

# SUSTAINABILITY REPORT 2022

FINELINE

The image features a blue-tinted background with a cloudy sky. In the foreground, the silhouettes of two people are shown climbing a dark, rocky mountain peak. One person is on the lower slope, reaching up to assist the other person who is on the higher, more vertical part of the peak. The overall mood is one of teamwork and overcoming challenges.

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# THINKING BIG: OUR FAR-REACHING PURSUIT OF SUSTAINABILITY

## Dear Stakeholders,

I would like to take this opportunity to share with you the recent steps taken by Finline as part of our commitment to sustainability.

In particular, I will outline the process behind our sustainability report, a vital step in our mission to ensure sustainability is at the heart of everything we do.

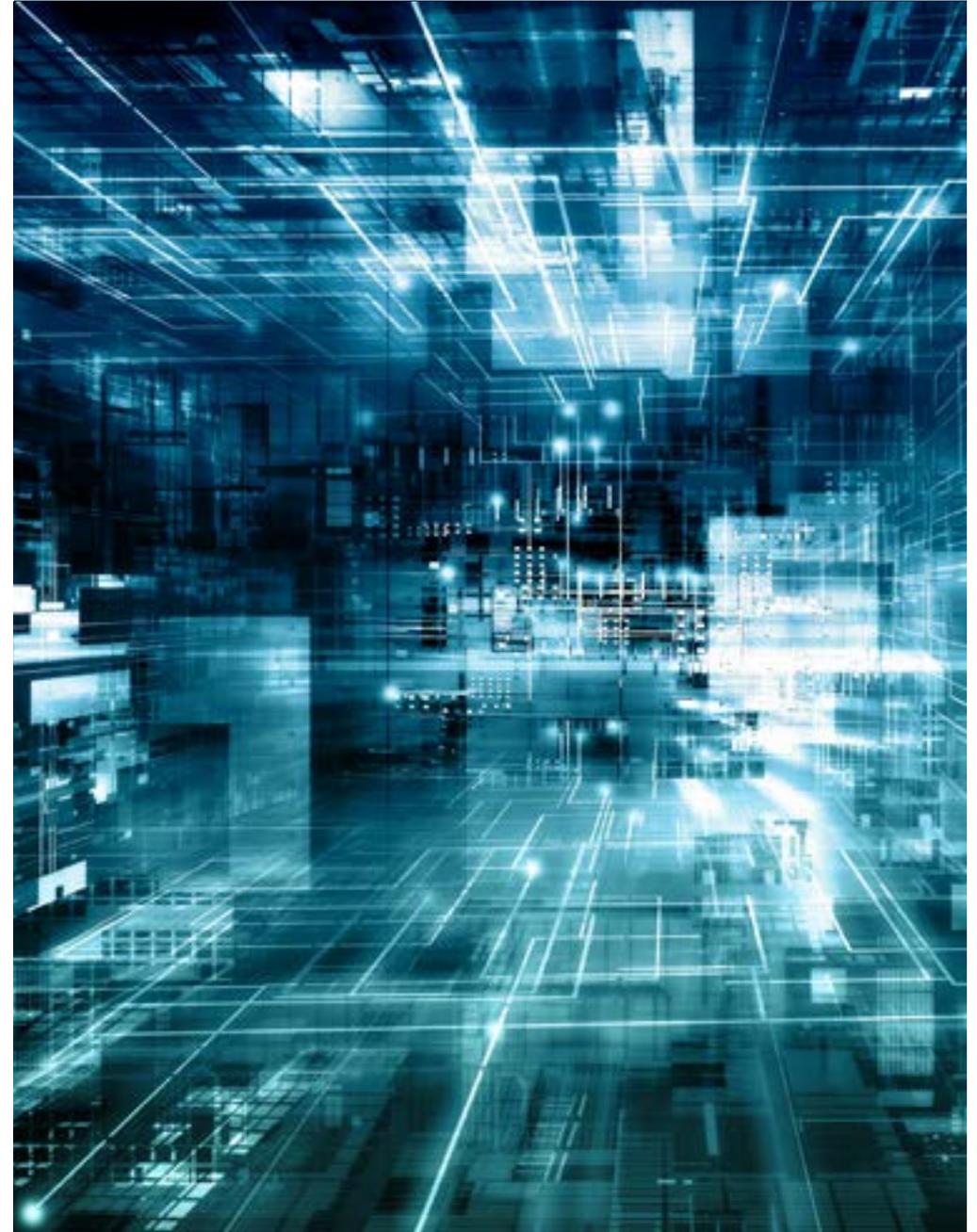
We are keenly aware of our vital role in driving environmental, social and economic sustainability as part of the printed circuit board industry, and we recognize the potential impact of our work on the environment and the communities to which we belong.

We have introduced a commitment to sustainability throughout our value chain, recognizing its strategic importance in the context of reexamining the broader economic, social and environmental impact of our company.

We are aware of the importance, the urgency and scale of task ahead of us. We are setting long-term ambitious goals and we are proactive in working with all stakeholders to lead significant change on sustainability.

To quote the Brundtland Report: “Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

This year FINELINE has taken a new initiative to formalize our sustainability efforts and synchronize them globally. These efforts start with our inaugural sustainability report, which



has highlighted an analysis of our current status, initiated a constructive dialogue with our stakeholders and introduced short and long-term projects.

Proactive engagement with stakeholders is critical, as we decide on our sustainability policies and practices. That is why we are proud to share with you the results of our sustainability drive thus far. We have started an open and honest dialogue, listening and paying careful attention to stakeholders' expectations and collaborating closely with them to define our ESG (Environmental, Social and Governance) priorities. Their valuable feedback has played a key role as we constantly look to improve our policies and processes around sustainability.

To tackle our environmental impact, we began by mapping our Scope 1 and 2 emissions. This will enable us to formulate targeted and clearly defined strategies to reduce greenhouse gas emissions, consumption of natural resources and energy usage in our offices. We have set out short- and long-term goals and are working tirelessly with our factories to ensure they are aligned with the standards we have put in place around our sustainability goals.

When it comes to our social responsibility, we are committed to the wellbeing of our employees by ensuring a safe and inclusive working environment. We actively strive for diversity and equal opportunities by adopting hiring and development policies that reflect our unwavering belief in the value of a diverse workforce. It is our firm belief that a supportive and pleasant work environment is essential for the well-being of our people and for the effectiveness of our business. We are dedicated to projects that engage our entire team, ensuring everyone feels part of a tight-knit organization. We also partner with local organizations to support social responsibility initiatives.

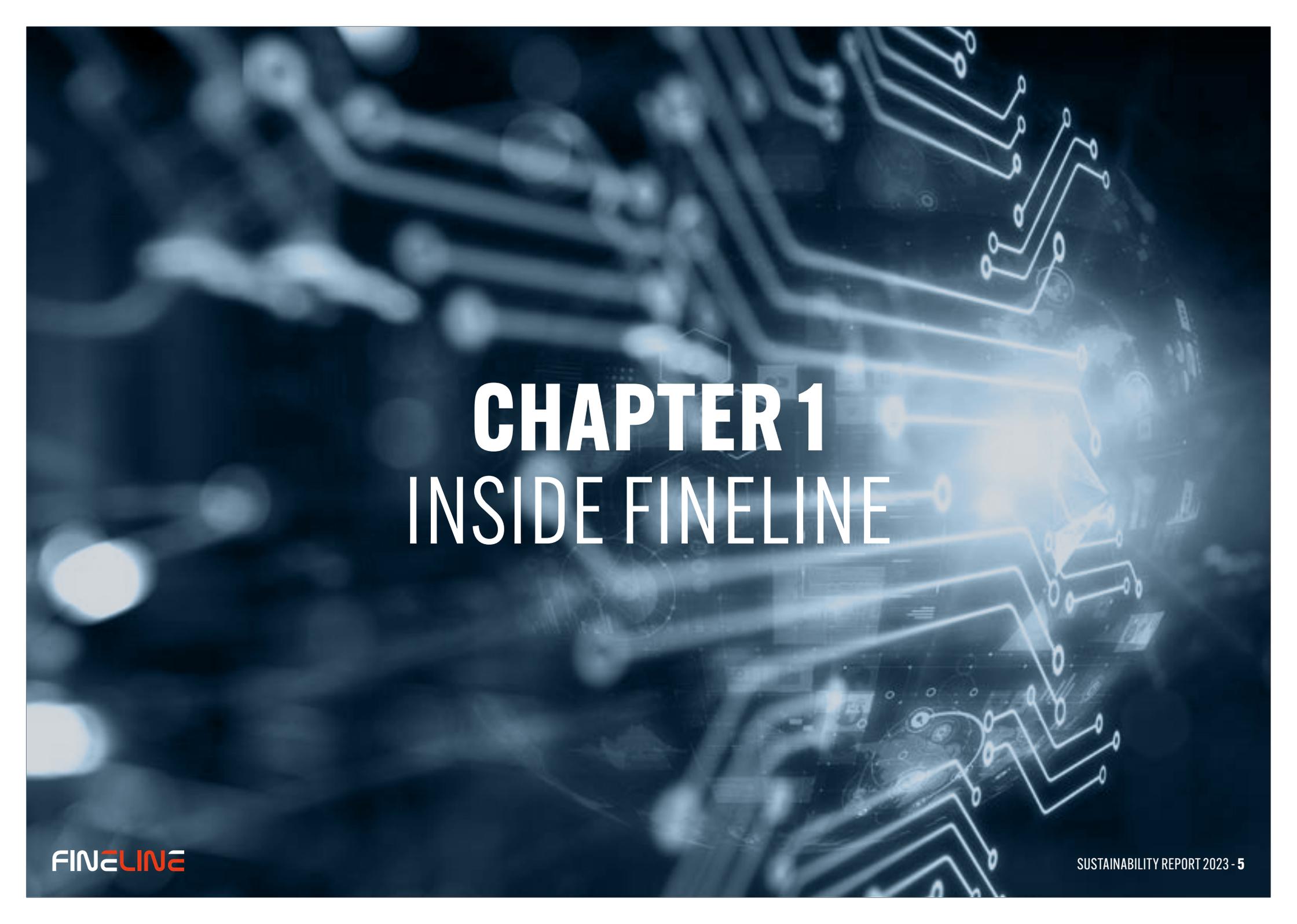
We are proud of our company culture and our team of professionals and the measures we have taken together to promote sustainability. We are also aware that there is much to be done and we are focused on the on-going journey to achieve our goals. I am confident that with our dedicated teams and our joint commitment to sustainability we'll reach and exceed these goals.

I would like to close by sharing with you our GLOBAL VISION ON SUSTAINABILITY:

“Responsibility is at the heart of everything we do. That is why we look to be transparent in what we do and in how we engage with staff, suppliers and customers. We work diligently to ensure our technology and our supply chain are as secure and reliable, to make a positive impact on our local communities and to keep our customers informed, in line with our vision:

“ To be the leading service provider to the electronic industry. We are committed to innovative, customer focused, diversified and to be a great place to work.”

**Eli Ikan**  
**CEO Fineline Global**



# CHAPTER 1 INSIDE FINELINE

## 1.1 WHO WE ARE

**Fineline is a global service provider to the electronic industry and focused on added value supply of PCB technology solutions.**

### **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 provides a rigid support to hold the components and a compact package that can be integrated into an end product.

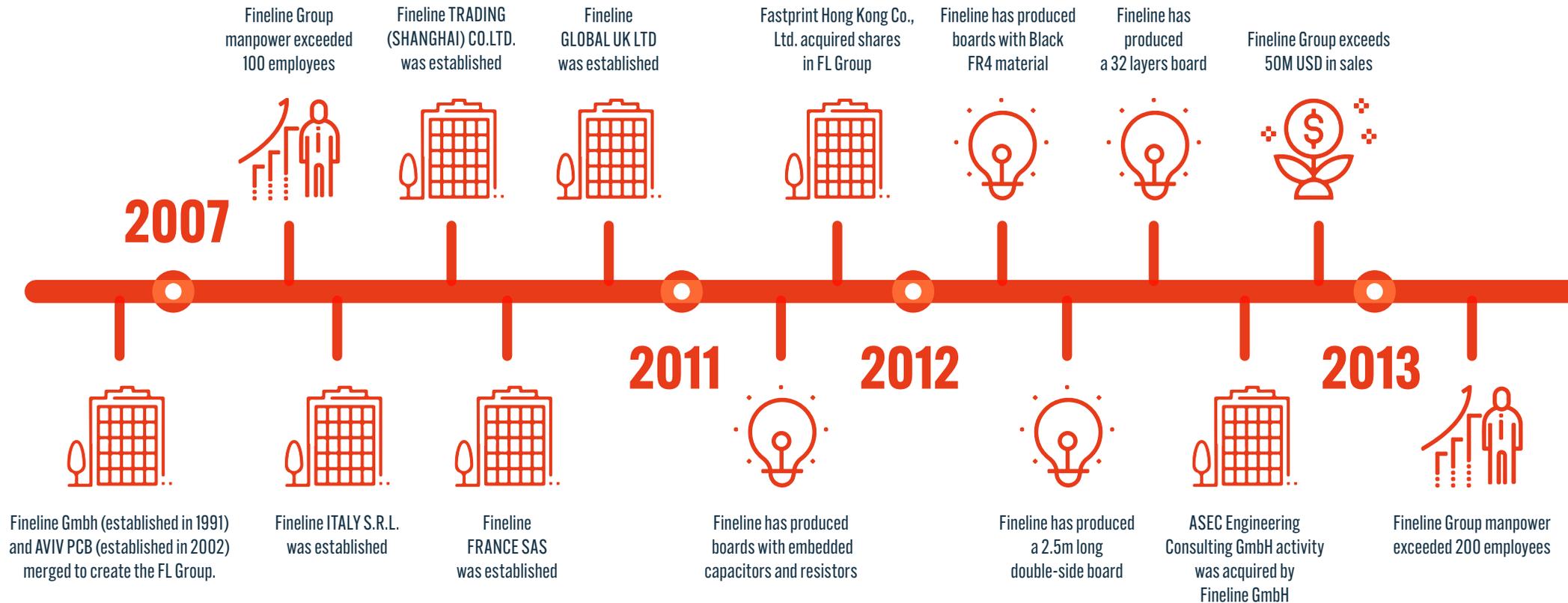
PCBs are designed to meet the unique requirements of each application.



