

fabrinet®

# 2024 Corporate Responsibility Report



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# Letter from the CEO

We are delighted to share our 2024 Corporate Responsibility Report. At Fabrinet, corporate responsibility and business best practices go hand-in-hand. Our long-term success is inherently dependent on – as well as the result of – our commitment to supporting our people and communities, improving our impact on the environment, and operating with the highest levels of integrity at all levels of the organization. We share our continued advancement toward these objectives in fiscal year 2024 with you in this report.

I'm proud of the contributions made by our more than 14,000 employees, who were instrumental in delivering record revenue and profitability, while also serving our stakeholders in a responsible manner. In 2024, some of our successes included:

- **Recognition for Corporate Responsibility.** Being honored with the Thai Corporate Social Responsibility-Department of Industrial Works (CSR-DIW) Continuous Award for excellence in corporate governance, human and labor rights, environmental stewardship, fair operating practices, customer care, and community development, as well as contributions to the UN SDGs

- **Support for Disadvantaged Youth.** Building on 15+ years of support of the Maharaj Foundation Home for Boys, extended support to the Thanyaphon Reception Home for Girls, with library repairs, computers, school supplies, vision testing, and skill development activities
- **Employee Blood Drives.** Donated 1,330 units of blood in 2024 through quarterly employee drives—part of a Fabrinet tradition that has collected 8,917 units since its inception in 2013
- **Building Talent Pipeline.** Almost doubled our Temporary Technician Academy to 41 interns due to the program's resounding success in training and hiring full-time employees in 2023
- **Employee Family Support.** Expanded the Fabrinet Children's Scholarship program by more than 50%, offering tuition assistance to 1,077 children of employees, ranging from kindergarten through high school
- **Drug-Free Workplace.** Received Level 1 White Factory certification from Thailand's Department of Labor Protection and Welfare drug-free workplace program, adding certification for our Chonburi location in September 2023



- **Sustainability Contributions.** Provided a combined 2,257 kilograms of aluminum to the Prostheses Foundation for prosthetic limbs and to the Green Roof Project for corrugated roofing for disaster-affected homes, as well as 2,313 kilograms of PET bottles to the WeCycle Project for upcycling into school bags
- **Governance Enhancements.** Added Forbes Alexander to our board of directors, increasing our audit and financial reporting expertise as well as our executive leadership experience
- **Fortifying IT Infrastructure.** Strengthened our information security management systems, receiving ISO 27001 certification for our infrastructure, software development practices, and data centers in alignment with this globally recognized standard, protecting and building further trust with our stakeholders

This report highlights many of the ways our actions create shared value and drive mutual success for all our stakeholders, including employees, customers, suppliers, shareholders, and the communities around us. We remain committed to being a responsible partner and continuing to report on our progress.




## About This Report

Fabrinet's 2024 Corporate Responsibility Report reflects our progress and performance as of our fiscal year ended June 28, 2024, unless otherwise noted.

Our reporting primarily covers all operations for Fabrinet Thailand, which manufactures products that account for over 90% of our worldwide revenues, employs 90% of our global workforce, and accounts for 87% of our global facilities by square footage.

We use several external reporting frameworks to inform the scope of our reporting, including the Global Reporting Initiative (GRI) standards, the IFRS Foundation's Sustainability Accounting Standards Board (SASB) standard for the Electronic Manufacturing Services & Original Design Manufacturing industry, and the United Nations Sustainable Development Goals (UN SDGs). GRI and SASB indices can be found in the report appendix.

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# Fabrinet at a Glance

**FY 2024 Highlights**

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**Our Business**

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**Technology and Innovation**

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### FY 2024 Highlights

# \$2.88B

2024 Annual Revenue

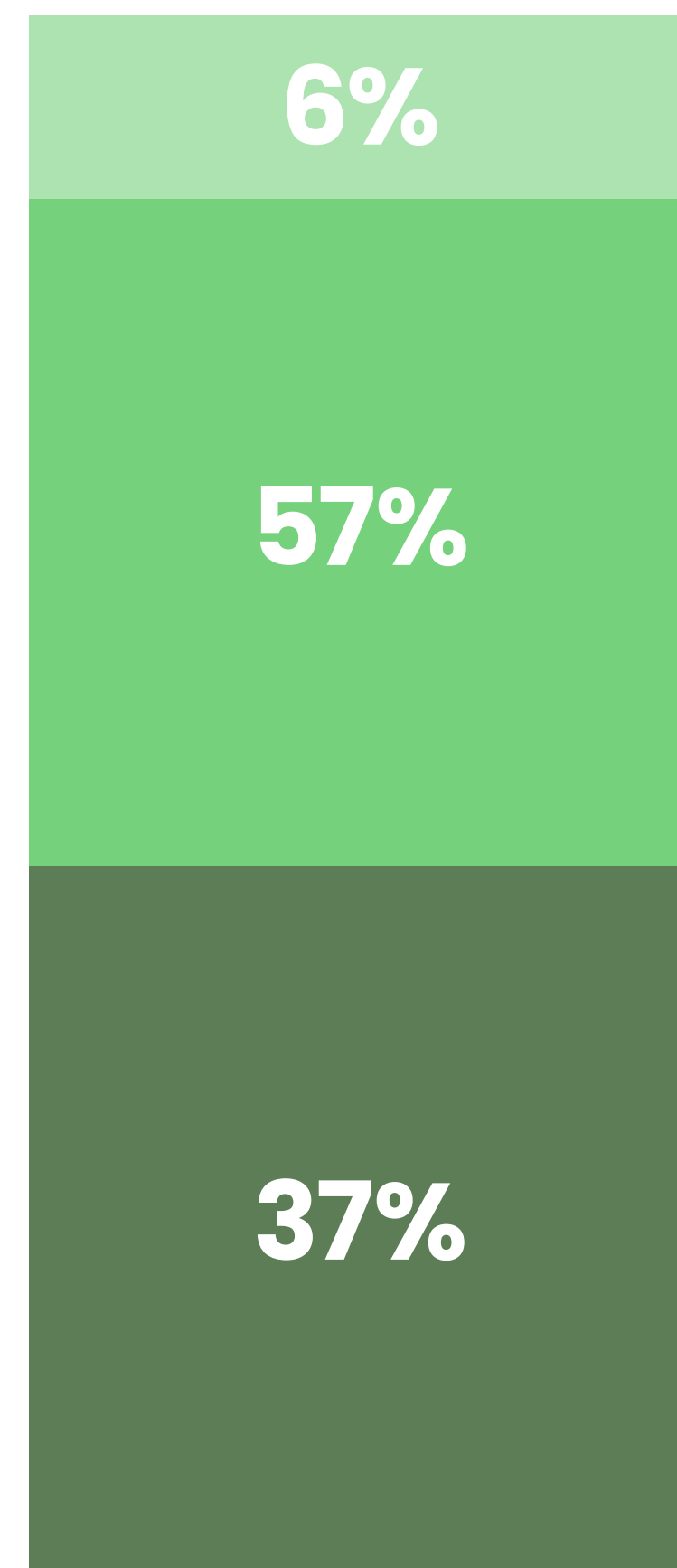
# 1,000+

Engineers in Thailand

# 6

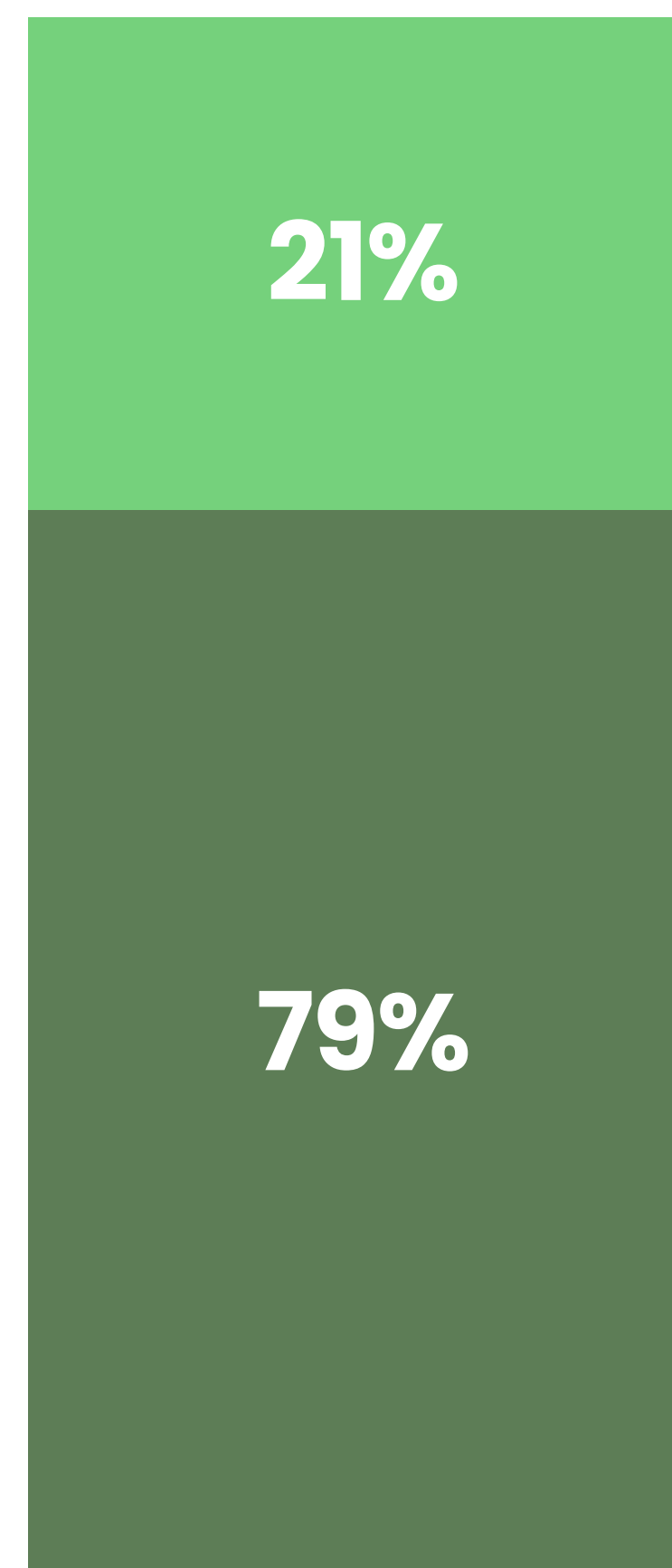
Engineering and manufacturing facilities located in Thailand, China, the United States, and Israel

