitment to ethical and responsible conduct. Central to this commitment is the Fineline Global Code of Conduct, which delineates the fundamental principles guiding the Group's ethical standards and policies.

In a continuous effort to enhance and strengthen this framework, Fineline commits to annual updates of the Code of Conduct. In 2025, the Group plans to formalise its stance against anti-competitive practices, anti-corruption a money laundering, consolidating all guiding ethical principles into a comprehensive document. This initiative aims to align Fineline's practices with the ten Principles of the United Nations Global Compact, providing a robust foundation for ethical decision-making.

Currently, Fineline enforces a rigorous due diligence process for all major customers. This process involves direct discussions to understand each customer's business model and their PCB usage. For significant transactions, the Group performs credit screenings through independent credit insurance companies, ensuring a thorough assessment of the financial reliability and legitimacy of counterparties.

Fineline maintains strict payment policies, prohibiting cash payments in all circumstances. All financial transactions are processed exclusively through recognised banking institutions, guaranteeing full traceability and compliance with international regulations. These measures ensure that Fineline only engages with verified, reputable businesses, maintaining transparent and well-documented financial flows to mitigate the risks of money laundering.

To ensure organisation-wide adherence to these principles, Fineline conducts regular ethics training for employees, fostering ongoing awareness and alignment with established ethical standards. This commitment extends to suppliers, who are required to endorse Fineline's Supplier Code of Conduct—as detailed in Chapter 3 on supply chain management. This code emphasises ethical behaviour, anti-corruption measures, and guidelines on gifts and entertainment, reinforcing integrity and ethical leadership throughout the value chain.

FIVE CORE PRINCIPLES OF THE CODE OF CONDUCT

1. Trust

All representatives of the Group are expected to conduct business professionally and faithfully, in line with Fineline's core values.

2. Transparency

Activities are carried out truthfully and openly, with a commitment to accurate record-keeping, timely information sharing, and respect for individual privacy.

3. Respect

The Group upholds the dignity, health, safety, and human rights of all individuals, promoting human development across workplaces, markets, and communities.

4. Fairness

Fineline supports free and fair competition, ensuring equitable treatment for all stakeholders and prohibiting discrimination in employment and contractual relationships.

5. Responsibility

As a responsible corporate citizen, the Group complies with legal standards, protects public interests, collaborates with authorities, avoids inappropriate political involvement, and contributes to the well-being of its communities.

Upholding Trust Through Compliance
In line with GRI standards and Fineline's commitment to ethics, transparency, and integrity, the Group provides the following summary of its 2024 compliance-related activities:

- **No incidents of corruption** recorded in any business activities.
- **No contracts** with business partners were terminated or not renewed due to corruption-related violations.
- **No public legal cases** related to corruption involving the Group or its employees.
- **No legal actions** concerning anti-competitive behaviour, antitrust, or monopoly violations.
- **No reported cases of discrimination** within the organisation.
- **No significant breaches of customer privacy,** including data leaks, losses, or thefts reported by external parties or regulatory authorities.
- **No critical issues** or concerns of any kind.
- **No cybersecurity incidents or threats** recorded.
- **No non-compliance cases** with laws or regulations; no fines or sanctions—pecuniary or otherwise—were reported during or prior to the reporting period.
- **No engagement of workers under the age of 16,** regardless of local legal thresholds.

SUPPORTING ETHICAL CONDUCT IN THE WORKPLACE

While the Group has not yet implemented a formal global reporting portal, Fineline encourages open communication and transparency in line with its Code of Ethics. Employees are supported in sharing both financial and non-financial concerns, reporting any violations of internal policies, and contributing to a culture of integrity across all operations. To support this, Fineline promotes employee expression through several people-centric channels:

- **Quarterly personal meetings: Offering one-to-one opportunities for employees to speak openly.**
- **Dedicated personnel manager: Available to receive and address any reports or concerns.**
- **Weekly team meetings with managers: Creating space for dialogue on work dynamics, performance, and goals.**

In addition, Fineline UK has implemented its own **Whistleblowing Policy**, which encourages employees to report suspected fraud or misconduct. The policy ensures anonymity and a safe environment for raising concerns, reinforcing the Group's broader commitment to ethical business practices and employee protection.

2. Embedding ESG in strategic development

2.1 DRIVING CHANGE FROM WITHIN: FINELINE'S SUSTAINABILITY COMMITTEE

The Fineline Sustainability Committee, led by the Global Sustainability Manager, plays a pivotal role in advancing the Group's Environmental, Social, and Governance (ESG) strategy. This cross-functional team is responsible for guiding and coordinating the implementation of sustainability initiatives across the organisation, ensuring alignment with long-term ESG objectives.

A key focus of the Committee is the reduction of Scope 1 and Scope 2 emissions, including direct emissions from owned or controlled sources and indirect emissions from purchased electricity. The Committee also works towards improving ESG ratings, aiming to position the Group as a recognised leader in sustainable practices within the PCB sector.

Sustainability is integrated across the entire business model, from product and process innovation to supply chain governance and customer engagement. The Committee promotes environmentally and socially responsible sourcing practices, encouraging continuous improvement across all affiliates.

Members are selected for their relevant expertise and strong commitment to sustainability values, which they champion both professionally and personally. Through their efforts, Fineline demonstrates its ongoing commitment to environmental stewardship, social responsibility, and sustainable business growth. The **Sustainability Committee** is comprised of diverse experts from various Fineline's affiliates to ensure comprehensive coverage of ESG topics:

Sustainability Committee

- **Fineline Global Sustainability Manager** *Fineline Italy*
- **Sustainability Specialist** *Fineline Italy/Gobal*
- **Quality Director** *Fineline Israel*
- **Quality Manager** *Fineline China*
- **Quality and Technical Department** *Fineline Spain*
- **Quality Director** *Fineline UK*
- **Quality Management** *Fineline Germany*
- **Junior PCB Design Engineer** *Fineline Netherlands*
- **General Manager** *Fineline Nordic*

2.2 STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS

At Fineline, the Group recognises that long-term business success depends on actively identifying and integrating the needs and expectations of key stakeholders into strategic and operational decisions.

In 2024, the Group continued to monitor both its operating context and stakeholder landscape closely. Following a thorough internal evaluation, it was decided to maintain continuity with the materiality analysis previously conducted in 2022, for the following reasons:

- **Consistency of Priorities:** Fineline's strategic direction and sustainability goals have not shifted. The outcomes of the prior materiality analysis remain well aligned with the Group's current impact areas and ESG objectives.
- **Ongoing Monitoring:** A continuous monitoring system has been implemented to regularly assess the relevance of material topics. To date, no significant emerging issues have warranted an update of the materiality matrix.
- **Resource Optimisation:** To ensure the efficient use of time and resources, a full revision of the materiality analysis will be conducted only in the event of significant changes in operations or stakeholder priorities. In the meantime, the Group remains committed to actively managing and monitoring material topics on an ongoing basis.

This decision reflects a responsible and transparent approach, ensuring that Fineline's commitment to sustainability continues to be informed, consistent, and forward-looking.

In 2022, Fineline conducted a comprehensive stakeholder mapping process, identifying both internal and external stakeholders, as well as those indirectly influenced by or interested in the Group's operations. This stakeholder framework remains valid for the reporting years 2023 and 2024. The following are the primary stakeholders with whom Fineline maintains ongoing, open communication to address sustainability-related matters:

Internal Stakeholder

Owners
Management
Employees

External Stakeholder

Customers
PCB Suppliers
Other Suppliers
Forwarders
Banks
Insurance Providers
Trade Associations
Public Administration
Trade Unions
Third Sector Organisations (e.g. foundations, associations, NGOs)
Local Communities

Following the identification of its key stakeholders, Fineline undertook a structured Materiality Analysis to define the most relevant ESG issues and impacts for the Group. This analysis is composed of four core phases ->

1. CONTEXT ANALYSIS

2. IDENTIFICATION OF ACTUAL AND POTENTIAL IMPACTS

3. ASSESSMENT OF THE SIGNIFICANCE OF THE IMPACTS

4. PRIORITISATION OF IMPACTS

2.2.1 Understanding the Organisational Context

The first step involved a 360° analysis of the Group's context, taking into account:

- **Sustainability Pillars:** Including internal and external market dynamics, relevant legislation, and key themes across social, environmental, economic, and human rights domains.
- **Business Activities and Model:** An overview of the Group's services, geographical markets, and commercial relationships with customers, suppliers, and partners.
- **Stakeholder Needs and Expectations:** Identified through formal and informal engagements, this step helped define what matters most to those affected by or influencing the Group's operations.

2.2.2 Identifying Actual and Potential Impacts

Building on the context assessment, Fineline compiled a preliminary list of actual and potential impacts—both positive and negative—on the economy, the environment, and society, including human rights. These were derived from stakeholder dialogue and expert input on ESG themes. Each impact was then linked to corresponding sustainability issues and compiled into a cumulative list for management review and validation.

2.2.3 Evaluating the Importance of Each Impact

The evaluation stage involved key stakeholder groups in assessing the relevance of each impact:

- **Fineline Management**
- **15 Customers**
- **4 Shippers**
- **17 Employees**
- **5 PCB Suppliers**

Participants completed a questionnaire, scoring each impact from 1 (not very relevant) to 5 (priority), based on its perceived significance.

2.2.4 Prioritisation of the Most Significant Impacts

The scores were analysed to rank the impacts from most to least significant. A threshold score of 4.0 was applied to identify the issues considered most material. Each high-priority impact was also mapped against the United Nations Sustainable Development Goals (SDGs). The results of the materiality analysis confirmed that the most material topics for the Fineline Group include supply chain sustainability, product quality and compliance, ethics and integrity, employee relations, and greenhouse gas (GHG) management. The inclusion of GHG management highlights the increasing importance placed on climate responsibility at a global level, reinforcing its relevance across all industries.

FINELINE Impacts	RELEVANCE 1=Low 5=High	Output Analysis	Final output	IMPACT TYPE	STATUS	TIME FRAME	STAKEHOLDER'S AFFECTED	ESG FRAMEWORK	SUSTAINABILITY MATERIAL TOPICS	SDGS
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	8, 12
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	3, 16
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	3, 8, 16
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	8, 12
Strong company culture on integrity and ethics	4	4,4	4,2	Positive	Actual	Long Term	Employees	Governance	Integrity and Ethics	3, 8, 16
Retention of employees in key functions	4	4,3	4,2	Positive	Actual	Medium Term	Employees	Social	Workforce management	4, 10
Skills growth and professional development of the workforce	4	4,3	4,1	Positive	Actual	Medium Term	Employees	Social	Workforce management	4, 10
Strong corporate culture on Diversity and Inclusion	4	4,2	4,1	Positive	Potential	Medium Term	Employees	Social	Workforce management	5, 10
GHG emissions reduction strategy in place and implemented	5	3,1	4,0	Positive	Potential	Long Term	Shareholders - Clients	Environment	Environamental impact	13, 15

ROAD TO CSRD AND DOUBLE MATERIALITY

To remain aligned with evolving international sustainability regulations, in 2024 Fineline Italy began its journey towards double materiality analysis, engaging both internal and external stakeholders. This initiative will continue into 2025, with the aim of integrating impact materiality (how the Group affects people and the environment) with financial materiality (how ESG factors affect the Group's financial position).

As part of this process, Fineline developed a Financial Impact Survey, targeting individuals with direct relationships to the organisation—including employees, clients, and suppliers. The survey includes an introductory explanation of Fineline's transition towards Corporate Sustainability Reporting Directive (CSRD) compliance and outlines the need to evaluate how ESG topics may affect financial performance.

Participants are asked to rate the financial impact of various ESG issues on a scale from 1 (no significant financial impact) to 5 (critical financial impact). Key topics include:

- **Employee retention and talent attraction**
- **Company culture on integrity and ethics**
- **Skills development and corporate welfare**
- **Diversity and inclusion**
- **Support to local communities**
- **Economic performance and unmet client expectation**
- **Circular solutions for PCBs**
- **Sustainable procurement and GHG reduction strategy**
- **Misconduct and non-compliance risks**
- **Supplier practices, including use of recycled packaging**

The survey also includes a dedicated section focused on the supply chain, assessing supplier performance across several key areas. These include energy use and water needs, waste disposal practices, risks related to resource licensing, and any breaches of environmental, social, or health and safety criteria. Respondents are invited to highlight any additional ESG topics not listed that may pose financial implications for the Group.

The ultimate goal of this initiative is to determine which ESG topics are most financially significant to Fineline. These insights will support the Group's evolving ESG strategy and ensure future alignment with CSRD double materiality reporting requirements.

2.3 FINELINE GROUP SUSTAINABILITY STRATEGY

Committed to building a more sustainable future, Fineline has developed a strategic sustainability plan encompassing ESG objectives. This plan is designed to reduce the environmental impact of the Group's operations, foster social responsibility, and uphold robust governance standards. At the core of this strategy is the belief that strong stakeholder relationships and transparent practices are essential to achieving meaningful and lasting progress.

ENVIRONMENT

COMPLETED · IN PROGRESS · ONGOING · PLANNED

STAKEHOLDER	SHORT–MID TERM ACTIONS	LONG-TERM OBJECTIVES	SDGs
FINELINE (own operations)	• Set clear emission reduction targets for Scope 1, 2, and 3 • Develop and implement an Environmental Policy • Strengthen procurement by prioritising suppliers meeting strict environmental standards • Implement an ISO 14001 Environmental Management System • Minimise water usage and waste generation across all offices • Establish an internal R&D group and activate strategic partnerships focused on sustainable PCB design, materials, and innovation	• Achieve significant and measurable CO_2 reduction • Integrate sustainable practices into all daily operations • Maintain compliance with evolving global and EU environmental regulations • Position Fineline as a technological leader in PCB trading	13, 12, 6, 9
Suppliers (upstream operations)	• Collaborate on Life Cycle Assessments (LCAs) and carbon footprint studies • Optimise packaging to reduce quantity and increase recycled content • Encourage suppliers to use energy and resources efficiently, and to reduce and recycle • Promote monitoring and reduction of water use and waste generation • Co-invest in R&D pilots on recycling, water reduction, and materials innovation	• Build a sustainable supply chain with reduced environmental impact and improved energy efficiency • Establish optimal procurement and packaging standards best across the supply chain • Promote circularity in the PCB industry • Create a collaborative R&D ecosystem for innovation and sustainability	12, 6, 9
Customers (downstream operations)	• Raise awareness among customers on sustainability (e.g. logistics optimisation, new regulations, efficient resource use, waste management) • Collaborate on eco-design and low-impact materials alternatives	• Support clients in meeting their own sustainability goals • Strengthen market competitiveness through innovation • Position Fineline as a strategic sustainability partner	12, 9

SUSTAINABILITY STRATEGY

SOCIAL

COMPLETED | IN PROGRESS | ONGOING | PLANNED

STAKEHOLDER	SHORT–MID TERM ACTIONS	LONG-TERM OBJECTIVES	SDGs
FINELINE (own operations)	• Monitor and improve employees work-life balance, well-being, and satisfaction • Develop and deliver ESG-focused training sessions for managers and employees • Revise and communicate Fineline's Ethical Code	• Be an employer that recognises and values the skills and commitment of each employee while fostering a sense of belonging • Provide continuous training and cutting-edge knowledge • Promote an inclusive and diverse working environment	3, 8, 4, 16
Suppliers (upstream operations)	• Through regular audits and adoption of the Fineline Supplier Code of Conduct, ensure that suppliers respect human and labour rights and align their H&S practices with the Group's social responsibility standards • Develop and implement a Sustainable Procurement Policy • Extend ESG and HR training opportunities to suppliers	• Strengthen accountability and social responsibility across the supply chain • Ensure alignment on ESG and social compliance practices across all partners	8, 12, 4
Customers (downstream operations)	• Launch and involve customers in social initiatives, with mechanism to measure outcomes and impacts	• Strengthen community impact and foster robust local and global partnerships	12

SUSTAINABILITY STRATEGY

GOVERNANCE

COMPLETED | IN PROGRESS | ONGOING | PLANNED

STAKEHOLDER	SHORT–MID TERM ACTIONS	LONG-TERM OBJECTIVES	SDGs
FINELINE (own operations)	Develop a comprehensive ESG risk management plan Implement anti-corruption policies and a whistleblowing mechanism Establish a Sustainability Committee to oversee ESG initiatives and reporting	• Build robust, transparent, and continuously evolving governance frameworks • Strengthen internal accountability and stakeholder trust • Position Fineline as a leader in ESG oversight within the industry	16, 8
Suppliers (upstream operations)	Enforce the Supplier Code of Conduct with clear ESG criteria Engage suppliers in risk mapping and mitigation Collaborate on sustainable procurement best practices	• Ensure a resilient and responsible supply chain with minimal ESG risk exposure • Establish consistent ESG practices throughout the entire value chain	12, 17, 8
Customers (downstream operations)	Initiate dialogue with customers on ESG best practices and jointly develop improvement initiatives	• Achieve transparent, effective ESG communication • Reinforce stakeholder trust through clear accountability and reporting • Promote collaborative industry leadership in sustainable governance	17

THE 2030 AGENDA AND SUSTAINABLE DEVELOPMENT GOALS

To provide a transparent view of the Group's ESG journey, Fineline has aligned the sustainability commitments outlined in this report with the United Nations SDGs. Adopted in 2015 by over 150 countries, the 2030 Agenda for Sustainable Development represents a global action plan grounded in the principle of universality—recognising that the challenges we face are shared across all nations. The Agenda outlines 17 interlinked goals to promote prosperity while protecting the planet. These include:

1. **No Poverty:** End poverty in all its forms everywhere.
2. **Zero 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.
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 industrialisation, 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 revitalise the global partnership for sustainable development.

