FIBOX

SUSTAINABILITY REPORT 2025

This Sustainability Report marks an important milestone for Fibox. For the first time, we have brought Fibox's sustainability work together into one report. As a family-owned company with a long-term ownership perspective, Fibox consists of several legal entities and businesses, yet we approach sustainability as one company, guided by shared values, long-term thinking and responsibility for how our business develops.

Fibox operates globally, but our way of working has always been practical and close to our customers. We believe that being present locally is not only good business — it also makes it easier to manage environmental and social impacts in a concrete way. Producing and assembling closer to customers reduces unnecessary transport, strengthens delivery reliability and supports local value creation. Examples of this approach include Fibox's continuous investments in the duplication of injection moulds to enable local production of Fibox core products in key regions, the ramp-up of Fibox Tested Systems' manufacturing operations in India, and ongoing preparations for injection moulding capability in the United States. These are not short-term actions, but long-term choices to build a resilient and responsible business.

During the reporting period, an important development has been improving our understanding of sustainability impacts across Fibox companies. We have continued and further developed our transparency around energy use and greenhouse gas emissions, gained a clearer overall view of workforce-related topics, strengthened visibility across Fibox, for example into waste streams, and carried out structured assessments related to biodiversity and water risks. Our level of maturity still varies between topics and business areas, but this report provides a shared starting point and a more consistent basis for further work.

Fibox operates in an uncertain external environment, shaped by geopolitical tensions, economic volatility and regulatory change. Despite this, we remain committed to long-term development and to investing in responsible and sustainable ways of working across Fibox. We see sustainability as part of everyday business decisions, not as a separate programme.

This first Sustainability Report provides a transparent baseline for continuing to develop Fibox in a practical, responsible and future-oriented way.

Tapani Niemi, Jyrki Niemi and Anssi Niemi

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PART 1
GENERAL INFORMATION

BASIS FOR PREPARATION (B1)

Fibox at a glance

Headquartered in Espoo, Finland, Fibox is a privately held, family-owned company and a market leader in thermoplastic enclosures. Its solutions are designed to protect electrical and electronic components, products and solutions in order to secure critical power distribution infrastructure in hostile and hazardous environments.

With more than 60 years of experience, Fibox has grown into one of the largest enclosure manufacturers in the world. We employ 641 people and operate a global network of manufacturing, assembly and delivery sites and customer service centres in countries across Europe, North America and Asia. In 2025, Fibox reported consolidated revenues of approximately 110 € million and serves customers in over 20 countries.

Our offering spans more than 20 product ranges with over 2,000 product variations and extensive customising services. For us, an enclosure is more than just a casing — it is an engineered way of protecting valuable equipment and critical electrical infrastructure that our customers have invested in. All Fibox enclosures meet high ingress-protection standards and are designed to perform reliably in even the most demanding environments.

Fibox serves a diverse customer base — from global corporations to local distributors and wholesalers — across a wide range of industries. Our combination of engineering expertise, global reach and customer-focused innovation enables us to respond quickly to customer needs while maintaining consistent quality and service standards worldwide.

"One Fibox" in brief: Fibox's structure and operations

Reporting scope and company structure
This Sustainability Report covers Fibox's operational footprint — the three operating companies and their operational subsidiaries that together form the business activities, workforce and environmental footprint of Fibox. We refer to this scope as "Fibox" or "One Fibox" throughout this report.

Fibox is a privately owned, family-led business headquartered in Espoo, Finland. The operating companies are held under common ownership through a family-owned holding entity, which carries no operational activities and is therefore not included in the scope of this report. Real-estate-holding companies within the legal corporate group are similarly excluded, as they perform asset-ownership functions only and are not considered to give rise to material environmental or social impacts.

A small number of subsidiaries — Fibox (Schweiz) GmbH, Fibox Variation Oy and Fibox Hong Kong — have no personnel or operational activities and are therefore excluded from operational data such as workforce, energy and waste figures. They are referenced where relevant for governance and legal disclosures.

Terminology used in this report:

"Fibox Group" — the legal corporate group, including all subsidiaries and holding entities.
"Fibox" or "One Fibox" — the three operating companies and their operational subsidiaries that together form the scope of this report.

BASIS FOR PREPARATION (B1)

The three operating companies

Fibox's operations are organised into three business areas, each corresponding to one operating company:

- **Fibox Oy Ab — Enclosures**. Designs, manufactures and supplies thermoplastic enclosures and cabinets for the protection of electrical and electronic components.
- **Fibox Plastic and Aluminium Mechanics Oy (Fibox P&AM Oy) — Plastic Mechanics**. Provides injection moulding solutions supporting industrial and healthcare customers.
- **Fibox Tested Systems Oy — Electrical and Automation Systems**. Designs, assembles and supplies electrical and automation systems for demanding industrial applications.

Each operating company has one or more operational subsidiaries that form part of its business activities and are included within the scope of this report.

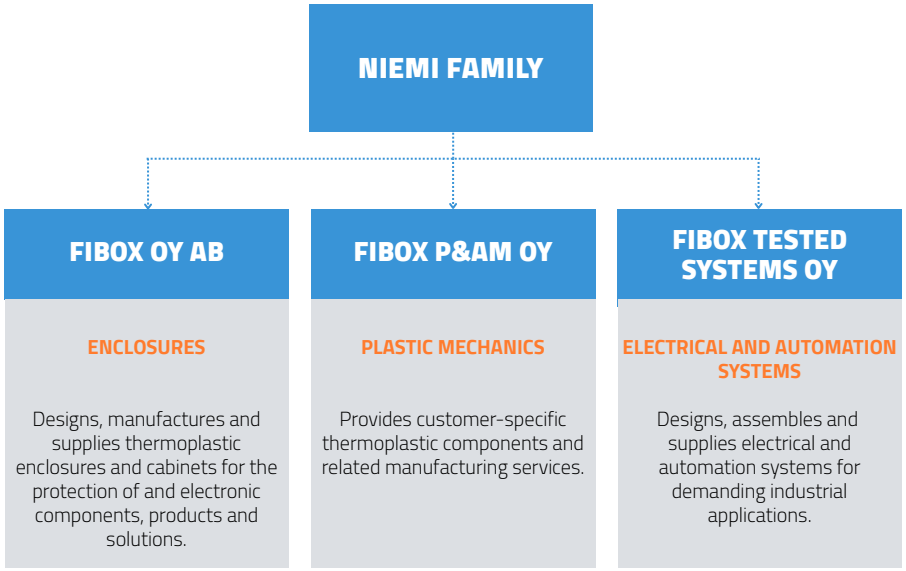
The three operating companies operate under the shared Fibox brand identity. While each company manages its own operations and customer relationships, the companies coordinate on shared sustainability matters as described in the relevant sections of this report. The "One Fibox" approach reflects this shared ownership and the intent to develop sustainability practices in a coordinated way across the operating companies.

Fibox operates globally through sales offices, production sites and assembly and delivery facilities across Europe, North America and Asia. Production, assembly and delivery activities are carried out in Finland, Germany, Poland, China, India, South Korea and the United States, while sales operations span an additional network of own offices and distributor partners.

Reporting at "One Fibox" level and company by company

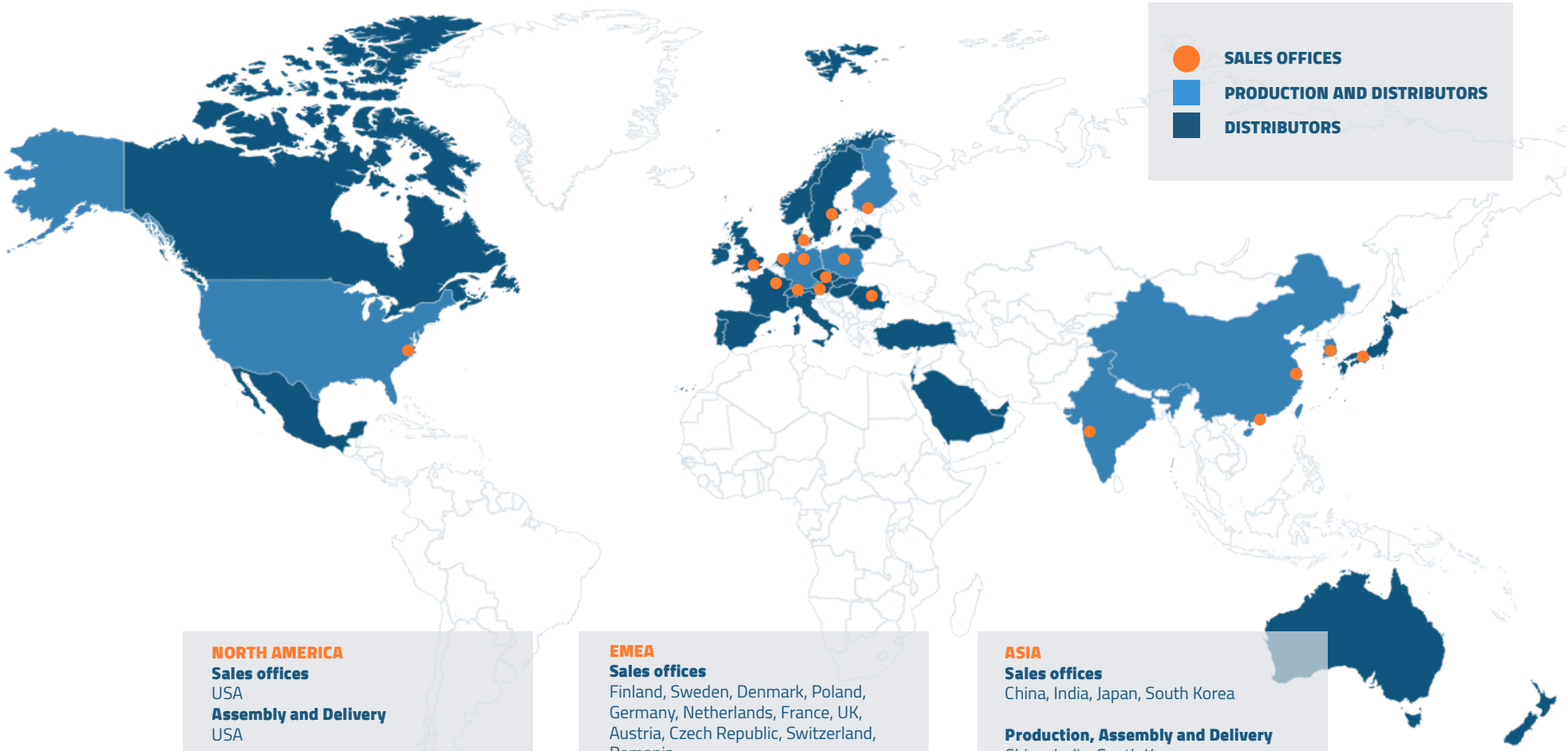
Because the three operating companies are managed in a coordinated way and share sustainability practices, a consolidated "One Fibox" view provides our stakeholders with the most coherent picture of overall sustainability performance. At the same time, the three companies operate in distinct business areas with different products, processes, customers and material sustainability profiles. To preserve this nuance, this report combines:

- Consolidated "One Fibox" chapters (General Information, Climate and Environment, Social Responsibility, Governance and Ethics) presenting sustainability practices, policies, targets and performance at "One Fibox" level;
- Company-specific sections for each operating company describing its business operations, key sustainability actions and material data points.