#### 2024 Revenue by Geography\*



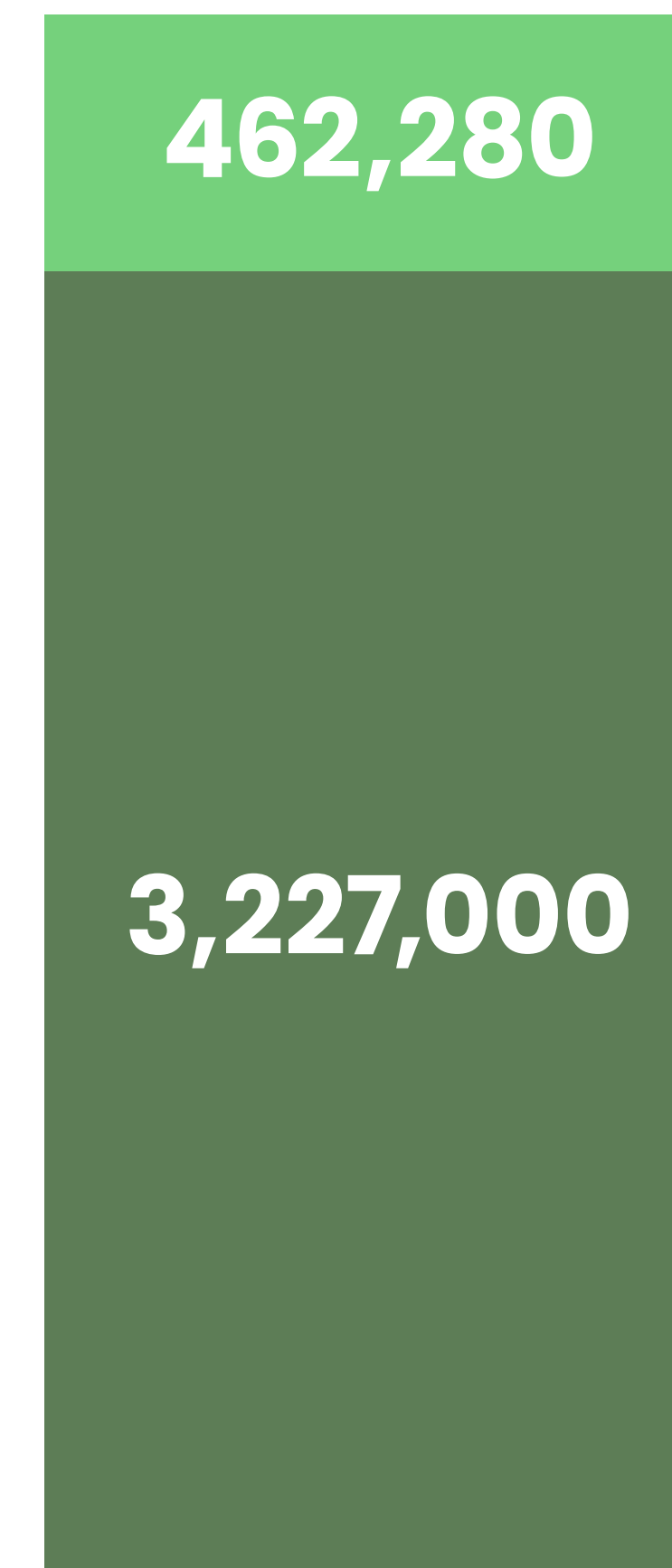
- Europe
- Asia-Pacific
- North America

#### 2024 Revenue by Segment



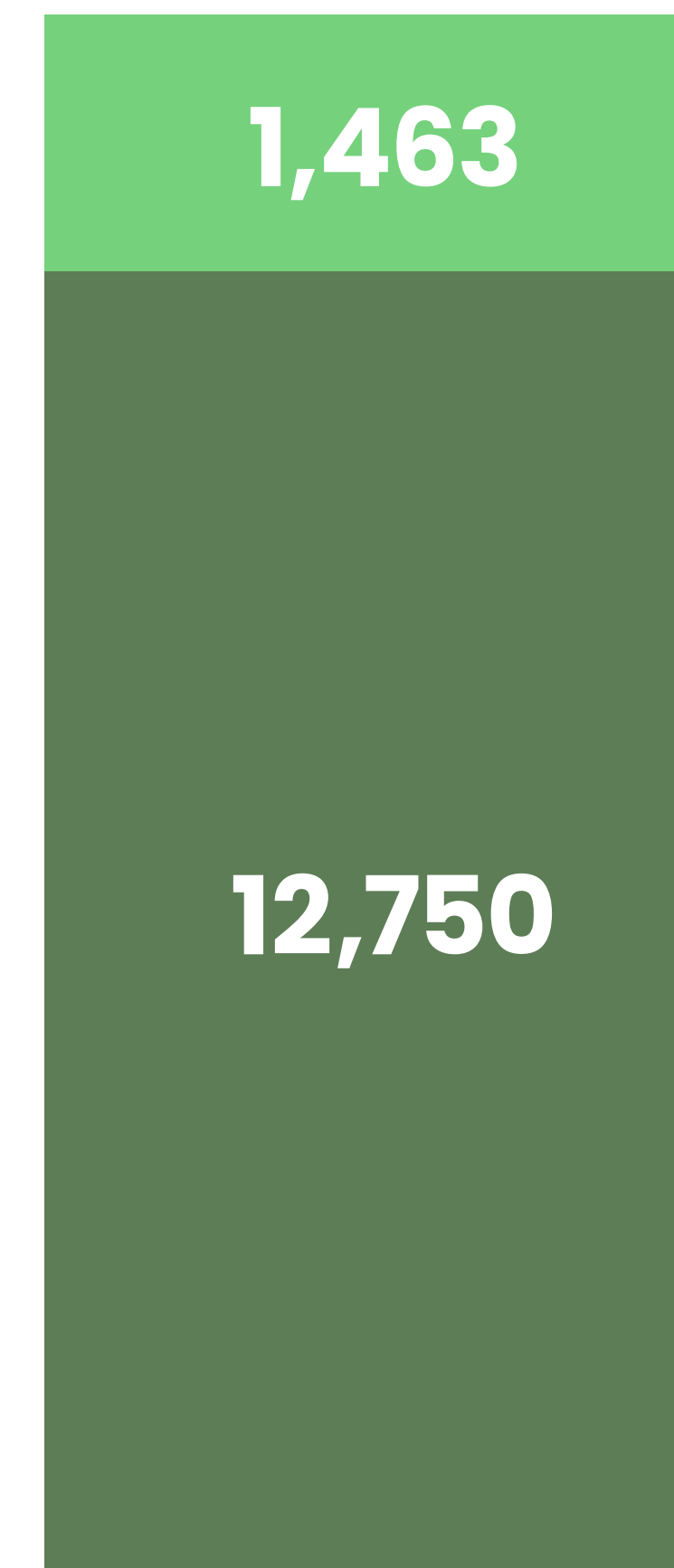
- Lasers, Sensors, and Other
- Optical Communications

#### Global Facilities (sq ft)



- Other
- Thailand

#### Employees by Location



- Other
- Thailand

\*Revenue by bill-to location


## Our Business

Since our founding in 2000, Fabrinet has established itself as a prominent name in delivering innovative optical packaging and precision optical, electro-mechanical, and electronics manufacturing services to various original equipment manufacturers (OEMs) of complex high-technology products.


Today, Fabrinet offers an extensive array of advanced optical and electro-mechanical manufacturing services to our customers who support a growing number of end-markets, including automotive, biotechnology, communications, materials processing, medical

devices, metrology, and semiconductor processing. Our services encompass every stage of the manufacturing process, from process design and engineering to comprehensive supply chain management. We have honed our expertise in various markets, showcasing our industry-leading proficiency in new product introduction, process design and engineering, product industrialization, continuous process improvement, supply chain management, advanced packaging manufacturing, integration, final assembly, and testing for each market we serve.

### The four primary markets we serve are:



Optical Communications and Precision Assemblies



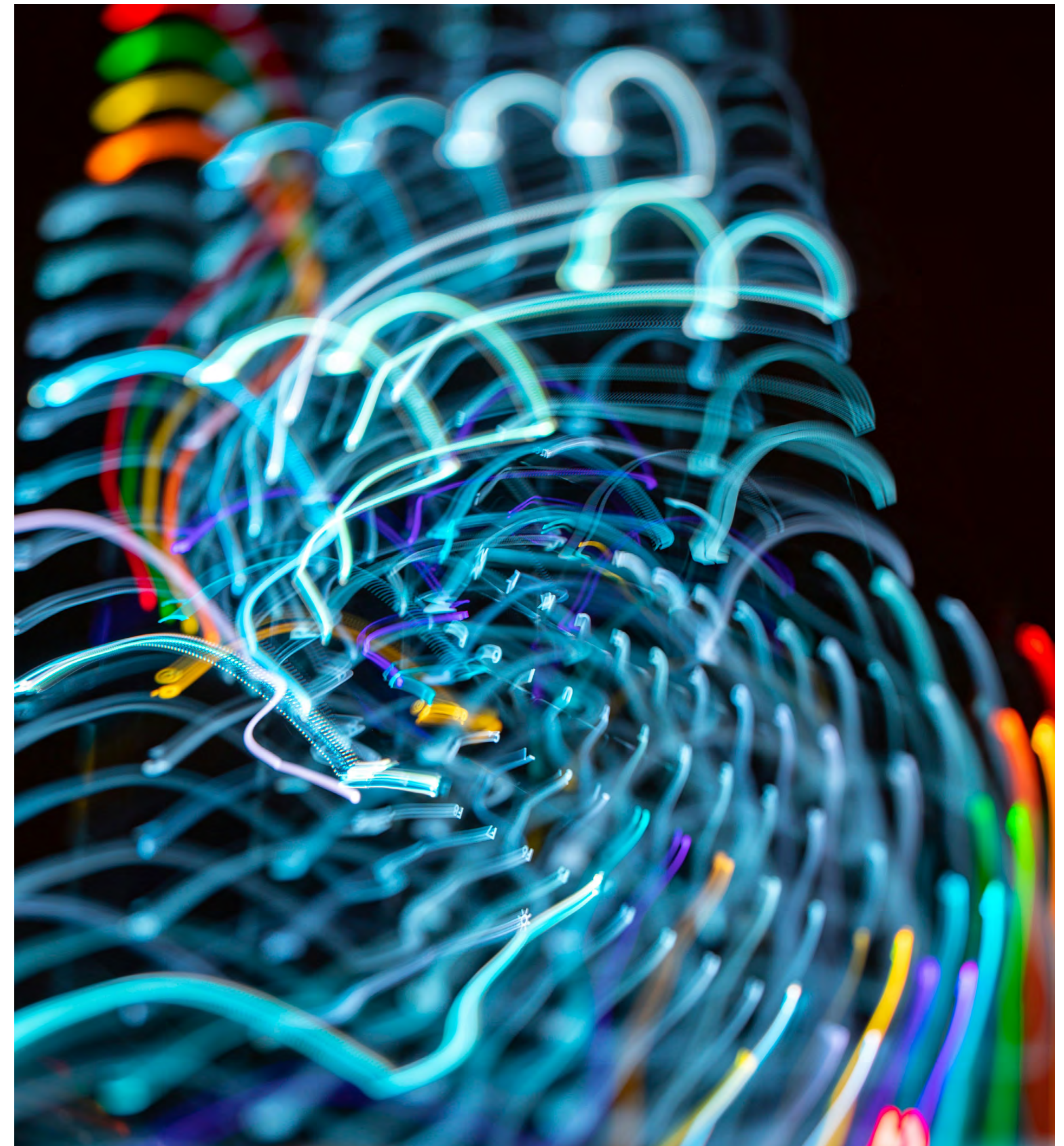
Automotive Electronics, LiDAR, and Optical Sensors



Commercial and Industrial Lasers



Medical Devices and Life Science



## Technology and Innovation

Fabrinet boasts an extensive offering of technologies for the optics industry. Our integrated capabilities encompass the design of tailor-made optics and glass, customized for seamless integration into optical components, modules, and comprehensive network or laser systems.

We continue our ongoing investments in cutting-edge capabilities and technologies, including:

- Customized optics and glass technology, covering crystal growth, crystal and glass processing, optical coating, polishing and lapping, optical assemblies, and precision glass drawing
- Process engineering expertise and manufacturing technologies aimed at expanding our product portfolio
- New and optimized processes to accommodate the next generation of optical devices, such as optical packaging, anti-reflective coating, and intricate printed circuit board technologies

We firmly believe that our manufacturing processes and innovative technologies will play a pivotal role in the development and commercialization of the next generation of optical communication devices. This includes the potential incorporation of multi-function passive optics and photonic integrated circuits, receivers integrated with an optical amplifier, and the integration of active optical cabling.

## Our Vision

To be recognized as a world leader in complex electronics manufacturing and engineering services

## Our Values

- Total Customer Satisfaction
- Sustainable Manufacturing
- Positive Work Environment
- Integrity





04

# ESG Approach



ESG Priorities

ESG Governance

UN SDG Alignment

The cornerstone of our long-term approach to successful business performance is operating responsibly and sustainably. At Fabrinet, this means looking after the needs of our employees, supply chain workers, business partners, customers, local communities, investors, and the planet.

## ESG Priorities

Our internal ESG (environmental, social, and governance) working group, consisting of senior management, periodically reviews and identifies Fabrinet's material ESG priorities, which are informed by investor and customer priorities, internal stakeholder feedback, ESG rating agencies, and frameworks such as SASB standards, UN SDGs, GRI, and ISO 26000 on social responsibility.

Our ESG priorities include:

- Human Capital Management
- Occupational Health and Safety
- Responsible and Sustainable Supply Chain
- Community Engagement
- Quality Management
- Energy and Emissions Management
- Waste Management
- ESG Governance
- Ethics and Compliance
- Data Privacy and Security

## 2024 ESG AWARDS

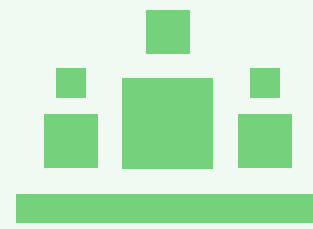
- 1 Fabrinet was honored with the **CSR-DIW (Corporate Social Responsibility-Department of Industrial Works) Continuous Award**. To qualify for the award, companies must adhere to CSR-DIW standards on corporate governance, human rights, labor practices, environmental stewardship, fair operating practices, customer care, and community engagement and development, as well as demonstrate contributions to the UN SDGs.
- 2 Thailand's Ministry of Labor presented Fabrinet with a **Labor Management Excellence Award** for our labor rights standards and practices.
- 3 Fabrinet received the **Health Literate Workplace Award** from the Thai Ministry of Public Health's Metropolitan Health and Wellness Institution.

(See the [Human Capital Management](#) section of this report for more information.)



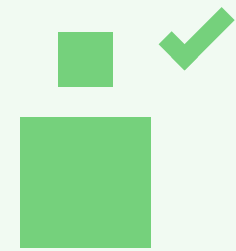
## ESG Governance

Fabrinet's Board of Directors, including through its committees, oversees our ESG efforts and believes an integrated approach to our business strategy, corporate governance, and corporate citizenship creates long-term value for our stakeholders.