3. Advancing supply chain sustainability

3.1 ADVANCING SUPPLY CHAIN SUSTAINABILITY

Fineline operates across a wide range of industries, including consumer electronics, automotive, medical, industrial, security, defence, and semiconductors, among others. Leveraging its extensive global production network, the Group provides tailored PCB solutions to meet the specific needs of each sector.

The Group takes pride in its long-standing relationships with manufacturing partners. Annual audits are conducted to ensure that these partners continue to 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 supply reliable, high-quality products with efficiency and precision.

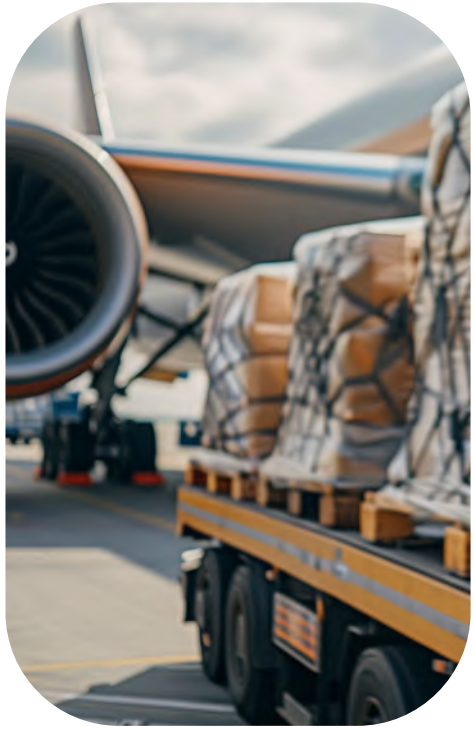
In 2024, more than 90% of Fineline's turnover was generated through its production network in China, with the remainder coming from Europe and other parts of Asia. During the year, the Group expanded its sourcing footprint to include new regions in Southeast Asia, namely Vietnam, Thailand, and Malaysia.

Fineline's supply chain includes 45 key approved PCB suppliers based in China, alongside additional partners located elsewhere. In 2024, the Group onboarded six new suppliers, each of whom was thoroughly evaluated using both environmental and social criteria as part of its supplier approval process.

Partner factories undergo rigorous selection, monitoring, and management by the Group's Supply Chain Centre teams based in Shenzhen and Dongguan, China. This process is detailed in the Fineline Supplier Approval Procedure, which outlines a structured, multi-step approach to ensure that new PCB manufacturers meet the necessary quality standards and technical capabilities. The procedure also forms an integral part of the Group's broader risk management framework.

As part of the approval process, Fineline conducts on-site audits—carried out by the Chinese office—and requires a set of supporting documents, including relevant certifications, compliance declarations, and signed quality agreements. Once approved, suppliers are subject to periodic audits to evaluate the effectiveness of their quality management systems and production processes. For complex or high-risk orders, Fineline applies heightened monitoring measures, covering the entire production cycle from quotation to engineering, manufacturing, and final shipment.

In 2023, Fineline's management participating in a dedicated sustainable purchasing training programme. Delivered between October and November, the sessions focused on key topics in social compliance, including child labour, forced labour, working hours, remuneration, H&S, freedom of association, discrimination, and social compliance management systems. A specialised module on social audits also provided practical guidance on how to interpret and assess audit reports submitted by suppliers.
This training proved instrumental in 2024, significantly strengthening the Group's supplier management practices and reinforcing the importance of integrating environmental and social criteria into procurement processes. As a direct result, Fineline initiated the drafting of a formal Sustainable Procurement Policy, aimed at further enhancing its responsible sourcing systems and supporting long-term supply chain sustainability.



FOSTERING RESPONSIBLE PROCUREMENT IN 2025

In 2025, Fineline will take a significant step toward reinforcing its responsible supplier evaluation, selection, and monitoring system through the introduction of a Sustainable Procurement Policy. This policy will strengthen the Group's commitment to sustainability and ethical business practices, extending these principles throughout the supply chain. The Group aims to collaborate with suppliers that actively work to minimise environmental and social impacts, respect human rights and environmental regulations, and hold relevant certifications such as ISO 14001. The overarching goal is to ensure full supply chain alignment with the United Nations SDGs, covering all suppliers and business partners in the process.

In 2024, the Group reinforced its comprehensive approach to sustainable supply chain management, with the objective of integrating environmental and social considerations into the selection, evaluation, and monitoring of PCB suppliers. Fineline's commitment to a responsible and resilient supply chain is structured around four key pillars:

1. **The Supplier Code of Conduct.**
2. **Monitoring supplier adoption of ISO 9001 (quality) and ISO 14001 (environmental) certifications.**
3. **Assessing the performance of key PCB suppliers—both existing and prospective—via a dedicated self-assessment questionnaire.**
4. **Conducting sustainability audits for primary PCB suppliers.**

1. THE SUPPLIER CODE OF CONDUCT

At the core of the Group's sustainable supply chain strategy is the implementation of its **Supplier Code of Conduct**, which incorporates key ESG principles. Fineline requires all suppliers to read, sign, and uphold the commitments outlined in the Code. In 2024, most approved key suppliers formally signed the Supplier Code of Conduct, demonstrating a strong and widespread commitment to ethical practices. The Group is committed to engage suppliers in risk mapping, mitigation and to collaborate with them on best practices for sustainable procurement. By adhering to the Code, suppliers contribute to Fineline's goal of building a transparent, ethical, and resilient global supply chain.

Looking ahead, future revisions of the Supplier Code of Conduct aim to further align with internationally recognised standards, including the Ten Principles of the United Nations Global Compact (UNGC), the OECD Guidelines for Multinational Enterprises, and relevant International Labour Organization (ILO) Conventions.

CORE PRINCIPLES OF THE SUPPLIER CODE OF CONDUCT

Compliance with Laws

Suppliers are required to ensure that their personnel and operations fully comply with all applicable local and international laws, regulations, and standards. This includes responsibility for ensuring that products, services, and shipments delivered to the Group meet all relevant international trade compliance requirements. Suppliers are also expected to commit to regular compliance audits, supporting ongoing adherence to legal obligations across all areas of operation.

Labour

Suppliers must uphold the human rights of workers and treat all personnel with dignity and respect.

A. Child Labour: Suppliers must only employ individuals who meet the minimum legal age requirements, ensuring that no person under the age of 16 is employed, even where local laws permit otherwise. Suppliers must comply with all relevant child labour regulations. Where young workers are employed and subject to compulsory education laws, they must only work outside school hours and in full accordance with applicable legislation.

B. Forced Labour and Human Trafficking: All employment must be freely chosen. Suppliers must not use any form of indentured or forced labour, slavery, or servitude. The following practices are strictly prohibited: No forced, bonded, or involuntary prison labour.

- Workers must not be required to lodge deposits or surrender identity documents.
- No withholding of wages, benefits, property, or documents as a means of coercion.
- Workers must not bear any employment fees or costs, in whole or in part.
- Personnel must have the right to leave the premises after completing their standard workday and to terminate their employment with reasonable notice.
- No entity shall engage in or support human trafficking.

C. Working Conditions and Wages: Workers must receive and sign a written employment contract or equivalent prior to starting work. Suppliers must ensure compliance with all relevant laws regarding working hours, wages, and overtime. All workers must receive at least the minimum legal wage or a wage that meets local industry standards, whichever is higher. Legal standards regarding breaks, public holidays, and collective bargaining agreements (where applicable) must be respected.

D. Non-Discrimination and Humane Treatment: Employees must be treated with dignity and fairness at all times. The following are strictly prohibited:

- Corporal punishment or physical abuse.
- Threats of violence.
- Sexual or other forms of harassment.
- Verbal abuse and intimidation.
- Discrimination based on personal characteristics or beliefs.

Hiring, compensation, training, promotion, termination, and retirement decisions must be based solely on ability to perform the job, without discrimination on the grounds of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation.

E. Freedom of Association: Suppliers must respect employees' rights to freely associate, including the right to join or refrain from joining any lawful organisation, such as trade unions or works councils.
Suppliers must comply with all applicable laws regarding freedom of association and collective bargaining. Workers' representatives must be free from discrimination and must be granted access to carry out their duties within the workplace.

Health & Safety

Fineline is committed to maintaining the highest standards for employee health and safety and promoting environmental protection globally. When suppliers operate on-site at a Fineline or Fineline customer location on behalf of the Group, they are required to comply with the Group's Safety Policy, EHS (Environment, Health and Safety) handbook, and any site-specific safety requirements.

A. Workplace Safety: Suppliers are responsible for providing a safe and hygienic working environment, minimising physical and chemical hazards through:

- Proper design, engineering, and administrative controls.
- Preventative maintenance and safe working procedures.
- Regular and documented H&S training for all personnel.

Training sessions must be repeated for new or reassigned workers, and adequate measures must be taken to prevent workplace accidents and injuries.

CORE PRINCIPLES OF THE SUPPLIER CODE OF CONDUCT

Environment

Given that environmental responsibility is fundamental to Fineline's business practices, all suppliers must ensure full compliance with applicable environmental laws and regulations.

Ethics

Suppliers must uphold the highest standards of ethical conduct in all interactions with employees, business partners, and customers.

Anti-Corruption

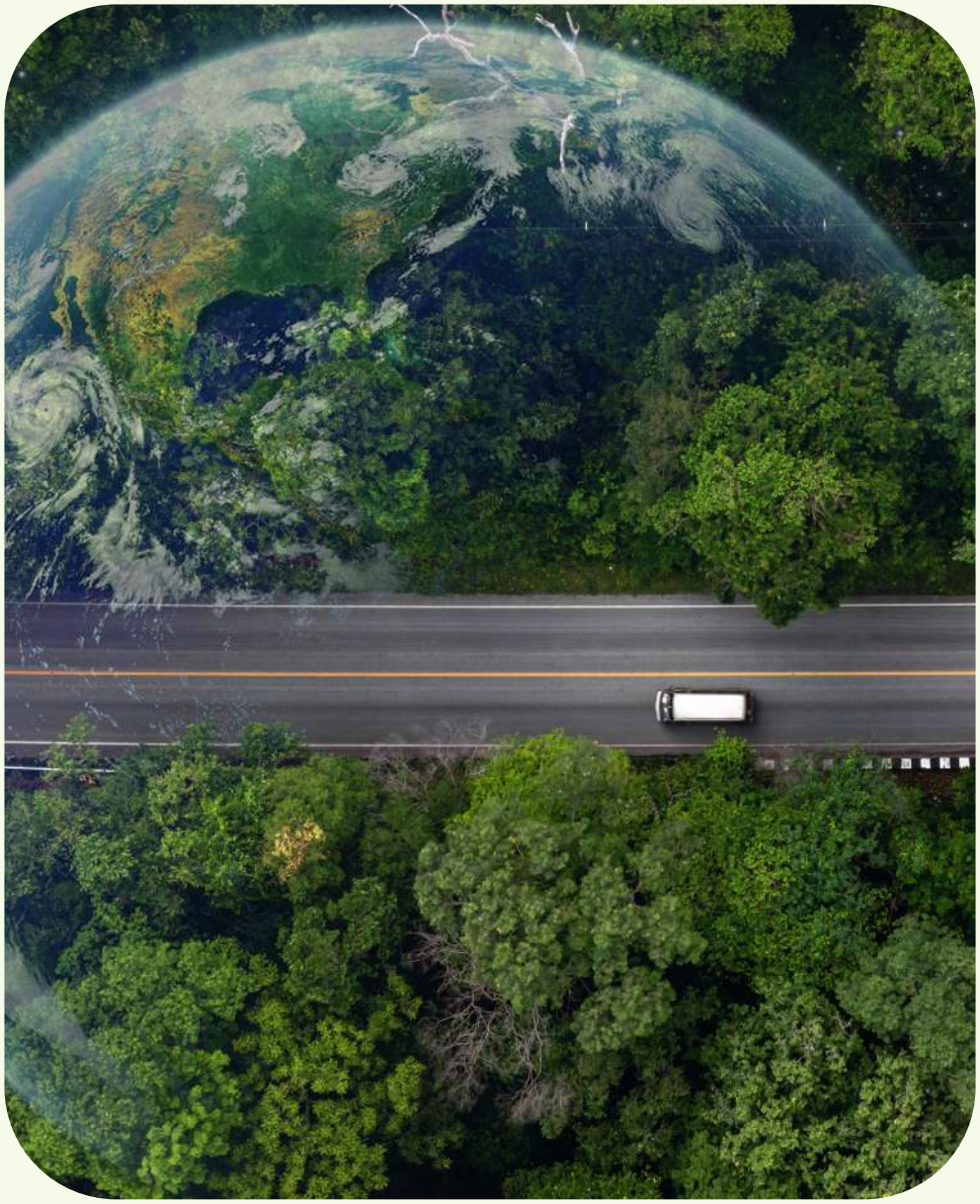
In alignment with the Group's commitment to anti-corruption regulations, suppliers must not engage in bribery, kickbacks, or any corrupt practices intended to gain or retain business or secure any improper advantage. Suppliers are expected to comply fully with all applicable anti-corruption laws when acting on behalf of Fineline.

Gifts and Entertainment

While Fineline recognises the customary exchange of modest gifts or business hospitality, these practices must not compromise professional judgment or create the appearance of bias or undue influence. Suppliers are expected to ensure that such gestures remain appropriate, transparent, and in accordance with applicable policies.

Social Compliance Management System

Suppliers are required to appoint a senior management representative responsible for ensuring compliance with the Supplier Code of Conduct. Additionally, suppliers must actively communicate the principles of the Code to all employees and extend these expectations to their own supply chains, promoting accountability and ethical conduct at every level.



2. MONITORING SUPPLIER CERTIFICATIONS COMPLIANCE (ISO9001 AND ISO14001)

As part of its second strategic pillar, Fineline is committed to working with the most reliable and responsible manufacturing partners. To support this, the Group closely monitors suppliers adoption of internationally recognised ISO 9001 and ISO 14001 certifications, which represent standards for quality management and environmental management, respectively.

In 2024, all suppliers approved on the vendor list were assessed for certification status:

PCB SUPPLIERS'* CERTIFICATION SCREENING	2023	2024
Suppliers holding a ISO9001 certification	96%	100%
Suppliers holding a ISO14001 certification	91%	98%

*These data consider the 45 approved suppliers from vendor list 2024.

