

INCAP CORPORATION

SUSTAINABILITY POLICY.

1. Introduction.

As a globally operating electronics manufacturing services company and a growing organisation, sustainable operations are a must in achieving Incap's goals. Acting in a responsible and trustful way is an integral part of Incap's mission, strategy and operations. Incap is committed to actively promoting sustainable development to ensure

that Incap will continue to be the trusted partner in its industry and to meet the increasing expectations of all its stakeholders also in the future. Incap's most important stakeholders are its personnel, customers, suppliers, our current owners and potential investors as well as local communities.

2. Purpose and context.

2.1. The purpose of this Policy is to define the framework for sustainability at Incap Corporation and provide a governing platform for Incap Corporation's sustainability work.

2.2. The Sustainability Policy is supplemented by group risk policies and accompanying sector policies which regulate Incap Corporation's view in specific key issues in various industry sectors that are considered critical from an environmental, social or governance perspectives.

Along with Incap's Code of Conduct, additional documents aim to future-proof Incap Corporation from the sustainability perspective. List of these policies and guidelines, that support managing sustainability together with material Impacts, Risks and Opportunities, is presented in the "Incap's Sustainability Programme Manual" document.

2.3. Incap's Sustainability Policy and its further versions are approved by Incap's Board of Directors.

3. Scope.

3.1. This Policy applies to Incap Corporation (the parent company Incap Oyj and its subsidiaries) and shall be implemented in all parts of the

company. Local rules are taken into account where relevant.

4. Sustainability statement.

4.1. Incap Corporation shall be transparent in its efforts to support long-term sustainable development of its operations. Incap Corporation shall report publicly on sustainable performance, developments and impact in its Annual Report and Sustainability Statement.

4.2. Incap Corporation is recognized as a reporting entity under the Corporate Sustainability Reporting Directive (CSRD), reflecting additionally the need for transparency and sustainability in its operations. Incap's first mandatory Sustainability Statement under the CSRD will be published in spring 2025.

5. Sustainability management.

5.1. Incap supports sustainable development and strives to increase the positive impact of its operations – Incap's handprint – and reduce its negative footprint through systematic development work focused on the most material themes. Those economic, social and environmental themes are defined through a materiality analysis involving key stakeholders. Based on the selected themes, Incap has defined its sustainability targets and indicators for monitoring them. The development of sustainability is being promoted as defined in Incap's Sustainability Programme.

5.2. Management of Incap's sustainability related risks will be covered in Incap's Risk Management Policy.

5.3. Incap's due diligence process involves systematically identifying, assessing, and addressing potential risks and impacts related to Incap's operations. This process is guided by established industry standards, including ISO-certified management systems, and incorporates regular stakeholder analysis and satisfaction surveys to ensure continuous improvement and transparency in Incap's sustainability efforts.

6. Stakeholder engagement.

6.1. Incap Corporation values its stakeholders' opinions, priorities and preferences. Incap's main stakeholders are employees, customers, suppliers, investors and local societies. Incap systematically collects stakeholder feedback to

support its business and the due diligence process for sustainability reporting, while utilising the feedback to develop its operations accordingly.

7. Sustainability governance framework.

7.1. Incap's Board of Directors sets the ESG strategy/Sustainability Programme, oversees ESG integration with company's Strategy, oversees the implementation of relevant sustainability policies, approves the materiality assessment and standards to follow for reporting, oversees the ESG reporting and risk management, approves the ESG targets (more specifically described in Incap's next sustainability report). Incap has currently 4 Board members. Board has a separate Audit Committee that, in addition to financial reporting, focuses also on risk management of sustainability issues. The committee consists of 2 Board Members who are overseeing these topics on devoted meetings.

7.2. ESG Steering Committee consists of the CEO and President of Incap Group, the local units' managing directors and HQ's steering committee, which consists of group CFO, group controller and group communication and IR lead. The Steering Committee has access to internal and external expertise as required.

The Committee focuses on

- sustainability strategy on the whole group level, its updating and monitoring its implementation
- sustainability targets and their translation into yearly objectives
- identification of Material Matters, related Impacts, Risks and Opportunities
- monitoring of ESG Impacts, Risks and Opportunities (includes regular reporting cycles and ad-hoc assessments of risk and sustainability matters, ensuring comprehensive oversight of Incap's activities)

- integration of ESG into governance structures in a way that responsibilities related to ESG risk drivers are integrated into the organisational structure and governance frameworks
- implementation of ESG risk management strategies and due diligence processes
- complying with ESG reporting standards, based on regulatory requirements and double materiality assessment

7.3. Incap Group's ESG Team consists of steering committee members and local experts or topical leads at Incap's local units. The ESG Team members have expertise in quality, environmental, health and safety, human resources, financial reporting and communications. The objective of the team is to coordinate and develop Incap's Sustainability Programme and related reporting. Key responsibilities of the team include:

- Identifying and analysing actual and potential sustainability related impacts, risks and opportunities (Double Materiality Analysis)
- Coordinating efforts to enhance environmental sustainability, social responsibility, and governance practices
- Supporting effective sustainability reporting
- Facilitating sustainability related communication and collaboration between units

7.4. Incap's business model is based on a decentralised organisation, and it is the responsibility of the units to determine and reserve the resources and skills required for the processes and actions towards defined targets.

8. Sustainability commitments.

8.1. Incap Corporation recognises the importance of participating in and supporting international commitments that enable businesses to operate in a more sustainable way. Incap Corporation supports the following international agreements and international frameworks (i.e. nation state-level agreements which partly or wholly relate to business, but with no formal mechanism for business to endorse or join):

- **UN Sustainable Development Goals** – 17 globally agreed goals for 2030 developed by governments, the private sector and civil society to achieve a sustainable development for the planet. Incap has identified 9 goals from this framework that it contributes to.
- **UN Global Compact** – Framework for corporates to implement universal sustainability principles in the areas of human rights, labour rights, environment and anti-corruption.
- **The Paris Agreement** – An agreement between governments to limit global warming to well below 2 degrees compared to pre-industrial levels.
- **International Bill of Human Rights** – A comprehensive framework consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights, which collectively outline the fundamental human rights and freedoms that all individuals are entitled to.
- **The Universal Declaration of Human Rights** – An expression by all governments in the United Nations of the rights and freedom everyone is entitled to.
- **The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work** – ILO principles and rights at work are considered fundamental for the world of work and should be prioritised for ratification into national laws.
- **The UN Guiding Principles on Business and Human Rights** – A set of guidelines for states and companies to prevent, address and remedy human rights abuses committed in business operations.
- **The Children's Rights and Business Principles** – Principles to guide companies on actions they can take in the workplace, marketplace and community to respect and support children's rights.
- **The OECD Guidelines for Multinational Enterprises** – Recommendations addressed by governments to multinational enterprises operating in or from adhering countries. They provide non-binding principles and standards for responsible business conduct in a global context consistent with applicable laws and internationally recognised standards.