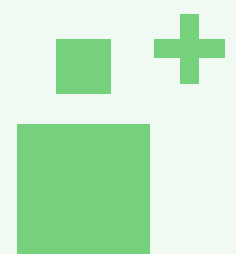
### Nominating and Corporate Governance Committee

- Oversees and periodically reviews our ESG programs, policies, and practices
- Reviews risks relating to corporate social responsibility and environmental sustainability
- Oversees Fabrinet's corporate governance framework and reviews and makes recommendations to the full Board on changes to corporate governance guidelines



### Audit Committee

- Oversees compliance and reviews adequacy and effectiveness of programs related to business ethics and legal and regulatory requirements
- Reviews cybersecurity and data security risks and mitigation strategies
- Reviews enterprise risk policies and processes and oversees and monitors management's enterprise risk management plans



### Compensation Committee

- Oversees our employee compensation policies, plans, benefit programs, and overall compensation philosophy
- Oversees talent and human capital management, including the effectiveness of strategic initiatives designed to attract, engage, motivate, and retain employees, and our performance and talent management practices and programs

Senior management, supported by our ESG working group and various employee-led committees, is responsible for developing and implementing our ESG strategy and providing periodic updates to the Board and its committees, as relevant, on our progress and performance.

## ESG Engagement and Awareness

- Fabrinet's CSR page, accessible on our employee intranet, circulates information about our environmental, social, and economic news, initiatives, activities, and calendar of events.
- CSR Committee training provides an overview of corporate environmental and social responsibility principles and practices, including stakeholder engagement.
- The CSR Thai Club, consisting of employees from approximately 40 companies, provides a forum for Fabrinet employees to broaden their knowledge and engage with other professionals interested in environmental and social issues. Members participate in monthly virtual meetings to discuss emerging CSR issues, challenges, and best practices, and collaborate on CSR-related events and activities.

## UN SDG Alignment

We mapped our environmental and social sustainability efforts to the 17 UN SDGs, identifying those we believe we can most contribute to achieving. This report contains examples of how our actions align with the following six UN SDGs:



05

# Community Engagement



<p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p><b>10</b> REDUCED INEQUALITIES</p>	<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p><b>13</b> CLIMATE ACTION</p>
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**CSR Governance**

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**CSR Initiatives**

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Since our founding, Fabrinet has maintained an unwavering focus on enhancing quality of life and environmental stewardship in our local communities. Our efforts energize our team members, create important bonds between us and our communities, and connect our day-to-day activities with our broader community priorities. We contribute to the sustainable development of our communities by providing financial and in-kind donations and support from employee volunteers.

We actively foster an open dialogue and meaningful connections with the communities surrounding our locations in the cities of Khlong Luang (Fabrinet Pinehurst) and Chonburi. Direct engagement allows us to elevate the voices of community members and steer our resources to the areas of greatest need.



## CSR Governance

In FY 2024, we restructured reporting lines for our Corporate Social Responsibility (CSR) and Employee Relations (ER) teams under the same management team member to foster a more integrated approach to community service and employee engagement, two crucial areas of our corporate culture.

The team is supported by dedicated CSR Committees established at each of our Thailand locations and comprised of employees passionate about community service and making a positive impact.

The CSR Committees are responsible for:

- Communicating our CSR policies and programs to relevant internal and external stakeholders, aligning expectations, and building trust with our communities.
- Developing and maintaining our comprehensive CSR framework and establishing standardized processes and procedures that ensure consistent and effective implementation of our initiatives.
- Guiding the creation of sustainable development programs tailored to the specific needs of our surrounding communities, ensuring our efforts create meaningful local impact.
- Facilitating the exchange of knowledge about CSR practices and sustainable development and creating dialogue between our internal teams, community members, and various organizational partners including private sector, public sector, and non-governmental organizations.
- Maintaining performance tracking and reporting mechanisms and providing regular updates to internal and external stakeholders on the progress and impact of our CSR initiatives.

Through this structured approach, our CSR Committees help to ensure that Fabrinet's commitment to community development translates into tangible, sustainable benefits for all stakeholders.

## CSR Initiatives

### Honoring Tradition and Fostering Community Well-Being

#### Cultural Events

Fabrinet commemorated King Rama IX’s birthday and legacy by organizing the “Do Good for King” project in the Soi Khun Pra community near Fabrinet’s Pinehurst location. This community improvement project brought together 30 Fabrinet employees, 20 community members, and 4 representatives from the Khlongluang Town Municipality to clean the main road and repaint pavement markings, enhancing the community’s appearance and safety.

Fabrinet continued its tradition of supporting Songkran, Thailand’s New Year celebration held in April. In 2024, we sponsored both the Khun Pra Lane and Ratthanee community Songkran festivals, events that attract thousands of attendees.

#### Economic Well-Being

Both Fabrinet factories in Thailand host bi-weekly markets featuring goods from local merchants with disabilities and their caregivers. These markets, open from 6 am to 6 pm, provide a valuable platform for community members to sell their products to thousands of Fabrinet employees, fostering economic inclusivity.



#### Healthcare Initiatives

Continuing a 13-year tradition, Fabrinet supported annual health examinations and follow-up care for the elders of the Khun Pra Community. In 2024, we helped 112 elders with services including blood pressure monitoring, vision testing, diabetes and cholesterol screening, urinalysis, and chest x-rays. Each participant received follow-up medical consultations, test results, and personalized recommendations for healthy living.

Our quarterly employee blood drives, conducted in partnership with the Thai Red Cross Society, have become a cornerstone of our health initiatives since launching in 2013. In 2024, our employees contributed 1,330 units of blood, bringing our eleven-year cumulative total to 8,917 units.



## Youth Development Programs

### Maharaj Orphanage

For over 15 years, Fabrinet has provided annual financial, administrative, and volunteer support to Maharaj Foundation Home for Boys.

In 2024, we continued our support for academic, STEM, sports, cultural, and other enriching activities, such as:

- Tutors for 150-180 boys, three days per week, three hours per day
- Classes, such as computer, music, cooking, and vegetable gardening
- Computer lab and learning center
- Table tennis coaching and soccer training from a professional coach from the Thai Department of Children and Youth Football Academy
- Sunday programming, such as English class, art projects, science experiments, and story time
- Drug prevention program
- Organic farm where boys learn about gardening, sustainable agriculture, and economic self-sufficiency.

Each year, we collaborate with the foundation to identify unmet and emerging needs. In 2024, this partnership led to the creation of the Maharaj Boys Internship Program. Through this initiative, Fabrinet welcomed three students from Maharaj for a five-month internship in the Tooling Department and the Corporate Finance Department. During their time at Fabrinet, the students gained hands-on experience working alongside our team members and received mentorship from two Fabrinet employees who are proud Maharaj alumni.

Additionally, in 2024, Fabrinet partnered with the International School Bangkok (ISB) to organize a career day for the Maharaj boys. As part of this event, Fabrinet employees who are also Maharaj alumni delivered insightful talks, offering guidance on the diverse career opportunities available within Fabrinet.







## National Children's Day 2024

National Children's Day is celebrated annually with special events and activities organized throughout Thailand. In honor of National Children's Day, our Pinehurst location presented gifts to local communities, schools, municipal agencies, and a provincial Special Education Center. Our Chonburi location helped to set up game booths and gave away treats at schools and other community locations.

## Thanyaphon Reception Home for Girls

In 2024, we extended our support to include Baan Thanyaphon, the Thanyaphon Reception Home for Girls, an orphanage that cares for 60 girls aged 6 to 18. Given the home's limited external support, our CSR team conducted a site visit to evaluate how we could best meet the needs of the organization and the girls.

For our initial contribution, we supported the following:

- Library repairs, including restoring the roof and ceiling, painting the walls, and installing air conditioning, with additional commitments once completed
- Laptops and school supplies
- Vision tests and eyeglasses
- Fundraising activities at the orphanage's Baan Dek bakery, where girls are provided with instruction to develop useful baking and culinary skills, improving future employment prospects



## School Assistance

Chonburi's CSR team organized a project to renovate the bathroom and install new toilets at the Bann Mab Lumbid School, which serves 200 students from kindergarten to middle school. Thirty Fabrinet employees volunteered to help alongside community members and teachers.

The Fabrinet Volunteer Club supported Huakhaoradbamrung School in Pitsanulok, which faced shortages in school supplies and playground equipment. Club members contributed three computers, a portable speaker system for events, cafeteria shelves, and sports equipment for futsal, takraw, and petanque. These contributions aimed to improve academic resources and recreational opportunities for students.

In collaboration with the Khlong Luang municipal government, Fabrinet sponsored a Safety at School event for elementary and middle school students at the Khlong Song School. This half-day program full of fun activities and prizes created an engaging way for the students to learn important environmental, health, and safety lessons. Educational topics included identification of electrical hazards, fire prevention, road safety, proper hygiene, uses of first aid and personal protective equipment, waste separation, and global warming reduction. Fabrinet Chonburi held a similar event to bring awareness of environmental, health, and safety prevention measures to 50 students at the Baan Mab Lumbid School in Chonburi Province.

## Waste Recycling Contributions

Through our 3R (Reduce, Reuse, Recycle) Program, we help to transform waste materials into valuable resources that benefit communities and the environment.

### Prostheses Foundation

Since 2017, Fabrinet has partnered with the Bangkok Can Manufacturing Company to collect aluminum cans for the Prostheses Foundation, which converts the cans into prosthetic limbs. In 2024, we contributed 81 kilograms of aluminum materials, bringing our total donation to over 376 kilograms over the past seven years.

### Green Roof Project

Through our support of the Green Roof Project, Fabrinet’s donated beverage cartons are transformed into corrugated roofing sheets for disaster-affected homes. In 2024 alone, we contributed 435,200 cartons (2,176 kilograms). Our 14-year total of over 4 million cartons is enough to produce over 2,200 roofing sheets for disaster relief efforts.

### Used Paper Donations for Braille Materials

Since 2010, Fabrinet has collected used A4 paper that is repurposed by a local school for the blind for printing braille study materials. Fabrinet donated 1,597 kilograms of paper in 2024 and 13,597 kilograms of paper over the last 14 years.

## WeCycle Project

In 2024, we continued our support for the WeCycle Project, contributing 2,313 kilograms of used PET bottles. The bottles are upcycled into school bags by WeCycle and donated to students at two local schools.



06

# Social



Human Capital Management

Diversity, Equity, and Inclusion

Occupational Health and Safety

Supply Chain Management

Quality Management



## Human Capital Management

At Fabrinet, our employees are the foundation of our success. We foster a positive work environment that aligns with our core values and supports our employees' personal and professional growth.

Our comprehensive human capital management approach aims to nurture internal talent, empower our employees, and promote workplace cohesion and employee well-being. We monitor our performance by tracking key talent metrics related to the talent pipeline, employee development, promotions, engagement, and turnover, allowing us to support employee growth and strategically fuel our business expansion.

Our global workforce in 2024 comprised 14,213 full-time employees, with 12,750 based in Thailand. The majority of our workforce, 90% in Thailand, is directly involved in manufacturing operations, while 10% contribute to administrative, business, and support functions.

**Each year, Thailand's Ministry of Labor presents its Labor Management Excellence Award to companies based on their policies, standards, and practices covering labor rights. Fabrinet's Pinehurst location has received this award every year since 2011, and our Chonburi location has received the award every year since 2021. Most recently, both sites received the award in September 2023.**



## Training and Professional Development

At Fabrinet, we recognize that continuous learning and skills development are crucial for both individual growth and organizational success. Our comprehensive approach to training and professional development is designed to enhance the capabilities of our workforce at all levels, ensuring that our employees can advance in their professional journeys alongside the company's growth.

Our Human Resources (HR) team collaborates with business and functional leaders to develop role- and department-specific programs, maintaining an organizational training matrix that outlines mandatory requirements for every position and employee level. In 2024, there were more than 90 internal and external trainings included in the matrix, covering orientation, professional development, quality, and EHS training. Most training programs are provided in-person and on-site.

To ensure our training offerings remain relevant and effective, HR administers an annual training needs survey to all employees. Based on the results, they refresh and update our training catalog to address the most requested topics. Additionally, HR identifies and arranges external training opportunities as needed to accommodate specific requests from team leaders.

For more information on specialized training initiatives, please refer to [Occupational Health and Safety](#), [Quality Management](#), [Sustainable Manufacturing](#), and [Data Privacy and Security](#) sections of this report.



### Fostering Global Communication Skills

As part of our commitment to employee development and global competitiveness, Fabrinet launched an employee language program in 2024. The "English for Work" initiative aims to enhance the language proficiency of employees across all levels of the organization.

Fabrinet partnered with the Language Institute of Thammasat University to deliver a comprehensive three-month English language curriculum. Native English-speaking professors conducted weekly sessions, each lasting two to three hours, every Saturday. The program was structured into beginner and intermediate levels to cater to diverse proficiency needs.

The course curriculum was tailored to address critical workplace communication skills, with a focus on practical applications such as 'English for Email Writing' and 'English for Meetings'. These modules were designed to equip our employees with the linguistic tools necessary for effective global business interactions.

More than 60 employees participated in the program. Upon successful completion, participants were awarded certificates, recognizing their dedication to professional growth.

### Developing our Engineering Talent Pipeline

In November 2022, we launched an innovative program, the Temporary Technician Academy, in collaboration with local Thai technical universities. This paid internship program for college seniors was designed to address a critical shortage of local engineers with the specialized skills in precision optical assembly and testing that Fabrinet requires.

A dedicated team manages both the technical and administrative aspects of the program. Interns, carefully selected from a pool of applicants recommended by our partner universities, participate in a four-month program that includes one month of intensive training and three months of hands-on experience working

as technicians on our production lines. Each intern is assigned a mentor who provides support throughout the training period. Upon successful completion of the program, interns become eligible for full-time positions at Fabrinet after graduation.