3. SUPPLIER PERFORMANCE EVALUATION AND DUE DILIGENCE

The third pillar of Fineline's sustainable supply chain strategy focuses on the assessment of key PCB suppliers, including both existing and prospective partners. This is carried out through a dedicated self-assessment questionnaire, the Supply Chain Sustainability Assessment (SCSA), which covers key ESG areas such as company and supplier management, labour conditions, human rights, ethics, H&S, environmental performance (including CDP), and the responsible sourcing of raw materials.

As part of the evaluation process, new suppliers are required to submit a set of pre-entry documents to demonstrate compliance with environmental and ethical standards. These include:

- RoHS and REACH compliance declarations and test reports
- Conflict Minerals screening documentation (via CMRT and EMRT)

Fineline investigates the potential risk of conflict minerals in products across its supply chain, particularly within PCBs. Suppliers are asked to complete CMRT/EMRT templates, which are then reviewed by Fineline and cross-checked against the latest information from the Responsible Minerals Initiative (RMI). This ensures traceability and helps verify that no conflict minerals are present.

In addition, Fineline requires confirmation from suppliers regarding how compliance is assured within their own supply chains, reinforcing accountability and transparency at every level.

4. SUPPLY CHAIN MONITORING THROUGH SUSTAINABILITY AUDITS

The fourth pillar of Fineline's sustainable supply chain strategy focuses on strengthening oversight and supporting suppliers in their sustainability journey. This approach is designed not only to monitor performance across the duration of the supplier relationship but also to encourage continuous improvement and alignment with stakeholder expectations.

In 2024, the Group completed 25 supplier audits—11 more than initially planned—including assessments of environmental and social performance at 17 of these suppliers. Looking ahead to 2025, the Group plans to conduct 15 additional audits. These audits are a critical part of Fineline's commitment to tracking supplier progress and ensuring that corrective actions are taken when necessary.

Audit methods include on-site employee interviews, site inspections, review of third-party audit findings and corrective action plans, as well as the examination of relevant records and documentation. Through this process, Fineline ensures that its suppliers are progressively enhancing their ESG performance in line with industry standards.

Looking ahead, the Group remains committed to advancing its tools and frameworks for supplier assessment, paving the way for a resilient, innovative, and environmentally responsible supply chain.

CONFLICT-FREE SOURCING: UPHOLDING ETHICAL SUPPLY CHAINS

Fineline is committed to maintaining a conflict-free supply chain, ensuring that the products it sells do not contain conflict minerals—specifically tin, tantalum, tungsten, and gold—sourced from entities that finance conflict in the Democratic Republic of Congo or adjoining countries. In alignment with the Group's Code of Conduct, Fineline requires all suppliers to conduct thorough due diligence on their supply chains. This process includes determining whether the products sold to Fineline contain these minerals and, if so, verifying that they are sourced exclusively from conflict-free smelters.

Suppliers are obligated to report the findings of their due diligence efforts to Fineline, ensuring compliance with legal obligations and the Group's policy objectives. Moreover, suppliers must demonstrate a clear commitment to becoming conflict-free by sourcing only from recognized conflict-free smelters. To support this commitment, suppliers are expected to implement comprehensive business continuity plans that protect employees, secure property, and maintain the integrity of shipments. They must also establish mechanisms to protect the confidentiality and safety of employees who report potential ethical or criminal violations in good faith.

In 2024, Fineline received a total of 42 Conflict Minerals Reporting Templates (CMRT) from its suppliers, reflecting the Group's continued dedication to ethical sourcing. Notably, Fineline's primary suppliers, representing approximately 80% of total orders, submitted all required documentation, demonstrating their adherence to the Group's ethical sourcing policies.

Should suppliers become aware of any violations of this policy, they are required to promptly notify Fineline and implement a corrective action plan within a defined timeframe. If suppliers fail to comply with the commitments outlined in the corrective action plan or demonstrate unresponsiveness—despite repeated attempts to obtain the required information or resolve conflict mineral issues—Fineline reserves the right to take necessary action, which may include suspending future orders or terminating the business relationship.

4. People at the heart of Fineline

4.1 STRENGTH THROUGH PEOPLE: FOSTERING TALENT AND BELONGING

At Fineline, people are at the heart of the business. The Group's vision "to be a great place to work" is central to its strategy and long-term success. Fineline is committed to the well-being, growth, and satisfaction of all employees across its global network.

The Group's global HR guidelines form the foundation for achieving this vision. These guidelines are adopted across all subsidiaries and adapted to comply with local labour laws, practices, and cultures. A dedicated global HR team provides strategic guidance, supports local HR leads, and oversees progress. One of the key tools for assessing this progress is the Group's periodic employee opinion survey. In addition, FINELINE organises a bi-annual global conference call and maintains an HR Global Forum that convenes monthly. Together with the Fineline Code of Conduct, these HR guidelines reinforce the Group's commitment to its people, business partners, and communities. Leadership strategies aim to cultivate an exceptional workplace experience, focusing on the following core areas:

- **Continuous Learning:** Enabling career development through up-to-date training on professional trends and technologies.
- **Diversity and Inclusion:** Embracing diverse perspectives and encouraging innovation through an inclusive environment.
- **Employee Recognition:** Valuing individual contributions that drive collective success.
- **Well-being and Work-Life Balance:** Fostering a supportive culture that promotes health, collaboration, and team spirit.
- **Innovation Culture:** Empowering employees to share ideas and experiment with new approaches to challenges.
- **Open Communication:** Facilitating regular updates and feedback to ensure transparency at all levels
- **Ethics and Social Responsibility:** Promoting ethical conduct and providing channels for employees to contribute to social impact initiatives.
- **Local HR Policies:** Offering clear frameworks on compensation, benefits, ethics, training, and performance feedback.
- **Fair Hiring Practices:** Ensuring structured, equitable hiring processes including interviews, technical assessments, peer reviews, and reference checks.
- **Strong Employer Brand:** Positioning Fineline as an innovative, people-first, and customer-oriented organisation.

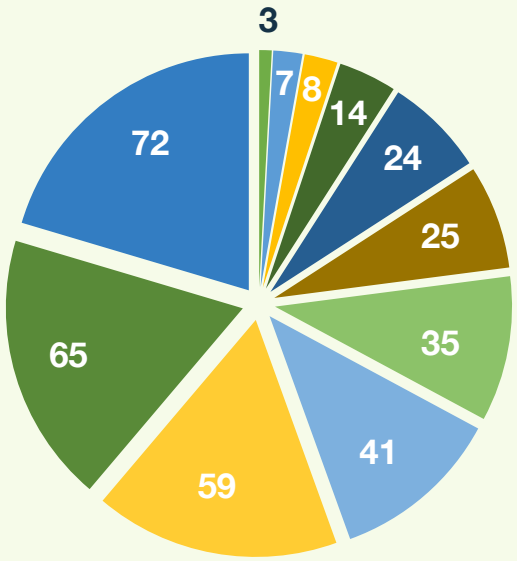
The Group places particular importance on interpersonal relationships to foster motivation, encourage a sense of belonging, and promote continuous learning. This approach is aimed at ensuring long-term continuity by transferring the organisation's core values to future generations. Fineline promotes a workplace culture based on mutual respect, fairness, and support—responding to individual employee needs and investing in strong, collaborative working relationships.

As part of its commitment to continuous improvement, Fineline has set a 2025 objective to revise its Global HR Guidelines and strengthen local HR policies across its entities.

As of 31 December 2024, Fineline Group employed 353 individuals, 48% of whom were women. A significant majority—87%—were employed under permanent contracts, reflecting the Group's dedication to fostering long-term professional relationships. The following table provides a breakdown of employees by age group and gender:

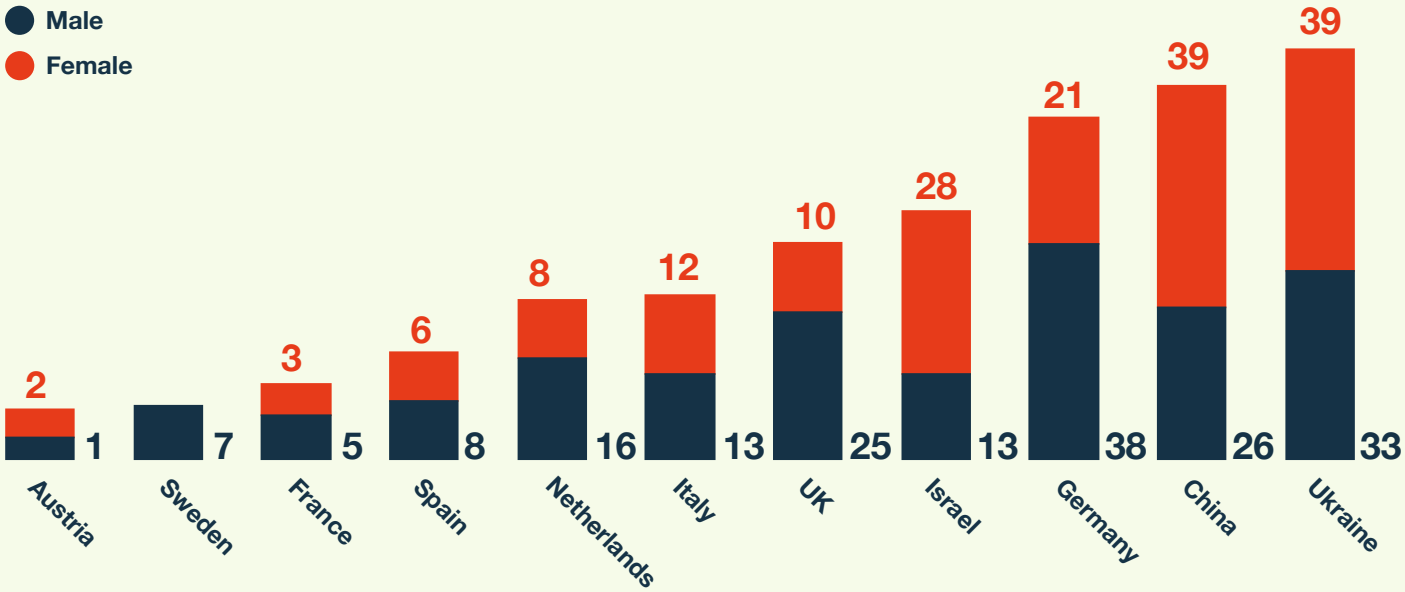
Employee Data by Age 2024	Male	Female	Total	%
Under 30 years old	38,00	43,00	81,00	23%
Between 30-50 years old	91,00	102,00	193,00	55%
Over 50 years old	56,00	23,00	79,00	22%
Total Employees	**185,00**	**168,00**	**353,00**	**100%**

Employees Distribution by Country



- Austria 3
- Sweden 7
- France 8
- Spain 14
- Netherlands 24
- Italy 25
- UK 35
- Israel 41
- Germany 59
- China 65
- Ukraine 72

Employees Gender by Country



4.2 LABOUR RIGHTS AND FAIR EMPLOYMENT

At Fineline, the well-being of employees and collaborators—and respect for their physical, moral, and cultural integrity—is not only a core priority but fundamental to the Group's long-term success. As outlined in the Group's Code of Conduct, Fineline is committed to work practices that uphold human dignity and protect human rights. This includes respecting privacy, safeguarding confidential information, and ensuring equal opportunities for all, free from any form of discrimination. Fair and equitable compensation is guaranteed, and the Group strictly prohibits retaliation against employees who report violations of laws or company policies.

To prevent any form of human rights abuse, labour rights violations, discrimination, or lack of equal opportunity, Fineline has implemented an online training course on Workplace Harassment Prevention. This training is mandatory across all entities, and in 2024, 100% of employees successfully completed the course.

In Italy, France, and Spain, Fineline employees are covered by national collective bargaining agreements. In other Group entities, employment relationships are governed by individual agreements in accordance with local labour laws and prevailing practices. The collective bargaining agreements address key aspects such as social dialogue, career development, training, working conditions, diversity, and the prevention of discrimination and harassment. They promote active employee participation in company decision-making, support ongoing training to enhance skills and career growth, and establish standards for working hours, holidays, leave, compensation, and workplace safety. All offices and warehouses are also subject to occupational risk and health evaluations to ensure safe and compliant working environments. These agreements also include clear provisions to ensure equal opportunities and to prevent any form of harassment, fostering a safe and respectful work environment.

Fineline also supports hybrid work models wherever feasible. Following a dedicated survey to assess remote work needs, the Group equipped employees with the necessary tools and resources to effectively carry out their duties from home.

4.3 OCCUPATIONAL HEALTH AND SAFETY

At Fineline, protecting human health and safety (H&S) is a core priority. The Group is committed to preventing workplace injuries and illnesses by ensuring safe, respectful, and dignified working conditions for all employees, collaborators, and consultants. All Fineline entities comply with national H&S legislation, and all legally mandated training is delivered accordingly. In 2024, a total of 10 fire drills and evacuation exercises were carried out across the Group. This commitment is reflected in the data: in 2024, Fineline recorded zero workplace injuries or occupational illnesses.

Fineline's approach is grounded in the respect of internationally recognised human rights and full compliance with applicable laws and labour protection regulations. The Group places the highest importance on adhering to workplace health and hygiene standards, not only within its own operations but also across its supply chain. To support this, all key suppliers are required to sign the Supplier Code of Conduct, which includes specific H&S compliance obligations. While Fineline does not operate a certified health and safety management system, some entities have taken proactive steps. For instance, Fineline UK engages third parties and subcontractors to manage Health, Safety and Environment (HSE) aspects under a dedicated HSE policy that aims to eliminate occupational risks. The UK entity also conducts an annual site survey. In Italy, Spain, and the UK, Risk Assessment Documents have been prepared to identify hazards, assess risks, define evaluation criteria, and plan preventive and protective measures. These documents also detail health surveillance protocols and the distribution of Personal Protective Equipment (PPE), while also addressing mental health by analysing psychosocial risks, mental burden, and work-related stress.

In Fineline Israel, a company safety manual is provided to all employees, serving as a comprehensive guide for safety induction and ongoing updates. This manual includes general safety rules, specific guidelines, necessary protective equipment, available first aid resources, and emergency response protocols, ensuring that employees are well-informed about safety procedures.

In Germany, employees benefit from supplementary health insurance. In Italy, an in-house psychologist is available to support mental well-being: in 2024 each employee had three free meetings (which can extend to any family member), plus the psychologist was available every 2 months to do a group meeting in the company on various topics. In China, employees receive a free annual physical examination each June or July, and health insurance is provided to cover non-occupational medical services. In Sweden, staff have direct access to healthcare through the ITP2 scheme—an occupational pension and benefits plan for private-sector employees under collective agreement.

Fineline also promotes physical wellness by encouraging sports and recreational activities. Football, basketball, and badminton teams are regularly organised, and table tennis facilities are available in the office to support employee engagement and healthy lifestyles.

4.4 DIVERSITY AND INCLUSION

At Fineline, Diversity and Inclusion (D&I) are fundamental values embedded in the Group's operations. Each entity is committed to establishing and upholding principles that reflect both the Group's standards and local requirements, ensuring all employees are treated fairly, without bias, and with an open and inclusive mindset. Promoting equal opportunities is central to Fineline's long-term success.

D&I is also recognised as essential to building a responsibly managed and resilient organisation. Fineline's diverse workforce plays a crucial role in creating a secure and thriving environment that encourages continuous improvement. Thanks to the Group's international reach and collaboration among entities, Fineline fosters a multicultural environment that embraces diversity, promotes belonging, and values global perspectives.

Diversity is present at every level of the Group. The Steering Committee, for instance, includes both male and female members, with two men and one woman currently serving. Other key management roles are also held by both male and female leaders.