Each operating company has one or more operational subsidiaries that form part of its business activities and are included within the scope of this report.

BASIS FOR PREPARATION (B1)



NORTH AMERICA
Sales offices
USA
Assembly and Delivery
USA

EMEA
Sales offices
Finland, Sweden, Denmark, Poland, Germany, Netherlands, France, UK, Austria, Czech Republic, Switzerland, Romania

Production, Assembly and Delivery
Finland, Germany, Poland

ASIA
Sales offices
China, India, Japan, South Korea

Production, Assembly and Delivery
China, India, South Korea

BASIS FOR PREPARATION (B1)

About this report

Reporting standard and modules applied
This Sustainability Report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). The report covers both the Basic Module (Disclosures B1–B11) and the Comprehensive Module (Disclosures C1–C9). All disclosures required by the standard are addressed in this report; no disclosures have been omitted. Where information related to specific topics is not material to Fibox's operations, this is stated explicitly in the relevant section in line with the VSME standard's "if applicable" approach.

Reporting boundary
The report has been prepared on a consolidated basis:

- **Own operations.** The three operating companies — Fibox Oy Ab, Fibox Plastic and Aluminium Mechanics Oy and Fibox Tested Systems Oy — together with their operational subsidiaries, are treated as Fibox's own operations. Sustainability impacts, risks and opportunities arising from these entities have been identified, assessed and consolidated to "One Fibox" level.
- **Out of scope.** Family-owned holding company and the real-estate-holding companies of the legal Fibox Group are excluded, as set out above. Subsidiaries without personnel or operational activities — Fibox (Schweiz) GmbH, Fibox Variation Oy and Fibox Hong Kong — are part of the legal Fibox Group structure but do not carry out activities giving rise to environmental or social impacts in their own right. They are excluded from operational data points such as workforce, energy consumption and waste, but included where relevant for governance, ownership and legal-entity disclosures.

Where impacts, risks or opportunities are particularly relevant to a specific country, site or business area, this is described in the corresponding section of the report.

Reporting period
The reporting period is 1 January 2025 – 31 December 2025, aligning with Fibox's financial reporting period. Where comparative information from previous periods is presented, this is indicated in the relevant disclosure. Certain developments occurring after the reporting period are included where relevant to provide updated context on sustainability-related activities and progress.

Approach to data gathering and consolidation
Sustainability data has been gathered from each operating company and its operational subsidiaries using common definitions and templates, and consolidated to "One Fibox" level. Fibox applies an operational control approach to the consolidation of sustainability data, meaning that data is reported for those entities over which Fibox has operational control. Where estimations or assumptions have been required — for example for emissions calculations or where primary data is not yet available across all sites — the methodology used is described in the relevant section. Fibox has applied a "best available data" principle, supplemented with conservative estimates where needed.

Financial figures are presented in million euros (MEUR) and are rounded to one decimal place where appropriate. As a result, totals may not always sum exactly due to rounding.

As this is Fibox's first sustainability report, data coverage and quality vary between topics; areas where data maturity is still developing are identified in the relevant sections, and Fibox is committed to improving data quality and coverage in future reporting cycles.

External assurance
This Sustainability Report has not been subject to external third-party assurance. The data and information presented are based on internal reporting processes and controls.

First-time reporting and forward-looking commitment
This is Fibox's first sustainability report. Reporting under VSME provides Fibox and its stakeholders with a structured, comparable basis for tracking sustainability performance over time. Fibox intends to publish the report annually and to expand the level of detail and scope of disclosures progressively as data systems and sustainability management practices mature across the operating companies.

The baseline year for this report is 2025. For greenhouse gas emissions, Fibox has selected 2024 as the baseline year for target-setting and tracking purposes, while GHG-related data collection at Fibox extends to earlier years.

Contact for further information
Questions and feedback related to this Sustainability Report can be directed to:
Jonas Rorarius, Global ESG Manager, jonas.rorarius@fibox.fi
Fibox welcomes feedback and dialogue with stakeholders on the topics covered in this report.

BASIS FOR PREPARATION (B1)

Legal entity information

The table below presents key legal and corporate information for the three operating companies in the scope of this report.

	Fibox Oy Ab	Fibox Plastic and Aluminium Mechanics Oy	Fibox Tested Systems Oy
Business ID	0939933-7	1702185-2	0724264-3
Country of registration	Finland	Finland	Finland
Legal form	Privately held company	Privately held company	Privately held company
NACE code (Rev. 2)	22.29 — Manufacture of other plastic products	22.29 — Manufacture of other plastic products	27.12 — Manufacture of electricity distribution and control apparatus
Registered office	Keilaranta 17 C, 02150 Espoo, Finland	c/o Cape Investment Oy, Keilaranta 17 C, 02150 Espoo, Finland	Hovinpelto 2, 74700 Kiuruvesi, Finland
Principal site	Keilaranta 17 C, 02150 Espoo, Finland	Rajasilta 6, 33880 Lempäälä, Finland	Hovinpelto 2, 74700 Kiuruvesi, Finland
Number of employees	253	221	165
Turnover, MEUR	74.8*	38.6*	25.1*
Balance sheet total, MEUR	43.3	23.4	10.5

*Individual company turnover figures include intra-group and related-party sales and are therefore not directly comparable to the Group's consolidated external revenue.

- Fibox A/S, Taastrup Hovedgade 101, 2630 Taastrup, Denmark
- Fibox GmbH, Rehwinkel 30, 32457 Porta Westfalica, Germany
- Fibox AB, Kyrkogatan 4C, 891 34 Örnsköldsvik, Sweden
- Fibox SARL France, 35bis, av. St Germain des Noyers, 77400 St Thibault des Vignes, France
- Fibox Shanghai Ltd., 1st Floor, Building 2, No.1885 Duhui Rd., Minhang District, Shanghai, 201108, P.R. China
- Fibox Ltd. (UK), St James House, Hollinswood Road, Telford, Shropshire, TF29TZ
- Fibox Ltd. Korea, T-Plex 210-110, 50, Yutongdanji 1-ro, Gangseo-gu, Busan, Republic of Korea
- Fibox Ltd. Korea, 43-11 Incheon Tower-daero 25beon-gil, Yeonsu-gu, Incheon, Republic of Korea
- Fibox Inc, 810 Cromwell Park Drive, Suite R, Glen Burnie, MD 21061, USA
- Fibox Inc, 7465 N-P Candlewood Road, Hanover, MD 21076, USA
- Fibox India Private Limited, Gat No.868, Village-Nighoje, Tal-Khed, Dist-Pune 410501, India
- FiboxGuangzhou Engineering plastics, Co. Ltd. , No36，Dongpeng Avenue, Huangpu District, Guangzhou 510765, P.R.China
- FiboxPAM Oy, Rajasilta 6, 33880 Lempäälä, Finland
- Fibox Tested Systems Oy, Hovinpelto 2, 74700 Kiuruvesi, Finland
- Fibox Sp. Zoo, ul. Dzięcioła 19, 04-988 Warsaw, Poland

BASIS FOR PREPARATION – RECOGNITIONS AND CERTIFICATES (B1)

FIBOX OY AB

FIBOX TESTED SYSTEMS OY

Management system certifications

We manage quality, environmental and occupational health and safety topics through structured management systems that support consistent operating practices, compliance with applicable requirements and continuous improvement across our operations.

Quality management is addressed through ISO 9001, environmental aspects through ISO 14001, and occupational health and safety through ISO 45001 where relevant to the nature of operations. Within the Electrical and Automation Systems business area, social responsibility practices at Fibox Tested Systems are also guided by ISO 26000 — an international guidance standard on social responsibility, providing a structured reference for ethical conduct, human rights, labour practices and responsible business behaviour. ISO 26000 is not a certifiable management system.

Management systems are applied at company and site level depending on business activities, risk profiles and local requirements, reflecting differences between manufacturing-driven and assembly- or project-oriented operations.

See the table below for a detailed overview of management system certifications across Fibox companies.

EcoVadis sustainability assessment

Fibox companies participate in the EcoVadis sustainability assessment, an independent evaluation of environmental, social and ethical practices. EcoVadis assessments are conducted as part of customer-driven sustainability requirements and as a tool for continuous improvement of our sustainability management.

In the most recent assessments, Fibox Oy Ab has been classified at a "Committed' level, while Fibox Tested Systems Oy achieved a Bronze rating, reflecting ongoing development of sustainability management practices.

Business Area / Company	Site	ISO 9001	ISO 14001	ISO 45001	ISO 26000
Enclosures					
Fibox Oy Ab	Espoo, Finland	✓			
Fibox Shanghai	China	✓	✓		
Fibox Ltd.	Korea	✓			
Fibox Inc.	USA	✓			
Fibox India	India	✓			
Fibox GmbH	Germany	✓	(Q3/2026)*		
Plastic Mechanics					
Fibox PAM Oy	Lempäälä, Finland	✓	✓		
Fibox Engineering Plastic Co. Ltd	Guangzhou, China	✓	✓	✓	
Electrical and Automation Systems					
Fibox Tested Systems Oy	Kiuruvesi, Finland	✓	✓	✓	✓
Fibox Sp. z o.o.	Poland	✓	✓	✓	✓

*ISO 14001 certification at Fibox GmbH is planned for Q3/2026.

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY (B2+C2)

We manage sustainability topics through a combination of shared policies, site-level operational practices and clearly defined responsibilities. Policies provide a common framework, while day-to-day impacts are managed through existing operational controls, regulatory compliance and established procedures embedded in normal business activities. Actions are implemented at both Fibox-wide and site level, ensuring consistent principles while allowing for local operational adaptation, and targets are set where sufficient data and maturity exist.

In addition to current practices, we are developing selected initiatives to strengthen sustainability performance, with a particular focus on improving the quality and consistency of data, clarifying roles and responsibilities, and supporting management decision-making. Future initiatives are prioritised based on materiality, business relevance and feasibility, taking into account the current maturity of our sustainability management and reporting processes.

The main outcomes during the reporting period relate to improved transparency, clearer governance of sustainability topics and a more consistent understanding of key environmental and social impacts across our operations. This reporting year provides a baseline for identifying relevant indicators and future targets as data quality and organisational maturity develop.

The text below provides a structured overview of our current practices, future initiatives and progress across sustainability topics. The classification of each topic as material or non-material is based on Fibox's double materiality assessment (DMA), which is described in more detail in section C1.