The inaugural year of the program was a resounding success. All 21 students in the first internship class were offered and accepted full-time positions at Fabrinet, primarily as process engineers. They have since become integral members of our team. Building on this success, we expanded the program in FY 2024, widening the intern pool to 41 and covering both Pinehurst and Chonburi locations.

## Performance Management

Our annual performance evaluation process consists of two primary components: performance scoring and performance dialogue. All employees undergo this process, which includes:

- Self-assessments
- Manager evaluations based on consistent criteria
- Goal setting for the upcoming year
- Development of personalized training plans

Merit increases are suggested by managers based on the overall performance score.



## Compensation and Benefits

We offer a competitive compensation and benefits package designed to support employee well-being.

Our pay structure includes quarterly profit-sharing opportunities for all employees. Direct labor is eligible for quarterly profit sharing of 2% of their quarterly salary and a monthly attendance bonus of up to 5.5% of monthly pay. Indirect labor is eligible for a quarterly payment that is based on individual and company performance.

After a 119-day probationary period, employees can join our provident fund, a retirement savings program with employee contributions ranging from 5-15% of wages and company contributions ranging from 5% to 13% of wages, depending on tenure. Vesting begins after two years of service, with full vesting after five years.

### Key Benefits:

- Medical, life, disability insurance
- Workers' compensation insurance
- Travel allowance
- Free shuttle bus service
- Funeral assistance for family members
- On-site lactation rooms

### Comprehensive Leave Options:

- Vacation: 7-20 days per year (based on employee type and tenure)
- Holidays: 14 days per year
- Sick leave: 30 days per year
- Marriage leave: Up to 7 days
- Maternity leave: Up to 98 days (45 days paid)
- Paternity leave: 2 days
- Military service leave: Up to 60 days per year
- Compassionate and business leave: Up to 5 days per year
- Religious leave: Up to 30 days (15 days paid)



## Employee Support Programs

### Fabrinet Care

Fabrinet Care provides financial assistance to employees facing unexpected hardships. In 2024, we supported eight employees dealing with challenges from natural disasters and severe illnesses.

### Scholarship Programs

Fabrinet offers two scholarship programs for employees and their children.

The Fabrinet Children's Scholarships program has been awarding scholarships to employees' children since 2009. In 2024, we awarded 1,077 scholarships for children in kindergarten through senior high school.

Our Employee Scholarship program offers tuition assistance for employees pursuing higher education to advance in their careers at Fabrinet. Scholarships are awarded to eligible employees selected by a committee and approved by the COO. Recipients must successfully pass all necessary exams to complete the educational program and commit to working with Fabrinet for at least one year post-graduation. In 2024, recipients included our Lead Process engineer who is pursuing a master's degree in industrial production technology engineering.

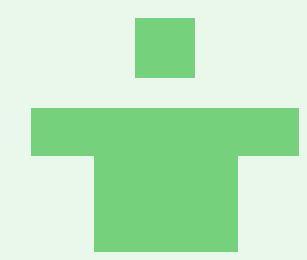
## Employee Engagement

Fabrinet’s employee engagement programs are designed to foster a positive work environment, promote workplace cohesion and work-life balance, solicit employee feedback, and contribute to our long-term success. We believe we have developed a program that sets us apart from other employers.


### Happy Workplace Program

Based on the Happy 8 Workplace principles developed by the Thai government’s Health Promotion Foundation, our Happy Workplace Program (HWP) promotes employee health and well-being through various activities and initiatives.


Our Employee Relations team oversees our HWP and continuously evaluates and enhances our offerings across employee compensation and benefits, welfare programs, training and development, and engagement initiatives.

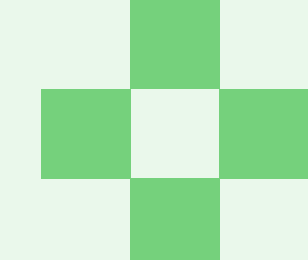
**Happy Body**  
Physical and mental health



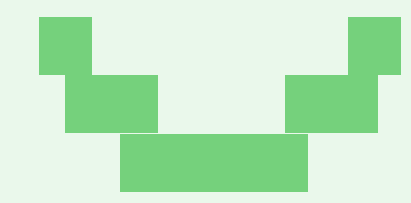
**Happy Heart**  
Kindness and generosity



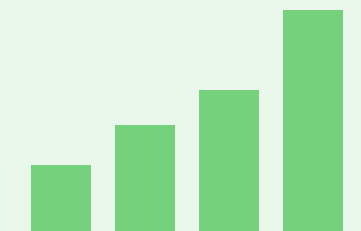
**Happy Relax**  
Work-life balance and stress reduction



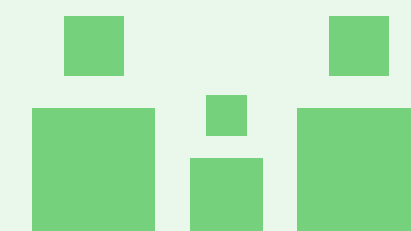
**Happy Brain**  
Continuous learning



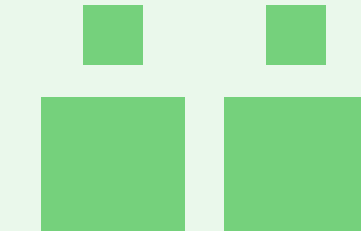
**Happy Soul**  
Virtuous living



**Happy Money**  
Financial stability



**Happy Family**  
Strong family and social bonds



**Happy Society**  
Local community engagement and support



## Employee Engagement Initiatives

- **General Manager Suggestion Program:** An anonymous platform enabling employees to share concerns, queries, and suggestions with Fabrinet management.
- **Quarterly All-Hands Meetings:** Senior leaders host town halls to share updates, respond to employee feedback provided through the General Manager Suggestion Program, and reward the best suggestions for improving operational efficiency, health and safety, and other organizational enhancements.
- **Long Service Awards Program:** We recognize employee dedication for every five years of tenure with monetary awards and Certificates of Appreciation, with 912 employees recognized in 2024.
- **Extracurricular Activities:** We promote employee health and well-being through stress reduction and relaxation activities, social clubs based on shared interests, and other events and programming.
- **Fitness Center:** Our state-of-the-art on-campus fitness center serves as a hub for many HWP activities, offering a range of indoor and outdoor facilities for fitness classes, group sports, games, club events, and more.
- **Sports Leagues:** We sponsor employee leagues and tournaments for sports such as futsal, badminton, basketball, and table tennis.



## Wellness Wave

The Health Literate Organization Program, developed by the Thai Ministry of Public Health, aims to identify and recognize organizations that excel in fostering employee well-being through physical activity, nutrition, and holistic health practices, aligned with Thailand's broader efforts to promote healthy workplaces and cities.

Fabrinet's response to this call for healthier workplaces was the launch of our "Wellness Wave" project, drawing inspiration from the HWP, which emphasizes the connection between employees' physical, mental, and emotional well-being and workplace efficiency. Our Wellness Wave project features a diverse array of activities designed to engage employees across all fitness levels and interests, such as:

- **Mini marathons:** Encouraging endurance and community spirit
- **Virtual runs:** Allowing flexible participation and goal setting through an app-based competition
- **Internal sports tournaments and fitness classes:** Fostering teamwork and friendly competition

A key aspect of the Wellness Wave's success was the appointment of a Senior Manager as our employee wellness champion. Recognized for his personal commitment to physical fitness and his role as an advisor to Fabrinet's Sport Club, he helped to inspire and motivate colleagues to prioritize their health and well-being.

Our efforts in implementing the Wellness Wave project culminated in Fabrinet being honored by the Thai Ministry of Public Health's Metropolitan Health and Wellness Institution with the Health Literate Workplace Award in 2024.

## Employee Committees

At Fabrinet, we believe in fostering open dialogue between employees and management. Two key committees play vital roles in this process: the Welfare Quality Communications Group (WQCG) and the Thai Labor Standards Committee (TLSC).

Fabrinet facilitates employee elections for both the WQCG and TLSC biennially. The most recent election in 2024 saw a 75% voter participation rate, underscoring the importance employees place on these committees. These groups enhance employee engagement, ensure satisfaction, and uphold fair, equitable, and compliant practices.

The WQCG, consisting of 32 elected members serving two-year terms, is instrumental in overseeing workplace standards, ensuring compliance with worker agreements, and suggesting improvements to compensation, benefits, and workplace services. This committee meets quarterly with Fabrinet management, providing a valuable channel for communicating employee concerns and recommendations.

In 2024, several WQCG recommendations were successfully implemented, including:

- **Shuttle bus:** Continued to enhance the employee shuttle bus service, with more pickup points and routes
- **Bus safety:** Established a special committee to conduct bi-annual safety audits and daily safety checks of the buses
- **Parking:** Expanded parking with the addition of a full parking lot
- **Cultural celebrations:** Added an annual employee celebration of the Thai Loy Krathong festival
- **Canteen:** Upgraded to premium jasmine rice and increased the variety and quantity of vegetable dishes

The TLSC, comprising 10 committee members serving two-year terms, ensures Fabrinet's compliance with the Thai Labor standard, TLS-8001. Their responsibilities include:

- Conducting annual internal audits
- Facilitating annual third-party audits
- Reporting audit findings to senior management
- Recommending improvements to HR policies and programs



## Diversity, Equity, and Inclusion

Fabrinet is a global company committed to creating an inclusive and welcoming workplace environment and to respecting and valuing each employee. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique. We maintain a zero-tolerance approach to harassment, violence, or discrimination of any kind.

Fabrinet's diversity, equity, and inclusion (DEI) policies are applicable, but not limited, to recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to our local communities to promote a greater understanding and respect for people with diverse backgrounds and circumstances.



### Fabrinet's Policies Supporting DEI

- Diversity, Equity, and Inclusion Policy
- Thai Labour Standard and Corporate Social Responsibility Policy
- Policy against Sexual Harassment, Violence, and Discrimination
- Human Rights Policy
- Code of Conduct

### Labor and Human Rights

Our CEO-endorsed Human Rights Policy and Labor Standard and Corporate Social Responsibility Policy affirm our commitment to fair treatment and human rights principles. These policies outline our key commitments, such as to equal and fair pay, safe working conditions, anti-discrimination and anti-harassment, the right to organize, and protections and accommodations for pregnant and breastfeeding women, among other labor and human rights. They also lay out our policies against child labor and any form of forced labor.

In recognition of our efforts to promote fair labor practices and uphold labor rights, Fabrinet has received certification under the TLS-8001, a voluntary labor standard overseen by the Ministry of Labor's Department of Labor Protection and Welfare. The standard incorporates Thai labor laws, International Labor Organization conventions, and other international standards and trade agreements. Recertification is required annually to ensure companies maintain a labor management system covering the following topics:

- |  |                                    |
|--|------------------------------------|
| ■ Employee welfare                                 | ■ Sexual harassment and violence   |
| ■ Compensation and working hours                   | ■ Forced and child labor           |
| ■ Freedom of association and collective bargaining | ■ Gender equity                    |
| ■ Disciplinary procedures                          | ■ Diversity, equity, and inclusion |
| ■ Discrimination                                   | ■ Occupational health and safety   |

Third-party contractors Fabrinet relies on for outsourced functions, such as security, canteen, medical, and cleaning, are periodically subject to external audits for compliance with TLS-8001.



## Gender Diversity and LGBTQIA+ Inclusion

Fabrinet strives to create a workplace that attracts, retains, and develops top talent while fostering a culture of innovation, inclusivity, and employee well-being. We cultivate an environment where all employees, including those from the LGBTQIA+ community, feel comfortable being their authentic selves without fear of judgment or adverse consequences.

Women play a crucial role across all levels of Fabrinet, comprising 74% of our total workforce and having significant representation at senior leadership levels. We are dedicated to nurturing the talents and professional growth of all employees, maintaining a strong emphasis on gender equity.