Fineline UK enforces an Equal Opportunity Policy, underscoring the Group's commitment to fair and equal treatment for all employees and applicants, ensuring that discrimination or harassment is neither tolerated nor overlooked. This policy applies to various aspects of employment, including recruitment, compensation, and day-to-day treatment. It clearly defines different types of discrimination (such as direct, indirect, and associative) and lists protected characteristics, including age, race, gender, disability, and other factors. The policy holds all individuals accountable for compliance, with disciplinary measures in place for violations.

Fineline's commitment to gender equity is also reflected in its approach to addressing wage disparities. In 2023, Fineline VAR LTD, the Group's UK-based entity, developed a model to analyse pay gaps within each department. Each business unit was assigned a reference salary, and employee compensation was assessed relative to this benchmark.

Notably, the 2023 Equal Pay Report revealed clear evidence of equal pay practices, with most employees' salaries closely aligned with their departmental averages.

4.5 EMPOWERING EMPLOYEES: TRAINING, GROWTH AND DEVELOPMENT

Cultivating employee development is essential to enhancing satisfaction and engagement across the Group. This focus not only strengthens individual commitment to Fineline, its customers, and partners, but also drives motivation and excellence within teams.

To support employee growth and foster a rewarding workplace culture, Fineline invests in a wide range of learning opportunities, including training, coaching, mentoring, and themed discussion groups, designed to nurture both professional and personal development.

Since 2022, Fineline has offered the Global Onboarding and Professional Development Programme, a structured set of core courses that has evolved over the past two years to reinforce the Group's commitment to continuous learning. These courses include:

- **Welcome to Fineline:** An immersive introduction to the Group's values, culture, and operations, helping new employees integrate seamlessly.
- **An Introduction to PCB:** A technical overview of PCBs, their production processes, applications, and fundamental role in Fineline's successful business.
- **Cybersecurity Awareness:** A practical course that provides an overview on the IT systems and focuses on recognising, preventing, and managing cyber threats to support a secure digital work environment.
- **Workplace Harassment Prevention:** A foundational course promoting respect and inclusion, helping staff identify and respond appropriately to workplace harassment.
- **Online Sales Best Practices:** A strategic course to equip employees with tools and techniques for successful digital sales and client engagement.
- **A Deep-Dive into PCB:** An advanced exploration of emerging technologies and future trends in PCB design and manufacturing.

In 2024, Fineline expanded its New Hires Orientation programme, offering remote onboarding sessions that introduced new employees to the global team and key functions. The HR team also organised virtual meetings to provide newcomers with a comprehensive overview of the Group, covering global functions, tools, processes, and a CEO-hosted "round table" for direct engagement.

Recognising that people are its most valuable asset, Fineline believes that empowering and engaging its employees is key to continuous improvement and optimal performance. As such, its training programmes are designed to meet a variety of learning preferences and professional needs, offering flexibility in both content and format. Training programmes include:

- **Online Training:** All employees have access to virtual training via a Learning Management System (LMS). This platform supports skill development and compliance with mandatory training while enabling global training managers to monitor progress.
- **Face-to-Face Training:** Both local and global workshops are delivered to teams across sales, logistics, and other departments to promote best practice sharing and collaborative learning.
- **Academia Support:** Fineline encourages employees to pursue further education and professional qualifications, offering flexible hours and financial assistance. Supported training includes PCB design, IT infrastructure, advanced programming, and Excel VBA.
- **Sustainability Awareness:** Starting in 2025, Fineline will share regular newsletters on ESG topics, promoting a culture of sustainability across the Group.

Value Add Strategy

At Fineline, the concept of "Value Add" extends beyond improving products—it embodies a commitment to going the extra mile for all stakeholders. The Group's Value Add Teams, which meet regularly at local levels, are dedicated to exploring innovative ways to create added value for customers and suppliers at every stage of collaboration. This strategy is a cornerstone of Fineline's culture, with teams composed of members from all levels of the organisation, promoting global inclusion and equality.

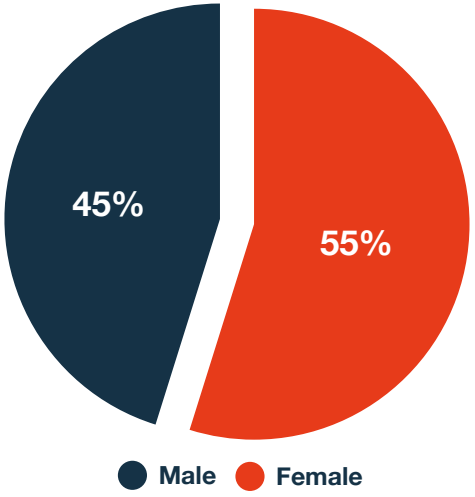
A key driver of success is the active involvement of employees in value-creation initiatives. Through workshops, specialised training, and the exchange of best practices, employees are empowered to contribute meaningfully to continuous improvement. These workshops are designed not only to encourage idea-sharing, but also to demonstrate that Fineline listens to and acts on employee suggestions.

Participants are encouraged to adopt the perspectives of customers, suppliers, and colleagues, identifying areas for improvement based on their own experiences. While pinpointing process inefficiencies is a challenge, it is also essential to enhancing workflows and delivering superior service. It is through these collaborative efforts that Fineline sets itself apart—not just with its products, but through the value embedded in every aspect of its service.

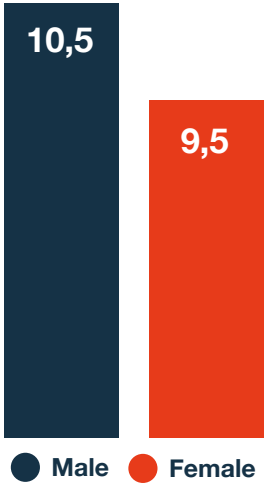
Training at local level and from Fineline Global

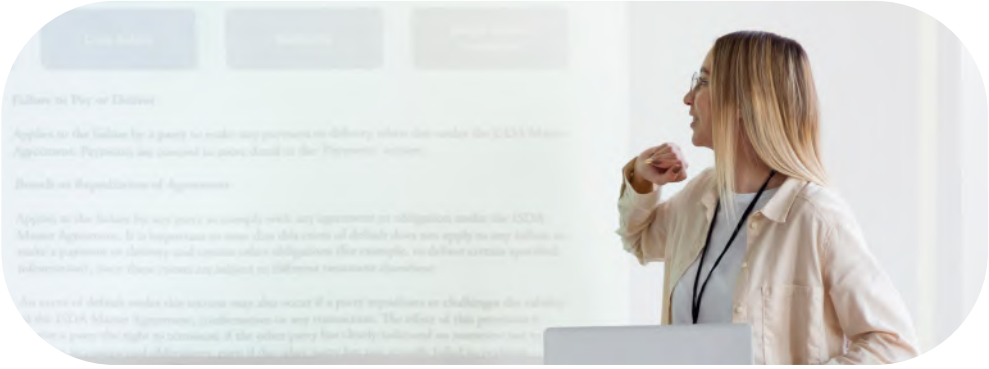
In 2024, Fineline entities collectively delivered a total of 3,891.6 hours of training across various topics. Additionally, Fineline Global provided 2,270 hours of training, covering a wide range of areas including cybersecurity, environmental awareness and waste reduction, career and skills development, and human rights. Other training activities included specialised sessions, such as a warehouse manager training course conducted by an external trainer in the UK.

Percentage of Training by Gender



Average training hours per employee gender





WORKPLACE HARASSMENT PREVENTION

This training equips employees with the knowledge to identify and prevent harassment in the workplace. It addresses key areas such as defining harassment, recognising its various forms, and understanding how to report it. The course includes real-life scenarios and practical exercises to help participants understand their responsibilities in fostering a respectful and inclusive work environment. At Fineline, social and labour issues are taken seriously. Harassment prevention training is an integral part of the onboarding process, ensuring that human rights and D&I principles are embedded from day one. To further demonstrate this commitment, Fineline's hiring practices are designed to prevent any form of discrimination based on gender, ethnicity, religious beliefs, marital status, sexual orientation, age, disability, or political views.

Cybersecurity Training
This course helps employees protect the Group's digital infrastructure and sensitive data. Key topics include identifying phishing emails, creating secure passwords, recognising malware, and maintaining data confidentiality. The training is enriched with interactive activities and real-world scenarios to ensure practical understanding. Upon completion, employees are equipped to detect and mitigate cyber threats, thereby strengthening Fineline's information security.

Money Laundering Awareness Training
As part of its 2025 training objectives, Fineline aims to deliver money laundering prevention training to 100% of its Finance staff by year-end. The goal is to deepen awareness and reinforce risk mitigation practices.

Language Training
With global collaboration at the core of Fineline's operations, the Group supports employees in developing their English language skills. Offerings include online courses and sessions tailored to employees' needs.

Career Development and Feedback collection
Fineline is committed to supporting employee well-being and fostering long-term retention by maintaining open and constructive dialogue around individual career journeys. Reflecting this commitment, the Group conducted a comprehensive company-wide survey in 2024 to assess employee satisfaction across several dimensions, including basic needs, personal development, team collaboration, and career growth opportunities.

The goal of the survey was to collect actionable insights that could help the Group build on its strengths and identify areas for enhancement. The 2024 survey achieved an impressive 82% response rate, with 287 employees participating.

PARTICIPANTS' TENURE RATIO 2024 EMPLOYEE SURVEY

50% 5+ YEARS

18% 1-3 YEARS

17% 3-5 YEARS

15% 0-1 YEAR

The 2024 employee survey at Fineline offered valuable insights into both the Group's key strengths and opportunities for continued growth and improvement.

Key Strengths: The results highlighted Fineline's strong workplace culture, with employees appreciating the supportive environment and collaborative spirit across teams. The Group's dedication to high-quality service delivery and customer focus was also recognised as a source of pride. Furthermore, Fineline's efforts in promoting a healthy work-life balance and employee support were viewed positively by many respondents.

Opportunities for Improvement: The survey also provided constructive suggestions on areas where employees believe Fineline could continue to evolve. Some respondents expressed a desire for enhanced competitiveness in compensation and benefits. Others suggested that internal communication and recognition of achievements could be strengthened. There were also calls for additional career development opportunities and continuous improvements to internal systems and efficiency. These perspectives are being taken into careful consideration as part of the Group's ongoing commitment to fostering a motivating, inclusive, and forward-thinking workplace.

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

- **Peer-to-peer appreciation programmes to foster a culture of recognition and mutual support among employees.**
- **Peer learning sessions for managers, aimed at reinforcing the importance of leading by example and ensuring alignment with the Group's core values.**
- **Integration of career development and feedback themes into company newsletters, with informative and motivational content to encourage engagement and growth.**

In 2024, 74% of Fineline's employees received a performance and career development review:

2024 Reviews	
Total number of employees who received a regular performance and career development review	259
Number of male employees who received a regular performance and career development review	121
Number of female employees who received a regular performance and career development review	138

Feedback and performance-based compensation schemes across Fineline's subsidiaries are tailored to reflect the unique needs and practices of each region. Despite this variation, the Group adheres to key principles that promote recognition of individual achievements and identify opportunities for professional growth. Local initiatives include:

- **Fineline Germany:** Holds quarterly one-to-one meetings with each employee to collaboratively set and assess goals, encouraging continuous development and alignment with organisational objectives.
- **Fineline UK:** Conducts annual one-to-one evaluations designed to facilitate open dialogue and the exchange of feedback between employees and managers.
- **Fineline Italy:** Integrates annual individual performance reviews and monthly employee-manager meetings for regular check-ins. Additionally, the CEO hosts informal biannual meetings with each employee, fostering a supportive and open work environment conducive to growth.
- **Fineline China:** Evaluates employee development over career-relevant timeframes, providing constructive feedback used to shape personalised training plans, determine remuneration, support promotion pathways, and inform professional development. Annual skills training is delivered, with employees assessed to identify gaps. Expert instructors from supplier factories are also invited to deliver sessions, alongside site visits to enhance practical knowledge.
- **Fineline Israel:** Runs an annual feedback process involving all employees, offering a structured platform for dialogue, concern-sharing, and input on organisational improvements.

These decentralised yet harmonised feedback and evaluation practices underscore Fineline's commitment to recognising employee contributions, supporting growth, and enhancing organisational success.

4.6 FOSTERING TEAM SPIRIT, ENGAGEMENT AND WORK-LIFE BALANCE

At Fineline, team building is not only a tool to encourage effective collaboration, it is essential to fostering a sense of belonging, engagement, and well-being across the Group. Each entity develops its own tailored initiatives to support this goal, reflecting local needs and cultures, as illustrated below:

FINELINE GERMANY

Fineline Germany embraces a collaborative and open approach to team building, allowing employees to organise informal 'speed date' style meetups. This initiative is enhanced by the 'Coffee Break' team app, which encourages weekly 10-minute meetings between colleagues to discuss topics, answer prompts, and build stronger connections. In 2024, both Fineline Benelux and Germany developed new flexible working arrangements, including home office options, updated bonus and incentive schemes, and a new bicycle plan to promote sustainable mobility.

FINELINE ITALY

In Fineline Italy, team-building activities such as group excursions and outdoor events are regularly organised. The entity also hosts a yearly all-hands business review meeting, providing an opportunity to align on strategy, performance, and future goals. Employees benefit from access to the company welfare programme: every year, each person receives a bonus which can either be included in their paycheck (subject to taxation) or allocated tax-free to the Allianz-operated company welfare platform. Through this platform, employees can select from a wide range of services and products, including magazine and streaming subscriptions, medical visits, fuel and shopping vouchers, and more. Italy also provides access to in-house psychological support to promote mental well-being.

FINELINE CHINA

Fineline China adopts a dual approach to team building, combining organised activities with workplace enhancements to foster a strong and engaging culture. Group outings and excursions are regularly arranged to strengthen team spirit, while workplace improvements include access to healthy dietary options and wellness-focused amenities such as ping pong tables and treadmills. Sports activities, including table tennis, basketball, and football, are encouraged after working hours. In 2024, flexible working hours were introduced, offering staggered start times (8:30, 9:00, 9:30, or 10:00) to better accommodate individual employee needs. Additionally, Fineline China motivates performance through incentive programmes. Employees demonstrating strong annual performance, skills, and commitment may receive cash bonuses, salary adjustments, or promotions. Outstanding performers are also rewarded with a three-day travel package, reinforcing the value placed on employee excellence.

FINELINE UK

Fineline UK fosters collaboration through an open-space common area that encourages informal discussions, idea sharing, and project alignment. This culture extends outdoors into the corporate garden during favourable weather. In 2024, several initiatives were introduced to enhance employee well-being and work-life balance, including flexible hours and remote working options. Employees also benefited from the SimplyHealth care scheme, providing access to a wide range of medical services. Support is also available through the scheme and the company's insurance plan. To further encourage wellness, the HR department issues a monthly newsletter with health-related content and practical tips.

FINELINE ISRAEL

Fineline Israel offers a variety of initiatives aimed at supporting employee welfare and well-being. These include Magen David Adom (MDA) emergency response training programmes—designed to prepare both the public and professional personnel for a range of emergency scenarios—and self-defence workshops for women in the organisation. Additionally, Fineline Israel hosts a special office experience day for employees' children starting first grade, as well as an annual "Oscar" ceremony, with figurine awards presented across 10 employee-nominated categories.

While many initiatives are managed at the local level, several extend beyond geographical boundaries to promote international collaboration. For example, the annual Christmas celebration brings together colleagues from Fineline Netherlands, Germany, and Austria, fostering cross-border connections.

Fineline also encourages ongoing interaction across its global teams. Employees regularly participate in meetings to exchange ideas, share updates, and identify opportunities for improvement.

As a Group, Fineline upholds high standards for employee welfare, demonstrated through a variety of initiatives across its global operations. These include:

- Fostering motivation through performance-based rewards such as cash

bonuses, salary adjustments, and promotion opportunities.
- Encouraging team spirit by organising annual retreats, team-building events, and employee gift programmes, all contributing to a positive work-life balance.
- Supporting career development through personalised growth plans for high-potential employees, helping to retain top talent and promote internal advancement.

Each Fineline subsidiary is empowered to tailor these initiatives according to local needs, regulations, and cultural practices, ensuring that employee benefits are relevant, effective, and aligned with regional standards.