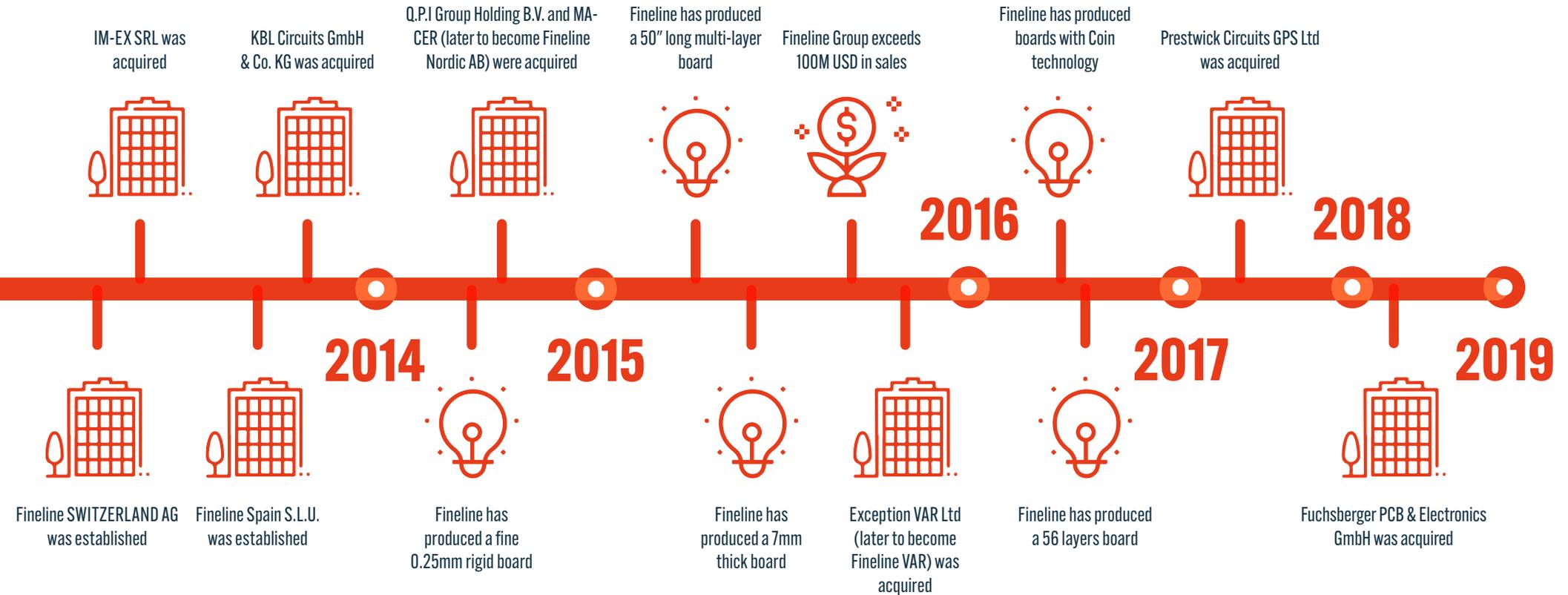
# 1.1 WHO WE ARE - TIMELINE

Fineline Global started in 2007, following the merger of Fineline GmbH and Aviv PCB & Technologies, established in 1991 and 2002 respectively. Thanks to its dedication to technology and customer success, Fineline has grown into a leading PCB provider, spanning 50 countries and over 300 experts.

Our vision is to be the leading service provider to the electronic industry. Our commitment to innovation, customer success, diversity and being a great place to work.



# 1.1 WHO WE ARE - TIMELINE



# 1.1 WHO WE ARE - GLOBAL PRESENCE

Fineline Global, from here on out referred to as Fineline, is a global group, operating in 13 regional offices across Europe, Middle-East, and Asia. Thanks to its international structure, Fineline's customers can rely on a local partner, with global supply chain access and capabilities. Fineline support its customers and business partners in the challenging and dynamic business

environment. Recent years have clearly demonstrated the dynamic nature of our economy and business environment, and the value of a resilient and agile supply- chain. Fineline, with its professional teams of experts has proved it can meet the challenge.



# 1.1 WHO WE ARE - GLOBAL PRESENCE

## Italy

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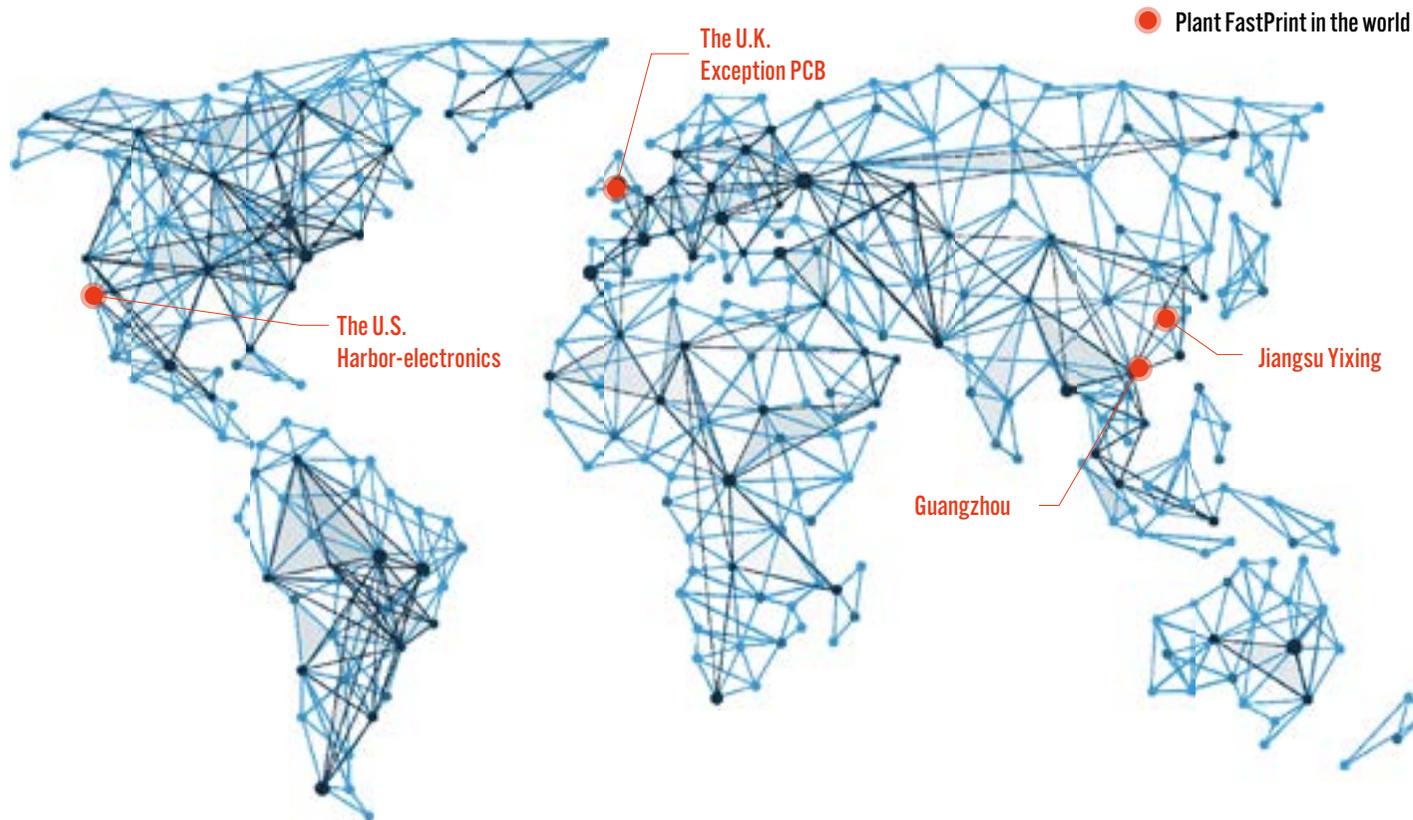
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# 1.1 WHO WE ARE - SHAREHOLDER

Fineline's controlling shareholder, Shenzhen Fastprint Technology Co. Ltd., is a global PCB solution provider operating advanced production plants in China, the US and UK. Founded in 1999 and headquartered in Shenzhen, China, Fastprint is listed on the Shenzhen Stock Exchange.

Dedicated to technological innovation, Fastprint is currently in the final stages of building the world's largest quick-turn PCB and IC Substrate manufacturing plant, whose personalised technical service will solidify Fastprint's reputation as a world-class hardware solution provider.



## 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

# 1.1 WHO WE ARE - NUMBERS



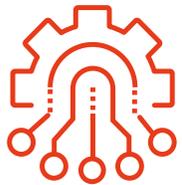
**13**

Global offices



**80**

PCB engineers



**50**

Countries supplied



**320**

Global experts



**25**

Approved and audited  
factories



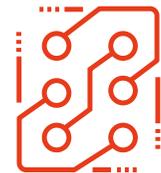
**100,000**

Different part numbers  
manufactured annually



**3000**

Global customers



**130 Million**

Circuits supplied  
annually

# 1.1 WHO WE ARE - GLOBAL AFFILIATE PARTNERSHIPS

## Assodel: the Association of Electronic Districts in Italy

In 2018, the CEO of Fineline Italy became a member of the Assodel Board of Directors, establishing a PCB-focussed working group. Today, the Group boasts 25 out of 50 members in Italy, including producers and importers.

In collaboration with NurnbergMesse Italia, the PCB Assodel Group organises Focus on PCB, the first and only European B2B event dedicated to spreading the PCB know-how. With Fineline Italy on the event's Executive Committee, the grassroots 'Focus on PCB' fair gathers key stakeholders across the entire PCB supply chain to discuss the latest industry news and exchange valuable insights.



**GRUPPO PCB**  
assodel

**Focus on PCB**  
from design to assembly

## The Israeli High-Tech Association

Fineline's Aviv PCB & Technologies adheres to the Israeli High-Tech Association that brings together around 200 companies across the semiconductors, communications, electro-optics, medical devices, software products, homeland security, electronics, and software house industries.

The Association fosters economic growth in the High-Tech industry, lobbying the industry's interests in the government, the Knesset, and other relevant governmental bodies, promoting policy-making processes and removing barriers that may negatively affect this industry.



## 1.2 TECHNICAL SUPPORT FROM START TO FINISH

Fineline offers PCB design services and offers technical support and advise for design and manufacturing. Using advanced design and DFM (Design for Manufacture) tools and in collaboration with our manufacturing partners, we assist our customers is optimizing the design in terms of material definition, manufacturing efficiency, yield, and consequently- cost.

Fineline applies a similar approach to existing designs, suggesting engineering improvements, considering the existing limitations. These suggestions often lead to better results in terms of availability, quality and cost.



# 1.2 TECHNICAL SUPPORT FROM START TO FINISH

## SUSTAINABLE PCB MANUFACTURING PROCESS

The PCB manufacturing process involves the following key steps:

**1. DESIGN REVIEW AND PREPARATION OF PRODUCTION TOOLS:** The first stage in the PCB manufacturing process involves a review of the manufacturing data package that is provided by the designer and preparation of the manufacturing tools and CAM data.

**2. INNER LAYERS:** In preparation of the inner layers, we take a base material of an epoxy resin and glass fabric, coated on both sides with copper foil and remove the excess copper, to leave copper traces only where we need them in order to realize the electric circuitry.

**3. LAMINATION:** The stacked up layers are laminated under a vacuum, high temperature and high pressure press. Multiple PCBs, separated by dividers are pressed simultaneously. The heat and pressure melts and hardens the epoxy resin in the PREPREG, while the pressure fuses the printed circuit board.

**4. DRILLING:** The PCB is done on a high speed CNC drilling machine (up to 280,000 revolutions/minute). Drilled holes must be clean and smooth as possible to enable quality copper plating of the holes.

**5. ELECTROLESS PLATING:** In order to create an electrical connection between the drilled holes and all the layers, a conductive film, about 0.5-0.7 micron thick, is produced by chemical copper. This conductive layer is the basis for copper plate process applied later.

**6. OUTER LAYERS AND PLATING:** This process is similar to the process employed in constructing the inner layers. The difference is that in this step we plate the holes and the

traces and pads of the outer layers using an electrolytic copper plating process.

**7. SOLDER MASK:** Solder mask is applied to most printed circuit boards to protect the copper surface that will not be protected by soldering in the assembly process and to prevent solder shorts during assembly.

**8. SURFACE FINISH:** The surface finish applied a solderable surface finish to the copper surfaces that are not covered by solder mask. This finish protects the copper until the components are assembled and soldered to the printed circuit boards. Several surface finishes are available. The most commonly used are Hot Air Leveling (HAL) and Electroless Nickel Immersion Gold (ENIG).