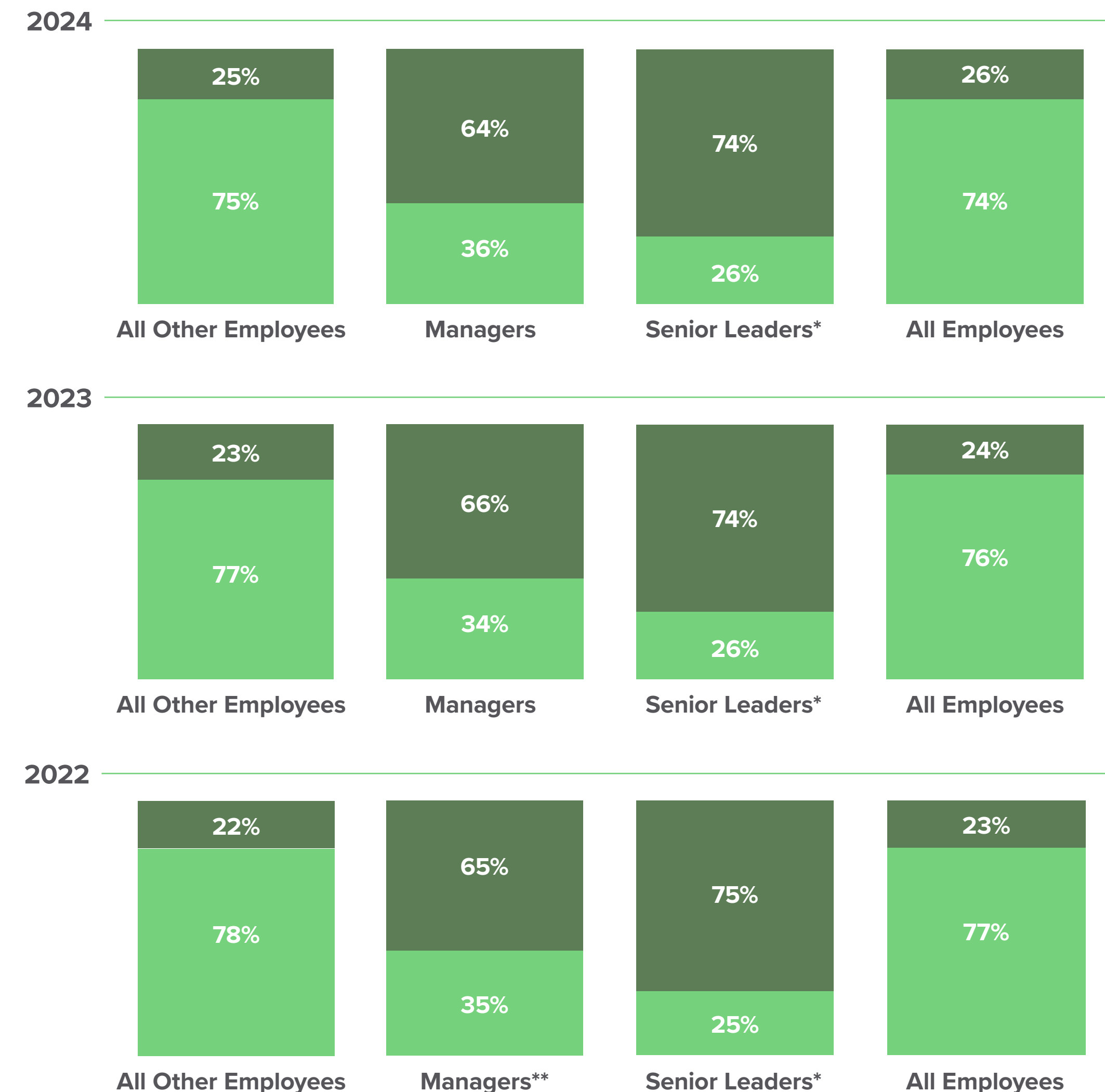
Our commitment to equity and inclusion extends to our training programs, with offerings like “Leadership Development” and “Mindset for Success” designed to equip all employees with the tools necessary to achieve their full potential, regardless of gender, gender expression, sexual orientation, or background. In 2024, we promoted 15% of our female workforce and 6% of our male workforce to managerial positions.

As part of our annual compensation benchmarking practice, we conduct gender pay analysis for each employee level, aiming to achieve full pay equity across the company.

Female-to-Male Pay Equity Ratio	2022	2023	2024
Operations	1.04	1.03	1.04
Supervisors and Technicians	1.10	1.14	1.18
Managers	0.96	0.92	0.92

### Workforce Composition

Female Male



\*Senior leaders include vice presidents and senior executives.

\*\*Note, due to a rounding error, we are restating the FY 2022 breakdown of Female/Male Managers to 35%/65%, which was previously reported as 34%/66%.

## Occupational Health and Safety

Creating a safe and healthy workplace is essential to upholding our commitment to the well-being of our employees. Our Occupational Health and Safety (OHS) program is integrated into our Environmental, Health, and Safety (EHS) management system, which is certified to ISO 45001 and ISO 14001 and applies to 100% of our manufacturing operations in Thailand. This comprehensive framework not only ensures compliance, but also drives continuous improvement in our safety performance.

Beyond ISO 14001 and ISO 45001, Fabrinet has achieved and maintained platinum-level certification for our health and safety management system from the Thailand Institute of Occupational Safety and Health (T-OSH). This three-year certification, awarded again to Fabrinet in 2024, requires annual external audits to ensure we continue upholding required health and safety standards.



## EHS Oversight

Our EHS oversight structure ensures that environmental, health, and safety considerations are integrated into all aspects of our operations and is designed to meet the requirements of both ISO 14001 and ISO 45001 standards.

CEO	<ul style="list-style-type: none"> <li>Approves EHS policy</li> <li>Integrates EHS requirements into business processes</li> <li>Allocates resources and oversees EHS performance</li> </ul>
General Manager of Quality	<ul style="list-style-type: none"> <li>Ensures implementation and maintenance of EHS management system (ISO 14001 and ISO 45001)</li> <li>Reports EHS performance to CEO and senior management</li> </ul>
EHS Manager	<ul style="list-style-type: none"> <li>Oversees EHS management system implementation</li> <li>Manages EHS team</li> </ul>
EHS Team (safety officers, environmental officers, EHS technicians)	<ul style="list-style-type: none"> <li>Develops and enforces EHS practices</li> <li>Ensures compliance with laws and regulations</li> <li>Collaborates with facilities and quality assurance teams and EHS committees</li> </ul>
ISO 14001 & ISO 45001 Committee (facilities, quality assurance, procurement, human resources, business units)	<ul style="list-style-type: none"> <li>Identifies and mitigates environmental risks and impacts</li> <li>Monitors and implements new legal requirements</li> <li>Participates in setting objectives and timeframes</li> <li>Provides annual EHS report to management covering performance, material changes, resource needs, stakeholder feedback, and improvement opportunities</li> </ul>
OHS Committee (management, employees)	<ul style="list-style-type: none"> <li>Adheres to roles and responsibilities as required by Thai law</li> <li>Provides input on OHS policies and procedures</li> <li>Recommends improvements to senior management</li> <li>Conducts monthly hazard, risk, and incident assessments</li> <li>Identifies additional training needs</li> <li>Collaborates with the ISO Committee, with several members serving on both committees to ensure efforts are complementary</li> </ul>

## EHS Risk Assessment and Audits

Our EHS team and ISO committee collaborate to maintain a comprehensive system for identifying and evaluating potential hazards, risks, opportunities, and impacts associated with our operations, services, and product lifecycle. This approach aligns with both ISO 14001 and ISO 45001 standards, ensuring a holistic view of environmental and occupational health and safety risks.

We prioritize risk mitigation following the hierarchy of controls, emphasizing hazard elimination whenever feasible. This strategy is guided by our robust hazard identification and risk assessment procedures, which are regularly reviewed and updated.

We use multiple methods and tools for identifying, eliminating, preventing, and minimizing hazards and risks, including:

- **Daily Gemba Walks:** Safety Officers, quality assurance team members, and production staff collaborate on daily Gemba walks focused on lean manufacturing's 5S workplace organization methodology and safety. Daily audit findings are provided to General Managers.
- **Weekly Safety Patrols:** Area supervisors and Safety Officers conduct weekly safety patrols focusing on unsafe behaviors or

conditions, with corrective action reports provided to our President & COO.

- **Annual Risk Assessment:** Area supervisors and Safety Officers conduct OHS risk assessments and hazard analysis annually, as well as for any new product introduction or when there are changes in processes or work areas.
- **Routine and Annual Audits:** Routine and annual internal audits are conducted by the ISO committee and OHS committee and annual external audits are conducted by an independent third party to verify compliance with ISO requirements as part of the certification process.

Our comprehensive audit process, combined with our risk identification and employee engagement initiatives, forms the foundation of our proactive approach to environmental stewardship and occupational health and safety management.

To drive continuous improvement, we establish annual objectives aimed at reducing environmental impacts and workplace injuries and review their effectiveness during our annual management review meetings. These sessions, involving senior leadership, the EHS team, and the ISO committee, inform decisions on resource allocation, including human resources, infrastructure, technology, and financial investments.



## OHS Training and Awareness

Given that the majority of our workforce is involved in manufacturing operations, our Quality Assurance (QA) and EHS departments collaborate closely with HR in developing and maintaining our training programs. These departments release quarterly training plans, which are regularly updated based on employee feedback, manager input, and regulatory requirements.

Our EHS management system provides a framework that enables our workforce to perform their job duties in a manner that prioritizes their health and safety. In addition to safe practices, employees are provided with tools and training to identify hazards and risks, report incidents, and respond in an emergency.

Beyond training, we continue to build health and safety awareness among our employees through:

- Safety informational bulletin boards and posters
- Safety quizzes
- Pamphlets
- 5-minute safety talks led by supervisors
- EHS awareness campaigns and promotion days

## Employee Engagement in EHS

We recognize that our employees are invaluable sources of insight for identifying potential EHS issues and solutions. To leverage this knowledge, we have implemented multiple feedback channels, including:

- EHS and quality hotline mobile applications
- EHS suggestion boxes
- Direct communication with the EHS team via phone, email, or walk-ins

Feedback is reviewed quarterly by our EHS team and committees to ensure issues have been resolved and suggestions are considered.

## Contractor Safety

Our workplace safety policies and procedures extend to our third-party contractors to whom we outsource certain on-site functions such as cleaning, canteen, medical staff, and security. We ensure contracted firms provide specialized training, complemented by additional safety training by Fabrinet where needed. Third parties are subject to rigorous safety inspections to verify that their equipment, tools, workspaces, and safety protocols meet our standards. As a result of our efforts, we had zero incidents among employees of third-party contractors in 2024.



## Drug-Free Workplace Campaign

Fabrinet's drug-free policy and program is another way we are working to support our employees' physical and mental health and maintain a safe workplace. The program is designed to prevent, detect, and address employee drug use. Both Fabrinet factories have received Level 1 White Factory certification from Thailand's Department of Labor Protection and Welfare drug-free workplace program, with our Chonburi location receiving certification in September 2023. To be certified, companies must demonstrate compliance with program criteria such as:

- Drug-free workplace policy and system for detecting and addressing drug use at the workplace
- Awareness and education on the dangers of drug use and related laws
- Engagement activities to create a drug-free mindset
- Drug-free workplace employee working group
- Health check-up program

The program is supported by nine dedicated employee committees. In 2024, a total of 5,411 employees underwent drug testing. For any individuals who test positive, appropriate treatment and rehabilitation are provided and their progress is closely monitored to ensure their recovery and prevent relapse. Furthermore, all test results are promptly reported to the management team to address any arising concerns effectively.

Our Pinehurst location received additional certification from the Department of Labor's Standard on Prevention and Solution to Drugs Problems in an Establishment, a more rigorous standard requiring companies to have advanced management systems and practices, including connecting those with drug abuse issues to external resources and committing to hiring and helping to reintegrate those who have successfully completed a drug rehabilitation program.

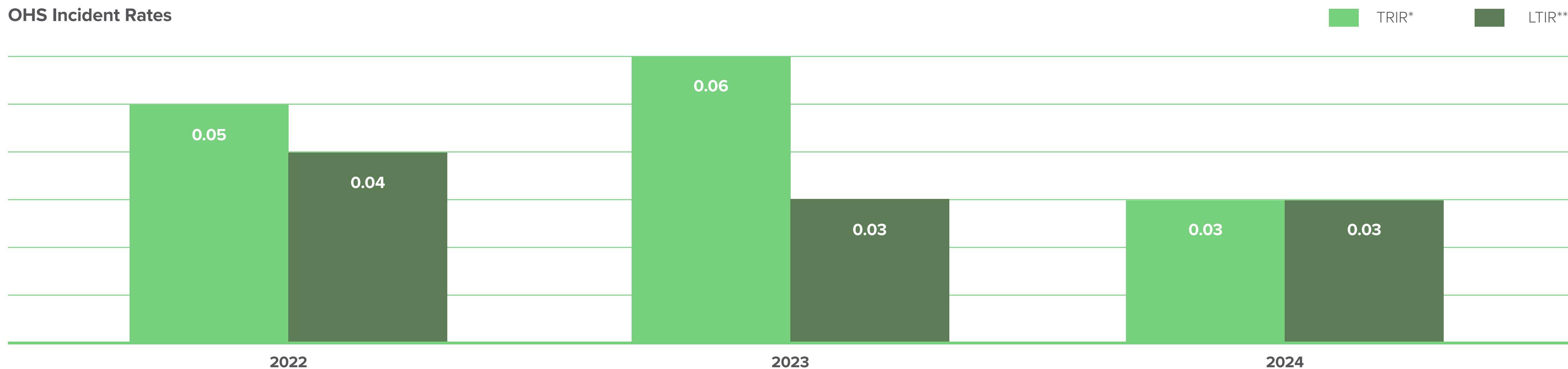
## OHS Incidents and Corrective Action

If an incident occurs, our OHS team and relevant department managers investigate, conduct root cause analysis, and promptly implement preventive measures to ensure such incidents do not reoccur. In cases of employee injury or illness during work hours, we have a dedicated in-house clinic staffed by nurses. In 2024, we transitioned from a general physician to a specialized Occupational Medicine doctor who is on-site several times a week. For more serious injuries or illnesses, our emergency response teams and EHS teams are trained and equipped to respond.