Climate change

MATERIAL TOPIC

Practices, policies and future initiatives

At Fibox, we manage energy use and greenhouse gas emissions through a Fibox-wide GHG measurement and reporting process covering Scope 1, Scope 2 and Scope 3 emissions in accordance with the Greenhouse Gas Protocol. This is complemented by site-level energy efficiency measures and energy sourcing actions, including increased use of renewable and other low-carbon electricity sourcing at selected manufacturing sites. We focus on improving data quality, transparency and understanding of key emission drivers across our own operations and the value chain.

In parallel, we are increasing transparency of product-level climate impacts through the development and publication of third-party-verified Environmental Product Declarations (EPDs) for selected product groups.

We are also developing our longer-term decarbonisation approach, including evaluating science-based greenhouse gas reduction targets in line with the Science Based Targets initiative (SBTi), supported by improvements in data availability and planned engagement with external expertise.

Results achieved

We have established a consistent and structured approach for measuring and monitoring energy use and greenhouse gas emissions across our own operations and value chain. Improved data coverage has increased transparency and clarified that the majority of our emissions arise from value-chain activities, while energy-related emissions are concentrated in purchased electricity at manufacturing sites.

Site-level energy efficiency actions and changes in energy sourcing, including increased use of renewable and other low-carbon electricity, have delivered concrete improvements at selected locations and provide a foundation for identifying future reduction opportunities.

Our third-party-verified Environmental Product Declarations provide standardised and comparable lifecycle climate data for polycarbonate and ABS enclosure products manufactured at the Lempäälä site, supporting customer transparency.

Pollution

NON-MATERIAL TOPIC

Practices, policies and future initiatives

We manage pollution-related impacts through operational controls, waste management practices and responsible handling of materials and chemicals in our manufacturing and assembly operations. Pollution prevention is integrated into day-to-day procedures at relevant sites, with risks managed as part of our compliance processes and, where applicable, environmental management systems.

Results achieved

As a result of these practices, we have maintained control over pollution-related risks in our operations. No significant pollution incidents related to air, water or soil have been identified through internal monitoring or compliance processes.

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY (B2+C2)

Water and marine resources

NON-MATERIAL TOPIC

Practices, policies and future initiatives
Our manufacturing operations do not rely on water as a core process input. Water consumption at our sites is primarily related to general facility use, such as sanitation, cleaning and employee needs, with only limited use in certain supporting production processes.

Results achieved
As a result of these practices, we have maintained compliance with applicable water-related requirements and have not identified significant adverse impacts on water or marine resources arising from our operations.

Water withdrawal and wastewater discharge are monitored and reported at site level and consolidated across Fibox as part of our sustainability disclosures. The available data confirms that overall water use is limited in absolute terms and primarily linked to general facility operations rather than water-intensive production processes. Due to the limited nature of water-related impacts, we do not currently have consolidated quantitative reduction targets or dedicated water-specific performance indicators.

Water-related topics are managed through existing operational controls, site-level practices, compliance with applicable local requirements, and ongoing improvement of data completeness and consistency.

Biodiversity and ecosystems

MATERIAL TOPIC

Practices, policies and future initiatives
Our operations are primarily located in industrial and built environments and do not involve activities such as land-use change, extraction of natural resources, or activities in protected or biodiversity-sensitive areas. As a result, direct impacts on biodiversity and ecosystems are considered limited.

Biodiversity and ecosystem considerations are addressed mainly through responsible sourcing of materials, long product lifecycles, waste management practices, and the prevention of pollution in manufacturing and logistics. Environmental aspects related to materials, waste and emissions are managed as part of day-to-day operational practices and existing environmental management controls.

To support transparency and improve understanding of our physical footprint, we have collected and reported site-specific land-use and location data for our operating sites. In addition, we have carried out a screening-level assessment to determine whether any operating sites are located in or near biodiversity-sensitive or protected areas, using publicly available and authoritative biodiversity databases.

Results achieved
Based on the screening performed and the nature and location of our operations, we have not identified significant direct adverse impacts on biodiversity or ecosystems. None of our screened sites were found to be located in or directly adjacent to officially designated biodiversity-sensitive or protected areas.

Our sites are mainly located in industrial or built environments, with limited direct interaction with natural or sensitive ecosystems. At this stage, we do not have biodiversity-specific targets, restoration measures or dedicated performance indicators. Biodiversity-related topics are managed through existing environmental management practices, operational controls, site-level land-use awareness and compliance with applicable local requirements.

Resource use and circular economy

MATERIAL TOPIC

Practices, policies and future initiatives
We manage resource use and circularity primarily through material selection, product design and manufacturing practices that support long product lifecycles and efficient use of materials.

Resource efficiency is addressed through durable materials, optimised production processes, and reuse or recycling of materials where possible within manufacturing operations.

Due to differences in business models, circular-economy practices are applied differently across our operating companies. Manufacturing entities focus on material efficiency and recycling of production scrap, while Fibox Tested Systems applies circular-economy principles mainly through efficient sourcing, minimisation of assembly-related waste and responsible handling of packaging and electrical components.

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY (B2+C2)

In addition, we are evaluating the use of recycled plastic raw materials in cooperation with selected material suppliers. This work includes technical testing of recycled ABS materials, assessment of material quality and performance, and review of supplier-provided carbon footprint and lifecycle data to understand the potential suitability of these materials for future lifecycle assessments and product applications.

Results achieved

As a result of these practices, we have improved our understanding of material flows, production efficiency and lifecycle impacts associated with our products. We have established third-party-verified lifecycle data for selected product groups through published Environmental Product Declarations, providing increased transparency on resource and energy use. We have carried out technical test runs and evaluations of recycled plastic materials, and assessed related performance and material data. However, recycled-content materials are not yet included in published EPDs.

We intend to expand EPD coverage to include recycled-content materials once technical validation and data requirements are met.

Own workforce

MATERIAL TOPIC

Practices, policies and future initiatives

We support the wellbeing, safety and development of our own workforce through established people practices that are integrated into daily operations. These include occupational health and safety management, competence development, learning initiatives, and actions to promote equality, diversity and inclusion. Occupational health and safety practices are supported by certified management systems at relevant manufacturing sites (such as ISO 45001), as well as by local employee handbooks and employment regulations that are aligned with national legislation.

Internal communication and employee engagement are supported through structured leadership communication, including regular sharing of business updates and key financial information, company-wide forums bringing employees together to discuss business developments and functional topics, and internal communication channels providing regularly updated information and content. Workforce practices are further informed by regular employee surveys, including a global equality and non-discrimination survey, which form the basis for the Fibox Global Equality and Diversity Plan.

Learning and ethical awareness are supported through Priima, our shared learning platform, which is being rolled out across regions and includes mandatory training on ethical practices and the Code of Conduct, as well as role-specific development content.

Safety is addressed through both management systems and practical, site-level actions, such as hands-on safety and emergency training. In addition, social responsibility practices at Fibox Tested Systems have been externally reviewed against ISO 26000 guidance.

Across our operations, we also apply a structured annual performance and development discussion model. These manager-led discussions cover the review of past performance, feedback and key learnings, clarification of roles and responsibilities, and the setting of objectives for the upcoming period. They also include dialogue on competence development, training needs, wellbeing and workload. The annual discussions form the basis for more frequent one-to-one meetings between managers and employees, supporting continuous dialogue, follow-up and individual development throughout the year.

Results achieved

As a result of these practices, we have strengthened a consistent and structured approach to workforce wellbeing, safety and development across our operations. Employee feedback has been translated into concrete actions at both "One Fibox" and local levels, and learning, ethical awareness and safety practices are increasingly embedded in everyday work. In 2025, the PeoplePower® Index score was 70.0 (A, Satisfactory), reflecting the current level of employee engagement and wellbeing across the organisation. Continuous dialogue between managers and employees supports their practical implementation across the organisation. Certified management systems, structured training initiatives and external assessments support awareness of responsible conduct, occupational safety and social responsibility.

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY (B2+C2)

Workers in the value chain

MATERIAL TOPIC

Practices, policies and future initiatives

We address labour-related topics in our value chain through defined ethical and social responsibility requirements for suppliers and other business partners. These expectations are set out in the Fibox Supplier Code of Conduct, which covers topics such as healthy and safe working conditions, respect for human and labour rights, non-discrimination, and responsible business conduct.

Supplier-related workforce practices are further supported by our Human Rights Policy, which outlines expectations for business partners and intermediaries, including compliance with local labour legislation and the prevention of adverse human rights impacts.

Results achieved

We have established a foundation for addressing labour-related expectations in our value chain through defined ethical and human rights requirements for suppliers. Fibox-wide, these requirements are currently communicated through the Supplier Code of Conduct and related policies, while the development of a more formal sourcing policy and implementation framework is an identified area for further work.

At Fibox Tested Systems, a formal sourcing policy is already in place, defining structured requirements for suppliers related to labour practices, occupational health and safety, ethical conduct and environmental responsibility. This policy provides a reference point for the further development of "One Fibox" level sourcing practices.

Affected communities

NON-MATERIAL TOPIC

Practices, policies and future initiatives

We interact with local communities primarily through our operational sites, employment, and compliance with local laws and regulations. Our manufacturing, warehouse and office locations operate within established industrial or commercial areas, and community-related considerations are addressed mainly through responsible site management, occupational health and safety practices, and environmental compliance.

Local management teams are responsible for maintaining constructive relationships with local authorities and stakeholders where relevant. Community-related impacts are considered as part of broader environmental, safety and labour practices rather than through separate, formal community engagement programmes.

Results achieved

Based on the nature of our operations, we have not identified significant adverse impacts on local communities. Our sites operate in accordance with applicable local requirements, and no material community-related incidents have been identified through internal processes.

Consumers and end-users

NON-MATERIAL TOPIC

Practices, policies and future initiatives

We address impacts on consumers and end-users primarily through product safety, regulatory compliance and transparent product information. We use product design, manufacturing and quality management practices to ensure that products meet applicable legal and technical requirements in their intended markets and applications.

We provide product-specific Manufacturer's Declarations and certificates covering regulatory requirements and standards such as REACH, RoHS, EU POPs, PFAS-related declarations, conflict minerals and relevant regional regulations. Depending on the product family, our products are also certified according to applicable safety and conformity standards, including IEC/EN, UL and marine approvals. We make technical documentation, certificates and declarations available to customers to support correct selection, installation, use and compliance of products in end-use applications.

Results achieved

As a result of these practices, Fibox's products are used in applications where safety, reliability and regulatory compliance are critical for end-users. Compliance with applicable product regulations and standards supports the prevention of product-related safety risks and contributes to customer trust in our solutions.

At this stage, Fibox does not report consolidated, outcome-based indicators specifically related to consumer or end-user impacts, and these topics are managed through existing product compliance, certification and quality processes.

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY (B2+C2)

Business conduct

MATERIAL TOPIC

Practices, policies and future initiatives

Fibox promotes ethical and responsible business conduct through clearly defined principles, policies and governance practices that are integrated into daily operations. These practices are designed to build trust, support responsible decision-making and prevent unethical behaviour across the organisation and its value chain.