Over the past three years, Fineline has developed and implemented a range of initiatives aimed at enhancing employee recognition and appreciation. These efforts reflect the Group's commitment to fostering a positive and inclusive workplace culture. Key initiatives include:
- Peer-to-Peer Appreciation: Employees are encouraged to acknowledge one another's efforts by exchanging appreciation notes, helping to cultivate a culture of mutual respect and recognition.
- Leadership Recognition: CEOs, General Managers, and team leaders regularly send personalised appreciation notes to recognise outstanding contributions, reinforcing strong connections between management and employees.
- Celebrating Milestones: Birthdays and work anniversaries are celebrated across the Group, strengthening team cohesion and promoting a sense of belonging and inclusion.

Fineline Turnover
In 2024, Fineline achieved an overall employee turnover rate of 9.73%, reflecting a stable and engaged workforce. Notably, some affiliates — including Austria, France, Spain, and Sweden — reported zero turnover, demonstrating strong employee retention and engagement in these regions. Turnover rates among other affiliates varied, primarily due to voluntary resignations and planned organisational changes. No concerning patterns emerged, and the Group maintains active monitoring of turnover trends to support a positive and stable work environment across all locations.

4.7 GIVING BACK: FINELINE'S LOCAL AND GLOBAL IMPACT

Engagement is embraced not as an obligation, but as a core element of the Group's identity, enriching the lives of both participants and beneficiaries.

At Fineline Italy, this commitment takes tangible form through a volunteer campaign supporting the Stellina Onlus project. This initiative provides essential aid to local families in need, reflecting our values of empathy and service. The entity also supports employees in championing causes personally meaningful to them, fostering a culture of solidarity and altruism beyond the workplace.

Fineline Germany has long-standing ties with key non-profits. Since 2012, it has partnered with SOS Kinderhof (Social Society for Children), providing monthly support to improve the lives of at-risk children. Since 2019, the entity has also collaborated with the German Red Cross, delivering vital aid to those most in need. In 2024, employees joined forces in the Clean River Project, helping to combat plastic pollution in Germany's waterways. The entity also supports the German Environmental Foundation (Deutsche Umweltstiftung), which promotes environmental education and conservation efforts to protect natural resources for future generations.

Fineline UK renewed its 2024 support for Saint Michael's Hospice and Martin House, both offering care to individuals and families in vulnerable conditions. The entity also sponsored a local children's football team fundraiser and a regional food festival—initiatives that bring the community together and extend our impact locally.

Fineline Israel supports a range of organisations committed to improving lives:
- ERAN Emotional First Aid, offering life-saving emotional support by phone and online through its professional team and 1,650 volunteers.
- Home by the Sea, leveraging the healing power of the sea and community to support individuals with special needs, those at risk, and those affected by trauma.
- OTI – The Israeli Autism Association, providing developmental support to individuals and families affected by autism, grounded in the latest scientific research.

In 2024, **Fineline Spain** extended its support to local sports by sponsoring a women's football team—highlighting the Group's belief in inclusivity, empowerment, and community spirit.

5. Environmental stewardship: reducing operational impact

Fineline recognises the urgent need to address environmental challenges and is committed to responsible environmental stewardship as an integral part of its business strategy. This commitment is reflected in the implementation of sustainable practices across all areas of operation, with the aim of minimising environmental impact while supporting long-term business growth.

To guide its actions, Fineline has adopted a Group-wide Environmental Policy that describes the overall position on working to minimise the environmental impact while achieving sustainable business development and compliance to applicable laws and regulations.

Through this policy, Fineline:

- Assumes full responsibility to identify, measure and control the environmental aspects and to minimize the environmental impact.
- Undertakes to assess, measure and work with its suppliers to ensure that they are committed to reducing their environmental impact and act in accordance with regional laws.
- Commits to work on sustainable product development and quality improvement to minimize waste and resources used in the supply chain.
- Commits to implementing internal energy-saving and recycling actions in all offices.

To strengthen its commitment to environmental sustainability, Fineline has set itself the goal of reviewing its environmental policy by 2025. The new policy will more precisely outline the environmental commitment and actions of Fineline and its value chain, including targets and actions in three key macro areas:

- **Sustainable Procurement and Supplier Engagement**
- **Product and Customer Excellence**
- **Environmental Performance and Resource Management**

In line with its objectives, Fineline promotes a holistic and comprehensive approach to environmental responsibility, addressing key issues such as emissions, energy, waste, water, materials and biodiversity. This commitment extends to its wider value chain, fostering a culture of shared sustainability across its supply chain and stakeholder network.

5.1 POWERING DOWN: ENERGY AND EMISSIONS REDUCTIONS ACROSS THE GROUP

As a global organisation, Fineline integrates environmental responsibility into its operational culture, promoting consistent sustainability practices across all regional entities. Energy consumption across the Group varies by location, reflecting differences in climate, building infrastructure, and transport needs.

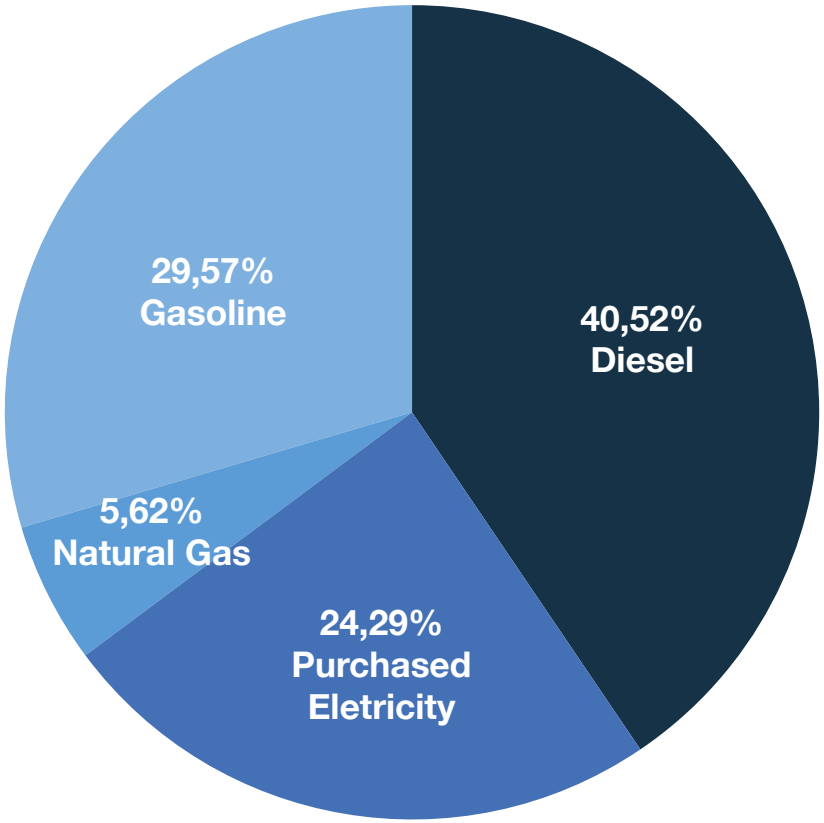
Energy Use by Location

- **Fineline China** relies primarily on electricity for lighting and air conditioning. Gasoline is used for three corporate vehicles.
- **Fineline Italy** powers lighting, cooling, and kitchen operations at the Bagnatica office with electricity, while natural gas is used for heating; the Schio office relies entirely on electricity for lighting, heating, and cooling, and the site operates a vehicle fleet comprising one gasoline car, one electric vehicle, and five diesel vehicles.
- **Fineline Israel** uses electricity for office operations, including heating and cooling, and kitchen appliances. Its fleet of vehicles consists of twelve gasoline vehicles and three diesel vehicles.
- **Fineline UK** uses electricity for lighting, warehouse operations, and four electric vehicles. Natural gas is used for winter heating. One hybrid vehicle runs on gasoline.
- **Fineline Nordic** uses electricity for lighting, heating, and office equipment. The entity operates one plug-in hybrid and one gasoline hybrid vehicle.
- **Fineline Germany** relies on electricity for office operations. Its fleet of vehicles includes seven diesel, five gasoline, one mild hybrid, and two electric vehicles.
- **Fineline Netherlands** uses electricity for office operations and gasoline for corporate cars, with two electric vehicles in the fleet.
- **Fineline Austria** uses electricity for office functions and operates one diesel vehicle.
- **Fineline Spain** uses electricity for lighting and year-round air conditioning.
- **Fineline France** uses electricity for lighting and year-round air conditioning and operates three gasoline vehicles.

Across the Group, the primary sources of energy consumption in 2024 (measured in GJ) were: diesel fuel (40.52%), gasoline (29.57%), electricity (24.29%), and natural gas (5.62%).[1] In addition to its global responsibility, Fineline is actively working to reduce its environmental footprint through targeted energy efficiency initiatives implemented across its global operations. This objective is supported by continuous monitoring and efficiency improvements, with a focus on optimising the use of office equipment, lighting, heating, and air conditioning in day-to-day operations.

[1] Data on energy consumption is collected at the entity level, based on supplier invoices and internal estimates.

Energy consumption within the organisation by Source in 2024 [%]



Energy-Smart Office Operations

Fineline promotes energy-conscious behaviours across its offices to support Group-wide efficiency goals. A particular focus is placed on reducing energy consumption from everyday equipment and systems through simple, practical actions. Computers, as one of the most frequently used tools in the workplace, offer clear opportunities for savings. Employees are encouraged to enable standby modes, avoid screensavers that keep systems active, set monitors to power down after periods of inactivity, and switch off devices when not in use for extended periods. Beyond computer use, energy efficiency is prioritised across office equipment. Fineline favours Energy Star-certified printers and photocopiers, recommends inkjet over laser models for their lower electricity demand, and promotes the use of economy or draft print settings to reduce ink consumption. Staff are also encouraged to unplug devices at the end of the workday to prevent standby energy use. Lighting is another key area of focus. Employees are prompted to maximise the use of natural daylight, turn off lights in unoccupied spaces, and transition to energy-efficient LED lighting where possible. Similarly, heating and air conditioning systems are managed with efficiency in mind by maintaining moderate temperatures, ensuring doors and windows remain closed when systems are active, and keeping radiators unobstructed to allow for effective heat distribution.

Local Action, Global Impact: Affiliate Energy and Emissions Initiatives

Each Fineline entity plays an active role in advancing the Group's energy efficiency and emissions reduction goals through locally tailored practices that reflect operational realities and sustainability priorities.

FINELINE CHINA

Fineline China promotes greenhouse gas (GHG) emissions reduction through sustainable procurement, logistics optimisation, and internal resource management. Key measures include optimising transport routes based on customer requirements, with a preference for sea over air freight; implementing energy-efficient technologies across operations and supply chains; and promoting responsible office behaviour, such as switching off air conditioning and lighting after working hours and using public transport where possible. Additionally, Fineline China conducts annual supplier audits to assess compliance with environmental regulations, resource efficiency, and workforce adequacy. Suppliers are encouraged to adopt initiatives such as energy management systems, GHG emissions reporting (ISO 14064), and Life Cycle Assessment or Product Carbon Footprint disclosures (ISO 14067).

FINELINE ITALY

Fineline Italy supports energy efficiency through its corporate vehicle strategy, which includes the use of electric vehicles and a future focus on hybrid car procurement. To further promote sustainable mobility, the entity provides employees with free access to an electric vehicle charging station.

FINELINE ISRAEL

Fineline Israel implements a workplace energy policy requiring lights and air conditioning to be switched off at the end of each workday. A hybrid working model reduces overall consumption of fuel, electricity, water, and paper. In addition, following LED upgrades in warehouse facilities, LED lighting has now been adopted across the office.

FINELINE UK

Fineline UK has installed motion sensors for office lighting to reduce electricity consumption and enables permanent remote working for employees, limiting office visits to one or two times per year. Over the past two years, the entity has transitioned its corporate fleet to electric and hybrid vehicles, with full adoption scheduled for 2024.

FINELINE NORDIC

Fineline Nordic has shifted its corporate fleet towards electric and hybrid vehicles and supports remote working to reduce the environmental impact of commuting.

FINELINE GERMANY

Fineline Germany is currently transitioning to electric vehicles and promoting more sustainable shipping routes. Employees are encouraged to carpool where possible. The entity also aims to increase suppliers' engagement on sustainability, including through targeted questionnaires and planned supplier audits.

FINELINE AUSTRIA

Fineline Austria incorporates energy-efficient infrastructure in its daily operations, including LED lighting, motion sensors, advanced heating and cooling systems, and intelligent building technology. The office operates within a co-working space that received BREEAM (Building Research Establishment Environmental Assessment Method) certification in February 2023. BREEAM is a recognised standard for assessing the environmental performance of buildings and supports continuous optimisation toward sustainability goals.

Managing Direct and Indirect Greenhouse Gas Emissions (Scope 1, 2 & 3)

Fineline is committed to actively monitoring and reducing GHG emissions across its operations. Emissions management is recognised not only as an environmental

imperative but also as a strategic enabler, contributing to regulatory compliance, operational efficiency, cost optimisation, and brand value. While the implementation of new systems and processes can involve initial investment, operational adjustments, and supply chain complexities, the long-term benefits support Fineline's overarching sustainability goals.

In line with internationally recognised standards, Fineline categorises and reports GHG emissions across the three scopes defined by the GHG Protocol:

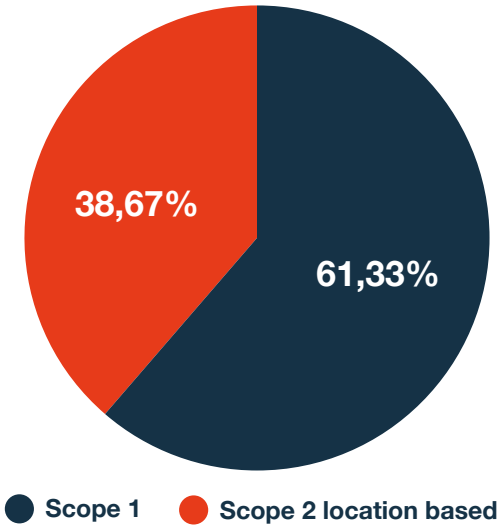
- **Scope 1:** Direct emissions from sources owned or controlled by the company
- **Scope 2:** Indirect emissions from purchased electricity
- **Scope 3:** Indirect emissions occurring across the upstream and downstream value chain

Emissions quantification is conducted according to the GHG Protocol Corporate Accounting and Reporting Standard, which provides the framework for establishing a company-wide GHG inventory. For Scope 3 emissions, Fineline applies the GHG Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard, enabling a full value chain assessment and the identification of key areas for reduction.

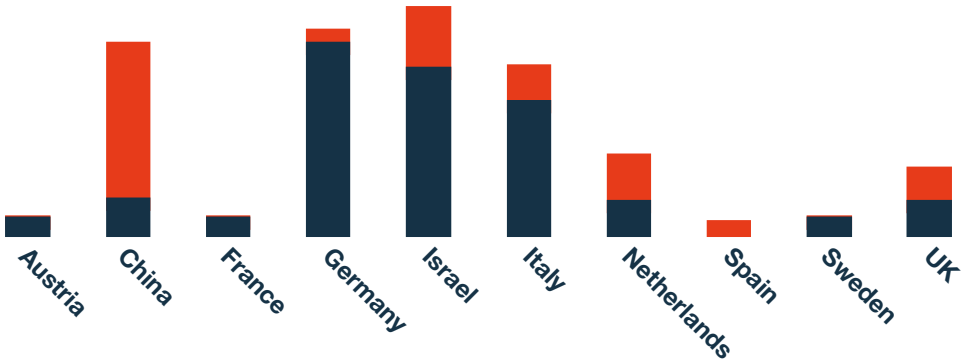
In 2024, Fineline reported the following GHG emissions at the Group level:

- **Scope 1 (Direct emissions):** 295.14 tCO_2e
- **Scope 2 (Indirect emissions – location-based):** 186.09 tCO_2e

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions location-based [%] in 2024



Direct (Scope 1) GHG emissions and Energy indirect (Scope 2-location based) GHG emissions by Country in 2024



In 2023, Fineline strengthened its environmental strategy by quantifying its upstream and downstream Scope 3 emissions in alignment with the Greenhouse Gas Protocol – Corporate Value Chain (Scope 3) Standard. This initiative marked a critical step in understanding the broader carbon footprint of the Group's operations, products, and supply chain.