## OHS Performance

We maintain a rigorous approach to monitoring and improving our safety performance by tracking key performance indicators including Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR). In 2024, we reduced TRIR by 50%, reflecting our ongoing commitment to workplace safety and the effectiveness of our EHS management system. By maintaining this focus on continuous improvement in our OHS performance, we aim to safeguard our employees, while also enhancing operational efficiency and stakeholder trust.

### OHS Incident Rates



\* TRIR is calculated using U.S. OSHA guidelines: Number of incidents x 200,000 / total number of employee hours worked.

\*\* LTIR is calculated using U.S. OSHA guidelines: Number of lost time incidents x 200,000 / total number of employee hours worked.



## Supply Chain Management

Fabrinet's supply chain programs ensure we maintain a strong and reliable supply chain and increase efficiency and productivity for customers and suppliers, while protecting the planet and labor rights of all supply chain workers.

Our corporate supply chain team consists of more than 40 professionals dedicated to supporting procurement and material sourcing activities. We maintain strong partnerships nurtured over many years with several thousand suppliers headquartered in North America, Europe, and Asia. Our offerings to customers encompass a range of procurement and materials management services, including planning, purchasing, expediting, warehousing, and financing materials from suppliers.

As our customers retain complete control over the design and bill of materials for their products, they typically specify the suppliers of key components for products we manufacture on their behalf. Nevertheless, we collaborate closely with our customers to identify and approve alternative local suppliers for mechanical components, printed circuit boards, passive optics, commodity electronics, and indirect materials whenever possible.

### RBA Validated Assessment Program

The RBA Validated Assessment Program (VAP) was developed to reduce the burden on companies from receiving multiple customer requests for environmental and social audits, and it has become the leading standard for on-site compliance verification and effective, shareable results. Audits conducted by RBA-approved third-party auditors include site visits, document review, and interviews with management and employees to assess a company's conformance with the RBA Code of Conduct.

We periodically undergo full RBA VAP audits of our facilities as part of our membership commitments. In 2024, our Chonburi and Pinehurst locations received the highest designation, Platinum, for VAP audits covering social standards, health and safety at work, environment, business ethics, and management system.

## Supplier Standards and Qualification

Fabrinet is a member of the Responsible Business Alliance (RBA), an association of global electronics companies whose mission is to improve the social and environmental conditions in the global supply chain. As a guide to achieve our goals, we look at principles, policies, and standards as prescribed by the RBA for maintaining and improving responsible supply chain operations.

RBA members must commit to complying with the RBA Code of Conduct and its standards related to labor, health and safety, environment, ethics, and management systems. We expect our suppliers and service providers to uphold this same commitment as a condition of doing business with or on behalf of Fabrinet. As part of the qualification process, our suppliers must sign our [Supplier Code of Conduct](#), which requires conformance to Fabrinet's [Code of Conduct](#), the [RBA Code of Conduct](#), and Fabrinet's [Conflict Mineral Sourcing Policy](#).

To continuously improve our due diligence and qualification process, we:

- Communicate our expectations and information requirements to our direct suppliers
- Monitor changes in circumstances that may impact the facts or our determination
- Regularly check with our direct suppliers and undertake additional fact and risk assessments where potentially relevant changes are identified
- Review new products for conflict minerals conformance during initial qualification
- Work with suppliers to improve their performance when our due diligence uncovers areas of noncompliance with our standards and requirements

Information on Fabrinet's management of risks related to conflict minerals can be found on our [website](#).

### Supplier Audits

Our supplier quality engineers are responsible for monitoring and managing a diverse field of worldwide suppliers, traveling on-site for quarterly audits of a select subset of our suppliers for conformance with purchasing requirements and to manage any component quality issues.

## Quality Management

Fabrinet combines an unwavering focus on quality with highly experienced technologists and world-class manufacturing infrastructure. Uncompromising quality practices and manufacturing process disciplines are embedded into every aspect of our operations, leveraging our extensive quality management system focused on continual process improvement. We employ Six Sigma, Kaizen, enhanced statistical engineering techniques, and other tools to improve product and service quality.

Because of the stringent standards and precision manufacturing required, many of the products we manufacture entail a lengthy qualification process, which, combined with field testing, can take three to six months or more. Our production processes must be qualified with our customers, and the products that we manufacture must also meet the product quality requirements of our customers' customers. Our quality management systems ensure we meet or exceed their requirements and industry standards. In addition to TLS-8001 for labor management systems, ISO 14001 for environmental management systems, ISO 45001 for OHS management systems, and ISO 22301 for business continuity management systems, we maintain the following quality-related certifications covering 100% of our manufacturing operations and sites in Thailand:

- ISO 9001—Quality Management Systems
- ISO 13485—Quality Management Systems (Medical Devices)
- AS 9100—Quality Management Systems (Aerospace Industry)
- TL 9000—Quality Management Systems (Telecommunications Industry)
- IATF 16949—Quality Management Systems (Automotive Industry)
- NADCAP—Quality Assurance (Special Processes, Aerospace and Defense Industries)
- IEC 61340-5-1—Electrostatic Discharge Control Systems
- ANSI/ESD S20.20—Electrostatic Discharge Control Programs
- ISO/IEC 17025—Testing and Calibration Laboratories
- C-TPAT—Supply Chain Security System

We comply with additional standards of regulatory agencies and are subject to continual review and periodic inspection for compliance related to testing, quality control, and documentation procedures, among other areas. In the European Union, for example, we are required to maintain certain ISO certifications to sell our precision optical, electro-mechanical, and electronics manufacturing services. We also comply with all applicable U.S. Food and Drug Administration standards for the manufacture of medical devices.



## Quality Management Training

We provide extensive, ongoing quality management training to enhance employee skills and capabilities and promote a quality culture. Our quality management system ensures all applicable employees are provided relevant training according to their job function and monitors the effectiveness of required training. Most of the trainings are provided by our Continuous Improvement team and other Fabrinet team members, supplemented with external offerings, on over 50 topics covering:

- Quality Management System
- Quality Management Standards
- Problem Solving and Quality Control
- Lean and Six Sigma
- Advanced Quality Tools
- Other Technical Topics

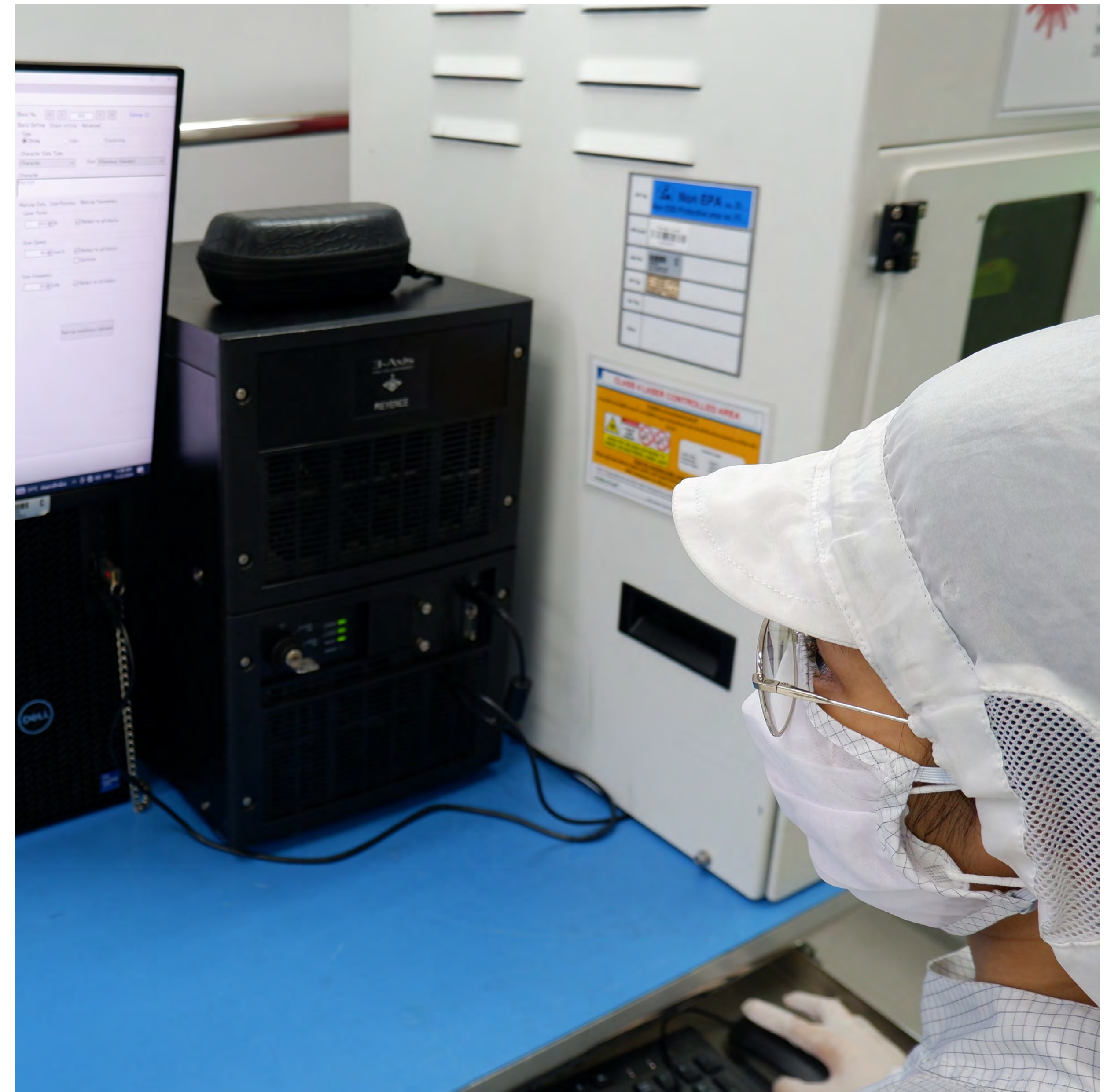
## Quality Control

By integrating our manufacturing and test controls, quality systems, and software platforms, we significantly enhance our capability to consistently deliver high-quality products. In turn, this reduces the risk that we will be required to repair or replace defective products. Our manufacturing execution system (MES) is directly integrated with our test system and enterprise resource planning database allowing us to respond to

any process changes and deviations in real time. Our MES checks that products follow the correct process and that test results meet all specified criteria. We are able to provide complete product traceability of each product lot by manufacturing process step starting from incoming material inspection through product completion, which is accessible to customers via a web portal.

Fabrinet maintains multiple advanced testing facilities where we provide a variety of test management services and product-specific test strategies developed with customers. Our ability to carry out internal PCBA (printed circuit board assembly) testing, mechanical testing, and optical testing is enabled through our on-site labs, testing expertise, and technology that includes:

- Advanced engineering
- Advanced optical testing labs
- Material and process analysis labs
- Environmental testing chambers
- Failure analysis lab
- Reliability testing
- In-house calibration for timely control
- Clean room manufacturing capabilities ranging from Class 1,000 to Class 100,000



07

# Environmental



Sustainable Manufacturing

Energy and Emissions Management

Waste Management

Chemical Management

Water Management

Scaling Our Customers' Sustainable Solutions



At Fabrinet, we recognize that environmental responsibility is not just a corporate obligation, but an opportunity to drive innovation and efficiency in our operations and reduce costs. Our ISO 14001 and ISO 45001-certified EHS management system guides all of Fabrinet's operations, with programs and initiatives that focus on energy and water conservation, emissions reduction, waste minimization, and chemical management.