The foundation of Fibox's approach is the Fibox Code of Conduct, which defines expectations for ethical behaviour, integrity, respect for human rights, avoidance of conflicts of interest, and zero tolerance for bribery and corruption. The Code of Conduct is supported by additional policies, including the Anti-bribery and Corruption Policy, the Human Rights Policy, the Speak Up Policy, and the IT Policy, which together define requirements related to ethical conduct, information security, data protection, appropriate use of company systems, and the reporting of concerns or suspected misconduct, while ensuring protection against retaliation.

These ethical principles are also extended to supplier relationships through the Supplier Code of Conduct. Ethical conduct is further supported through internal communication, training and clearly defined roles and responsibilities across the Board of Directors, management and operational functions.

Results achieved

As a result of these practices, we have established a consistent framework for ethical business conduct and good governance. Clear policies, defined responsibilities and reporting channels support the prevention of unethical behaviour and enable responsible handling of potential concerns when they arise.

Looking ahead

The practices, policies and results described above form a baseline for our sustainability work. As our data, capabilities and management practices develop, we aim to strengthen governance, improve data quality and define more consistent performance indicators.

In relation to climate change, we have established Scope 1 and Scope 2 greenhouse gas reduction targets. These are being further developed alongside our evaluation of potential science-based targets.

At the same time, some operating companies, such as Fibox Tested Systems, have already implemented more detailed, target-based approaches, including defined environmental and safety performance indicators, measurable reduction targets and regular performance follow-up. We aim to build on these practices in developing more consistent Fibox-wide KPIs and targets, complementing them where needed to reflect business needs and strategy.

STRATEGY: BUSINESS MODEL AND SUSTAINABILITY-RELATED INITIATIVES (C1)

Products and services

Fibox's operations are organised into three business lines, each aligned with one of the operating companies in scope of this report:

Enclosures (Fibox Oy Ab) designs, manufactures and supplies thermoplastic enclosures and cabinets for the protection of electrical and electronic components, products and solutions used in used in industrial, infrastructure and demanding operating environments. The product portfolio includes standard and customised enclosure solutions manufactured from materials such as polycarbonate, ABS and aluminium. Enclosures is Fibox's core and longest-established business and serves customers globally through production, assembly and sales operations.

Plastic Mechanics (Fibox P&AM Oy) provides custom thermoplastic and plastic moulding solutions, supporting customers from concept design and engineering through injection moulding, secondary processing and logistics. The offering focuses on tailored component solutions for industrial, energy, healthcare and other specialised applications. Enclosure products are complimented by customer-specific plastic components.

Electrical and Automation Systems (Fibox Tested Systems Oy) develops, manufactures and supplies electrical and automation systems and assemblies for demanding equipment manufacturers. The business focuses on integrated system solutions, testing and certified production processes, supporting customers with application-specific deliveries and long-term cooperation.

Markets and customers

Fibox operates primarily in business-to-business (B2B) markets, serving industrial and professional customers that require protection and integration solutions for electrical, electronic and automation equipment. Main markets and customer segments differ between the three business lines:

- **Enclosures** serves original equipment manufacturers (OEMs), system integrators, panel builders, contractors and end customers either directly or via distribution partners perating in segments such as industry, energy, infrastructure and automation. The business operates globally, with presence in Europe, North America and Asia through production, assembly, sales offices and distribution partners.

- **Plastic Mechanics** primarily serves industrial B2B customers requiring customer-specific plastic components, including manufacturers in energy, industrial equipment, medical & healthcare and other specialised applications where tailored design, engineering and manufacturing capabilities are required alongside series production.

- **Electrical and Automation Systems** focuses on equipment manufacturers and industrial customers in machinery, automation and industrial equipment segments, who value close technical cooperation, system integration and certified production processes. The business serves customers mainly in Europe and selected global markets close to customer operations.

Value chain and key business relationships

Fibox's value chain consists of upstream suppliers, own operations, and downstream customers and distribution channels. Its structure differs between the three business lines, reflecting differences in products and value creation.

Enclosures and Plastic Mechanics operate value chains that are largely manufacturing- and product-driven. Upstream activities cover the sourcing of raw materials, components and manufacturing inputs required for thermoplastic enclosures, cabinets and custom plastic components. Own operations cover product design, engineering, manufacturing, processing, assembly and delivery. Downstream, these businesses serve B2B customers — industrial customers, original equipment manufacturers (OEMs), system integrators, panel builders, contractors and end customers — through a combination of direct sales via local sales organisations, distributor networks and logistics partners, depending on the market and customer segment.

STRATEGY: BUSINESS MODEL AND SUSTAINABILITY-RELATED INITIATIVES (C1)

Electrical and Automation Systems operates a value chain that is more system- and project-oriented. Upstream activities include the sourcing of electrical components, parts and sub-systems required for electrical and automation assemblies. Own operations focus on system design, integration, assembly, testing and delivery of electrical and automation systems tailored to customer requirements. Value creation is based on combining components into integrated, tested system solutions rather than series manufacturing of standard products. Downstream, the business serves equipment manufacturers and industrial customers through direct customer relationships, supported by local sales organisations, distribution networks and logistics partners.

Sustainability in business model and strategy

Fibox is a family-owned industrial group with a long-term ownership perspective. Durability, reliability, safety and compliance are core principles in how the company designs its products and system solutions, manages its operations, and conducts business with customers, employees and business partners.

Sustainability-related considerations are reflected differently across the three business lines, in line with their distinct business models:

- In **Enclosures and Plastic Mechanics**, sustainability considerations are closely linked to product design, material selection and manufacturing practices, which influence resource use, energy consumption and environmental impacts. Products are designed to perform reliably in demanding environments, supported by material durability, resistance properties and robust construction. Product performance and safety are validated through third-party testing and certification, including IEC-standard testing conducted by external bodies such as SGS Fimko, as well as UL certification for products sold in the United States.

- In **Electrical and Automation Systems**, sustainability is primarily integrated through system design, responsible sourcing of components, occupational health and safety practices, and compliance with technical, safety and quality requirements throughout system integration and delivery.

Across all business lines, sustainability-related topics are taken into account in the decision-making where they are relevant to risk management, customer requirements, regulatory compliance, operational efficiency and long-term business resilience. Customer expectations on sustainability performance, transparency and responsible supply chains are an important driver in business development and operational priorities.

The shared policies, management systems and governance arrangements that support sustainability across the three operating companies are described in section Practices, Policies and Future Initiatives for Transitioning Towards a More Sustainable Economy (B2+C2).

This VSME-aligned Sustainability Report is Fibox's first such report and provides a transparent baseline of how sustainability and responsibility are currently integrated into the business. It supports the further development of sustainability integration over time in line with business priorities and evolving requirements.

Sustainability-related risks and opportunities

Fibox has carried out a structured double materiality assessment (DMA) at group level, covering own operations and the upstream and downstream value chain. The assessment followed an ESRS-based topic structure and included the identification and evaluation of sustainability-related impacts as well as related financial risks and opportunities, which were subsequently reassessed and validated using a structured assessment tool. The outcomes of the DMA were reviewed and validated by Fibox's management.

RISKS

The most significant sustainability-related risks identified relate to:

- climate change and resource use, including increasing regulatory requirements, higher energy and logistics costs, and the availability and pricing of raw materials;
- workforce-related topics, including skills availability, employee engagement and wellbeing;
- limited visibility over parts of the upstream value chain, from a social and business conduct perspective.

OPPORTUNITIES

The most significant opportunities identified relate to:

- growing demand for solutions supporting the energy transition;
- cost efficiencies through improved material efficiency and recycling in production;
- the development of circular economy practices;
- strengthened access to finance and business resilience through responsible business conduct, transparency and an engaged workforce.

FIBOX WAY

DESCRIBES THE SHARED FOUNDATIONS OF HOW FIBOX OPERATES

Customer satisfaction is our core value, and we aim to be a reliable partner by ensuring delivery accuracy and uncompromised product quality. A genuine interest in understanding our customers' businesses is central to our way of working. Through close partnership, we strive to meet customer needs, exceed expectations, and comply with the highest quality standards.

Sustainable growth is part of Fibox's DNA. We aim to be a market and product leader in the businesses we operate in, supported by continuous innovation and strong customer service. Our objective is to build a strong and sustainable business that continues to thrive over the long term.

People and culture are fundamental to Fibox. With 641 employees worldwide, we aim to provide clear roles, responsibilities, and opportunities for development.

Our guiding principles, **leadership**, **engagement**, and **focus on employee wellbeing** form the foundation of the Fibox Way.

PART 2
CLIMATE AND ENVIRONMENT

ENERGY AND GREENHOUSE GAS EMISSIONS (B3)

Reduction targets
Fibox has set an absolute greenhouse gas emission reduction target covering combined Scope 1 and Scope 2 emissions. Using 2024 as the base year, the target aims at a 63% reduction by 2035 and is described in more detail in section "GHG Reduction Targets and Climate Transition (C3)".
In parallel, we aim to commit to the Science Based Targets initiative (SBTi) and to establish officially validated science-based greenhouse gas reduction targets for our operating companies. This target-setting work will continue during 2026, building on our established emissions baseline and in line with applicable SBTi requirements.

Measurement and consolidation
We track our energy use and greenhouse gas (GHG) emissions to understand where the main impacts come from and to support practical improvements in operations. Data is collected annually from all relevant units and consolidated across Fibox using a GHG calculation tool aligned with the Greenhouse Gas Protocol. Key figures related to energy consumption, emissions and emission intensity are presented in the tables below.

Energy consumption
Our energy consumption consists mainly of purchased electricity and heating, with a smaller share from self-produced electricity. Electricity is the most significant energy source in our operations, and part of the purchased electricity is sourced as low-carbon electricity based on contractual instruments such as Guarantees of Origin, which may include renewable and other low-carbon energy sources.

GHG emissions

GHG emissions are reported according to the three scopes defined in the Greenhouse Gas Protocol. Scope 1 covers direct emissions from fuels used in our own operations, such as diesel and petrol. Scope 2 includes emissions from purchased electricity and heating and is reported using the market-based method. Scope 3 covers emissions from the value chain, including purchased materials, transportation, waste and business travel.

Most of our total emissions arise from Scope 3, reflecting the impact of purchased materials and logistics. Scope 1 and Scope 2 emissions are smaller in comparison and are mainly linked to energy use in operations. Compared to the previous year, Scope 1 and Scope 2 emissions decreased, while Scope 3 emissions remained at a broadly similar level. During the reporting period, selected operational improvements were implemented, including the use of on-site solar panels in Korea, the sourcing of low-carbon electricity in Kiuruvesi, and the use of renewable electricity in Guangzhou, contributing to the development of our energy profile.

Emission intensity
GHG intensity is calculated by relating emissions to net sales. This allows performance to be monitored over time independently of changes in business volume. Separate intensity figures are calculated for Scope 1 and Scope 2, Scope 3, and total emissions.