The Scope 3 inventory was developed through close collaboration with key internal and external stakeholders, including PCB suppliers, corporate leaders in purchasing, engineering, and logistics, as well as employees across global offices. Data was collected via structured interviews and questionnaires, ensuring a comprehensive and representative emissions profile.

In 2024, Fineline continued this work, updating its Scope 3 assessment to improve data quality and transparency. These refinements support more precise emissions tracking and informed decision-making as the Group advances toward its decarbonisation goals. Looking ahead, Fineline has approved the launch of a product life cycle assessment (LCA) project beginning in 2025. The initiative will evaluate the environmental impact of Fineline's products at selected life cycle stages, including raw material extraction, material transport, and PCB production. By integrating LCA methodology, Fineline aims to move beyond generic industry benchmarks by incorporating primary data from its operations and supply chain, thereby increasing the accuracy and credibility of its environmental im-

pact assessments. This initiative also represents an important step toward Fineline's long-term goal of providing customers with more accurate product-level carbon footprint data. It reinforces the Group's commitment to transparency, continuous improvement, and data-driven sustainability practices.

The following are considered the most significant Scope 3 categories for the Group's overall indirect emissions.

Category 1 – Purchased Goods and Services
This category includes emissions from upstream (cradle-to-gate) activities related to the production of printed circuit boards (PCBs) purchased by Fineline in 2024. To quantify emissions, the Group used a combination of primary and secondary data sources. One of Fineline's key suppliers provided a Carbon Footprint (limited to Scope 1 and Scope 2) study specific to its PCBs, which was used to calculate emissions for those products. For the remaining PCBs, Fineline relied on secondary data drawn from the academic reference: *Winco K.C. Yung, Subramanian Senthilkannan Muthu, Karpagam Subramanian, Chapter 13 – Carbon Footprint Analysis of Printed Circuit Board, in Subramanian (Ed.), ISBN 9780128128497.* This study was selected as a precautionary approach, as the PCBs modelled in the referenced life cycle assessment (LCA) are produced by one of Fineline's key suppliers. It was used where detailed product specifications were not available for all purchased PCBs.

Category 3 – Fuel and Energy-Related Activities (not included in Scope 1 and 2)
This category accounts for upstream emissions associated with the production, transport, and distribution of the fuels and energy consumed by Fineline in 2024. These emissions are separate from those already reported under Scope 1 and 2, which include the combustion of fuel and use of purchased electricity. For this category, Fineline applied well-to-tank (WTT) emission factors, which capture not only the direct emissions from fuel use but also those generated during fuel extraction, processing, and delivery.

Category 4 - Upstream Transport and Distribution
This category includes emissions from the transportation and distribution of PCBs purchased in the reporting year, between a company's tier 1 suppliers and its own operations (including transportation and distribution between the company's own facilities), using vehicles and facilities not owned or controlled by the reporting company. In some cases, outbound transport to customers is also included if the company bears the direct cost of transportation, despite not owning the transport means.

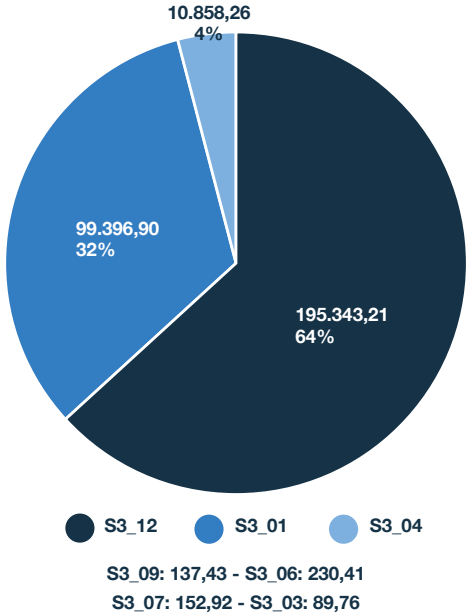
Category 6 – Business Travel
This category includes emissions generated from employee travel for business purposes using third-party-operated transport, such as planes, trains, and cars. It also encompasses emissions associated with employee accommodation during business trips. To estimate the emissions from this category, Fineline applied a spend-based method, which calculates emissions based on the total economic value of travel (expressed in USD), multiplied by appropriate secondary emission factors.

Category 7 – Employee Commuting
This category covers emissions from employee commuting between home and workplace, via car, train, metro, or bicycle. Emissions linked to remote work have been excluded from this category. To calculate emissions, Fineline administered a Group-wide survey to collect information on commuting habits, including country of residence, proportion of remote working, commuting distance, primary mode(s) of transport, and — where applicable — the type of vehicle fuel used.

Category 9 - Downstream Transport and Distribution
This category includes emissions from the transportation and distribution of sold PCBs between Fineline and its customers. This transport occurs in vehicles or facilities not owned or controlled by the company. This includes third-party warehousing and logistics services used after the sale of PCBs. For Fineline, this category includes all outbound transport emissions not already accounted for in Category 4.

Category 12 – End-of-Life Treatment of Sold Products
This category includes emissions from the recovery and recycling of materials used in sold PCBs after the end of their service life. Fineline used secondary data from the academic study *"Environmental Impact Assessment of Hydrometallurgical Processes for Metal Recovery from WEEE Residues Using a Portable Prototype Plant"* by Rocchetti et al. (Environmental Science & Technology, 2013). This study applies life cycle assessment (LCA) methodology to evaluate hydrometallurgical treatment processes for recovering metals such as yttrium, zinc, cobalt, lithium, copper, gold, and silver from waste electronic equipment (WEEE). Total Scope 3 greenhouse gas emissions are 99.84% of total emissions (Scope 1, 2, and 3)[2], equating to 306 208.88 tCO2e. Category 1 (Purchased goods and services) represents the largest impact (64%) of total Scope 3 emissions.

Indirect (Scope 3) GHG emmissions [tCO2e] in 2024



[2] Both location- and market-based methods.

Commitment to climate action

As part of its climate-related efforts, Fineline has defined a set of operational measures aimed at reducing greenhouse gas emissions. These actions will be implemented locally starting in 2025 and are based on specific areas of intervention for which reliable improvement margins have been identified.

The planned measures include:

1. **Use of electricity from certified renewable sources**, with the aim of reducing Scope 2 emissions associated with electricity consumption;
2. **Partial electrification of the corporate fleet**, to reduce emissions from company vehicles;
3. **Introduction of Sustainable Aviation Fuel (SAF)** for selected air freight routes, to help lower Scope 3 emissions related to logistics.
4. **These measures have been selected based on the availability of implementation levers** and data and will be monitored in terms of feasibility and performance at the local level.

Air and Water Pollution Monitoring

Fineline acts as an intermediary in the PCB industry and is not directly involved in production. As such, its operations do not generate air or water pollutants. However, the Group remains committed to monitoring air quality and minimising any related environmental impacts.

ROHS AND REACH COMPLIANCE

Fineline delivers PCBs that comply with both RoHS (Restriction of Hazardous Substances Directive) and REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) standards, supporting environmental responsibility and access to global markets.

RoHS is a European directive aimed at limiting the use of hazardous substances in electrical and electronic equipment. Historically, PCB production involved materials such as polybrominated flame retardants, which released toxic dioxins and furans under high heat. Today, RoHS-compliant processes require the elimination of substances such as lead, PBBs, and PBDEs, and mandate lead-free solder, compliant fluxes, and material restrictions such as Cr6+ in housings. RoHS-compliant PCBs must also withstand higher temperatures, requiring adjustments in design and dielectric materials.

REACH is broader in scope, regulating all chemical substances in products. Compliance requires a full understanding of the chemical composition of each component, often involving complete disclosure from suppliers. Substances of concern under REACH include:

- Mutagens
- Carcinogens
- Persistent, bioaccumulative, and toxic substances
- Reproductive toxins

In summary, RoHS restricts specific hazardous substances in electronic components, while REACH regulates all chemical substances used in the manufacturing process to protect human health and the environment.

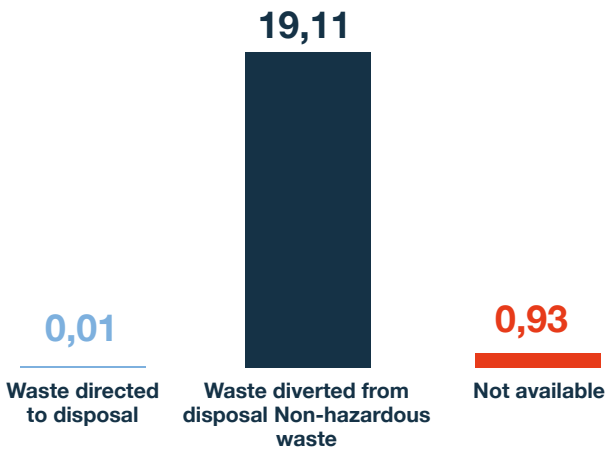
5.2 WASTE MANAGEMENT AND RECYCLING

Waste management is a key pillar of Fineline's environmental strategy, with actions focused on reduction, proper disposal, and recycling across all offices and operations. The Group applies the "3 Rs" approach—Reduce, Reuse, Recycle—to minimise its environmental impact and limit waste sent to landfill. Fineline primarily generates non-hazardous office waste, including paper, plastic bottles and cups, coffee pods, cans, envelopes, pallet wrap, food waste, and packaging materials. Some entities also handle electronic waste, toner cartridges, and expired PCBs. These are managed by certified third-party providers to ensure appropriate disposal or recycling. All subsidiaries have implemented structured waste sorting systems in line with local regulations, ensuring that recyclable materials are properly separated and processed. Waste data is collected at the entity level; however, full volume reporting is not yet available for all locations, including Fineline Israel, France, and Spain.[3]

In 2024, Fineline produced a total of 20.05 tons of non-hazardous waste, of which 19.11 tons (95.31%) was diverted from disposal. No hazardous waste was produced.

[3] Switzerland and Portugal operate as representative offices without employees and therefore do not report waste data. Ukraine does not have a physical office.

Waste diverted from disposal and directed to disposal [metric ton] in 2024



Driving Progress in Waste Management
Fineline is committed to strengthening its waste management practices and reducing its environmental impact across all offices. This includes minimising waste generation in all Fineline offices, increasing recycling rates, ensuring responsible disposal methods, and continuously monitoring and improving internal waste processes. As part of this commitment, the Group has set a target for 100% of its office locations to participate in active recycling programmes by 2025, reinforcing its dedication to practical, measurable sustainability goals.

Local Waste Reduction Initiatives
Fineline entities across the Group have implemented targeted measures to reduce waste and strengthen recycling practices in alignment with local regulations and operational needs.

Fineline China has introduced sterilisable tableware in its canteen, replacing disposable options, and promotes the use of ceramic or paper cups over plastic. Paperless office practices are encouraged, and the canteen operates on a buffet system to reduce food waste. Additional measures include the use of refillable pens and recyclable water containers.

Fineline Italy has enhanced waste separation by installing dedicated recycling bins in office kitchens, where most waste is generated. Employees sort paper, plastic, glass, and organic waste in line with municipal guidelines. In 2023, a water purification system was introduced to eliminate single-use plastic bottles. To support

a more sustainable break culture, locally sourced fresh fruit is made available to employees. Fineline Italy has also provided all staff with reusable mugs and water bottles, encouraging the use of washable dishware; where this is not possible, only 100% recyclable paper coffee cups are used.

Fineline Israel separates and recycles electronic waste through external providers, shreds and recycles paper, and reuses cardboard boxes in warehouse operations.

Fineline UK applies a structured waste management system, sorting plastic, cardboard, metal, and organic waste for municipal collection. Supplier cardboard is reused when possible or sent for recycling. The office has adopted paper-reduction policies, with employees encouraged to avoid printing and rely on digital forms and documentation.

Fineline Nordic has replaced plastic cups with ceramic mugs and recycles toner cartridges through a national recycling programme in Sweden.

Fineline Germany is developing updated packaging protocols to reduce excess waste from deliveries. The documentation process is currently underway and expected to be finalised by the end of 2025.

Fineline Netherlands operates a circular packaging system, where materials used in PCB shipments are returned and reused for future deliveries.

Fineline Austria has introduced a separate collection system for recyclable materials, significantly reducing residual waste. The office follows an optimised procurement approach to limit packaging and has adopted digital document management to minimise unnecessary printing.

Fineline Spain has established multiple recycling stations throughout the office, including bins for paper, plastic, and glass, and dedicated collection points for printer cartridges and batteries. Employee awareness is supported through regular email updates, brochures, and in-office notices. A paper shredder is available for secure disposal, with all shredded paper sent for recycling.

Supplier Engagement in Waste Management

As part of its commitment to responsible waste management across the value chain, Fineline collaborates closely with its suppliers to ensure that waste handling and disposal meet both regulatory and environmental standards. The Group recognises that effective waste management goes beyond its own operations and requires active engagement throughout its supplier network to minimise environmental impact.

Aligned with its Supplier Code of Conduct, Fineline expects all suppliers to store, handle, transport, and dispose of waste in full compliance with applicable laws and environmental regulations. Suppliers are also required to track and document waste-related activities, including volumes, disposal methods, and responsible parties. In addition, they are encouraged to set waste reduction targets and adopt practices that support recycling and circular economy principles wherever feasible.

These expectations form part of Fineline's broader sustainability strategy and help ensure that responsible waste management is embedded at every stage of the supply chain. The Group continues to engage suppliers in dialogue and collaboration, promoting the implementation of more sustainable waste solutions across its global network.

5.3 SUSTAINABLE WATER MANAGEMENT AND RISK ASSESSMENT

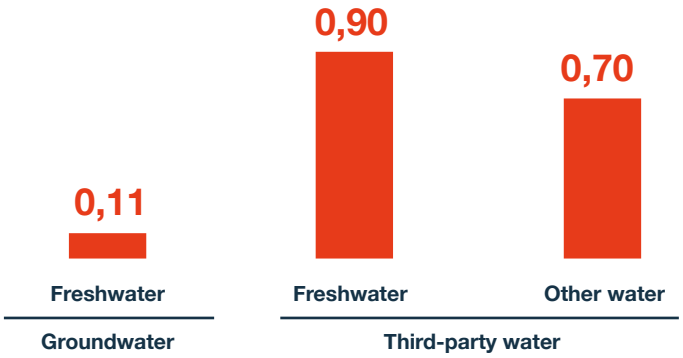
While Fineline does not engage in production activities, the Group recognises water as a vital and increasingly scarce resource and is committed to responsible water management across its operations.
Water use within Fineline is limited to hygienic and sanitary purposes, such as restrooms, office kitchens, and dishwashing in canteens. All water is sourced from municipal supply systems.[4]

As there are no industrial processes, all water withdrawn is discharged with minimal alteration. In this context, water withdrawals (the total volume of water drawn mainly from municipal sources) and water discharges (the volume released after use with no further utility for the organisation) are equivalent. There is no water consumption in the strict sense, as no water is incorporated into products, evaporated, or otherwise rendered unusable.