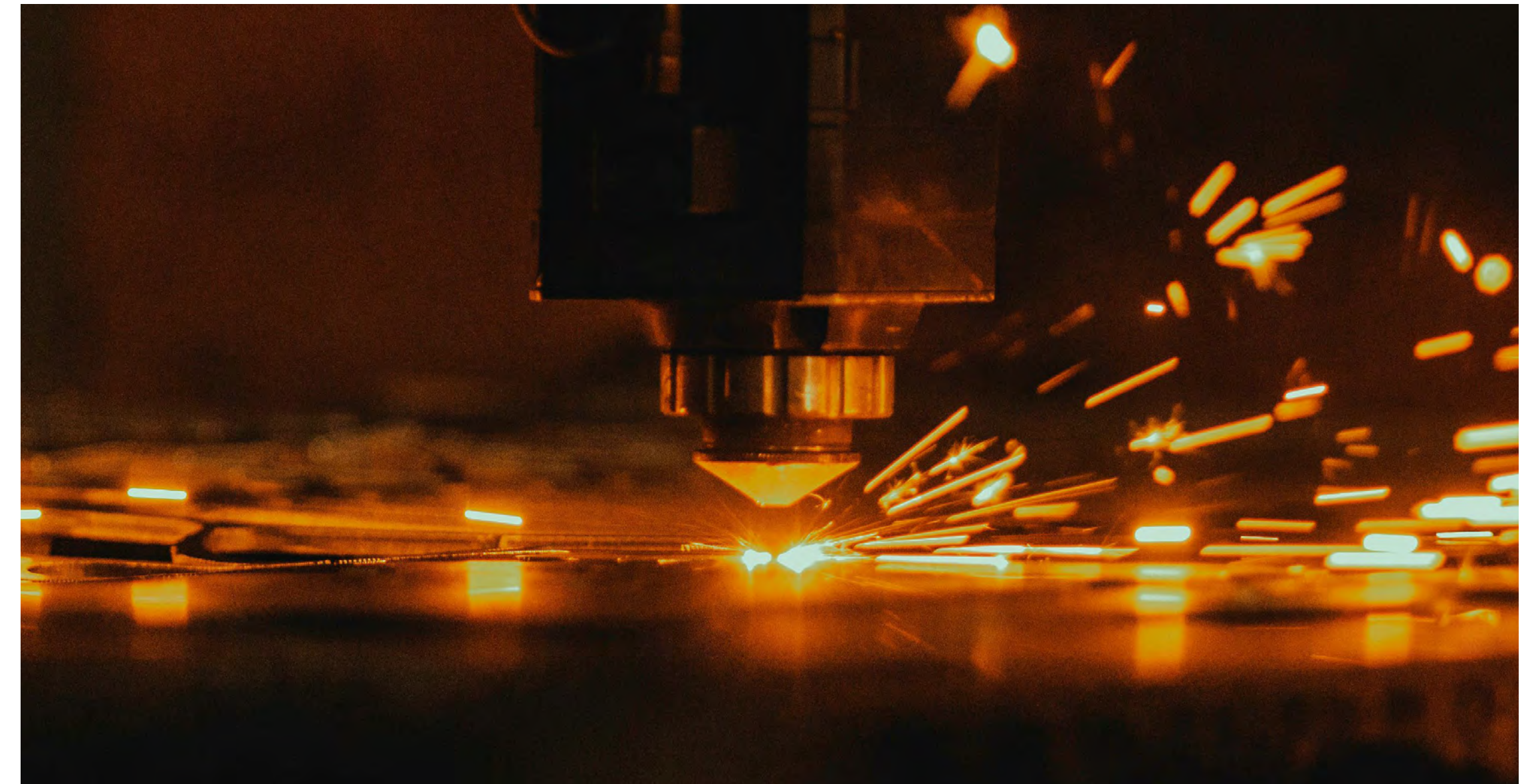
## Sustainable Manufacturing

One of our primary focus areas has been identifying sustainability opportunities through lean manufacturing processes. By optimizing our production methods, we have not only reduced waste but also improved our overall operational efficiency. This approach aligns with our commitment to continual improvement and our dedication to delivering high-quality products to our customers.

Our Green Stream Mapping approach draws inspiration from the principles of lean manufacturing, particularly value stream mapping, a tool designed to pinpoint inefficiencies and waste in processes. We have customized this tool to specifically target environmental factors, both inputs and outputs, throughout our business processes and product lifecycle, discerning and addressing their environmental implications.

We leverage Kaizen and Six Sigma methodologies to advance our sustainable and responsible manufacturing practices, including:

- **Efficiency Enhancement:** Kaizen principles empower our teams to continuously identify and eliminate inefficiencies in our processes, leading to reduced resource consumption and waste generation.
- **Quality Improvement:** Six Sigma focuses on minimizing defects and variations in our manufacturing processes, ensuring that our products meet high-quality standards from the outset, reducing the need for rework or replacement.
- **Resource Optimization:** Both Kaizen and Six Sigma foster a culture of optimization, which helps us make the most of our resources, such as materials, energy, and labor hours, contributing to reduced environmental impact.
- **Waste Reduction:** Through the systematic application of Kaizen and Six Sigma methodologies, we have significantly reduced waste generation across our operations, making a positive impact on the environment and our bottom line.



**In 2024, Fabrinet initiated and implemented 206 projects related to Green Stream Mapping and 3R (Reduce, Reuse, Recycle) initiatives to reduce waste and natural resource consumption.**

We conduct Environmental Impact Assessments for all new products using a life cycle perspective. This evaluation process covers the impact on natural resources, environmental factors including air and water pollution, noise pollution, waste, and health and safety concerns. These criteria are applied at every stage of the product's life cycle, from materials selection and production to usage, end-of-life considerations, disposal, and transportation.

## Sustainability Training and Awareness

Our successful environmental performance depends on the dedication of our teams in their day-to-day roles. To instill a sustainability mindset, we actively engage and educate our employees through:

- **New Hire Awareness Training** focuses on our EHS management system and the importance of conserving natural resources and protecting the environment.
- **Green Living Workshops** offer practical tips for conserving and protecting the environment in our daily activities.
- **3R Training** teaches the application of lean manufacturing principles to our processes and covers our 3R Program policy and procedures for waste reduction and sustainability efforts.
- **ISO Committee Training** prepares members of the ISO 14001 and 45001 Committee to comply with ISO requirements and carry out their internal audit duties.
- **Special Sustainability Events** engage our employees across business units to foster awareness on sustainable living and inspire proactive actions.

## National and World Environmental Day Celebrations

The CSR teams from Pinehurst and Chonburi sites organized our FY 2024 “CSR, ESG & Thai Environment Day” in collaboration with the EHS team, focusing on the theme “Together, we build a sustainable future while embracing our social responsibility.” The event aimed to raise awareness of Thailand’s sustainable development goals and enhance employees’ understanding of CSR and EHS practices. Almost 1,400 employees participated in activities such as Q&A sessions on SDG Goals, Mini Plant Giveaways, and a Creative Recycling Invention Contest. Booths were set up by Fabrinet’s Volunteer, Happy Soul, Save Nature, and Music clubs, as well as by shops invited from the local community.

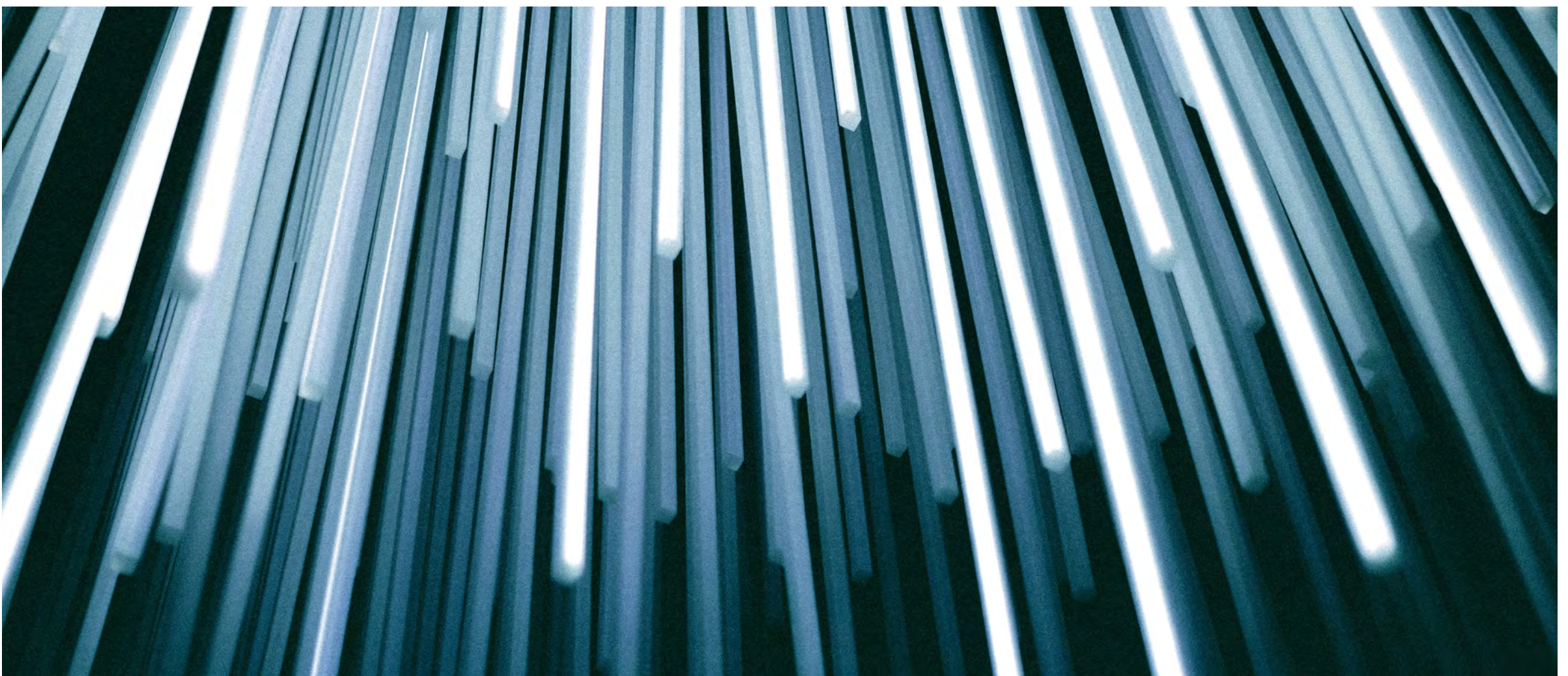
We also organized a World Environment Day event with the theme, “Our land, Our future. We are #GenerationRestoration.” To celebrate, 120 Fabrinet volunteers helped to plant 850 mangrove seedlings and collect 900 kilograms of litter at a local beach.



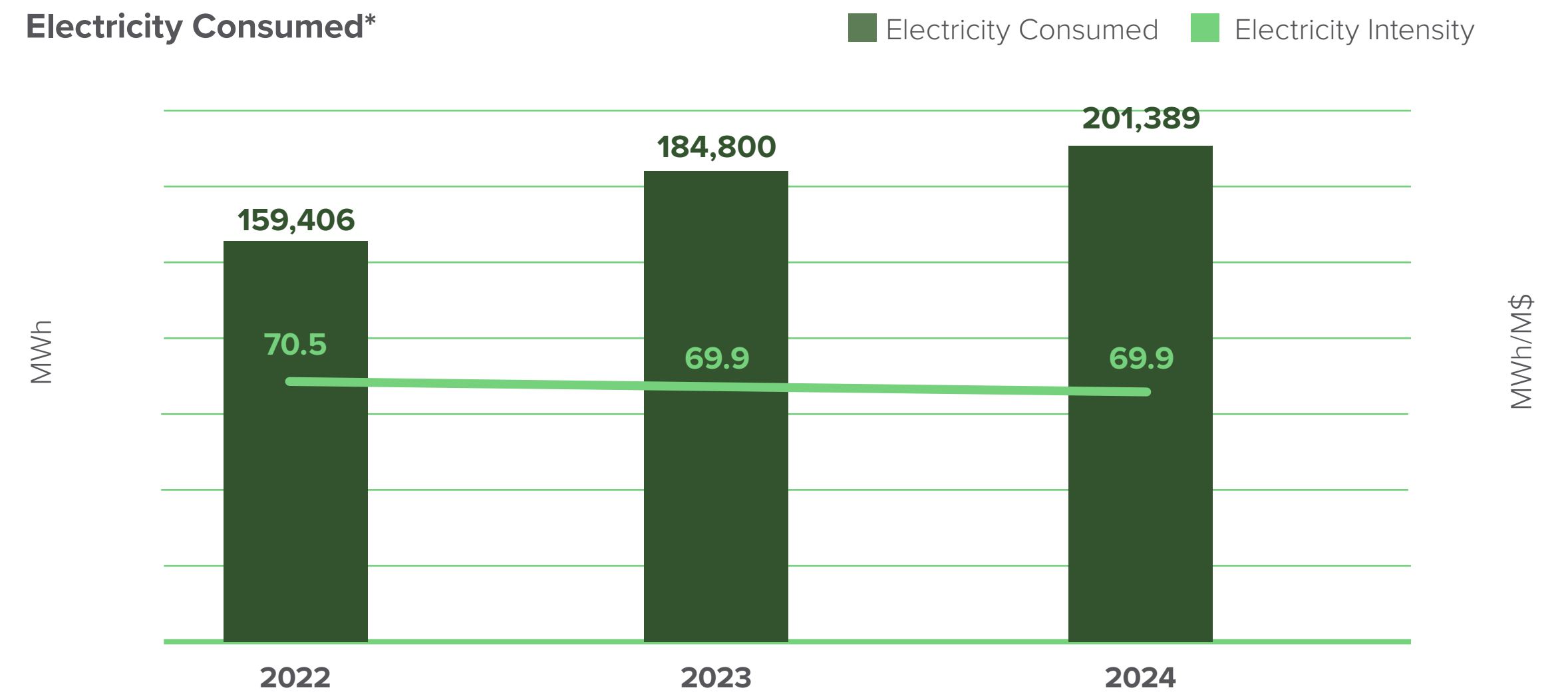
## Energy and Emissions Management

We operate according to our Energy Management Policy, developed to align with energy conservation laws and regulations, while prioritizing efficiency, cost-effectiveness, and environmental stewardship. We have established a dedicated energy management team, tasked with identifying and implementing energy-efficient practices and projects across all areas of our operations, without compromising product quality.