Data quality and limitations

Part of our Scope 3 emissions is based on estimates due to limited availability of primary supplier data. Where needed, established calculation approaches such as spend-based or activity-based methods are used together with recognised secondary data sources. Emission factors are based on internationally recognised sources such as DEFRA, Ecoinvent, Climatiq and EXIOBASE datasets, depending on the data category and calculation approach. These limitations are not considered to materially affect the overall picture of our emissions profile.

We continue to develop our data collection and aim to increase the share of primary data in the coming years as data availability improves.

WE AIM TO COMMIT TO THE SCIENCE BASED TARGETS INITIATIVE (SBTI) AND TO ESTABLISH OFFICIALLY VALIDATED SCIENCE-BASED GREENHOUSE GAS REDUCTION TARGETS FOR OUR OPERATING COMPANIES.

ENERGY AND GREENHOUSE GAS EMISSIONS (B3)

Energy Consumption		
Energy Source	**Consumption (kWh)**	**Share of renewables, %**
Bought electricity	12 142 319	34.1% (share of renewable and other low-carbon electricity)
Own produced electricity	98 526	100% (solar)
Heat (district-/other)	3 267 314	
Fuel (e.g. diesel, petrol)	64.6 (tCO2e)	
Other energy	-	-

2025 Greenhouse Gas Emissions	
Scope	**Emissions (tCO_2e)**
Scope 1 – Direct emissions	434.6
Scope 2 – Bought energy	5442.7
Scope 3	43251.3

2024 Greenhouse Gas Emissions	
Scope	**Emissions (tCO_2e)**
Scope 1 – Direct emissions	487.1
Scope 2 – Bought energy	8189.1
Scope 3	48763.4

Emissions Intensity	
GHG intensity (Scope 1 + 2 / turnover)	53.7 kgCO2e/€
GHG intensity (Scope 3 / turnover)	394.9 kgCO2e/€
GHG intensity (Scope 1 + 2 + 3 / turnover)	448.5 kgCO2e/€

CASE

KIURUVESI AND WARSAW: CUTTING EMISSIONS THROUGH EFFICIENCY AND CLEAN ENERGY

Fibox Tested Systems has made steady progress in reducing energy consumption and greenhouse gas emissions through long-term, systematic actions across its operations.

At the Kiuruvesi factory, long-term energy efficiency initiatives led to a 24% reduction in total energy consumption between 2021 and 2025. In 2025, the site confirmed the use of 100% renewable and other low-carbon electricity. Changes implemented by the local district heating provider are expected to reduce heating-related emissions to less than half of the 2025 level.

At the Warsaw factory, total energy use has been reduced by 50% since 2021 through operational efficiency improvements. From January 2026 onwards, all purchased electricity at the site will be sourced from renewable energy.

Together, these actions are expected to significantly reduce Scope 2 emissions at Fibox Tested Systems. Based on current assumptions, a reduction of over 60% in 2026 compared to 2025 could be achieved. The initiatives support Fibox's broader climate ambitions and illustrate how continuous improvement at site level contributes to Fibox-wide sustainability progress.

CASE

SOLAR POWER AND SMARTER ENERGY USE IN KOREA

Fibox has implemented concrete energy efficiency and renewable energy measures at its Incheon facility (Fibox Ltd. Korea, part of the Enclosures business), combining technical improvements and on-site solar power.

As part of a broader energy efficiency initiative, Fibox reduced electricity costs by changing to a lower-voltage supply arrangement and optimising electricity use. The measures resulted in a clear reduction in monthly electricity costs compared to the previous setup.

In parallel, Fibox installed on-site solar power equipment to increase the share of self-generated electricity. The solar installation has a total capacity of 74 kW and is expected to generate approximately 94 500 kWh of electricity annually. In 2025, this corresponded to approximately 11% of the site's total electricity consumption, reducing the need for purchased electricity and contributing to lower Scope 2 emissions. Scope 2 emissions decreased by approximately 15% year-on-year under both market-based and location-based approaches.

The investment was supported by public funding and is expected to reach payback within a few years. In addition to environmental benefits, the project strengthens energy resilience and supports more predictable energy costs.

POLLUTION OF AIR, WATER AND SOIL (B4)

Fibox's operations do not result in significant emissions to air, water or soil. Our manufacturing activities are not subject to separate environmental permitting or pollution-specific reporting requirements under applicable legislation across our operating countries. Pollution-related aspects are managed through compliance with applicable legal requirements and established operational controls

BIODIVERSITY (B5)

Fibox's operating sites are located primarily in industrial and built environments. To assess whether any sites are located in or near biodiversity-sensitive areas, we have carried out a screening-level review of all its operating sites against the World Database on Protected Areas (WDPA) via Protected Planet. The screening identified overlap with, or direct proximity to, officially designated biodiversity-sensitive areas, including national parks, nature reserves, Natura 2000 sites and other effective area-based conservation measures (OECMs).

Based on this review, none of the screened Fibox sites are located in or directly adjacent to officially designated biodiversity-sensitive or protected areas during the reporting period. Our activities do not involve land-use change, extraction of natural resources or other operations typically associated with significant direct impacts on biodiversity or ecosystems, and direct biodiversity-related impacts are therefore considered limited.

Land Use Related Metrics	
Total land use	8.9 ha
Sealed area	5.1 ha
On-site	3.8 ha
Off-site	0.0 ha

WATER (B6)

Water use at Fibox is limited in nature and primarily associated with normal facility operations rather than water-intensive production processes.

Water use at Fibox's operations
At most of our sites included in water reporting, water use is mainly related to sanitation, cleaning and employee needs. Process-related water use is limited and includes, for example, periodic flushing of polyurethane (PUR) machine nozzles and replenishing minor water losses in mould-cooling systems during mould changes. No continuous or water-intensive process use has been identified.

Annual water withdrawal varies across sites, ranging from less than 200 m³ at smaller locations to approximately 8,000 m³ at manufacturing sites. Higher volumes are observed at sites with injection moulding operations, where water is used in cooling processes, while assembly-focused manufacturing sites have significantly lower water use.

Water withdrawal data covers manufacturing sites where water use is metered and data is available. US manufacturing sites are excluded, as water use at these locations is included in rental agreements and not separately measured. Office locations are not included in the reporting scope due to their limited and non-material water use, with water typically included in rental agreements at these sites.

At the current stage, we report total water withdrawal only and do not have sufficiently reliable data to separately quantify wastewater discharge or total water consumption. We continue to improve the completeness and consistency of water data collection as part of its sustainability reporting development.

Water in areas of water stress
A site-level screening using publicly available water-risk data (WRI Aqueduct) indicates that most Fibox locations are situated in areas with low to medium baseline water stress. Within the Fibox Oy Ab operations, the following sites are located in regions classified as having high or extremely high baseline water stress:

- Pune (India, Fibox India Private Limited) – extremely high water stress
- Shanghai (China, Fibox Limited Shanghai) – high water stress

Within Fibox Plastics & Aluminium Mechanics Oy (P&AM), the FiboxGuangzhou Engineering Plastics Co., Ltd. site (China) is located in an area classified as medium to high water stress.

All remaining locations across the Group operate in areas classified as low to medium water stress.

Despite this regional context, the absolute level of water use at these sites is low and primarily related to basic facility operations. No significant process-related water consumption has been identified, and Fibox's operations are not considered to place material pressure on local water resources. Water stress is taken into consideration as part of Fibox's environmental risk awareness, and site-level data quality and coverage may be further developed over time.

Water management
Water use and wastewater handling are managed through compliance with applicable local requirements, municipal water supply arrangements and standard operational controls. Given the low water intensity of our operations, no site-specific water-saving initiatives are currently in place.

Water Withdrawal and Water Cosumption	
Water withdrawal TOTAL	12427 m³
Water withdrawal in water stress areas	8210 m³
Water consumption TOTAL	not available (exact figures)
Water discharge	not available (no discharge data)

RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT (B7)

Resource use, materials and product lifetimes
As a manufacturer of plastic-based enclosures, cabinets and components, the responsible use of materials — particularly plastics — is one of the most relevant resource and circular-economy topics for Fibox. Resource use across Fibox's manufacturing operations is primarily related to plastics, packaging materials and metal components used in the production of enclosures, cabinets and related products. The use of plastic raw materials is mainly concentrated in Fibox's injection moulding operations, in particular at Fibox P&AM Oy (Lempäälä and Guangzhou) and Fibox Oy Ab's Korea operations. Product design and manufacturing practices emphasise durability, long product lifecycles and efficient use of materials.

A defining feature of Fibox's products is their long service life. Plastic enclosures and cabinets are designed to perform reliably in demanding environments and can remain in use for several decades. From a resource perspective, this long service life is a significant attribute: materials placed into Fibox products stay in use for a long time before re-entering material or waste streams.

Waste streams and packaging across Fibox entities
Resource use and waste profiles vary between Fibox entities due to differences in business models and operational activities. Manufacturing entities primarily generate production scrap related to plastics, as well as waste from packaging materials. Plastic raw material use and related production scrap are primarily concentrated in injection moulding operations, with additional but comparatively smaller waste streams arising from further processing and customisation of enclosures and components.

In contrast, Fibox Tested Systems operates mainly as an assembly and project oriented unit, sourcing electrical components, sub assemblies and metal parts rather than producing enclosures or cabinets. As a result, waste streams at Fibox Tested Systems consist mainly of packaging materials (particularly cardboard), as well as plastic waste, which includes packaging and control panel manufacturing related materials such as damaged enclosures, together with smaller quantities of metal, electronic and assembly related waste. Circular economy related practices focus on efficient use of sourced components, minimisation of assembly related waste and management of packaging materials. Resource efficiency is supported through optimised system and assembly design, segregation of waste streams and collaboration with authorised waste management partners in accordance with local requirements.

Across Fibox's manufacturing operations, material efficiency is addressed through optimisation of production processes and the reuse or recycling of production scrap where possible. Waste generated at Fibox sites mainly consists of non-hazardous production waste, packaging materials and general facility waste, which are handled by authorised waste management partners in line with applicable local regulations.

Packaging materials are considered in the design of packaging solutions and supply chains across Fibox entities. In collaboration with customers, packaging usage has been optimised in selected cases, for example by reducing packaging needs through shorter and more efficient supply chains. Internally, recycling of packaging materials is promoted across logistics processes, and in specific customer arrangements, reuse practices are applied. These include the return and reuse of materials such as foam carton interlayers, which are collected and reused where feasible.