**9. LEGEND PRINT:** Legend is printed onto the PCB using a screen printer.

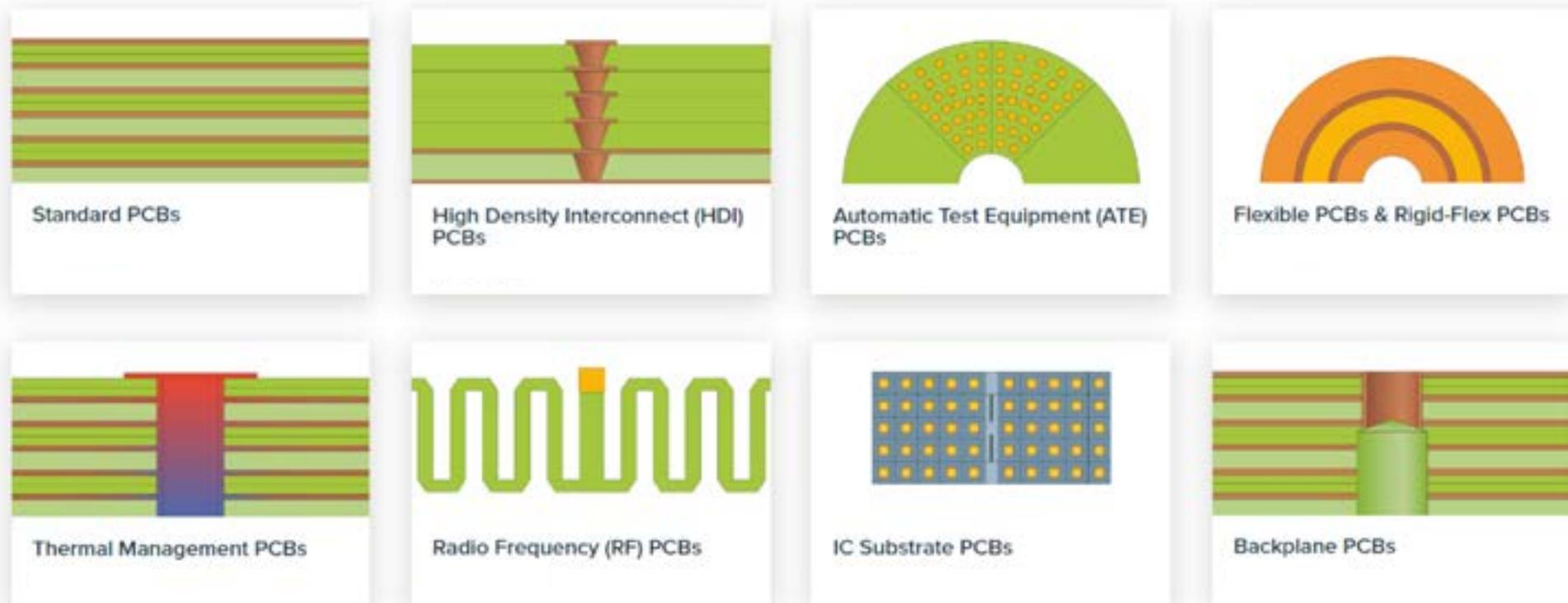
**10. ROUTING:** Using a CNC the manufacturing panels are cut out into individual PCBs and PCBs are routed into their shape according to the design data.

**11. ELECTRICAL TEST:** Each PCB is electrically tested against the design data using a "bed of nails" adapter or a flying probe tester.

**12. FINAL QUALITY CONTROL:** This is the final inspection of the finished PCB product. It checks for any cosmetic defects such as scratches and impurities, using IPC600 as a reference.

Fineline strives to provide all clients with the best technology solution, along with a commercial advantage from start to finish. With its cost-effective design and multiple manufacturing options, Fineline ensures that each design makes the best use of technology, providing design

advice and complete design, including R&D and layout, on request. The below table highlights the most important features of each technology within Fineline's PCB portfolio:



## 1.2.1 ROBUST COMPONENT LIBRARY

Fineline provides its designers with access to IPC-7351<sup>1</sup> compliant libraries, containing thousands of PCB footprints and additional component information. Thanks to the Group's component naming, an assembly company can use the Bill of Materials (BoM) to order components directly as well as access a specification overview for each given component. The Fineline-developed libraries are based on a centralised Fineline parts management system that connects the schematic, the PCB design, the BoM, and the logistics. The electrical symbols are defined in accordance with the IEC 60617 standard<sup>2</sup>.

Simplifying communications from design to production, Fineline libraries enable the Group to speed up the design process, reduce the chance of error and deliver better quality products and customer support.



<sup>1</sup>The IPC-7351 standard specifies some important dimensions for creating a PCB land pattern for a "Small outline integrated circuit" (SOIC) footprint.

<sup>2</sup>IEC 60617 contains graphical symbols for use in electrotechnical diagrams.

<sup>3</sup>Vendor-managed inventory (VMI) is an inventory management practice in which a supplier of goods, usually the manufacturer, is responsible for optimizing the inventory held by a distributor.

## 1.2.2 STREAMLINED LOGISTICS

Fineline prides itself on providing flexible, cost-effective logistics solutions across industries. Fineline offers daily global shipment by air, sea or rail, satisfying their customers' needs no matter the location.

Working with a inventory management solutions , to ensure product availability. Inventory programs may vary, based on customer's needs, facilitated by our logistic planning and local warehousing facilities.



## 1.3. CUSTOMER-CENTRIC APPROACH, QUALITY-DRIVEN SATISFACTION

Committed to quality and customer satisfaction, Finline periodically meets with customers to monitor the progress of the projects and guarantee the required quality standards. Finline also performs an annual customer satisfaction survey to monitor its performance and align itself with customers' feedback.

Finline applies rigorous quality control to all its processes. The Finline's quality control follows the Plan-Do-Check-Act approach, identifying and managing corrective and preventive actions both within Finline and its manufacturing partners.

Finline's process engineers monitor quality standards directly at the production sites of the Finline's strategic manufacturing partners, while the Finline's Global QA team reports internally on product quality, customer satisfaction and suppliers' performance.

Finline's Supplier Quality Agreement defines the control over suppliers, listing mandatory Quality Management System elements for the Group's approved PCB manufacturer. Some of the main elements include the obligation to purchase all raw materials only from approved supplier/manufacturer according to approved vendor list; the request to allow Finline and customers to perform quality audits at their factories or at their subcontractors premises, to provide access to all processes and documentation related to Company products, and to have a purposeful tracing system set to allow tracing of each batch of materials/parts.

<sup>3</sup>Vendor-managed inventory (VMI) is an inventory management practice in which a supplier of goods, usually the manufacturer, is responsible for optimizing the inventory held by a distributor.



In January 2021, Finline's CEO and Quality Director signed Finline's Quality Policy, formalising its commitment to continuous improvement of technology, products and quality of execution, adapted to the needs of each customer. The Policy states the basis for Finline's quality management system implementation and maintenance, which include continuous improvement, meeting goals and measures planned, planning and execution of suppliers' audits in order to improve performance, and a risk-based approach applied from the first customer contact onwards.

To ensure compliance, Finline monitors a set of relevant Key Performance Indicators (KPIs),

aligning its quality implementation actions with the requirements of the reference standards in the medical device (ISO 13485:2016), automotive (IATF 16949:2016), aerospace (AS9100:2016), and rail (EN 45545-2) sectors.

To deliver on its commitment to the highest quality standards of their products, Finline Italy, Finline China, Finline Germany-Netherlands-Austria, Finline UK, and Finline Spain have obtained the "ISO 9001:2015 - Quality management systems" certification.



## 1.4. INTEGRITY AND ETHICS

With the firm belief that integrity is the backbone of a strong business, Fineline is dedicated to ensuring ethical and responsible behaviour, urging all employees to embrace the principles of the Group's Code of Conduct. A foundation of Fineline's commitment to ethical excellence, the Code lays out key ethics and integrity-related policies and guidelines.

To ensure that all employees abide by the Code of Conduct, Fineline runs a regularly updated ethics training. Following each major update, all employees must retrain to stay up-to-date. To ensure compliance along the entire value chain, Fineline requires main suppliers to sign the Supplier Code of Conduct that lists specific principles relating to ethics, anti-corruption and gifts, and entertainment.

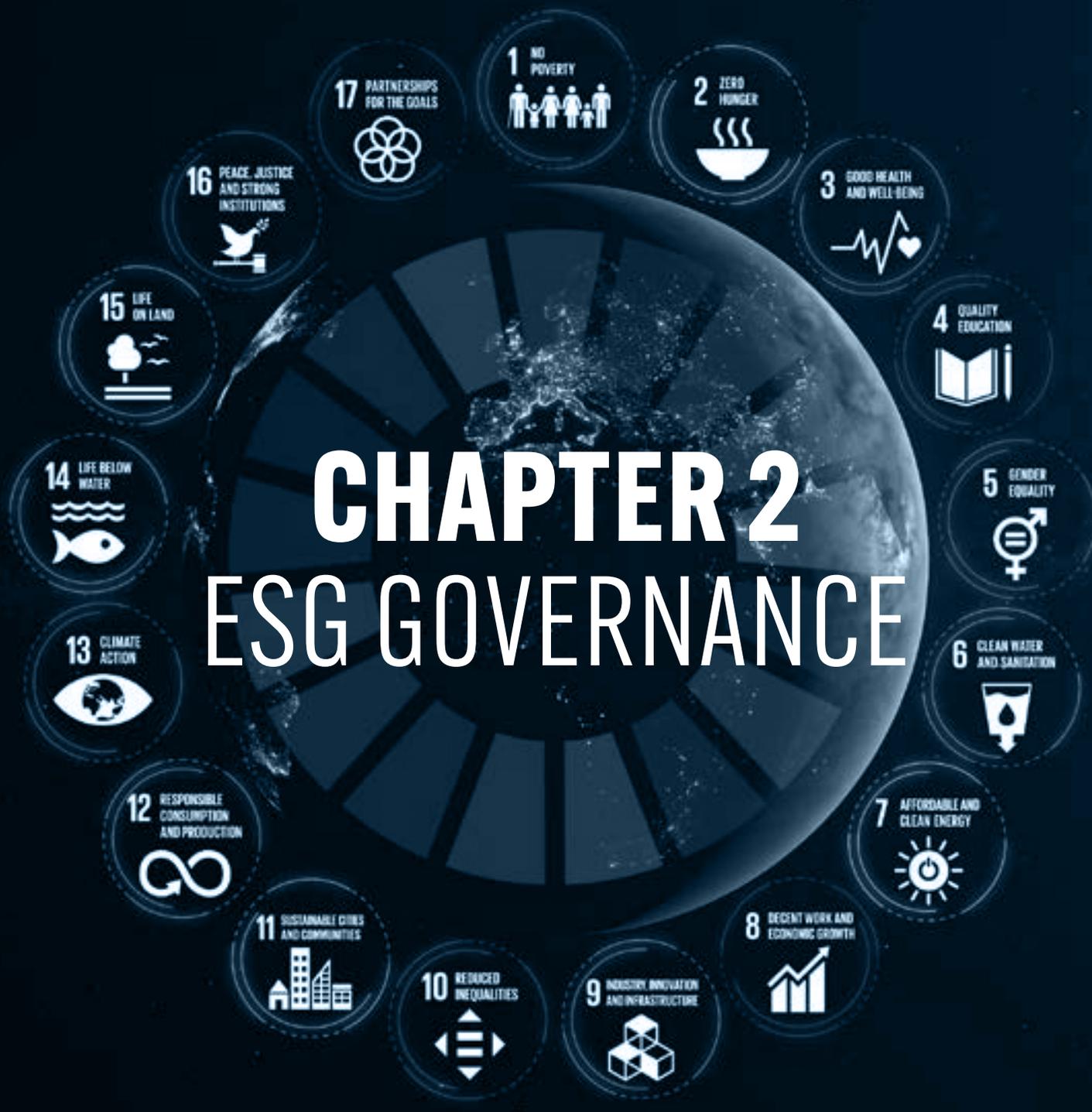
### THE 5 PRINCIPLES OF THE FINELINE GLOBAL CODE OF CONDUCT

- 1. TRUST:** We all represent Fineline and therefore must all carry out Fineline's business in a professional and loyal manner.
- 2. TRANSPARENCY:** We are to conduct business in a truthful and open manner and are not to engage in dishonest acts and practices. We must also keep accurate records and timely share important information while respecting people's privacy.
- 3. RESPECT:** We should respect the dignity of all people, protecting the health, safety, privacy, and human rights of others. We are to adopt practices that improve human development in the workplace, marketplace, and the community.
- 4. FAIRNES:** We should engage in free and fair competition, deal with everyone fairly, and should not discriminate in employment and contracting.
- 5. RESPONSIBILITY:** We must act as responsible citizens of the community, respecting the law, protecting public goods, cooperating with public authorities, avoiding inappropriate involvement in politics and government, and giving back to the community.