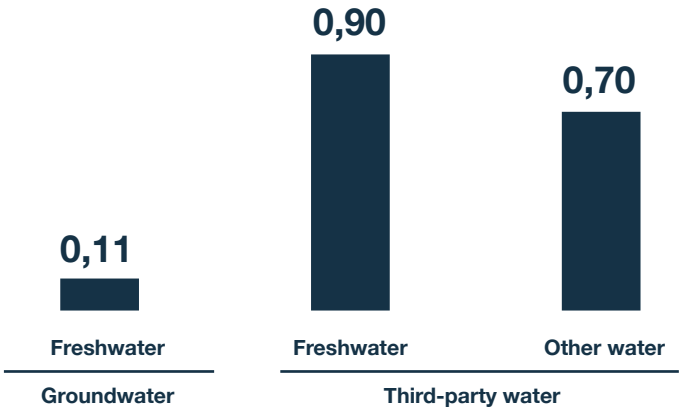
Currently, specific water data is unavailable for Fineline France, Spain, and the Nordic region.[5]

[4] Data is based on provider invoices or internal estimates derived from cost.
[5] Switzerland and Portugal are representative offices without employees and therefor do not report water data. Ukraine does not have a physical office
[6] Source: World Resources Institute, Aqueduct Water Risk Atlas.

Water withdrawal (ML) in 2024



Water discharge (ML) in 2024



Fineline conducts a water risk analysis[6] to assess the availability of water across its locations. The results identified Israel, Shanghai, and Portugal as sites situated in areas of extremely high-water stress. However, the Shanghai site's water data is reported only at an aggregate level covering all Chinese offices, and Portugal functions solely as a representative office with no employees or direct water use.

At the Israel site, water withdrawal and discharge totalled 0.63 ML in 2024, with zero net consumption, as water use is exclusively for sanitary purposes and does not contribute to production impacts.

Water Conservation Commitments
Fineline is committed to optimising water use across all facilities and continuously improving its water management practices. As part of its long-term environmental strategy, the Group aims to reduce overall consumption and implement water recycling initiatives at relevant sites, where operationally feasible. These goals support Fineline's broader commitment to responsible resource use and sustainable office operations.

Water Conservation Initiatives
Fineline promotes simple yet effective measures to reduce water waste across its offices. Employees are encouraged to turn off taps promptly and report any leaks or dripping fixtures to facility managers. To further support conservation, automatic dispensers with reservoirs have been installed in various locations to limit unnec-

essary water use. The Group also raises awareness through internal communications, sharing water-saving best practices and reinforcing a culture of environmental responsibility across its teams.

Extending Water Responsibility Across the Supply Chain

Fineline extends its commitment to water stewardship beyond internal operations by promoting responsible water management practices throughout its supply chain. Suppliers must comply with all applicable environmental laws and regulations.

In line with the ESG strategy, Fineline encourages suppliers to monitor and reduce water use and co-invests in pilot research and development projects on water use reduction.

Fineline prioritises partnerships with suppliers that demonstrate a clear commitment to water efficiency.

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STAFF TRAINING AND ENGAGMENT ON SUSTAINABILITY

Fineline China: Waste Management Training

At Fineline China, employees receive regular training and supervision on waste reduction and sorting practices as part of daily operations. These sessions are delivered through direct communication during Group-wide meetings, reinforcing the importance of proper waste handling.

Fineline Spain: Waste Sorting and Good Practices

Fineline Spain actively promotes employee engagement in waste sorting through regular communications, including email updates and the distribution of a dedicated brochure on recycling practices. The guide educates employees on responsible waste disposal both at work and at home, highlighting the environmental benefits of recycling and the associated savings in energy and raw materials.

The guide also provides practical guidance on proper waste sorting, specifying which materials belong in each bin and how to avoid contamination by excluding non-recyclable items. Additionally, it includes information on special collection points for items such as electronics, batteries, used oils, and furniture, which require separate disposal.

5.4 ENVIRONMENTAL RESPONSIBILITY IN PRODUCTS AND MATERIALS

PCBs are the core product within Fineline's offering and serve as critical components in a wide range of electronic devices and systems. Although Fineline does not directly manufacture PCBs, the Group acts as an intermediary, sourcing high-quality boards from trusted suppliers. The These PCBs are produced using a variety of materials—primarily copper and fiberglass, along with resins and soldering components—selected to ensure optimal functionality, durability, and reliability in electronic applications.

To reduce the environmental impact associated with these materials, Fineline collaborates closely with its suppliers to promote the use of lead-free PCBs, which significantly lower the health and environmental risks linked to lead in electronic waste. The Group also encourages reduced use of polytetrafluoroethylene (PTFE), a material commonly found in certain electronic equipment that can be harmful to the environment if improperly disposed of.

Supplier partnerships are central to Fineline's approach, ensuring that all products meet high standards for innovation, performance, and environmental safety. Suppliers provide declarations of conformity, certifying compliance with relevant industry regulations and confirming that restricted substances are not used or do not exceed allowable thresholds. These include substances restricted under European regulations and other evolving global environmental requirements. Fineline and its partners remain proactive in adapting to changes in environmental standards, maintaining alignment with current declarations, restricted substances policies, and sustainable production practices.

Beyond PCB materials, Fineline is also committed to improving the sustainability of packaging used in its supply chain. Current packaging includes cardboard, plastic-based indicators, silica gel, and foam fillers, which are essential for protecting products during transport. However, the Group is actively engaging suppliers to explore alternative solutions that prioritise recyclable and reusable materials. In line with European Directives 94/62/EC and 97/129/EC, Fineline has initiated a detailed assessment of packaging composition and usage to ensure greater transparency and accountability.

While a comprehensive tracking system for packaging materials is not yet in place, Fineline recognises this as a priority and is committed to strengthening its monitoring processes. As part of its broader sustainability strategy, the Group plans to implement a structured tracking system in 2025, reinforcing its commitment to reducing packaging waste and promoting environmentally responsible logistics practices.

Reducing the Environmental Impact of PCBs

Fineline supports clients in adopting more sustainable PCB solutions by recommending materials and design practices that reduce environmental impact. Although the Group operates as an intermediary, it collaborates directly with customers to promote the use of lead-free and halogen-free circuits, as well as lightweight materials that improve resource efficiency without compromising product performance.

In addition to materials guidance, Fineline provides technical consultancy to help optimise production and logistics processes. One practical example is the recommendation to optimize panel usage, which can lower material waste by up to 60%. Whenever possible, the Group also advises on alternative design strategies, such as using aluminium substrates in place of traditional FR4, to increase the recyclability of the base material and reduce the disposal to landfills. These efforts contribute to more sustainable manufacturing practices and help minimise the environmental footprint of PCB applications across industries.

Product Lifecycle Sustainability

Fineline supports clients in extending product lifespan and reducing electronic waste through clear usage guidelines and end-of-life strategies. PCB packaging includes detailed storage instructions in accordance with IPC 1601 standards, helping clients maintain shelf-life and minimise degradation before assembly. Proper handling not only protects product quality but also contributes to waste reduction.

To further extend the life of PCBs, Fineline promotes thermal reconditioning (baking)—a process that removes excess moisture, allowing circuits to be recovered rather than discarded. This approach supports both environmental and economic sustainability by reducing material waste and lowering replacement costs. In 2024, only 0.10% of PCBs required reworking, demonstrating the effectiveness of Fineline's quality and recovery practices. In cases of minor defects, reworking solutions are offered to restore functionality without disposal.

Fineline also collaborates with clients and suppliers to manage the end-of-life impact of its products. The Group assists clients in completing SCIP declarations (Substances of Concern In articles or complex objects), ensuring proper documentation and safe disposal of components containing hazardous substances, ensuring compliance with regulations while promoting safe disposal standards of hazardous materials. Through its Design for Manufacturing (DFM) reviews, Fineline provides recommendations to improve recyclability and reduce post-use environmental impact, supporting circular design principles while supporting clients with enhanced waste

practices, contributing to a circular economy. Compliance with international regulations, including REACH and RoHS, is ensured across all supplied PCBs. In addition, Fineline is committed to clear product labelling to support correct treatment, recycling, and recovery. As part of its evolving sustainability strategy, the Group plans to strengthen efforts in managing product end-of-life impacts through closer supplier collaboration and enhanced client support.

Packaging Efficiency and Waste Reduction

As part of its broader sustainability strategy, Fineline is committed to improving the environmental performance of its packaging. The Group promotes the use of sustainable materials, with a focus on reducing overall material consumption and increasing recyclability. Packaging is designed to optimise volume and minimise waste during transportation, while clients are provided with clear guidance to ensure proper disposal and recycling of packaging components.

Fineline also works to reduce plastic use and avoid excessive packaging by adopting right-sized, efficient solutions that meet product protection requirements without generating unnecessary waste. These efforts reflect the Group's ongoing commitment to reducing environmental impact across every stage of the supply chain.

Driving Sustainability through Collaboration

Fineline's sustainability efforts extend beyond product and lifecycle management to include active collaboration with suppliers, clients, and external partners.

The Group is building strategic alliances with suppliers to implement innovative solutions that reduce the use of hazardous substances and promote responsible sourcing. By prioritising suppliers that meet strict environmental standards, Fineline ensures that sustainability is embedded throughout the supply chain.

In parallel, the Group continues to seek sustainable alternatives in materials and processes, encouraging ongoing optimisation in production. These efforts include reducing waste, improving production technologies, and promoting the use of lightweight, recyclable materials, all contributing to a lower environmental footprint.

5.5 COMMITMENT TO BIODIVERSITY AND SITE RESPONSIBLE

Fineline acknowledges the importance of biodiversity protection and the role corporations can play in preserving ecosystems. However, due to the nature of its operations—focused primarily on PCB trading and office-based activities—the Group does not have a direct impact on natural habitats.

To ensure transparency, Fineline conducted an analysis of its office locations using the Key Biodiversity Areas (KBA) database[7] to assess proximity to ecologically sensitive zones. The assessment confirmed that most Fineline offices are not located near protected areas. The only exception is the Fineline Israel site in Doar Na Ha'amakim, Kibbutz Hazorea, which is near the Jezre'el, Harod, and Bet She'an Valleys[8]—an ecologically significant region. However, as this office does not involve any production or land use activities, no measurable impact on local biodiversity has been identified.

While Fineline's direct operations have limited biodiversity implications, the Group remains committed to promoting responsible site and environmental management across its supply chain. In line with the Supplier Code of Conduct, all business partners are expected to assess and mitigate biodiversity-related risks associated with their activities, contributing to reduced environmental pressure and ecosystem protection.

[7] https://www.keybiodiversityareas.org/
[8] https://www.keybiodiversityareas.org/site/fact-sheet/8175

ANNEX 1 METHODOLOGICAL NOTES

This document represents the third voluntary Sustainability Report prepared by 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 a comprehensive and transparent overview of the Group's activities, strategies, and performance. It outlines the evolution of the business and the commitment to creating long-term value, while also addressing stakeholder expectations. The report reaffirms Fineline's ongoing commitment to improving its environmental and social impact, guided by clearly defined ESG goals.

This report has been prepared "with reference to" the Global Reporting Initiative (GRI) Sustainability Standards, updated in 2021. The GRI Standards are issued by an independent body that sets globally recognised guidelines for non-financial reporting. Specific disclosures referenced in this report are listed in the GRI Content Index. The 2024 edition covers the reporting period from 1 January to 31 December 2024, and includes information on the Group's economic, environmental, and social performance, aligned with its annual financial reporting. Financial statements are disclosed and audited annually. To ensure data reliability, the Group prioritises direct measurements over estimates, following best practices and relevant methodological standards.

The scope of the 2024 Fineline Group Sustainability Report covers operations in 13 countries, comprising 15 legal entities. Portugal and Switzerland are included for registry purposes only. These are representative offices with a registered business address but no employees and no physical operational headquarters, and therefore, no data or disclosures are included in this report.

In contrast, Fineline Global employs 72 remote professionals in Ukraine, engaged as freelancers. Although there is no physical site in Ukraine, relevant personnel data are included in the report. However, due to the lack of a physical office, no environmental data is available for this location. The newly acquired entity IBR Leiterplatten GmbH & Co. KG (Germany) is not included in this year's scope, as it was acquired during 2024 and full-year data was not available at the time of reporting.

In adherence to the principle of relevance (or materiality), the contents of this report were defined by the Group based on the outcomes of its internal materiality assessment (*see Chapter 2.2 Stakeholder Engagement And Materiality Analysis*). This process enabled the identification of the issues most significant to Fineline and its stakeholders. The diverse Group's affiliate companies, each with its own area specificities, contributed to the definition of material topics. These were identified through the collection, analysis, consolidation, and verification of data relating to projects, key programmes, and ESG-related initiatives.

For the 2024 reporting year, Fineline has maintained the same set of material topics defined in the 2023 Sustainability Report, ensuring consistency and comparability of information over time. The organization did not conduct any restatements during the reporting period of 2024.

This Sustainability Report was approved by the Board of Directors, published on May 2025, and is publicly available on the Group's website under the Sustainability section. For additional information or to provide feedback, please contact:

sustainability@fineline-global.com

Country	Entity Name
Austria	Fuchsberger PCB & Electronics GmbH
China	Fineline China
France	Fineline France S.A.S.
Germany	Fine Line Gesellschaft für Leiterplattentechnik mbH KBL Circuits GmbH & Co KG IBR Leiterplatten GmbH & Co. KG
Israel	Fineline Israel
Italy	Fineline Italy Srl
Netherlands	Fineline QPI BV
Sweden	Fineline Nordic AB
Portugal	Fineline Portugal, Unipessoal, LDA
Spain	Fineline Spain, S.L.U.
Switzerland	Fineline Switzerland AG
United Kingdom	Fineline VAR Ltd
Ukraine	Fineline Global Ukraine LLC

ANNEX 2
TABLES

Governance structure and composition 2-9	
Total number of members within the board of directors	**3**
Number of independent member within the board of directors	**2**
Number of male within the board of directors	**2**
Number of female within the board of directors	**1**

Diversity of governance bodies: breakdown by age 405-1	
Total number of members within the organization's governance bodies	**30**
Number of independent board members among the total number of board members	0
Percentage of male members within organization's governance bodies	**67%**
Number of male within the organization's governance bodies	**20**
Number of male within the organization's governance bodies under 30 years old	1
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;	10
Percentage of female members within organization's governance bodies	**33%**
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	5
Number of female within the organization's governance bodies over 50 years old	5
Percentage of members under 30 years	**3%**
Percentage of members between 30-50 years old	**47%**
Percentage of members over 50 years old	**50%**

Diversity of employees: breakdown by age 405-1	
Total number of employees	**353**
Percentage of male employees	52%
Number of male employees	**185**
Number of male employees under 30 years old	**38**
Number of male employees between 30-50 years old	91
Number of male employees over 50 years old	56
Percentage of female employess	48%
Number of female employees	**168**
Number of female employees under 30 years old	43
Number of female employees between 30-50 years old	102
Number of female employees over 50 years old	23
Percentage of employees under 30 years	23%
Percentage of employees between 30-50 years old	**55%**
Percentage of employees over 50 years old	**22%**

Diversity of employees: breakdown by category 405-1	
Total number of managers and/or directors	**47**
Number of male - managers and/or directors	28
Number of female - managers and/or directors	19
Total number of white collars	**274**
Number of male - white collars	141
Number of female - white collars	133
Total number of blue collars	**32**
Number of male - blue collars	16
Number of female - blue collars	16

Employee turnover[9] by affiliate[10] 401-1	**Tot. turnover (M+F)**	**M**	**F**
Overall turnover	**9,73%**	**7,82%**	**11,88%**
Israel	2,60%	0,00%	3,92%
Italy	4,55%	0,00%	9,09%
UK	5,88%	0,00%	20,00%
Ukraine	10,53%	9,52%	11,43%
Germany	12,28%	11,11%	14,29%
China	15,15%	11,32%	17,72%
Netherlands	20,00%	22,22%	14,29%

[9] Formula = (Employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period /Average employees during the reporting period)*100
[10] Affiliates without turnover: Austria, France, Spain, Sweden

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	**259**
Percentage of employees receiving regular performance and career development reviews	**73%**
Number of male employees who received a regular performance and career development review during the reporting period	121
Percentage of male employees who received a regular performance and career development review during the reporting period	**65%**
Number of female employees who received a regular performance and career development review during the reporting period	138
Percentage of female employees who received a regular performance and career development review during the reporting period	**82%**
Number of managers and/or directors who received a regular performance and career development review during the reporting period	**33**
Number of managers and/or directors who received a regular performance and career development review during the reporting period - female	11
Number of managers and/or directors who received a regular performance and career development review during the reporting period - male	22
Number of white collars who received a regular performance and career development review during the reporting period	**199**
Number of white collars who received a regular performance and career development review during the reporting period - female	111
Number of white collars who received a regular performance and career development review during the reporting period - male	88
Number of blue collars who received a regular performance and career development review during the reporting period	**27**
Number of blue collars who received a regular performance and career development review during the reporting period - female	16
Number of blue collars who received a regular performance and career development review during the reporting period - male	11

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

New employee hires 401-1	
Total number of new employee hires during the reporting period	**59**
Total number of new hires under 30 - male	**10**
Total number of new hires under 30 - female	22
Total number of new hires from 30 to 50 - male	**11**
Total number of new hires from 30 to 50 - female	11
Total number of new hires over 50 - male	**3**
Total number of new hires over 50 - female	2
Total number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period	33
Number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period - under 30 male	6
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	10
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	7
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	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 male	1
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	2

Collective bargaining and other information regarding employees 2-30	
Number of employees[11] covered by collective bargaining agreements	45
Number of disabled employees	1[12]

Employees: breakdown by type of contract 2-7	
Total number of employees with permanent contracts - men	**166**
Total number of employees with fixed-term contracts - men	**19**
Total number of employees with permanent contracts - women	142
Total number of employees with fixed-term contracts - women	**26**
Total number of employees by contract	353
Total number of employees with full-time contracts - men	**176**
Total number of employees by part-time contract - men	9
Total number of employees by full-time contract - women	153
Total number of employees by part-time contract - women	15
Total number of employees by type	**353**

Corruption and communication 205-2	
Total number of governance body members that the organization's anti-corruption policies and procedures have been communicated to	17
Total number of employees that the organization's anti-corruption policies and procedures have been communicated to	209
Total number of managers that the organization's anti-corruption policies and procedures have been communicated to	32
Total number of white collars that the organization's anti-corruption policies and procedures have been communicated to	105
Total number of blue collars that the organization's anti-corruption policies and procedures have been communicated to	18
Total number of business partners that the organization's anti-corruption policies and procedures have been communicated to	89

[11] Country covered: Spain, Italy and France. The other Countries have different contract agreements.
[12] In Fineline Italy.