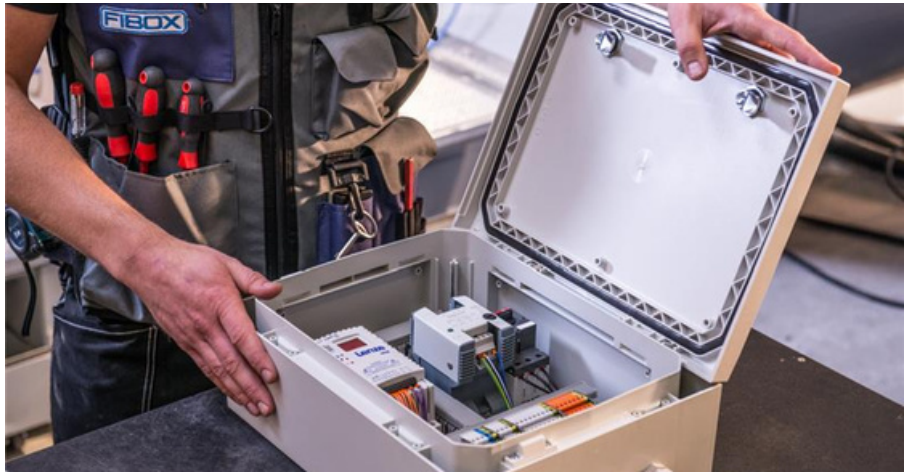
Use of recycled materials
Fibox uses recycled raw materials in its plastic manufacturing operations where technically and commercially feasible. This includes regranulated material derived from Fibox's own production scrap, as well as externally sourced recycled plastic materials. The share of recycled material in Fibox's overall plastic use is currently limited, reflecting both the technical and regulatory requirements of the product applications and the availability of suitable recycled materials. The use of recycled materials is subject to customer requirements and regulatory constraints, including applicable product safety and certification requirements such as those set by UL (Underwriters Laboratories). Material quality, traceability and processing conditions are managed to ensure that the use of recycled content does not compromise product performance, safety or compliance. Fibox recognises increasing the share of recycled and lower-impact materials over time as an important direction of development for its manufacturing operations.

End-of-life of products
Fibox does not currently collect systematic data on what happens to its products at the end of their service life. Given the long lifetimes of plastic enclosures and cabinets, end-of-life handling is typically determined by the customer or the end-user in line with local waste-management and recycling practices. In the case of Fibox Tested Systems, products are typically integrated into customers' equipment or systems, and end-of-life handling is therefore determined as part of the lifecycle of the final application. At this stage, end-of-life outcomes are not systematically monitored.

RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT (B7)

Waste	
Hazardous Waste (tonnes)	
Hazardous waste	10.7
Non-Hazardous Waste (tonnes)	
Mixed waste	103.8
Organic waste	3
Paper	25.6
Cardboard	62.7
Metal	63
Plastic	108.2
Wood	44
Energy waste	143.4
Electronic waste	0.4

Mass Flow of Relevant Materials in Use	
Material (tonnes)	
Plastics	3921.63



GHG REDUCTION TARGETS AND CLIMATE TRANSITION (C3)

We have set an absolute greenhouse gas emission reduction target covering combined Scope 1 and Scope 2 emissions. Using 2024 as the base year, the target aims at a 63% reduction by 2035 and applies at a consolidated ("One Fibox") level.

In parallel, we aim to commit to the Science Based Targets initiative (SBTi) and to establish officially validated science-based greenhouse gas reduction targets for our key legal entities. This target-setting work will continue during 2026, building on our established emissions baseline and in line with applicable SBTi requirements.

We address energy consumption and greenhouse gas emissions through a combination of operational measures, energy sourcing decisions and data-driven management practices:

- Energy efficiency at manufacturing and assembly sites. We implement site-level operational efficiency measures aimed at reducing energy consumption in manufacturing and assembly processes, taking into account site-specific technical requirements.
- Increased use of renewable and other low-carbon electricity. Where feasible, we have increased the use of renewable and other low-carbon electricity at selected manufacturing sites to reduce Scope 2 emissions associated with purchased energy.
- Systematic measurement and management of emissions. We operate a Fibox-wide greenhouse gas data collection and reporting process covering Scope 1, Scope 2 and Scope 3 emissions in accordance with the Greenhouse Gas Protocol, enabling improved transparency and identification of realistic emission-reduction opportunities over time.

As data coverage and quality continue to improve, especially for value-chain emissions, changes in reported emissions over time may reflect both operational developments and methodological or coverage-related improvements. Our current focus is therefore on maintaining reliable data, improving transparency and identifying realistic and credible emission-reduction opportunities over time.

We do not currently have a formal climate transition plan. Our current focus is on building on our established emissions baseline (2024), further developing greenhouse gas reduction targets, including the establishment of company level targets as part of our SBTi target setting process, and identifying key decarbonisation levers. A more structured transition planning approach is expected to develop as this work progresses and as reduction pathways and business specific levers are further clarified.

GHG Reduction Targets

Scope	Base Year	Base Year Emissions (tCO_2e)	Target Year	Target Level (tCO_2e)	Reduction (tCO_2e)	Reduction (%)	% of Reduction Targets
Scope 1 & 2 combined	2024	8676.2	2035	3214.2	5462	63%	100%
Scope 3		0		0	0	0%	0%
GHG Reduction Targets Total				**3214.2**	**5462**	**63%**	

CLIMATE RISKS (C4)

Fibox has identified climate-related transition risks and physical risks as part of its sustainability-related risk assessment. The most significant climate-related financial impacts are expected to arise through increased costs rather than direct disruptions to operations.

Transition risks identified by Fibox relate primarily to evolving climate-related legislation and reporting requirements, energy and transportation cost volatility, and increasing customer and market expectations regarding sustainability performance. These risks are expected to materialise mainly in the short term and are assessed as having moderate significance.

Physical risks identified by Fibox relate to extreme weather events affecting raw material availability and transportation in the supply chain, and to prolonged heatwaves affecting facility energy demand and working conditions. No material physical risks have been identified for Fibox's own production sites. Physical risks are assessed as having low significance and are expected to materialise over medium to long time horizons.

At the current stage, the financial impacts of climate-related risks have not been quantified. We focus on maintaining reliable emissions data as a basis for further analysis, monitoring regulatory and market developments, and integrating climate considerations into our operational and business decision-making, including energy sourcing, logistics arrangements and investment decisions.

The identified climate-related and transition risks are presented in the tables below.

Climate-related Hazards

Hazard / Risk	Time Horizon	Affects	Significance	Adaptation plans and actions
Extreme weather events (such as storms, flooding or heatwaves) may disrupt raw material availability and transportation across the supply chain.	Medium	Supply chain, logistics, delivery reliability	Low	Diversified supplier base, supply-chain monitoring, alternative logistics arrangements, and preparedness for production and logistics disruptions as part of operational risk management.
Prolonged heatwaves may increase energy demand and affect conditions in production and office facilities, particularly during the summer months.	Long	Facilities, energy consumption, working conditions	Low	Technical maintenance and facility management, energy-efficiency measures, and occupational health and safety practices.
Extreme weather events (such as storms, flooding or heatwaves) may disrupt raw material availability and transportation across the supply chain.	Medium	Supply chain, logistics, delivery reliability	Low	Diversified supplier base, supply-chain monitoring, alternative logistics arrangements, and preparedness for production and logistics disruptions as part of operational risk management.

CLIMATE RISKS (C4)

Climate-related Transition Events				
Hazard / Risk	**Time Horizon**	**Affects**	**Significance**	**Adaptation plans and actions**
Climate targets and changing legislation may increase compliance and operating costs.	Short	Exposure to evolving climate-related requirements, with implications for reporting, compliance work and operational adjustments.	Medium	Monitoring of regulatory developments, and clear internal responsibilities for climate data and reporting.
Energy and fuel price volatility	Short	Exposure through energy-intensive manufacturing, logistics and transportation across the value chain.	Medium	Improved transportation planning and logistics efficiency where feasible, and monitoring of cost drivers in logistics.
Increasing sustainability requirements may require additional resources and increase costs.	Short	Exposure through increased internal workload related to sustainability management, customer requests and reporting requirements.	Medium	Prioritisation of efforts based on material topics and available data, and integration of sustainability tasks into existing processes.

In addition to the climate and transition risks presented in the tables above, ongoing geopolitical tensions in the Middle East, particularly around the Strait of Hormuz, are affecting global markets for petrochemical raw materials such as plastics. These developments can contribute to price volatility, supply chain disruptions, higher logistics costs driven by rising fuel prices, and increased production costs at manufacturing sites.

PART 3
SOCIAL RESPONSIBILITY

WORKFORCE – GENERAL CHARACTERISTICS (B8)

Workforce overview

Fibox employed 641 people during the reporting period, across operations in Europe, Asia and North America. The workforce is distributed across several countries, with the largest employee populations located in Finland, China and Poland, and smaller teams in other European, Asian and North American countries. This distribution reflects our international manufacturing, engineering, sales and support activities, and supports our close cooperation with customers in local markets.

We monitor employee wellbeing and engagement through regular surveys. In 2025, the PeoplePower® Index score was 70.0 (A, Satisfactory), broadly in line with the previous year.

The workforce data presented in the following tables covers our three operating companies (Fibox Oy Ab, Fibox Plastics & Aluminium Mechanics Oy and Fibox Tested Systems Oy) and their operational subsidiaries.

Employees by Country	
Austria	1
China	155
Czech Republic	1
Denmark	8
Finland	167
France	8
Germany	71
India	11
Japan	2
Korea	37
Netherlands	1
Poland	125
Sweden	2
United Kingdom	7
United States	45
TOTAL	**641**

WORKFORCE – GENERAL CHARACTERISTICS (B8)

Employment relationships
The majority of our employees are in permanent employment relationships, reflecting our stable, long-term employment structure. A smaller proportion are engaged on temporary contracts, where required by business needs or local operational practices. In addition to our own employees, we make limited use of non-employee workforce arrangements, including contract workers and one independent worker. The non-employee workforce is described in more detail in section C5.

Workforce composition

Age distribution
Our workforce spans different age groups across our operations, reflecting a mix of experience and workforce renewal. The majority of employees (60%) are between 30 and 50 years old, while 26% are over 50 and 14% are under 30. This distribution supports operational continuity while also enabling the gradual introduction of new skills and perspectives within the organisation.

Diversity and turnover
Our workforce consists of both women and men across our operations, with 34% women and 66% men. The gender distribution reflects our operational footprint and the nature of our manufacturing, engineering and commercial activities. Employee turnover during the reporting period was 10.8 %.

Employees by Contract Type		
Contract	**People**	**%**
Permanent	611	95
Fixed-term	30	5
TOTAL	**641**	**100**

Employees by Gender		
Gender	**People**	**%**
Women	215	34
Men	426	66
Other	0	0
TOTAL	**641**	**100**

Employees by Age		
Age range	**People**	**%**
Under 30	93	14
30–50	384	60
Over 50	164	26
TOTAL	**641**	**100**

HEALTH AND SAFETY (B9)

Occupational health and safety at Fibox is organised through a combination of shared policies, certified management systems and site-level practices aligned with applicable legislation. We have occupational health and safety management systems in place at relevant manufacturing sites, including ISO 45001 certification at selected locations (see section B1 for an overview of certifications across Fibox), supporting a structured approach to hazard identification, risk assessment and accident prevention.