# CHAPTER 2

## ESG GOVERNANCE



## 2.1. STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS

At Finline, we are aware that to ensure the long-term success, the needs and expectations of our main stakeholders must be identified and considered in our decision-making processes. This understanding led to Finline's 2022 implementation of mapping its stakeholders with particular interest to both internal and external parties, as well as those indirectly influenced

or interested in the organisational activities. The below list includes primary stakeholders with whom Finline retains a constant and open source of communication to better address sustainability issues:

<b>Internal SH</b>	<b>Shareholders/Owners</b>
<b>Internal SH</b>	<b>Management</b>
<b>Internal SH</b>	<b>Employees</b>
<b>External SH</b>	<b>Customers</b>
<b>External SH</b>	<b>PCB suppliers</b>
<b>External SH</b>	<b>Other suppliers/forwarder</b>
<b>External SH</b>	<b>Banks</b>

<b>External SH</b>	<b>Insurances</b>
<b>External SH</b>	<b>Trade associations</b>
<b>External SH</b>	<b>Public administration</b>
<b>External SH</b>	<b>Trade unions</b>
<b>External SH</b>	<b>Third sector (foundations, associations and NGOs)</b>
<b>External SH</b>	<b>Local communities</b>

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

Following the identification of main stakeholders, Finline dedicated itself to conducting the Materiality Analysis process, outlining the most significant ESG impacts and issues. The

Materiality Analysis process includes four main activities:



### **1. Understanding the context of the organisation at 360°**

As a first step, the organisational context of Finline Group was explored by taking into consideration:

- sustainability pillars (internal and external market and legislation, focused on social, environmental, economic, human rights issues, etc.).
- activities and overall business model (including types of services offered, markets served, etc.) and business relations with customers, suppliers and other relevant parties.
- explicit needs and expectations of key stakeholders.

### **2. Identifying actual and potential impacts**

The results of the context analysis lead to consideration of requests, expectations and the needs that emerge from ongoing dialogues with stakeholders, as well as insights provided by experts on ESG issues.

These factors merged together made it possible to identify an initial list of impacts - current and potential, positive and negative - on the economy, environment and people, including those on human rights. Each impact, associated with one or more relevant sustainability issues, was then reported on a cumulative list submitted for assessment and validation by management.

### 3. Evaluating the importance of each impact

The next phase of the Materiality Analysis process includes the involvement of the major stakeholders in the assessment of impacts and their related sustainability issues.

The stakeholders directly involved by Finline were:

- **Finline Management**
- **15 Customers**
- **4 Shippers**
- **17 Employees**
- **PCB Suppliers**

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

### 4. Prioritisation of the most significant impacts

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

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

In line with the nature of our activities, the result of the Materiality Analysis confirmed the Group's primary importance of issues being related to supply chain, product quality, ethics and integrity, as well as employee relations. Furthermore, the issue relating to GHG gas management, now a priority issue for all organisations in any business sector, also fell among the impacts above the materiality threshold.

At Finline, we are increasingly working to integrate sustainability into our decision-making processes and communication activities. This approach, reinforced by the Group's solidified commitment to align with international best practices has led us to the development of our first Sustainability Report following the GRI guidelines.

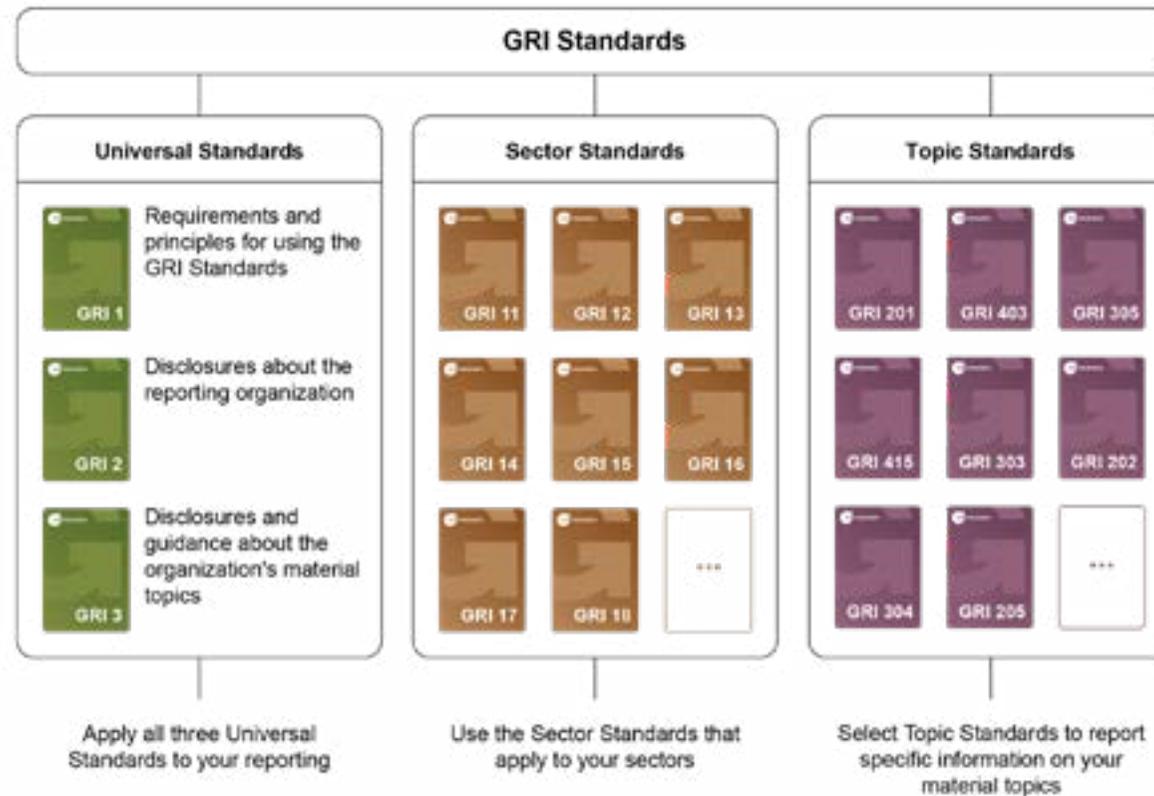


## THE GRI STANDARDS

The GRI, or Global Reporting Initiative, is a non-profit organisation that provides a modular system of interconnected standards for sustainability reporting. They allow organisations to publicly report the ESG impacts of their activities in a structured way that is transparent to stakeholders and other interested parties.

The new GRI standards, published on October 5, 2021, and effective starting from January 1, 2023, are designed as a modular set featuring:

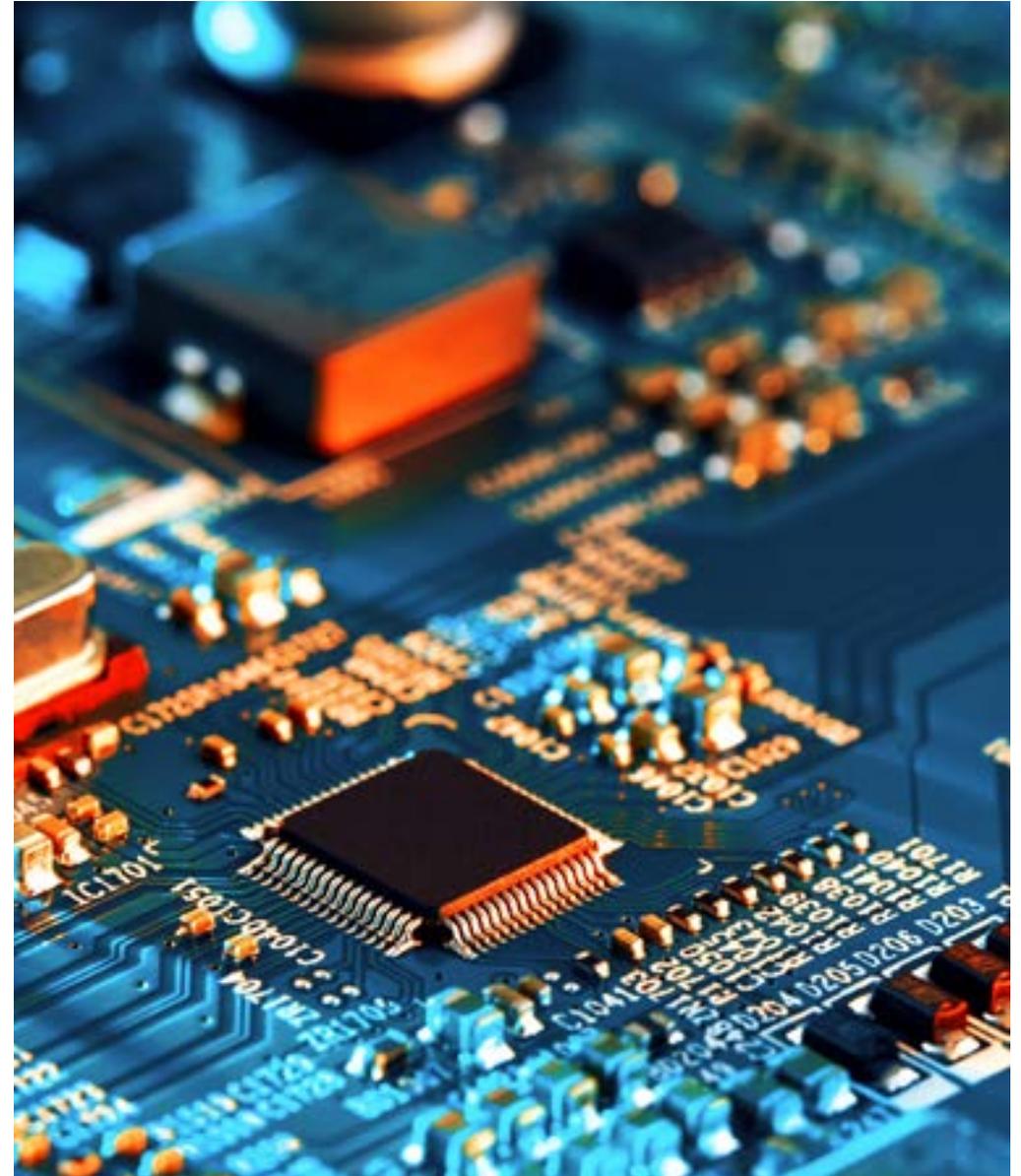
- The Universal Standards apply to all organisations and incorporate reporting requirements on human rights and environmental due diligence, in line with intergovernmental expectations.
- The new Sector Standards enable more consistent reporting on sector-specific impacts.
- The Topic Standards -adapted to be used with the revised Universal Standards- list disclosures relevant to a particular topic.



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

In line with GRI standards and in view of greater transparency, particularly towards a more sustainable future, Fineline opening reports an analytical summary of its 2022, highlighting the following:

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



## ETHICALLY MANAGING CONCERNS AND GRIEVANCES

At a global level, Finline has yet to establish an official portal for collaborators to make reports, complaints, or general feedback. In efforts to respond to need, Finline, in line with the code of ethics dedicated to employee transparency, openly calls on employees to share relevant financial and non-financial information in a timely manner, provide accurate information throughout sale process services, and to openly and honestly communicate, reporting any violations or infringement of institutional policies.

Finline encourages employees to express concerns through a series of people-centric approaches including quarterly personal meetings providing one-to-one opportunities for employees to speak openly, establishing a dedicated personnel manager made available to employees for any reports or concerns, and weekly internal meetings with managers to openly discuss office relation progress and goals.

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





# CHAPTER 3 SUSTAINABLE SUPPLY CHAIN

## 3.1. SUSTAINABLE SUPPLY CHAIN (GRI 2.6)

Fineline's supply chain operates across a wide range of sectors including the consumer electronics, automotive, medical, industrial, and security.

Over the years, Fineline has developed a complete understanding of the PCB market and its drivers. Thanks to its global manufacturing network, the Group is best equipped to deliver expert solutions at every point of the supply chain.

Fineline prides itself on its long-standing relationships with its manufacturing partners. To ensure all partners meet market and customers' quality standards, Fineline conducts regular audits, monitoring, and fostering a culture of continuous improvement across the supply chain. Committed to delivering the best PCB solution, Fineline matches each client's requirements with the factory capabilities across its approved manufacturing network, providing timely access to high-quality and reliable products wherever they are.



A large part of Fineline's manufacturing network is concentrated in China. Serving over 50 countries across the globe, Fineline's supply chain includes 80 PCB engineers, working closely with local manufacturing partners and logistics centres to ensure a world-class quality service for its customers.

Fineline's partner factories are closely selected, monitored, and managed by the Group's Supply Chain Centre team in Shenzhen and Dongguan, China. The team performs periodic audits

at partners' sites to assess the supplier Quality Management System as well its production processes. For complex production, Fineline requires a higher level of monitoring across the entire process - from quotation to engineering to shipping.

Committed to sustainability, Fineline ensures environmental compliance along its supply chain via a comprehensive three-level approach.



The **first pillar** of Finline's sustainable supply chain is Finline's rollout of the Supplier Code of Conduct covering environmental, social, and governance (ESG) topics. Finline requires all

suppliers to read, sign, and respect the principles outlined within the document.

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

**1. Compliance with Laws:** Suppliers' personnel and operations shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules, and regulations. Additionally, suppliers will ensure that products, services, and shipments for Finline adhere to all applicable international trade compliance laws, rules, and regulations.

**2. Labour:** Suppliers shall uphold the human rights of workers and treat them with dignity and respect.

- Suppliers shall only employ workers who meet the applicable minimum legal age requirement, employing no person under the age of 16, even if local law permits otherwise. Suppliers shall also comply with all other applicable child labour laws according to local regulations.
- Suppliers shall not use any indentured or forced labour, slavery, or servitude.
- Suppliers' plants shall set working hours, wages, and over-time pay in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is greater.
- Suppliers shall treat employees with dignity and respect and will not engage in or permit corporal punishment, threats of violence, or other forms of harassment
- Suppliers shall employ workers based on their ability to do the job, not based on their personal characteristics or beliefs.
- Supplier shall respect employees' right to join or not join any lawful organisation, including trade unions and works councils, and shall comply with all applicable local and national laws pertaining to freedom of association and collective bargaining.