Product recalls and non-compliance incidents	
Product recalls during the reporting year	<0,01%[13]
Number of product safety incidents during the reporting year	0
Number of customer feedbacks on product safety during the reporting year	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by incidents of non-compliance with regulations or voluntary codes, resulting in a warning, fine or penalty	0

Global training topics 404	**Total hours of training at local level**	**Total hours of training from Global company**
Cyber security (preventing information security breaches)	16	90
Environmental issue	39	/
Human rights policies or procedures concerning aspects of human rights that are relevant to operations such as training on diversity, discrimination and/or harassment.	48	180
How to safely handle and manage hazardous substances	65	/
Health and safety	73	/
Employee awareness on waste reduction & sorting	89	/
Career or skills related training	3525,6	2000
Others	36	/
TOTAL	**3891,6**	**2270**

Supplier screening 308-1, 414-1	**n**	**%**
Number of approved suppliers	45	-
Number of suppliers' factory audited	25	56%
Number of sustainability audit performed	17[14]	38%
New suppliers that have been selected using social criteria	2[15]	100%
New suppliers that have been selected using environmental criteria	2[16]	100%
Number of suppliers who have signed the supplier code of conduct	31	69%
Number of suppliers monitored/evaluated engaged in corrective actions or capacity building.	17	38%
Number of suppliers for which information regarding conflict minerals is available	38	84%

Energy consumption within the organization by Source[17] 302-1	**GJ**	**%**
Total	5 263.62	100%
Non-renewable sources	5 263.62	100%
Diesel	2 133.06	40.52%
Gasoline	1 556.28	29.57%
Natural gas	295.65	5.62%
Purchased electricity	1 278.62	24.29%
Renewable	0.00	0%

[13] Only three affiliates had product recalls of 0.01 percent, but the exact number of product recalls could not be calculated.
[14] The 17 sustainability audits are to be considered among the 25 audits conducted.
[15] The total number of suppliers that have been selected using social criteria is six, but only two are considered key suppliers.

[16] The total number of suppliers that have been selected using environmental criteria is six, but only two are considered key suppliers
[17] The source of the conversion factors used is UK Government GHG Conversion Factors for Company Reporting, 2024. The electricity used for cooling the Shenzen office was estimated according to m2 and average electricity consumption in kWh per m2 in China (Source: Zhang, J. Building energy consumption analysis and measures: a case study from an administration building in Chengdu, China. Energy Inform 7, 78 (2024). https://doi.org/10.1186/s42162-024-00384-6). Switzerland and Portugal are representative offices without employees and there is no energy consumption. Ukraine does not have a physical office.

Energy consumption within the organization by Country 302-1	**GJ**	**%**
Total	**5 263.62**	**100%**
Austria	53.96	1.03%
China	503.86	9.57%
France	63.99	1.22%
Germany	1 373.90	26.10%
Israel	1 165.34	22.14%
Italy	1 116.95	21.22%
Netherlands	407.51	7.74%
Spain	33.70	0.64%
Sweden	90.24	1.71%
United Kingdom	454.17	8.63%

Energy intensity: Energy consumption within the organization (GJ)/Revenues (M USD) 302-3	
Energy consumption within the organization (GJ)	5 263.62
Revenues (M USD)	201.00
Energy intensity (GJ/ M USD)	**26.19**

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions [tCO2e][18] 305-1, 305-2	
Total Scope 1 and Scope 2 (location-based)	**481.23**
Total Scope 1 and Scope 2 (market-based)	**504.23**
Scope 1	**295.14**
Diesel	158.86
Gasoline	109.65
Natural gas	16.65
HFC-41	0.14
R-410A	9.62
R-513A	0.22
Scope 2 (location-based)	**186.09**
Scope 2 (market-based)	**209.09**

[18] The source of conversion and emission factors for natural gas, diesel, gasoline, and refrigerant gas is UK Government GHG Conversion Factors for Company Reporting, 2024.
The source of emission factors for purchased electricity (location-based method) is Ecoinvent v 3.10, IEA 2018 database, IPCC 2021 method.
The source of emission factors for purchased electricity (market-based method) is European Residual Mixes 2023 Association of Issuing Bodies (AIB), Table 2 and, where Residual Mix is not available, Ecoinvent v 3.10, IEA 2018 database, IPCC 2021 method was used.

Direct (Scope 1) and Energy indirect (Scope 2-location based) GHG emissions [tCO2e] by Country 305-1, 305-2

	Total	Scope 1	Scope 2 location-based
Total	**481.23**	**295.14**	**186.09**
Austria	4.20	3.98	0.22
China	96.41	13.69	82.71
France	4.19	4.03	0.17
Germany	103.04	96.13	6.90
Israel	115.27	82.84	32.42
Italy	84.50	65.27	19.24
Netherlands	36.99	12.94	24.04
Spain	1.95	0.00	1.95
Sweden	4.10	3.71	0.39
United Kingdom	30.59	12.55	18.04

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2-MARKET based) GHG emissions [tCO2e] by Country 305-1, 305-2

	Total	Scope 1	Scope 2 location-based
Total	**504.23**	**295.14**	**206.09**
Austria	4.20	3.98	0.22
China	96.41	13.69	82.71
France	4.10	4.03	0.08
Germany	108.80	96.13	12.66
Israel	115.27	82.84	32.42
Italy	92.40	65.27	27.13
Netherlands	36.56	12.94	23.62
Spain	2.64	0.00	2.64
Sweden	4.42	3.71	0.71
United Kingdom	39.44	12.55	26.89

Indirect (Scope 3) GHG emissions [tCO2e] 305-3	
Total	**306 208.88**
Category 1 – Purchased Goods and Services[19]	195 343.21
Category 3 – Fuel and energy-related activities[20]	89.76
Category 4 – Upstream Transport and Distribution[21]	10 858.26
Category 6 – Business Travel[22]	230.41
Category 7 – Employee Commuting[23]	152.92
Category 9 – Downstream Transport and Distribution[24]	137.43
Category 12 – End-of-Life Treatment of Sold Products[25]	99 396.90

[19] For the PCBs purchased by supplier Camelot Technology Investment Holding Company Limited, the Carbon Footprint (limited to Scope 1 and Scope 2) study specific to its PCBs was used to calculate emissions for those products. 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.
[20] The source of WTT emission factors for fuels is UK Government GHG Conversion Factors for Company Reporting, 2024, while for electricity it is Internation Energy Agency (IEA), Life Cycle Upstream Emission Factors, 2023 (Pilot Edition).
[21] Emissions were calculated based on primary data provided directly by freight forwarders with methodology consistent with ISO 14083 (Quantification and reporting of greenhouse gas emissions arising from transport chain operations) or using the EcoTransIT World tool
[22] The factors used are as follows:

- US Government, Environmental Protection Agency, Supply Chain Factors Dataset v1.3., Scheduled passenger air transportation, 2022 for air transport of passengers,
- US Government, Environmental Protection Agency, Supply Chain Factors Dataset v1.3., Short line railroads, 2022 for rail transport of passengers,
- US Government, Environmental Protection Agency, Supply Chain Factors Dataset v1.3. Passenger car rental, 2022 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 2022 emission factors were discounted to 2024 the real annual indices for energy, in the last two available years, i.e. 2022 and 2023, from the "World Bank Commodity Price Data (The Pink Sheet)".
[23] 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, 2024.
[24] The source of emission factors used is UK Government GHG Conversion Factors for Company Reporting, 2024.
[25] The CO^2 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.

Total of Scope 1, Scope 2 location-based and Scope 3 GHG emissions 305-1, 305-2, 305-3		
	tCO2e	**%**
Total	**306 690.11**	**100%**
Scope 1	295.14	0.10%
Scope 2 location-based	186.09	0.06%
Scope 3	306 208.88	99.84%

Total of Scope 1, Scope 2 market-based and Scope 3 GHG emissions [tCO2] 305-1, 305-2, 305-3		
	tCO2e	**%**
Total	**306 713.11**	**100%**
Scope 1	295.14	0.10%
Scope 2 market-based	209.09	0.07%
Scope 3	306 208.88	99.84%

Carbon intensity: GHG emissions of Scope 1 and Scope 2 location-based (tCO2e)/Revenues (M USD) 305-4	
GHG emissions of Scope 1 and Scope 2 location-based (tCO2e)	481.23
Revenues (M USD)	201.00
Carbon intensity (tCO2e/ M USD)	**2.39**

Water withdrawal, discharge and consumption [ML][26] GRI 303-3, 303-4, 303-5	
Total water withdrawal	**1.71**
Groundwater	**0.11**
Freshwater	0.11
Third-party water	**1.60**
Freshwater	0.90
Other water	0.70
Total water discharge	**1.71**
Groundwater	**0.11**
Freshwater	0.11
Third-party water	**1.60**
Freshwater	0.90
Other water	0.70
Total water consumption	**0.00**

Water withdrawal, discharge and consumption by Country [ML] GRI 303-3, 303-4, 303-5	
Total water withdrawal	**1.71**
Austria	0.01
China	0.45
Germany	0.23
Israel	0.63
Italy	0.18
Netherlands	0.10
United Kingdom	0.11
Total water discharge	**1.71**
Austria	0.01
China	0.45
Germany	0.23
Israel	0.63
Italy	0.18
Netherlands	0.10
United Kingdom	0.11
Total water consumption	**0.00**

[26] Water data is not available for Fineline France, Spain and Nordic. Switzerland and Portugal are representative offices without employees and there is no water data. Ukraine does not have a physical office.

Waste generated [metric ton][27] 306-3		
	Metric ton	**%**
Total	**20.05**	**100%**
Hazardous waste	**0.00**	**0%**
Non-hazardous waste	**20.05**	**100%**
Colored glass	0.002	0.01%
Electronic waste (customer claims)	0.01	0.05%
Electronic waste (expired PCBs)	5.88	29.32%
Kitchen garbage	0.25	1.25%
Municipal waste	6.88	34.30%
Pallet Wrap	2.00	9.98%
Paper	4.03	20.09%
Plastic	0.05	0.25%
Plastic films	0.001	0.01%
Plastic hollow tubes	0.002	0.01%
Printers toner	0.02	0.08%
White glass	0.002	0.01%
PCB scarp	0.93	4.65%

Waste generated by Company [metric ton] 306-3			
	Total	**Hazardous**	**Non-hazardous**
Total	**20.05**	**0,00**	**20.05**
Austria	0.10	0.00	0.10
China	0.54	0.00	0.54
Germany	0.93	0.00	0.93
Italy	4.79	0.00	4.79
Netherlands	9.35	0.00	9.35
Sweden	0.01	0.00	0.01
United Kingdom	4.32	0.00	4.32

[27] Waste volume data is not available for Fineline Israel, France and Spain. Switzerland and Portugal are representative offices without employees and there is no waste data. Ukraine does not have a physical office.

Waste diverted from disposal and directed to disposal [metric ton] 306-4, 306-5		
	Metric ton	**%**
Total	**20.05**	**100%**
Hazardous waste	**0**	**0%**
Non-hazardous waste	**20.05**	**100%**
Waste directed to disposal	0.01	0.05%
Other disposal operations (offsite)	0.01	0.05%
Waste diverted from disposal	19.11	95.30%
Incineration with energy recovery (offsite)	1.22	6.10%
Other recovery operations (offsite)	5.89	29.38%
Preparation for reuse (offsite)	9.35	46.62%
Recycling (offsite)	2.65	13.19%
Not available	0.93	4.65%
Not available	0.93	4.65%

Materials [kg] 301-1	
Non-renewable materials	**4.095.864**
Printed Circuit Board[28]	4.095.864

[28] PCB purchased by Fineline Group in 2024.

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 2024 with reference to the GRI Standards.
GRI 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
	2-6 Activities, value chain and other business r elationships	Chp. 3
	2-7 Employees	Annex 2 - Tables
	2-8 Workers who are not employees	Annex 2 - Tables
	2-9 Governance structure and composition	Annex 2 - Tables
	2-22 Statement on sustainable development strategy	Chp. 1: Letter to Stakeholder Chp. 2
	2-25 Processes to remediate negative impacts	Chp. 2
	2-26 Mechanisms for seeking advice and raising concerns	Chp. 1
	2-27 Compliance with laws and regulations	Chp. 2
	2-28 Membership associations	Chp. 1
	2-29 Approach to stakeholder engagement	Chp. 2
	2-30 Collective bargaining agreements	Annex 2 - Tables

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Chp. 2
	3-2 List of material topics	Chp. 2
	3-3 Management of material topics	Chp. 2
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Chp. 1
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chp. 1
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Annex 2 - Tables
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Chp. 5 Annex 2 - Tables
	302-3 Energy intensity	Annex 2- Tables
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Chp. 5
	303-2 Management of water discharge-related impacts	Chp. 5
	303-3 Water withdrawal	Chp. 5 Annex 2 - Tables
	303-4 Water discharge	Chp. 5 Annex 2 - Tables
	303-5 Water consumption	Chp. 5 Annex 2 - Tables
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chp. 5 Annex 2 - Tables
	305-2 Energy indirect (Scope 2) GHG emissions	Chp. 5 Annex 2 - Tables
	305-3 Other indirect (Scope 3) GHG emissions	Chp. 5 Annex 2 - Tables
	305-4 GHG emissions intensity	Annex 2 - Tables

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Chp. 5
	306-2 Management of significant waste-related impacts	Chp. 5
	306-3 Waste generated	Chp. 5 Annex 2 - Tables
	306-4 Waste diverted from disposal	Chp. 5 Annex 2 - Tables
	306-5 Waste directed to disposal	Chp. 5 Annex 2 - Tables
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Annex 2 - Tables
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex 2 – Tables Chp. 4
	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	Annex 2 – Tables
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annex 2 – Tables
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Chp. 1
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Annex 2 – Tables
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Chp. 1
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chp. 1

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