At sites not yet ISO 45001 certified, occupational health and safety practices are aligned with the principles of the standard and with local regulatory requirements. We are considering the further development of ISO 45001-aligned management practices across our operations, including potential certification, while aligning our operations with the standard's principles in the meantime. We review and update these practices as needed to ensure a consistent and proactive approach to risk management and employee wellbeing.

Accident prevention and employee participation

Accident prevention is based on systematic risk assessments, clear work instructions, appropriate use of personal protective equipment (PPE) and regular safety training. In addition, we have established near-miss reporting practices, enabling employees to report potential safety risks and identify opportunities for improvement in daily operations. We address occupational health and safety topics both during employee induction and through ongoing training activities, including emergency preparedness and first-aid training where required. We support employee participation through local safety practices and ongoing dialogue between management and employees, including the involvement of employee representatives and defined site-level safety responsibilities in line with local requirements.

Occupational health services are arranged in accordance with local legislation and include preventive occupational healthcare and access to medical services. These services support early identification of work-related health risks and contribute to safe working conditions across our operations.

Health and safety performance

During the reporting year, Fibox recorded a total of 15 occupational accident cases across its operations. No fatal occupational accidents occurred during the reporting period.

Occupational Safety	
Indicator	**Value**
Recordable work-related accidents	15 pcs
Accident rate	2.34 pcs / FTE
Fatalities as a result of work-related injuries and work-related ill health	0 pcs

WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING (B10)

Remuneration
Our remuneration practices are managed through shared HR processes and local employment practices that are aligned with applicable legislation and national labour-market frameworks. Salary setting is based on role requirements, responsibilities, competence and local market conditions. In countries where collective labour agreements apply, remuneration follows the relevant collective agreements; in other countries, employment terms are determined in accordance with local legislation and established local practices. Our HR functions are responsible for ensuring compliance with applicable minimum wage requirements and collective agreement minimums, supported by centrally coordinated HR processes, local payroll practices and regular reviews to ensure that employees receive at least the legally required or collectively agreed minimum compensation.

During the reporting period, the gender pay gap between women and men at Fibox was 16.8%. The gender pay gap is calculated as the difference between the average earnings of female and male employees, expressed as a percentage of men's average earnings, based on consolidated Fibox data. The figure primarily reflects differences in role distribution, job categories and organisational structure rather than differences in pay for equal work: our workforce includes a higher proportion of men in technical, production-related and specialist roles that are typically associated with higher average pay levels, while women are more represented in administrative and support functions. Differences in business models across our entities, variations in occupational profiles, and the balance between blue-collar and white-collar roles also influence the overall outcome.

The current calculation does not fully reflect role-level or job classification differences. Further analysis at a more granular level may support improved understanding of the underlying factors. We apply role-based remuneration practices and follow applicable collective bargaining agreements and local legislation to ensure equal pay for equal work within comparable roles.

Collective bargaining coverage
Collective bargaining coverage applies primarily in Finland, where collective agreements form a standard part of the national labour-market framework. In other countries where we operate, employment terms are mainly governed by local legislation and individual employment contracts rather than sector-level collective agreements.

Training and competence development
We support employee competence development through structured onboarding, internal and external training, and role-specific learning initiatives. We use a shared learning platform (Priima) to provide role-specific and professional development content as well as mandatory training on ethical practices and the Code of Conduct. We identify training and development needs through regular dialogue between employees and managers, including performance and development discussions, as well as through feedback from employee surveys and identified operational needs at local and Fibox-wide levels. During the reporting period, the average number of training hours per employee was 13.3 hours for women and 11.2 hours for men. Training activities include both role-specific training and professional development and are provided in line with operational needs, job requirements and local practices across our operations.

Remuneration, Collective Bargaining and Training	
Gender pay gap between women and men	16.8%
Collective bargaining coverage	25.5%
Average number of training hours, women	13.3 h
Average number of training hours, men	11.2 h

CASE

BUILDING A GLOBAL LEARNING CULTURE WITH A COMMON LEARNING PLATFORM

In 2025, we launched Priima, a global e-learning platform supporting continuous learning and professional development across our organisation. The first modules were introduced in Finland in September 2025, focusing on equality, diversity and non-discrimination as well as ethical conduct, with additional units onboarded from October onwards as part of a phased global rollout.

Strengthening internal capabilities and ethical awareness

Priima strengthens internal capabilities, enables knowledge sharing across countries and improves awareness of ethical conduct based on shared global practices. It also enables systematic collection and analysis of learning data, supporting a more consistent and structured approach to training management across our operations.

The first mandatory course, Ethical Practices at Fibox, covers the Code of Conduct, the Speak Up process and guidelines for appropriate workplace behaviour. Course completion also supports external requirements related to sustainability assessments, customer expectations and audits — areas where customers and partners increasingly request evidence of structured ethical training.

WE ARE BUILDING A MORE CONSISTENT LEARNING CULTURE ACROSS ALL FIBOX OPERATIONS. THE FIRST MANDATORY COURSE FOCUSED ON ETHICAL CONDUCT.

ADDITIONAL (GENERAL) WORKFORCE CHARACTERISTICS (C5)

Gender distribution at management level
Operational management at Fibox is predominantly male, with women representing 22.9% and men 77.1% of operational management positions across our operations. Operational management refers to employees in key leadership roles, including managing directors, site leads and senior functional leads responsible for day-to-day operations

Non-employee workforce
In addition to our own employees, we engage a limited number of workers through external arrangements at certain sites. These include contract workers engaged via employment agencies, alongside a very limited number of independent workers. These individuals are not employed by Fibox and are disclosed separately from our own employees.

We engage contract workers where external resourcing is considered appropriate based on local operational needs and practices. During the reporting period, 128 contract workers were engaged across the relevant entities, primarily supporting operational activities. We also work with one independent worker under a business-to-business contractual arrangement supporting sales-related activities. This arrangement does not constitute an employment relationship.

Additional Workforce Characteristics	
Women in operational management level	22.9%
Men in operational management level	77.1%
Self-employed people working exclusively for the company	1
Temporary workers	128

SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS (C7)

During the reporting period, no severe negative human rights incidents were identified in Fibox's own workforce or operations, and no related complaints, fines or sanctions were recorded.

CASE

ADVANCING EQUALITY AND INCLUSION THROUGH A GLOBAL ACTION PLAN

A first global survey on equality and non-discrimination
In 2025, we strengthened our approach to equality and inclusion by conducting our first global Equality and Non-Discrimination Survey. The survey achieved a response rate of 59%, and the results showed that 80% of employees feel they are treated fairly and without discrimination at Fibox while also highlighting areas for further improvement.

A plan with concrete actions
Based on these results, we developed a Fibox Global Equality and Non-Discrimination Plan that defines minimum actions to advance equality, inclusion and fair treatment across our operations. The plan provides a common framework while allowing local units to define more detailed actions in line with local legal requirements and operating contexts.

The plan includes concrete measures across key areas of people practices, including a Fibox-wide pay assessment to identify and address unjustified pay differences, the development of a global People Review model to support performance-based and transparent compensation practices, preparations for the EU Pay Transparency Directive, and a phased rollout of targeted training on ethical awareness and non-discrimination. Recruitment practices will be further harmonised through a global recruitment policy ensuring consistent application of equality, non-discrimination and competency-based selection principles across all countries.

The survey and the resulting plan are intended to support continuous improvement of workplace culture rather than to investigate individual cases. We encourage employees to report any experiences of discrimination or inappropriate treatment through established channels, including supervisors, HR, occupational safety representatives and the Speak Up channel. Progress on equality and inclusion is monitored through the annual employee survey, complemented by follow-up actions at both Fibox-wide and local levels.

OUR FIRST GLOBAL EQUALITY AND NON-DISCRIMINATION SURVEY GAVE EMPLOYEES A VOICE IN SHAPING HOW EQUALITY AND INCLUSION ADVANCE AT FIBOX.

ADDITIONAL OWN WORKFORCE INFORMATION — HUMAN RIGHTS POLICIES AND PROCESSES (C6)

We promote respect for human rights through a combination of shared policies, codes of conduct and established governance practices applicable across our operations and value chain.

Policies and human rights commitments
Our approach is built on the Fibox Code of Conduct and the Fibox Human Rights Policy, which set expectations for ethical behaviour, respect for human rights and fair treatment, and apply to all employees. These principles are extended to suppliers and business partners through the Supplier Code of Conduct, which forms part of contractual requirements with suppliers across the Group. The level of supplier coverage and implementation is currently monitored at entity level.

Our commitment to preventing modern slavery and human trafficking is further detailed in our Modern Slavery Statement, which describes our approach to identifying, preventing and mitigating modern-slavery-related risks across our operations and supply chain.

Equality, diversity and non-discrimination are addressed through our Fibox Global Equality and Non-Discrimination Plan, which is based on employee and equality & non-discrimination survey results. It defines minimum actions to promote equal opportunities, inclusion and respectful working environments across our operations. Local units may implement additional actions reflecting local needs and legal requirements.

Reporting and grievance channels
Employees and external stakeholders have access to a confidential reporting channel available online to raise concerns related to human rights or other ethical issues, with protection against retaliation. During the reporting period, the channel was provided through Speak Up and has since been replaced by EasyWhistle.

Our policies and statements address specific human rights topics including the prohibition of child labour and forced labour, the prevention of human trafficking and modern slavery, non-discrimination and equal treatment, freedom of association, accident prevention and a safe working environment, and protection against retaliation when raising concerns. Together, these documents form the foundation of our approach to human rights across our own operations and value chain.

PART 4
GOVERNANCE AND ETHICS

CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY (B11)

During the reporting period, no convictions or fines related to violations of anti-corruption or anti-bribery laws were recorded against Fibox or any of our operating companies.

Our approach to preventing corruption and bribery is set out in the Fibox Code of Conduct, which applies to all employees and defines expectations related to ethical behaviour, integrity and compliance with applicable laws. Mandatory training on ethical practices and the Code of Conduct is provided to all employees through our shared learning platform (Priima). Concerns related to corruption, bribery or other ethical issues can be reported confidentially through our reporting channel, available online, provided through Speak Up during the reporting period and subsequently replaced by EasyWhistle, with protection against retaliation.

REVENUES FROM CERTAIN SECTORS AND EXCLUSIONS FROM EU REFERENCE BENCHMARKS (C8)

During the reporting period, Fibox did not generate revenue from any of the following sectors: controversial weapons, tobacco, fossil fuels (coal, oil and gas), or the production of hazardous chemicals classified under EU chemical safety regulation.

Fibox is not excluded from the EU Paris-aligned Benchmarks.

GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY (C9)

Each Fibox operating company has its own Board of Directors. The Boards consist of owner representatives and other appointed members and are responsible for the governance and oversight of the respective legal entities.

During the reporting period, all members of the Boards of Directors were male, resulting in a male-to-female ratio of 100% / 0%.

PART 5

FIBOX OPERATING COMPANIES IN BRIEF

FIBOX OY AB

Fibox Oy Ab is responsible for the enclosures and cabinets business within Fibox. We design, manufacture and supply thermoplastic enclosures and cabinets used to protect electrical and electronic components in industrial, infrastructure and harsh and demanding environments. Our product portfolio includes standard and customised enclosure solutions manufactured primarily from polycarbonate, ABS, polyester and aluminium.