**3. Health & Safety:** Finline is committed to being a global leader in safeguarding the health and safety of our employees and protecting the environment. While suppliers are on-site at a Finline or Finline customer location on behalf of Finline, suppliers shall comply with Finline Safety Policy, EHS handbook, and any site-specific requirements.

- Suppliers shall ensure a safe work environment and minimise physical and chemical hazards.
- Suppliers shall provide workers with appropriate personal protective equipment.
- Suppliers shall provide and properly maintain physical guards, interlocks, and barriers where machinery presents an injury hazard to workers.
- Suppliers shall minimise the impact of emergency situations through the implementation of emergency plans and response procedures.

**4. Environment:** Due to environmental considerations being an integral part of Finline's business practices and the production of world-class products, suppliers shall comply with all applicable environmental laws and regulations.

**5. Ethics:** Suppliers shall commit to the highest standards of ethical conduct when dealing with its employees, suppliers, and customers.

**6. Anti-Corruption:** In line with Finline's committed to complying with anti-corruption laws that prohibit bribes, kickbacks, or other corrupt actions to obtain or retain business or obtain any improper advantage, suppliers are expected to comply with applicable anti-corruption laws while representing the Group.

**7. Gifts and Entertainment:** Finline recognises that it is customary for some of its suppliers, customers, and other business associates to occasionally give small gifts or offer modest business entertainment to those with whom they do business. It is important, however, that these gifts and entertainment events do not affect an employee's business judgment or give the appearance that judgment may be affected.

Fineline's **second pillar** identifies the most sustainability-oriented manufacturing partners. To do so, Fineline monitors supplier's adoption of the ISO9001 and ISO14001 certifications, reflecting quality and environmental management respectively.

The **third and final pillar** is Fineline's engagement in an intense monitoring activity of the environmental performance of major PCB suppliers' (both old and new ones) through a dedicated self-assessment questionnaire. The questionnaire includes a series of specific questions regarding management of chemicals, monitoring of sub-suppliers, process management focused on RoHS compliance, pollution, and Health & Safety (H&S).

Additionally, to further cement its sustainable supply chain, Fineline implemented a measure requiring new suppliers to provide a list of relevant documents before the onboarding, including ROHS conformance declaration and test report, REACH conformance declaration and test report as well as the Conflict Minerals screening.

Looking ahead, Fineline aims to strengthen its strategic approach as well tools to assess and monitor suppliers according to sustainable industry standards.

<b>PCB suppliers' screening on ISO9001 and ISO14001 certifications</b>	
Percentage of PCB suppliers holding a ISO9001 certification	<b>97%</b>
Percentage of PCB suppliers holding a ISO14001 certification	<b>94%</b>

<b>New suppliers that were screened using environmental criteria (GRI 308-1)</b>	
Percentage of new suppliers that were screened using environmental criteria	<b>66%</b>

<sup>1</sup>The Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS) EU Directive aims to prevent the risks posed to human health and the environment related to the management of electronic and electrical waste.

<sup>2</sup>The Regulation on the registration, evaluation, authorisation and restriction of chemicals (REACH) EU Directive is the main EU law to protect human health and the environment from the risks that can be posed by chemicals.

<sup>3</sup>On 1 January <sup>2021</sup> a law called the EU Conflict Minerals Regulation, also known as Regulation (EU) <sup>2017/821</sup>, came into full force across the EU. The Regulation requires EU importers of tantalum, tin, tungsten, and gold to source from responsible and conflict-free sources only.



# CHAPTER 4

## POWERED BY PEOPLE, GEARED TOWARD SUSTAINABILITY

## 4.1. CARING FOR EMPLOYEES IS OUR PRIORITY (GRI 2.7-8-30)

**At Finline, we believe that people are the heart of the business. “To be a great place to work” is a part of Finline’s vision. Finline is committed to the well-being, personal growth, success, and satisfaction of all its employees.**

Finline’s global HR guidelines lay the foundation for the implementation of our vision, and are followed by all of Finline’s subsidiaries, adjusted to local labor law, practices, and culture. A global HR team guides and assists local HR personnel in implementing these guidelines, supervising our achievements. Our periodic employees’ opinion survey is a key tool in measuring our progress.



## 4.2. GLOBAL HR GUIDELINE

1. We believe in a culture of continuous learning and development, supporting employees' career growth and keeping up with the latest professional trends and technologies.
2. We create a diverse and inclusive work environment that celebrates differences, encouraging people from all backgrounds to share their unique perspectives and ideas.
3. We recognise and motivate employees for their contributions to the company's success.
4. We invest in employee wellbeing, promoting work-life balance, team spirit, fun, physical and mental fitness, and healthy lifestyle.
5. We foster a culture of innovation, encouraging employees to share their ideas and experiment with new approaches to deal with business challenges.
6. We encourage open communication and transparency throughout the company. This includes regular company-wide, site, and team level updates, as well as one-to-one feedback exchange among all team members.
7. We ensure that all employees understand and adhere to the company's ethical and social responsibility policies, providing opportunities for employees to get involved in social responsibility initiatives.
8. We maintain local sets of HR policies which apply to all employees. These policies cover all local issues such as compensation, benefits, rewards, ethics, attendance, training, feedback processes, and more.
9. We implement a hiring process enabling each location to operate a well-defined process for assessing candidates against detailed job description. This process includes interviews, technical assessments, meetings with peers, and reference checks - where applicable

Fineline's HR Guidelines and Code of Conduct are the basis of our commitment to our employees, our business partners, and our community.

To date, Fineline has a total of 273 employees, 47% of whom are women and 81% of which are hired with a permanent contract. The following table shares employee insights by age:

<b>EMPLOYEE DATA PER AGE</b>	
TOTAL <30	<b>12%</b>
BETWEEN 30 - 50	<b>61%</b>
OVER 50	<b>27%</b>

To implement Fineline's policy and meet our objectives, we engage in diverse activities.



## 4.2.1. SOCIAL AND LABOUR STANDARDS

At Finline, the well-being of employees and collaborators, as well as respect for the physical, moral, and cultural integrity of persons, are not only a priority but an integral part behind the success of the Group's business model.

To prevent issues of human rights abuses and labour rights violations, discrimination, and lack of equal opportunities, Finline provides employees with online courses that educate how to recognize, prevent, and act against workplace harassment. Thus, Finline proudly promotes awareness across its global network, reporting the entirety of employees as successfully having completed the online Workplace Harassment Prevention course.

Furthermore, Finline is aware that prevention is also significant when it comes to the physical health aspects of employees.

To ensure the well-being of its employees, Finline implemented an Occupational Health Prevention Program at a global level, inclusive of annual medical exams and check-ups for all employees. Furthermore, all offices and warehouses underwent occupational risk prevention and occupational health evaluations.



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

Fineline's hiring practice is aimed at preventing any discrimination based on gender, ethnicity, religious faith, marital status, sexual orientation, age, disability, and political beliefs.

Furthermore, Fineline provides employees with training on how to recognize, prevent, and address workplace harassment.

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



## 4.2.2. DIVERSITY AND INCLUSION

Integrating and maintaining Diversity and Inclusion (D&I) standards are a fundamental value at a Group level. Each Finline office is committed to establishing and upholding set principles that meet local standards toward ensuring all employees are treated fairly, free of judgement, and with an open and inclusive approach. The group-wide mindset of ensuring equal opportunities for all is an essential ingredient to Finline's success.

Furthermore, D&I act as a vital component toward establishing a sustainably run business. Finline's diverse corporate population plays a key role in building a safe and successful environment capable of continuous improvement.

At Finline, diversity is represented at the highest level. Some examples include the Group's Steering Committee, made up equally of three male and three female representatives, as well as in the four leading managerial roles consisting of two male and three female managers.

Female shares in the Group equate to 47%. Some local offices, like Finline Spain with 54.5%, hold a major female representation. Equality in Finline's employee statistics goes beyond gender, adopting a non-discrimination policy regarding age, origin, and status.



## 4.2.3. EMPLOYEE DEVELOPMENT AND GROWTH

Cultivating and nurturing employee growth is key to ensuring positive employee satisfaction and engagement within the Group. Consequently, this approach has a positive effect on employee commitment to Fineline, its customers, and business partners, fuelling motivation and creating an environment where employees feel inclined to go the extra mile.

To further propel employee capabilities and personal growth, Fineline promotes training, coaching, mentoring, and designated discussion groups, offering a series of diverse training opportunities.



## TRAINING

- **Onboard Training:** a mandatory training on Finline Code of Conduct, policies and processes, PCB technology, cybersecurity, health and safety, workplace harassment prevention, and more.
- **Online Training:** virtual training is accessible to all employees. Finline uses a Learning management system (LMS) software that enables all employees to train and refresh their training, enabling global training managers to oversee training progress and assure full compliance with mandatory training requirements.
- **Language Training.** As a global company, Finline encourages extensive collaboration between its subsidiaries. To facilitate effective communication between employees,

Finline offers a variety of English training opportunities including online courses, personal sessions adapted to employee needs, and even a full time English teacher in one of the local subsidiaries.

- **Academia:** Finline encourages and supports employees in professional studies, offering flexible working hours and financial support for tuition. Examples include: training on PCB design, professional courses on IT infrastructure (design & maintenance), and advanced programming courses.

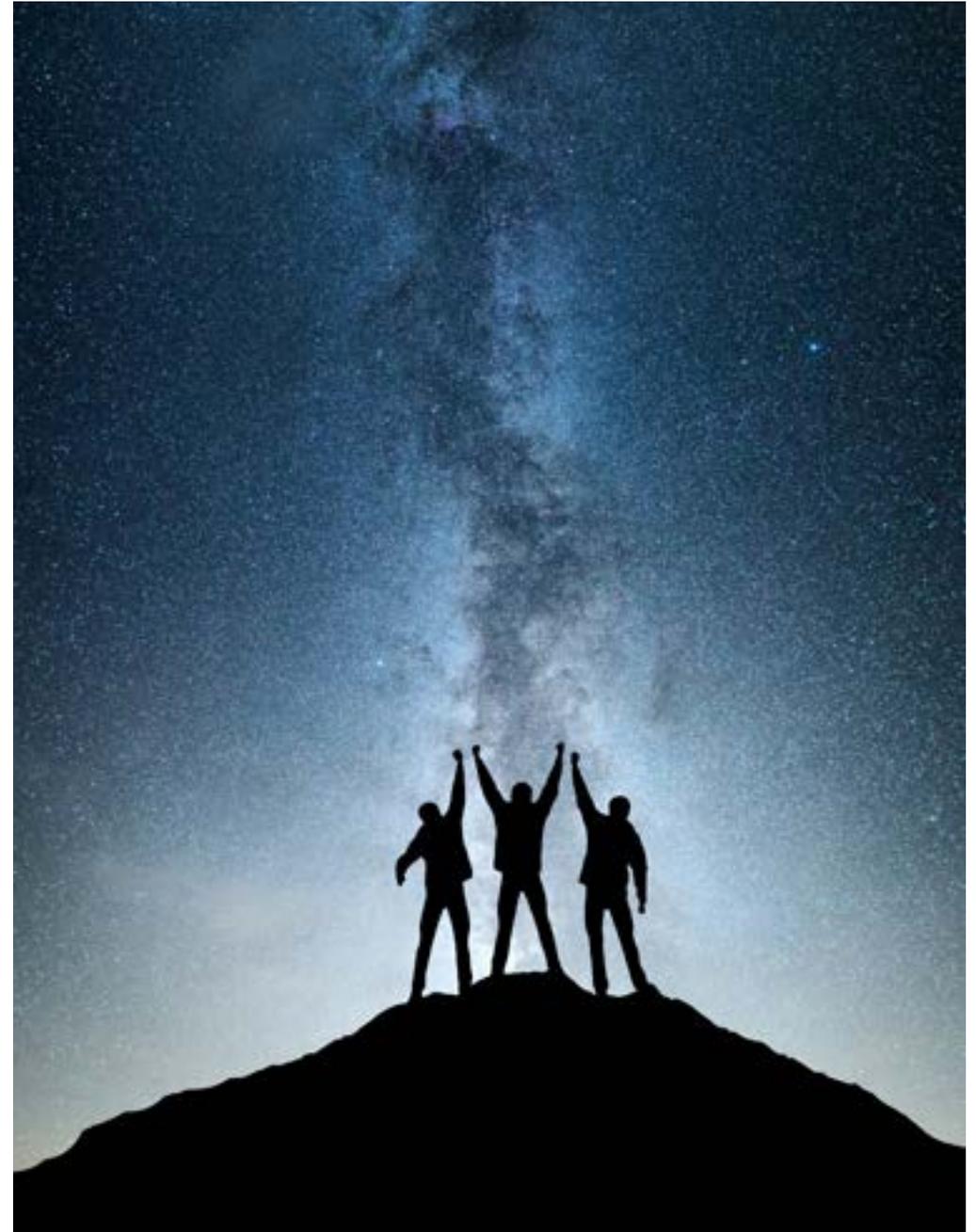
Within the overall trainings provided, Finline offers upwards of 1921 hours of Professional Development and 647 hours of Regulations and Standards courses.



## GLOBAL ONBOARDING AND PROFESSIONAL DEVELOPMENT PROGRAM

In 2022, Finline introduced a Global Onboarding and Professional Development Program including the following primary courses:

- **Welcome to Finline:** an introductory course on all-things Finline, ensuring employees feel welcome and accepted
- **An introduction to PCB:** a technical course highlighting what PCB is, how it is made, what it is used for and its crucial role in the success of the Group.
- **Cyber Security Awareness:** a risk and analysis course on cyber security, teaching employees how to be aware, prevent and defend against cyber-attacks.
- **Workplace Harassment Prevention:** a human approach to recognizing and preventing workplace harassment in the workspace.
- **Online Sales, Best Practices:** an overview of best practices for effective online sales and how to implement them in practice.
- **A Deep-Dive into PCB:** an advanced technical course on PCB technology, advancements and the future of PCB in the industry.
- **Technology Forum Guidance:** a critical thinking course focused on reviewing case studies, providing general guidance, and brainstorming new ideas.



## COACHING AND MENTORING

Fineline's mentoring program enables employees to coach and mentor each other in one-on-one meetings. The voluntary program, inclusive of employees from all levels and subsidiaries of the Group, enables mentees to receive help from mentors based on their experience in the topic of discussion. This global exchange of ideas across business functions and levels of hierarchy, provides Fineline employees with the chance to expand their knowledge and further develop their career paths in ways most relevant for them.



## EMPLOYEE ENGAGEMENT

Fineline promotes interaction on a global level, enabling team members to meet on a regular basis to share information, facilitate the exchange of ideas, and to identify improvement areas for overall effectiveness and efficiency. The Technology Group, lead by Fineline's CTO, leverages strategic collaborations to improve and implement relevant technology processes, identifying solution best suited to address customers' most challenging needs. Furthermore, Fineline's Value Added Teams, which operate and meet periodically on global and local levels, aim to evaluate new and creative ways to add value to our customers and suppliers throughout all stages of the collaboration. These teams include members from all levels of the Group, adding further value through enhanced global inclusion and equality.



## FEEDBACK AND COMPENSATION

Fineline implements concrete actions and initiatives to ensure employee well-being and positive retention, speaking directly with employees about their professional experience. The desire to meet employee needs led to a company-wide survey launched in May of 2022, measuring employee satisfaction based on basic, individual, team, and growth needs. The survey concluded with a 75% completion rate, of which, 95% resulted as actively participating in their comments. Survey results provided Fineline with insights that enable the Group to fortify strengths and improve weaknesses.

Feedback and performance-based compensation schemes vary between Fineline's subsidiaries. The key principles that guide the Group in all feedback practices focus on acknowledging individual achievements, identifying opportunity for progress.

Some local initiatives include the following:

- Fineline Germany holds quarterly meetings with each employee to establish and work toward set goals.
- Fineline UK implements an annual one-to-one evaluation focused on thought sharing.
- Fineline Italy integrates annual one-to-one evaluations and monthly employee-to-manager meetings for regular check-ins, and its CEO, committed to an open and positive environment that encourages career growth, holds an additional informal meeting with each employee bi-annually;
- Fineline China evaluates employee's professional growth within a given time frame related to everyone's career path, providing constructive feedback to enhance overall performance and establish a basis for training plans, promotions, remunerations, and personal decisions.
- Fineline Israel holds an annual feedback process with all employees.

### EMPLOYEE PERFORMANCE AND CAREER DEVELOPMENT (GRI 404-3)

Total number of employees who received a regular performance and career development review during the reporting period	<b>157</b>
Number of male employees who received a regular performance and career development review during the reporting period	<b>73</b>
Number of female employees who received a regular performance and career development review during the reporting period	<b>84</b>

## TEAM BUILDING AND EMPLOYEE WELFARE

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

Finline Germany takes on a collaborative and open team building approach that enables all employees and collaborators to organise quick meetups in a 'speed date' style. The initiative, creatively amplified through a 'Coffee Break' team app encourages colleagues to meet weekly, discussing topics or answering questions in dedicated 10-minute slots as well as generally getting to know each other.

Finline Italy implements team buildings, organising one to two excursions per year. In 2022, team buildings included a lunch at Lake Garda and a mountain walk. Furthermore, the Company holds a yearly all-hands-on-deck business review meeting to discuss strategy, performance, and future goals.

Finline China approaches team building from two perspectives. On one side, organised group activities and excursions aim to establish strong company culture, while on the other, improved in-office services such as healthy dietary options and healthy work environments - as seen with the introduction of ping pong tables - promote employee health.

Through an informal, open space common area, Finline UK encourages employees to interact with one another, exchanging teams to use the space to discuss open issues, exchange ideas and align on projects. During nice weather, this facilitation space is extended to the outdoor corporate garden.

While most initiatives are managed at a local level, some go beyond geographic borders, creating international exchange opportunities between different Finline offices. One such example is seen in celebrating the Christmas holidays where Finline Netherlands, Finline Germany, and

Finline Austria come together yearly.

Positive employee retention is further retained in thanks to Finline's welfare management. As a Group, Finline holds high standards for its employee welfare, as seen in the following instances:

- promoting employee motivation through cash rewards or position promotions, offering competitive salaries and goal-based bonuses
- organizing and publicly promote initiatives that encourage team spirit through activities including employee gifts and yearly retreats, to encourage a healthy work-life balance
- developing targeted growth plans to foster personal development for top talents, maximizing career growth and retention rate

The value and significance of welfare initiatives is shared on a local level, with each Finline subsidiary tailoring its employee benefits to specific local standards and best practices.



## 4.2.4. CONTRIBUTION TO THE COMMUNITY

Fineline attributes great value to community contribution, organizing ways to actively engage employees, supporting financially to sustaining various activities. Enabling employees to work closely with underprivileged communities provides a rewarding experience for all parties involved.

Fineline Italy activated a volunteer campaign in support of the 'Stellina Onlus' project which aids families in difficulty within the local area, making a financial donation to a local non-profit organisation committed to helping the local community. In efforts to promote a culture of volunteering among collaborators, Fineline Italy is committed to supporting causes already actively sustained by employees during their free time.

Fineline Germany is actively engaged in ongoing activities with select non-profit organisations. Since 2012, the Company has sponsored an SOS Kinderhof (Social Society for Children) through monthly contributions that aim to support children in need, and since 2019 has partnered with Deutsches Rotes Kreuz (German Red Cross) in helping provide for those most vulnerable.

Fineline UK instead adopts a more hands on approach, supporting local non-profit organisations through people-centric activities. In 2022, the Company organised a dragon boat competition in support of a children's organisation that sustains vulnerable children followed by a Christmas Jumper Day that brought together employees, clients, and collaborators in efforts to fundraise and support a selection of children-focused charities.

Fineline Israel activated a voluntary program in favour of the SAHI Association, enabling employees to volunteer for different touchpoints twice a year. The program, actively running for nearly five years, primarily supports the elderly, children at risk, and teenagers in hospitals, by contributing towards facility renovations of the association centre. The SAHI organisation is the flagship program of the 'Present - Giving as a Way of Life' association, enlisting thousands of youth from all over the country to help those in need within the neighbourhoods that they live in

hopes of transforming Israeli society.

Furthermore, Fineline Israel employees volunteer at the Rambam Hospital-Children Oncology Department and Mazor Hospital-Medical Centre for Mental Health by supporting garden and facility upkeep. Furthermore, the Company, periodically contributes to a series of other local organisations.



## **FINELINE TEAM IN UKRAINE**

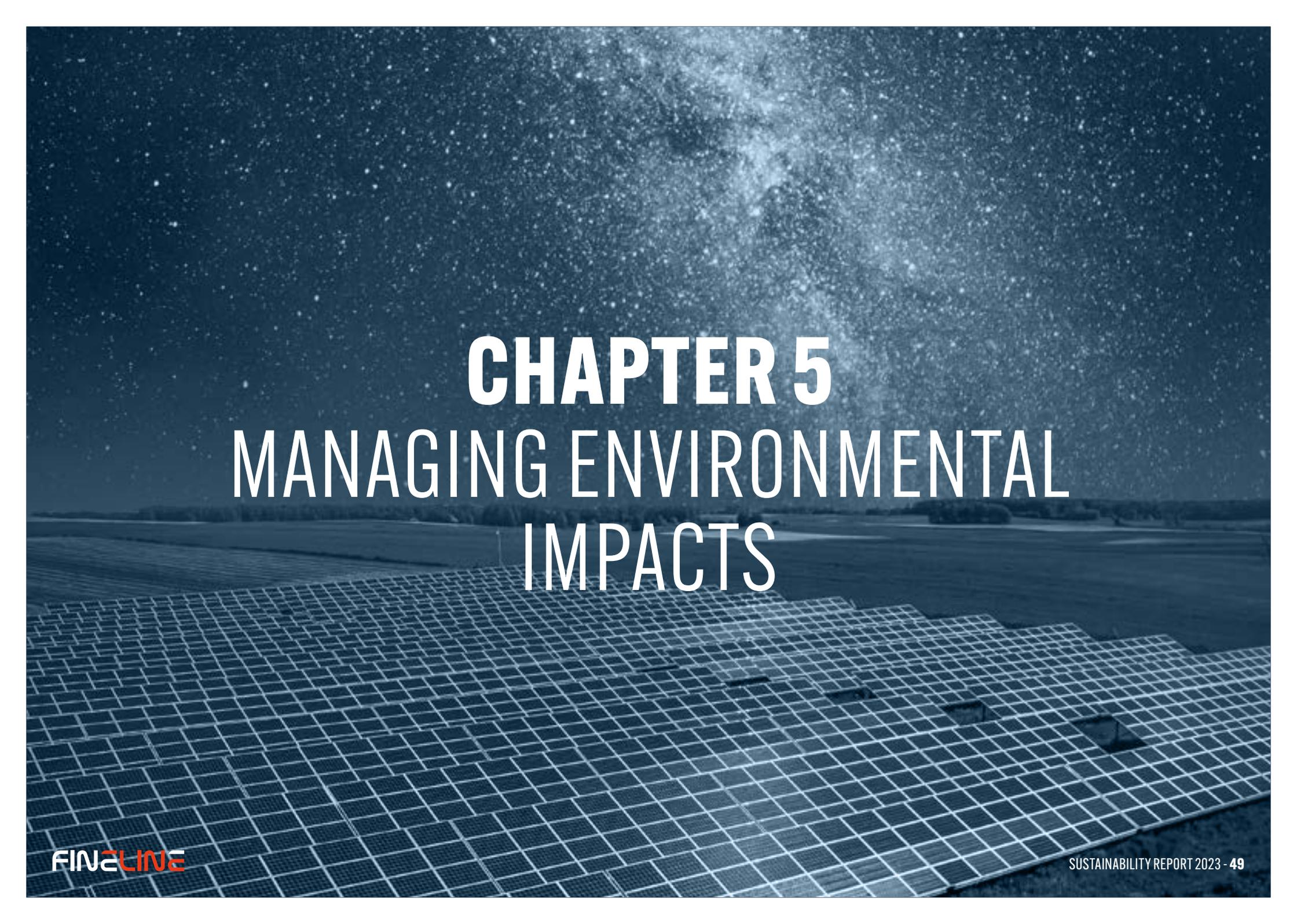
With over 60 employees in the Ukraine office, Fineline faced new and unfamiliar challenges with the outbreak of the war in Ukraine in February 2022. First and foremost, the challenges are a great difficulty for colleagues based in Ukraine on a personal level. Located in the region of Kharkiv, close to the front line in the east of the country, employees were exposed to the perils of war early on. In efforts to best support colleagues near to and affected by the war in Ukraine, Fineline implemented a series of initiatives on a global level. Some of those activities include:

- Fineline employees across all subsidiaries helped manage the extraworkload when the team in Ukraine was incapacitated.

- Fineline kept in touch and supported with all employees in the local Ukraine office, regardless of how much work they could or couldn't do.
- Fineline actively assisted employee relocation, ensuring colleagues made it to safer regions or neighbouring countries;
- To this day, due to the ongoing war, Fineline continues to support its team in Ukraine.

At Fineline, we are proud not only of our team in Ukraine, but of their commitment and perseverance in face of difficult circumstance. The support and understanding of all Fineline colleagues on a global level further cements the commitment of Fineline towards establishing a global team eager to commit not only to the Group but to nurturing the 'great place to work' environment harnessed within.

<b>BREAKDOWN OF UKRAINIAN EMPLOYEES</b>	
Number of male employees	<b>32</b>
Number of male employees under 30	<b>28</b>
Number of male employees between 30-50	<b>4</b>
Number of male employees over 50	<b>0</b>
Number of female employees	<b>32</b>
Number of female employees under 30	<b>24</b>
Number of female employees between 30-50	<b>8</b>
Number of female employees over 50	<b>0</b>

The background of the page is a composite image. The upper portion shows a dark, starry night sky with a prominent, bright, and diffuse galaxy or nebula. The lower portion shows a close-up, perspective view of a solar panel array, with the grid lines of the panels receding into the distance. The overall color palette is dark blue and black, with white text and highlights from the stars and galaxy.