We operate a manufacturing- and product-driven business model focused on meeting customer requirements. Value creation is based on in-house product design, engineering, injection moulding, processing, assembly and delivery of enclosure solutions designed for long service life. We serve business-to-business customers globally through our own subsidiaries, local sales units and distribution partners.

Sustainability profile

As a company with both manufacturing and assembly operations, we have direct exposure to sustainability-related topics linked to material use, energy consumption and production-related activities. These characteristics shape our environmental and social impact profile and management priorities, which are described in the relevant sections of this report.

Our quality management is supported by ISO 9001 certification across our operations. Environmental management practices are supported by ISO 14001 certifications at selected manufacturing sites. We participate in external sustainability assessments, including EcoVadis, where Fibox Oy Ab has achieved Committed level. Detailed information on certifications and external assessments across Fibox is provided in section B1.

Category	Data point	Value	Unit
Financial	Official company name	Fibox Oy Ab	
Financial	Business ID	0939933-7	
Financial	Country of incorporation	Finland	
Financial	Revenue	74.8*	MEUR
Financial	Balance sheet total	43.3	MEUR

* Individual company turnover figures include intra-group and related-party sales and are therefore not directly comparable to the Groups consolidated external revenue

FIBOX OY AB

Category	Data point	Value	Unit
Climate and Energy	Scope 1 GHG emissions	262.8	tCO_2e
Climate and Energy	Scope 2 GHG emissions (market-based)	1192	tCO_2e
Climate and Energy	Scope 3 GHG emissions	10226.4	tCO_2e
Climate and Energy	Share of renewable and low-carbon electricity	8.2	%
Resource Use and Waste	Non-hazardous waste	111.8	t
Resource Use and Waste	Hazardous waste	0	t
Water	Total water withdrawal	2512	m^3
Water	Water consumption in water stress areas	278	m^3
Biodiversity and Land	Land use	3.5	ha
Workforce	Employees (headcount)	253	#
Workforce	Employee turnover rate	12.3	%
Workforce	PeoplePower® Index score	A	score
Health and Safety	Accident frequency rate	2.8	%
Supply Chain	Supplier Code of Conduct coverage*	not available**	%

** Implementation underway, currently tracked only at Fibox Tested Systems

FIBOX PLASTIC AND ALUMINIUM MECHANICS OY (FIBOX P&AM OY)

Fibox Plastic and Aluminium Mechanics Oy is responsible for the custom thermoplastics and plastic mechanics business within Fibox. We provide customer-specific thermoplastic and plastic component solutions, supporting customers from concept design and engineering through injection moulding, secondary processing and delivery.

We operate a manufacturing- and project-oriented business model focused on tailored solutions rather than standard product portfolios. Value creation is based on close technical cooperation with customers, customised design and engineering, flexible production processes and the ability to combine injection moulding and secondary operations within one operational framework. Our customer base consists primarily of industrial business-to-business customers in sectors such as energy, industrial equipment and healthcare applications.

Sustainability profile

Due to our custom-manufacturing focus, our sustainability profile differs from standardised enclosure manufacturing. Sustainability-related impacts and risks are primarily linked to material use, production processes, occupational health and safety and customer-specific project execution. As a thermoplastics specialist, we recognise that material choices, recyclability and the environmental footprint of plastics are central to our long-term sustainability work.

Our quality and environmental management is supported by ISO 9001 and ISO 14001 certifications at our manufacturing sites, with ISO 45001 in place at our Guangzhou operations. Detailed information on certifications across Fibox is provided in section B1.

Category	Data point	Value	Unit
Financial	Official company name	Fibox Plastics & Aluminium Mechanics Oy	
Financial	Business ID	1702185-2	
Financial	Country of incorporation	Finland	
Financial	Revenue	38.6*	MEUR
Financial	Balance sheet total	23.4	MEUR

* Individual company turnover figures include intra-group and related-party sales and are therefore not directly comparable to the Groups consolidated external revenue

FIBOX PLASTIC AND ALUMINIUM MECHANICS OY (FIBOX P&AM OY)

Category	Data point	Value	Unit
Climate and Energy	Scope 1 GHG emissions	163.6	tCO_2e
Climate and Energy	Scope 2 GHG emissions (market-based)	3400.4	tCO_2e
Climate and Energy	Scope 3 GHG emissions	27039.6	tCO_2e
Climate and Energy	Share of renewable and low-carbon electricity	40	%
Resource Use and Waste	Non-hazardous waste	403	t
Resource Use and Waste	Hazardous waste	10	t
Water	Total water withdrawal	8913	m^3
Water	Water consumption in water stress areas	7932	m^3
Biodiversity and Land	Land use	3.4	ha
Workforce	Employees (headcount)	224	#
Workforce	Employee turnover rate	4.9	%
Workforce	PeoplePower® Index score	A	score
Health and Safety	Accident frequency rate	2.7	%
Supply Chain	Supplier Code of Conduct coverage*	not available**	%

** Implementation underway, currently tracked only at Fibox Tested Systems

FIBOX TESTED SYSTEMS OY

Fibox Tested Systems Oy is responsible for the electrical and automation systems business within Fibox. We design, assemble and supply electrical and automation systems and assemblies for demanding equipment manufacturers and industrial customers. Our offering focuses on integrated system solutions, testing and certified deliveries tailored to customer-specific requirements.

We operate a system- and project-oriented business model rather than volume-based manufacturing. Value creation is based on engineering expertise, system integration, assembly, testing and close technical cooperation with customers. We do not manufacture standardised products but deliver project-specific solutions that combine sourced components into tested, application-ready systems.

Our strategy is centred on operational excellence, quality, efficiency and close customer cooperation, reflecting the expectations of large OEM customers operating in global and regulated industrial environments. These strategic priorities provide the framework for how sustainability-related topics are addressed in our daily operations.

Sustainability profile

Due to our focus on system integration and assembly rather than material-intensive manufacturing, our sustainability profile differs from the other Fibox companies. Sustainability-related impacts and risks are primarily linked to component sourcing, energy use in assembly operations, occupational health and safety, and compliance with technical, safety and quality requirements. These characteristics shape the company-specific sustainability considerations described in this report, where applicable.

As a contract manufacturer of electrical and automation systems, our primary environmental footprint arises from energy consumption across our production facilities.
Occupational health and safety is integrated into daily operations, supported by a zero-accident objective and monitored through LTIFR. For consistency and comparability at Group level, occupational accident frequency (accidents per 100 person-years) is applied as a common indicator across Fibox entities, as LTIFR data is not uniformly available for all companies.

Our operations are supported by certified management systems for quality (ISO 9001), environment (ISO 14001) and occupational health and safety (ISO 45001) at both Finnish and Polish sites. Social responsibility practices are guided by ISO 26000. We also participate in external sustainability assessments, including EcoVadis, where Fibox Tested Systems Oy has achieved a Silver rating. Detailed information on certifications and external assessments across Fibox is provided in section B1.

Procurement and supply chain

We apply company-specific sustainable procurement practices reflecting our system-integration-focused business model. We operate under a formal sourcing policy that defines supplier requirements and guides sourcing decisions as part of our overall quality, safety and sustainability management.

The sourcing policy requires suppliers to comply with the Fibox Supplier Code of Conduct and sets expectations related to ethical business practices, human and labour rights, occupational health and safety, environmental responsibility and regulatory compliance. Supplier requirements also cover adherence to applicable legislation as well as product safety and materials regulations relevant to electrical and automation systems.

Environmental and social considerations are integrated into our supplier evaluation and monitoring processes. Where feasible, we prioritise suppliers located close to our operations to support efficient logistics and reduce transportation-related impacts. Supplier risks and performance are reviewed as part of our regular sourcing activities, with relevant indicators reported separately in the sustainability data tables.

FIBOX TESTED SYSTEMS OY

Category	Data point	Value	Unit
Financial	Official company name	Fibox Tested Systems Oy	
Financial	Business ID	724264-3	
Financial	Country of incorporation	Finland	
Financial	Revenue	25.1*	MEUR
Financial	Balance sheet total	10.5	MEUR
Climate and Energy	Scope 1 GHG emissions	8.4	tCO_2e
Climate and Energy	Scope 2 GHG emissions (market-based)	850	tCO_2e
Climate and Energy	Scope 3 GHG emissions	5932.8	tCO_2e
Climate and Energy	Share of renewable and low-carbon electricity	16	%
Resource Use and Waste	Non-hazardous waste	39.3	t
Resource Use and Waste	Hazardous waste	0.7	t

* Individual company turnover figures include intra-group and related-party sales and are therefore not directly comparable to the Groups consolidated external revenue

FIBOX TESTED SYSTEMS OY

Category	Data point	Value	Unit
Water	Total water withdrawal	1002	m^3
Water	Water consumption in water stress areas	0	m^3
Biodiversity and Land	Land use	2.1	ha
Workforce	Employees (headcount)	165	#
Workforce	Employee turnover rate	16.4	%
Workforce	PeoplePower® Index score	A	score
Health and Safety	Accident frequency rate	1.2	%
Supply Chain	Supplier Code of Conduct coverage	77**	%

** Coverage based on 30 key suppliers representing approximately 60% of total supplier spend

CLOSING WORDS

Preparing this Sustainability Report has been an important milestone in Fibox's sustainability journey. Bringing sustainability-related topics together into a single, structured report has helped us clarify where we currently stand, strengthened internal coordination and increased transparency around our impacts, risks and practices across the business.

The reporting process has highlighted the importance of solid foundations. Our progress to date has focused on improving data quality, clarifying roles and responsibilities, and establishing more consistent ways of working across the organisation. This first VSME-aligned Sustainability Report reflects our current level of maturity and provides a transparent baseline for continued development.

Looking ahead, we intend to further define our sustainability strategy in a way that is closely linked to business priorities and informed by materiality outcomes. Climate topics form a central part of this work: we are progressing towards science-based target setting and aim to commit to the Science Based Targets initiative, while continuing to develop clearer greenhouse gas reduction pathways and a more structured approach to transition planning as data quality and internal capabilities improve.

Strengthening sustainability management remains a key focus. This includes developing a more consistent set of sustainability performance indicators and improving management follow-up to support decision-making. We will also continue to strengthen shared practices across Fibox, particularly in responsible procurement, where common principles and processes support consistent implementation across business units and supply chains. Regulatory developments will continue to shape our sustainability work, and we will remain attentive to upcoming requirements related to responsible sourcing, packaging and product sustainability, preparing for these developments in a timely and pragmatic manner.

Transparency, collaboration and continuous improvement remain essential. We will continue to develop our sustainability reporting and communications, and to work closely with our customers, suppliers and other partners, recognising that many sustainability topics extend beyond our own operations.

Jonas Rorarius, Global ESG Manager

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FIBOX

FIBOX OY AB

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