# CHAPTER 5

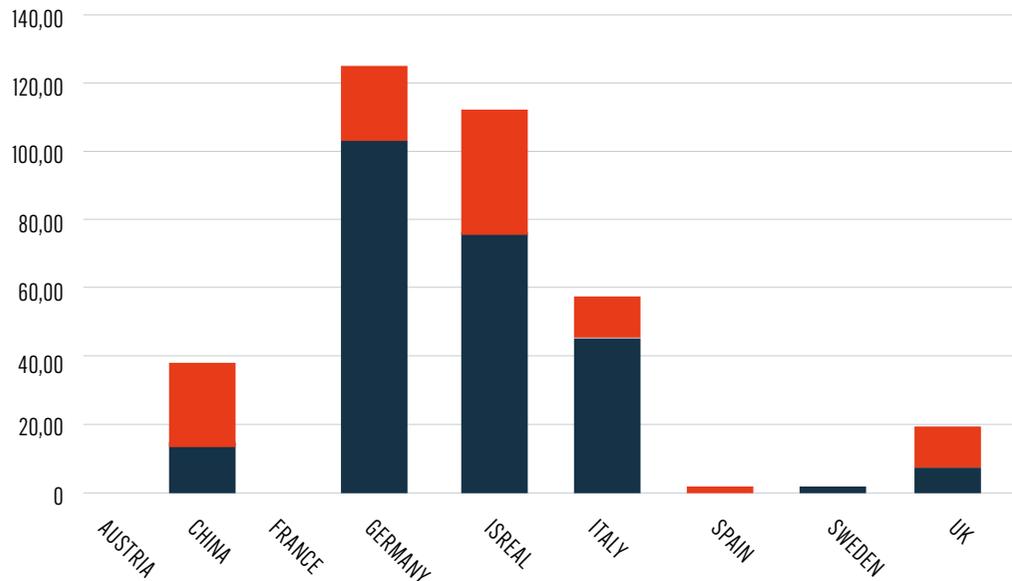
## MANAGING ENVIRONMENTAL IMPACTS

# 5.1. MANAGING ENVIRONMENTAL IMPACTS

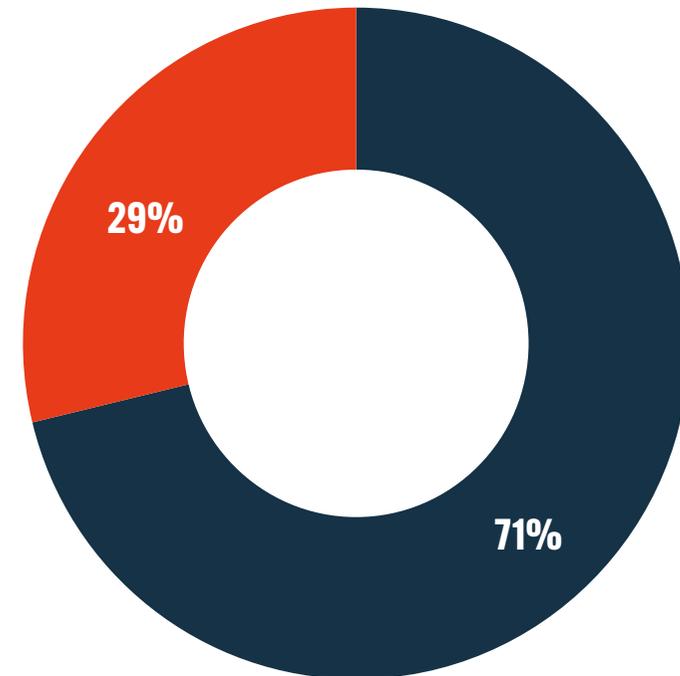
As a value-added reseller (service) company, Fineline has a relatively low direct environmental impact. Nonetheless, the Group is committed to raising awareness and managing environmental issues - especially with regards to the greenhouse gas (GHG) emissions - in line with the global

market standards and the Group's materiality analysis results. To this effect, Fineline accounted and reported on its 2022 direct (scope 1) and indirect (scope 2) GHG emissions, detailed below:

**DIRECT (SCOPE 1) GHG EMISSIONS AND ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS LOCATION-BASED [TCO2]**



**DIRECT (SCOPE 1) GHG EMISSIONS AND ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS LOCATION-BASED [%]**



Direct GHG emissions are 71% of total emissions, or 255 tCO<sub>2</sub> and indirect GHG emissions from energy consumption are 29% of total emissions, or 103 tCO<sub>2</sub>. While approximately 50% of total energy consumption derives from diesel consumption, purchased electricity results to 17% of the total energy consumed.

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

Finline Spain, for example, adheres to a local governmental methodology to determine GHG emissions associated with a product along its supply chain, submitting a dedicated form for each client.

Finline China works towards GHG emissions reduction by practising green procurement and travel, using renewable energy, utilising wastewater, optimising transportation, and logistics, and implementing energy efficient practices and technologies across the organisation's operations and supply chain.

Finline Germany supports reforestation efforts around the globe. Their own reforestation initiative has led to the planting of 42,664 trees in Kenya, to which they continue to add a tree for every signed rental contract.

Finline Israel, operates by its energy-saving policy, requiring the Company to turn off the office air conditioning and lighting at the end of the work-day. The Company encourages a hybrid work model, unlocking extra energy savings in fuel, electricity, and water. Having installed LED lighting in its warehouses, Finline Israel is shortly planning to introduce LED lighting in its offices.

In 2022, Finline Nordic shifted towards electric and hybrid vehicles as its primary selection of company cars, an initiative that will continue in 2023 to further reinforce its commitment toward sustainable transportation. Striving to reduce the environmental impact of commuting, Finline Nordic allows its employees to work from home.

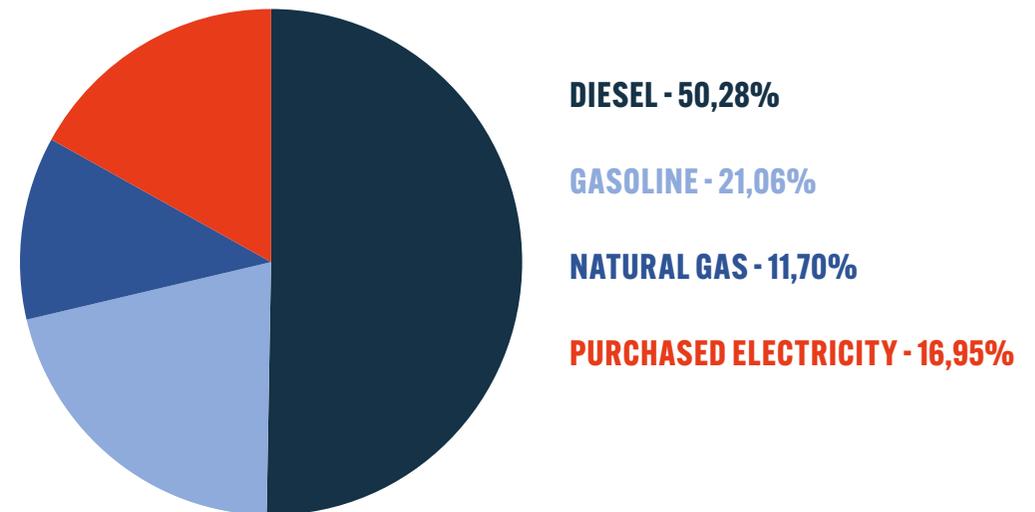
Besides implementing its carbon-reduction initiatives, Finline seeks to minimise its environmental footprint by improving waste and energy sustainability across its offices.

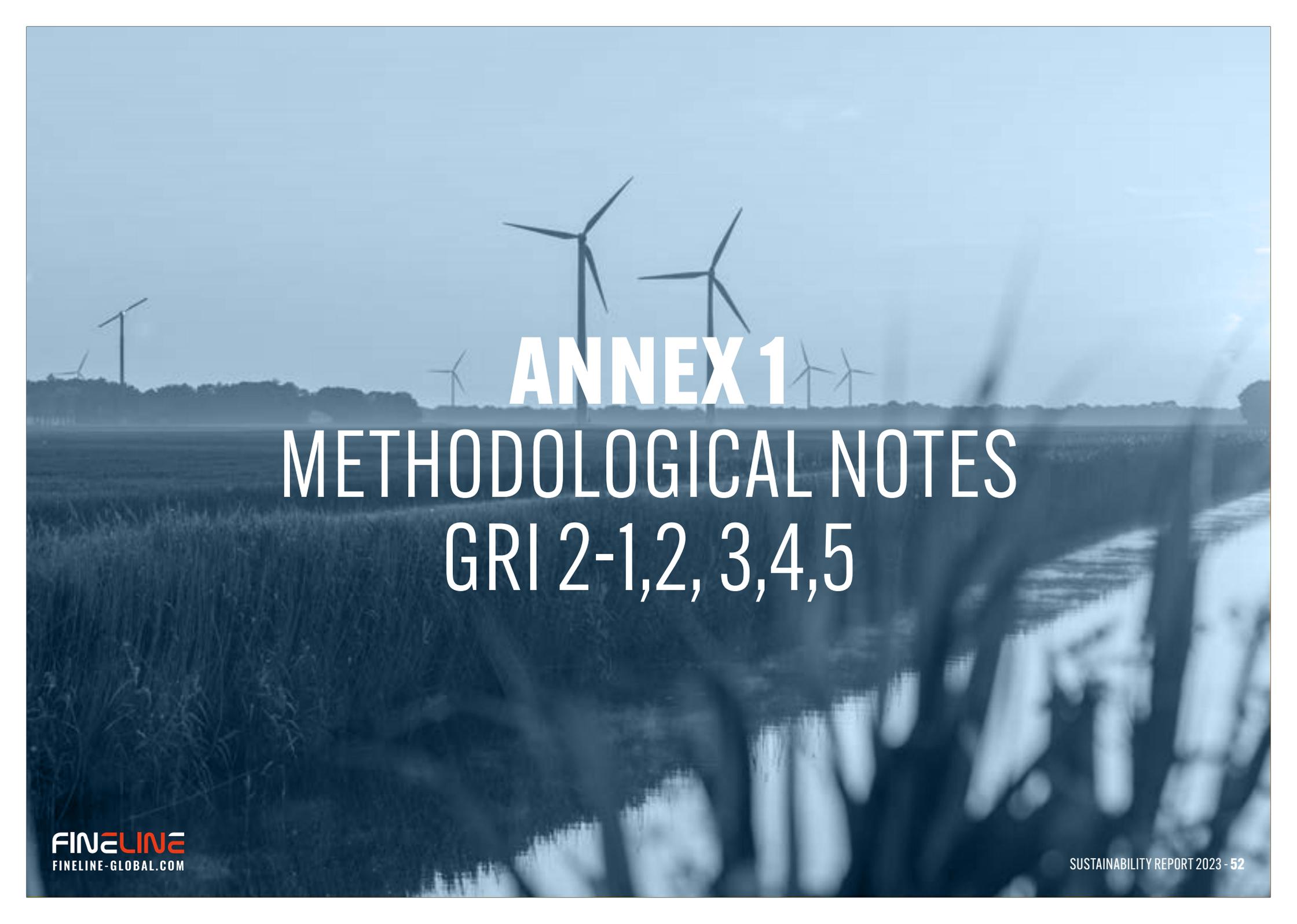
Finline ensures all offices follow a correct protocol for waste management and disposal, guaranteeing separate collection of waste in the workplace. Furthermore, the Group pays particular attention to the use of paper, encouraging its employees to opt for digital solutions whenever possible.

To ensure efficient office lighting, Finline UK installed motion sensors that switch lights off when not in use.

In efforts to promote a greener commute, Finline Italy supplied its employees with a free charging station for electric vehicles. The Company also switched to LED lighting and installed a water purification system, providing its employees with reusable water bottles to refill with cold, hot, or sparkling water. To further reduce in-office waste, coffee machines with plastic cups were replaced with a vending machine stocked weekly with fresh local fruit.

### ENERGY CONSUMED [%]





# ANNEX 1

## METHODOLOGICAL NOTES

### GRI 2-1,2, 3,4,5

## **This document represents the first Sustainability Report of Fineline Global PTE. Ltd, a privately owned (incorporated) subsidiary of Shenzhen FastPrint Technology Co. Ltd., a publicly traded company in the Shenzhen Stock Exchange.**

The Fineline Global Sustainability Report contains useful information to provide stakeholders with an accurate, exhaustive, and transparent view of undertaken activities, implemented strategies, and overall performances of Fineline Global. Furthermore, the Report highlights results achieved by the Group, particularly from an economic growth and business development perspective, taking into consideration expectations of stakeholders, towards a continuous path of improvement in regards to environmental and social impacts generated.

This sustainability report has been prepared “with reference to” the guidelines of the 2021 published Global Reporting Initiative Sustainability Standards (GRI Standards). The GRI Standards are the independent body that defines the guidelines for non-financial reporting. The details of the indicators reported are shown in the “GRI Content Index” table. This edition of Fineline’s Sustainable Report has not been subjected to external assurance.

The 2022 Fineline Global Sustainability Report highlights results for the 2022 financial year (January 1, 2022 - December 31, 2022) based on reporting perimeters of economic, social, and environmental fields as it reflected in Fineline’s financial report. Financial statements are disclosed and audited annually. In efforts to guarantee reliability of data and information reported within financial statements, Fineline measures direct quantities rather than estimations whenever possible, following best practices and applying appropriate methodologies accordingly.

Fineline is a global Group present in 11 countries across 13 primary offices across Europe, the Middle East, and Asia. The Group’s global reach is demonstrated in the following table, any exceptions or specific cases relevant to the report are duly indicated within the document.



# FINELINE WORLDWIDE PRESENCE



In accordance with the principle of relevance, or 'materiality', the contents within the report were defined by Finline based on analysis results (see "1.1 Stakeholder Engagement and Materiality Analysis") which enabled the identification of issues most relevant for Finline and its Stakeholders. The various functions of Finline's affiliate companies - each for its own area of expertise - contributed to enhancing material topics that emerged through phases of collection, analysis, consolidation, and verification of data and information regarding projects, relevant programs, and initiatives from an environmental, social, and corporate governance (ESG) point of view.

The 2022 Finline Global Sustainability Report was approved by the Board of Directors, published on XXX 2023 and made publically available on the Group's website under 'Sustainability'. Requests for more information or to comment on this document can be sent to [Maor@finline-global.com](mailto:Maor@finline-global.com).

To provide a clear and transparent overview of the ESG path undertaken by Finline, the sustainable commitments outlined in this report are referred to in association with the below outlined SDGs.



## The 2030 Agenda and Sustainable Development Goals

**The implementation of the 2030 Agenda for Sustainable Development, a global initiative approved in 2015 by over 150 countries, adopted an innovative approach, outlining a program, in accordance with a principle of universality, of challenges common to all.**

The 17 Sustainable Development Goals cover:

1. No Poverty: end poverty in all its forms everywhere
2. No Hunger: end hunger, achieve food security and improved nutrition and promote sustainable agriculture
3. Good Health and Well-being: ensure healthy lives and promote well-being for all at all ages
4. Quality Education: ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
5. Gender Equality: achieve gender equality and empower all women and girls
6. Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all
7. Affordable and Clean Energy: ensure access to affordable, reliable, sustainable and modern energy for
8. Decent Work and Economic Growth: promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
9. Industry, Innovation and Infrastructure: build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
10. Reduced Inequality: reduce inequality within and among countries
11. Sustainable Cities and Communities: make cities and human settlements inclusive, safe, resilient and sustainable
12. Responsible Consumption and Production: ensure sustainable consumption and production patterns
13. Climate Action: take urgent action to combat climate change and its impacts
14. Life Below Water: conserve and sustainably use the oceans, seas and marine resources for sustainable development
15. Life on Land: protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
16. Peace and Justice Strong Institutions: promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
17. Partnerships to achieve the Goal: strengthen the means of implementation and revitalize the global partnership for sustainable development

In efforts to contribute to the growing importance of attributing to the European SDG Objectives outlined in the 2023 Agenda, FINELINE Group has committed to taking on the following objectives:

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



# ANNEX 2 TABLES

### Governance structure and composition

Total number of members within the board of directors	3
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	25
Number of independent board members among the total number of board members	1
Number of male within the organization's governance bodies	18
Number of male within the organization's governance bodies under 30 years old	0
Number of male within the organization's governance bodies between 30-50 years old	11
Number of male within the organization's governance bodies over 50 years old;	7
Number of female within the organization's governance bodies	7
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;	2

### Diversity of employees: breakdown by age 405-1

Total number of employees	273
Number of male employees	145

Number of male employees under 30 years old	<b>15</b>
Number of male employees between 30-50 years old	<b>79</b>
Number of male employees over 50 years old	<b>51</b>
Number of female employees	<b>128</b>
Number of female employees under 30 years old	<b>17</b>
Number of female employees between 30-50 years old	<b>88</b>
Number of female employees over 50 years old	<b>23</b>

#### **Diversity of employees: breakdown by category 405-1**

Total number of managers and/or directors	<b>43</b>
Number of male - managers and/or directors	<b>29</b>
Number of female - managers and/or directors	<b>14</b>
Total number of white collars	<b>199</b>
Number of male - white collars	<b>103</b>
Number of female - white collars	<b>96</b>
Total number of blue collars	<b>31</b>
Number of male - blue collars	<b>13</b>
Number of female - blue collars	<b>18</b>

### 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	<b>157</b>
Number of male employees who received a regular performance and career development review during the reporting period	<b>73</b>
Number of female employees who received a regular performance and career development review during the reporting period	<b>84</b>
Number of managers and/or directors who received a regular performance and career development review during the reporting period	<b>29</b>
Number of managers and/or directors who received a regular performance and career development review during the reporting period - female	<b>11</b>
Number of managers and/or directors who received a regular performance and career development review during the reporting period - male	<b>18</b>
Number of white collars who received a regular performance and career development review during the reporting period	<b>104</b>
Number of white collars who received a regular performance and career development review during the reporting period - female	<b>56</b>
Number of white collars who received a regular performance and career development review during the reporting period - male	<b>48</b>
Number of blue collars who received a regular performance and career development review during the reporting period	<b>24</b>
Number of blue collars who received a regular performance and career development review during the reporting period - female	<b>14</b>
Number of blue collars who received a regular performance and career development review during the reporting period - male	<b>10</b>

### New employee hires and employee turnover 401-1

Total number of new employee hires during the reporting period.	<b>31</b>
Total number of new hires under 30 - male	<b>5</b>
Total number of new hires under 30 - female	<b>4</b>

\* List of countries that doesn't collect the data: France, Austria, Germany, Benelux and Sweden

Total number of new hires from 30 to 50 - male	<b>7</b>
Total number of new hires from 30 to 50 - female	<b>12</b>
Total number of new hires over 50 - male	<b>2</b>
Total number of new hires over 50 - female	<b>1</b>
Total number of new hires under 30 - male	<b>5</b>
Number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period - under 30 male	<b>3</b>
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	<b>3</b>
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	<b>8</b>
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	<b>7</b>
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	<b>8</b>
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	<b>5</b>

#### **Employees: breakdown by type of contract 2-7**

Total number of employees with permanent contracts - men	<b>125</b>
Total number of employees with fixed-term contracts - men	<b>20</b>
Total number of employees with permanent contracts - women	<b>95</b>
Total number of employees with fixed-term contracts - women	<b>33</b>
<b>TOTAL NUMBER OF EMPLOYEES BY CONTRACT</b>	<b>273</b>
Total number of employees with full-time contracts - men	<b>144</b>

Total number of employees by part-time contract - men	1
Total number of employees by full-time contract - women	117
Total number of employees by part-time contract - women	11
<b>TOTAL NUMBER OF EMPLOYEES BY TYPE</b>	<b>273</b>
Number of temporary employees	7
Number of temporary employees - male	1
Number of temporary employees - female	6

#### Workers who are not employees 2-8

Total number of workers who are not employees and whose work is controlled by the organization	10
Number of temporary employees - male	10
Number of temporary employees - female	0

#### Collective bargaining and other information regarding employees 2-30

Number of employees* covered by collective bargaining agreements	28
Number of disabled employees	2

\* (in Italy, France and Spain)

### New suppliers that were screened using environmental criteria 308-1

Total number of suppliers	29
Number of new suppliers in the reporting period	3
Number of new suppliers that were screened using environmental criteria in the reporting period	2

### Corruption and communication 205-2B

Total number of employees that the organization's anti-corruption policies and procedures have been communicated to	241
Total number of managers that the organization's anti-corruption policies and procedures have been communicated to	25
Total number of white collars that the organization's anti-corruption policies and procedures have been communicated to	189
Total number of blue collars that the organization's anti-corruption policies and procedures have been communicated to	27

## Global Training 404

Total hours of training regarding: Professional development	<b>1.920</b>
Total hours of training regarding: Regulations	<b>647</b>
Numbers of employees trained in courses regarding Regulations, such as:	
Value Add Local Workshops Examples- Sales and Quotation	<b>54</b>
APQP, What Do You Really Need To Know?	<b>191</b>
Workplace Harassment Prevention	<b>273 +</b>
Cyber Security Awareness	<b>273 +</b>
Numbers of employees trained in courses regarding: Professional development, such as:	
Excel From A to Z	<b>55</b>
ISO 9001	<b>51</b>
PCB Manufacturing- Deep Dive	<b>248</b>
FineLine Global Sustainability	<b>273 +</b>
Welcome to FineLine Global	<b>273 +</b>
What is a PCB?	<b>273 +</b>
Note that the value "273 +" means that all the FineLine's employees have been trained according to that course together with other external and / or temporary workers	

**Energy consumption within the organization by source [GJ] 302-1**

Non-renewable sources	<b>4 520,88</b>
Diesel	<b>2 273,06</b>
Gasoline	<b>952,27</b>
Natural gas	<b>529,07</b>
Purchased electricity	<b>766,49</b>
Economic value distributed: Payments to government (total amount)	<b>1.619.000,00</b>

**Energy consumption within the organization by site [GJ] 302-1**

Total	<b>4520,88</b>
Austria	<b>1,51</b>
China	<b>323,76</b>
France	<b>8,77</b>
Germany	<b>1717,06</b>

**Energy consumption within the organization by site [GJ] 302-1**

Israel	<b>1297,36</b>
Italy	<b>842,77</b>
Spain	<b>32,26</b>
Sweden	<b>45,11</b>
United Kingdom	<b>252,28</b>

**Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions [tCO2] 305-1, 305-2**

<b>Total (location-based)</b>	<b>357,99</b>
<b>Totale (market-based)</b>	<b>377,67</b>
Scope 1	<b>254,94</b>
Diesel	<b>161,84</b>
Gasoline	<b>63,38</b>
Natural gas	<b>29,73</b>
Scope 2 (location-based)	<b>103,05</b>
Scope 2 (market-based)	<b>122,73</b>

**Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions [tCO2] 305-1, 305-2**

	<b>Scope 1</b>	<b>Scope 2</b>
<b>Total</b>	<b>254,94</b>	<b>103,05</b>
Austria	<b>0,00</b>	<b>0,12</b>
China	<b>15,25</b>	<b>22,81</b>
France	<b>0,00</b>	<b>0,17</b>
Germany	<b>103,74</b>	<b>24,42</b>
Israel	<b>77,56</b>	<b>31,64</b>
Italy	<b>46,10</b>	<b>13,26</b>
Spain	<b>0,00</b>	<b>2,56</b>
Sweden	<b>1,92</b>	<b>0,17</b>
United Kingdom	<b>10,36</b>	<b>7,88</b>



# ANNEX 3 CONVERSION

# CONVERSION FACTORS FOR ESTIMATING VEHICLE FUEL USE

Vehicle		UM	Source
Gasoline	36	MPG	<a href="https://www.nimblefins.co.uk/cheap-car-insurance/average-mpg#:~:text=The%20average%20MPG%20for%20cars,gets%20a%20whopping%20132%20MPGe.">https://www.nimblefins.co.uk/cheap-car-insurance/average-mpg#:~:text=The%20average%20MPG%20for%20cars,gets%20a%20whopping%20132%20MPGe.</a>
Diesel	43	MPG	
Hybrid	59	MPG	
Electric	0,346	kWh/miles	<a href="https://ecocostsavings.com/average-electric-car-kwh-per-mile/">https://ecocostsavings.com/average-electric-car-kwh-per-mile/</a>

# FUEL CONVERSION AND EMISSION FACTORS

Fuel	Net CV		Density		Emission factor	
	GJ/t	Source	kg/m3	Source	kgCO2e/kWh (net CV)	Source
Diesel	42,602	UK Government GHG Conversion Factors for Company Reporting 2022	843,328	UK Government GHG Conversion Factors for Company Reporting 2022	0,25631	UK Government GHG Conversion Factors for Company Reporting 2022
Natural gas	45,195	UK Government GHG Conversion Factors for Company Reporting 2022	0,794	UK Government GHG Conversion Factors for Company Reporting 2022	0,20227	UK Government GHG Conversion Factors for Company Reporting 2022
Gasoline	43,616	UK Government GHG Conversion Factors for Company Reporting 2022	744,679	UK Government GHG Conversion Factors for Company Reporting 2022	0,23961	UK Government GHG Conversion Factors for Company Reporting 2022

# CONVERSION AND EMISSION FACTORS FOR ELECTRICITY PURCHASE IN COUNTRIES WHERE THE ORGANIZATION OPERATES

Country	Location based		Market based		Notes
	gCO2/kWh	Source	gCO2/kWh2	Source	
<b>Austria</b>	291,48	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	0,00	European Residual Mixes 2022	
<b>China</b>	868,13	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	868,13	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	Residual mix not available
<b>France</b>	71,48	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	124,96	European Residual Mixes 2022	
<b>Germany</b>	463,30	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	684,03	European Residual Mixes 2022	
<b>Israel</b>	659,26	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	659,26	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	Residual mix not available
<b>Italy</b>	316,18	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	457,15	European Residual Mixes 2022	
<b>Spain</b>	286,00	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	275,11	European Residual Mixes 2022	
<b>Sweden</b>	38,73	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	38,95	European Residual Mixes 2022	
<b>United Kingdom</b>	284,85	Ecoinvent v 3.8 2021, database IEA 2018, IPCC 2021 method	365,15	European Residual Mixes 2022	

Energy consumption related to cold air production conservatively estimated considering air inlet conditions of 35°C, relative humidity 70% and air outlet conditions of 18°C, relative humidity 50%.



# ANNEX 4

## GRI CONTENT INDEX

<b>"Statement of use"</b>	Fineline Global PTE. Ltd has reported the information cited in this GRI content index for the period from 1st of January to 31st December 2022 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

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

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Chp. 2 - Methodological Note
	3-2 List of material topics	Chp. 2 - Methodological Note
	3-3 Management of material topics	Chp. 2 - Methodological Note
<b>GRI 201: Economic Performance 2016</b>	205-3 Confirmed incidents of corruption and actions taken	Chp. 2 - compliance section
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chp. 2 - compliance section
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Chp. 5
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Chp. 5
	305-2 Energy indirect (Scope 2) GHG emissions	Chp. 5
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Chp. 3
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Tables
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chp. 4
	404-3 Percentage of employees receiving regular performance and career development reviews	Chp. 4 - Tables
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Chp. 4 - Tables
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Chp. 2
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chp. 2

A blue-tinted photograph of a wind farm. In the foreground, there is a blurred fence. The middle ground shows a field of crops, possibly corn. In the background, several wind turbines are visible against a clear sky. The overall scene is peaceful and represents renewable energy.

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