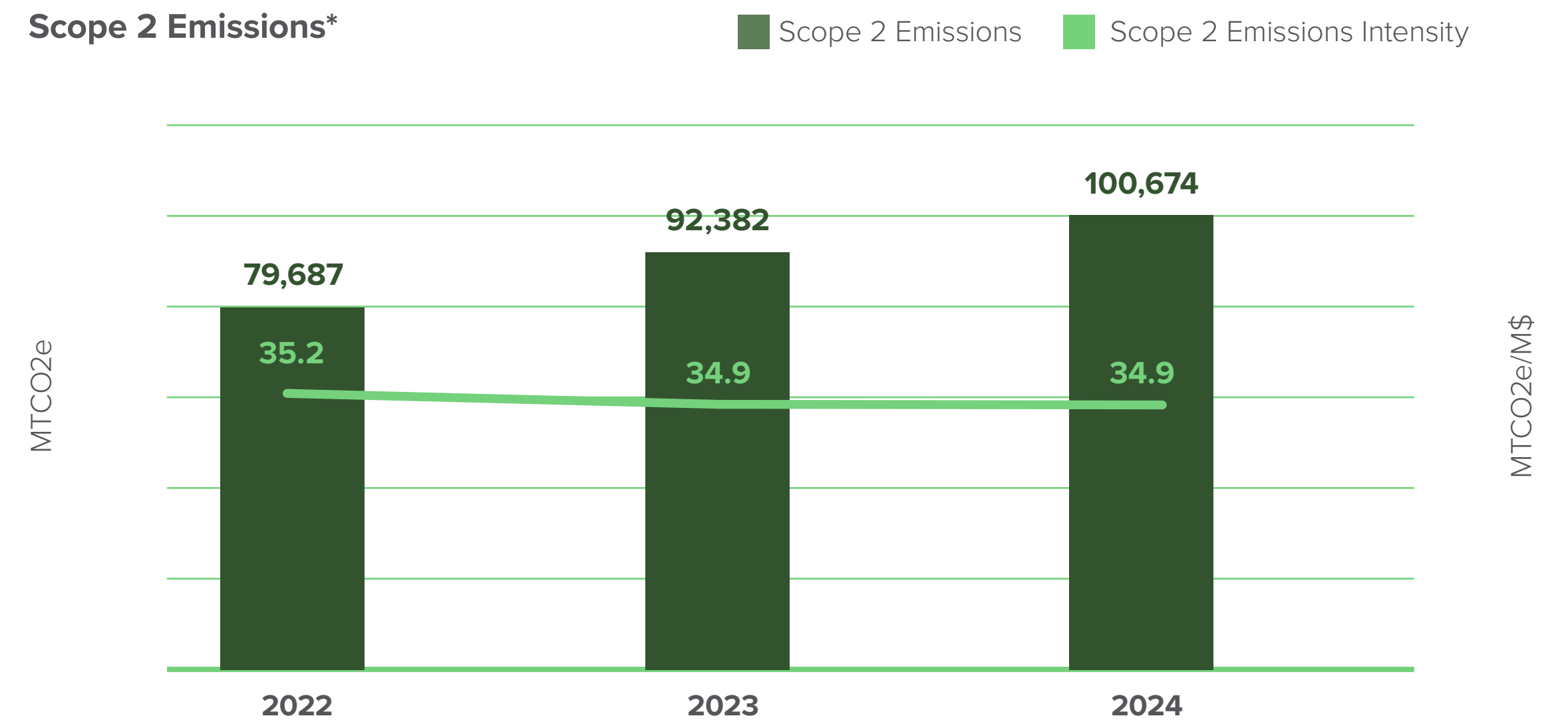
Our annual objectives are focused on electricity consumption and Scope 2 emissions —we rely on the public power supply for more than 90% of our energy needs, with electricity accounting for over 95% of our total Scope 1 and 2 emissions. In 2024, our electricity intensity was 69.9 MWh per million dollars of revenue and our Scope 2 emissions intensity was 34.9 metric tons of CO2e per million dollars of revenue, which met our objectives of remaining below 70 MWh per million dollars of revenue and 37 metric tons of CO2e per million dollars of revenue, respectively.



Electricity Consumed\*



Scope 2 Emissions\*



\*Electricity and Scope 2 emissions comprise 95% of our total energy consumption and total Scope 1 and 2 emissions.

## Waste Management

Fabrinet employs a comprehensive approach to waste management and waste reduction. Each waste stream undergoes separation, enabling us to assess strategies for waste elimination, reduction, and recycling. Both non-hazardous and hazardous waste are subject to detailed guidelines and procedures, with training provided starting with our employee on-boarding process. Our EHS team conducts audits at least monthly, and more frequently for chemical handling and storage. Hazardous waste disposal is entrusted to licensed third-party vendors who adhere to national regulations and international standards.

### Circular Economy

Fabrinet has actively embraced circular economy principles through our participation in a development program led by Thailand's Ministry of Industry. This initiative, implemented by the Department of Primary Industries and Mines in partnership with the Management System Certification Institute (MASCI Thailand), evaluates organizations across six key core performance indicators, which include:

- Systems Thinking: Holistic approach to resource management
- Innovation: Development of sustainable solutions
- Stewardship: Responsible resource management
- Collaboration: Partnership across value chains
- Value Optimization: Maximizing resource efficiency
- Transparency: Clear reporting and accountability

Through this program, Fabrinet has integrated circular economy principles into our operations, focusing on minimizing waste, optimizing resource use, and creating sustainable value throughout our manufacturing processes.

## Waste Reduction Programs

Fabrinet's 3R Program spearheads our organization-wide endeavors to reduce our waste impact. With active participation expected from all employees, the program encompasses every facet of our operations, including canteen, manufacturing, and offices, specifically focusing on minimizing landfill waste and activities with negative environmental impacts.

The 3R Program is overseen by our General Manager of Quality, who appoints Project Champions responsible for planning, executing, assessing, and updating the program's progress. Project Champions collaborate closely with the 3R Steering Committee, which is comprised of leaders from various departments, including EHS and Quality. The committee provides ongoing guidance, reviews data, and establishes key performance indicators. It also approves implementation plans when opportunities for improvement arise in areas such as inventory control, raw material handling, process adjustments, material changes, logistics, and waste reduction in our canteen and offices.

Fabrinet's recycling efforts encompass diverse materials, including plastic bags, paper, wood, beverage containers, as well as plastic, foam, sponges, gloves, and other items. Collaborating with our local suppliers, we try to reuse packaging materials in an environmentally friendly manner, promoting sustainability without compromising product quality. Packaging from other suppliers is sold domestically to third parties for processing and recycling. Our wooden pallets are repurposed by companies to craft affordable furniture for the local community. See more in the [Community Engagement](#) section about how we use our waste to create a positive impact in our communities.







### Food Waste Reduction Program

In 2024, Fabrinet partnered with local pig farms to reduce food waste and related GHG emissions from our canteens. We contracted with third-party vendors to collect and deliver food waste from our Pinehurst and Chonburi campuses to the farms, where our leftovers were mixed in with feed for pigs.

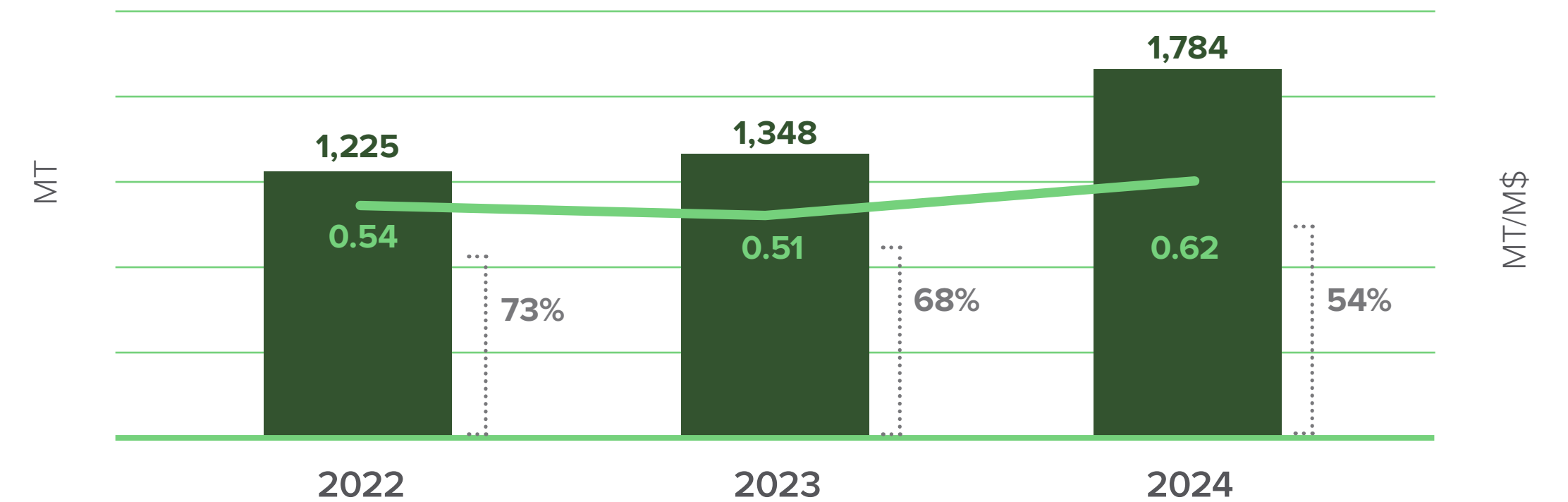
### Solvent Recycling

Fabrinet recycles chemicals from our production processes, such as acetone, methanol, ethanol, and isopropyl alcohol, through a third-party vendor, Recycle Engineering, which was founded to bring international standards of waste management to the industrial sector in Thailand, particularly focused on reducing the environmental impacts of chemical waste.

We prioritize measures to reduce hazardous waste in our operations and its potential impact on the environment. Our hazardous waste intensity is driven by the type and quantity of products we manufacture for our customers, which can change from year to year. While our hazardous waste intensity went up in 2024, we met our objective of generating less than 0.6 metric tons of non-hazardous waste per million dollars of revenue and less than 0.04 metric tons of hazardous waste per million dollars of revenue.

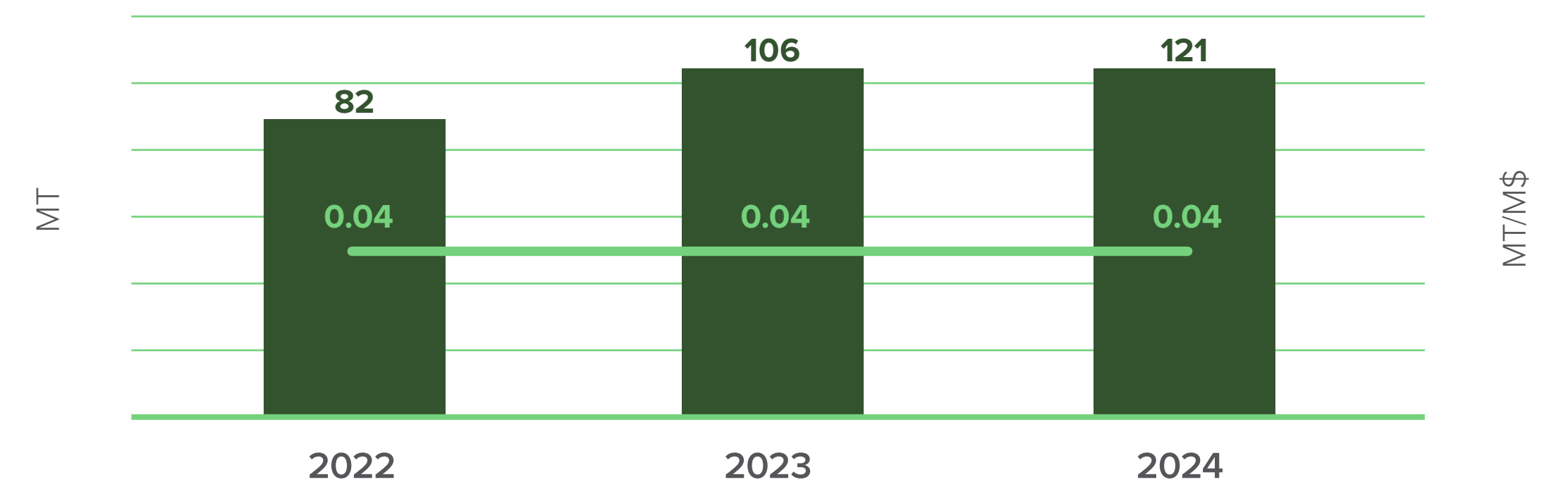
#### Non-Hazardous Waste Generated and Recycled

■ Non-Hazardous Waste Generated ■ Non-Hazardous Waste Intensity □ Non-Hazardous Waste Recycled %



#### Hazardous Waste Generated

■ Hazardous Waste Generated ■ Hazardous Waste Intensity



## Chemical Management

With an eye toward protecting human health and the environment, we follow best practices and adhere to international standards, applicable regulations, and customer requirements on the use of chemicals in our operations and products. Our quality management system and EHS management system include policies and procedures related to chemical management covering material sourcing and handling, storage, labeling, lab testing, manufacturing, training, emergency response, disposal, and other aspects of our operations.

Vendors are selected based on their ability to meet standards and requirements, including those related to chemical safety. In addition to Fabrinet's standards, each Fabrinet customer specifies the environmental, health, safety, and other standards for materials related to their products that must be satisfied by vendors.

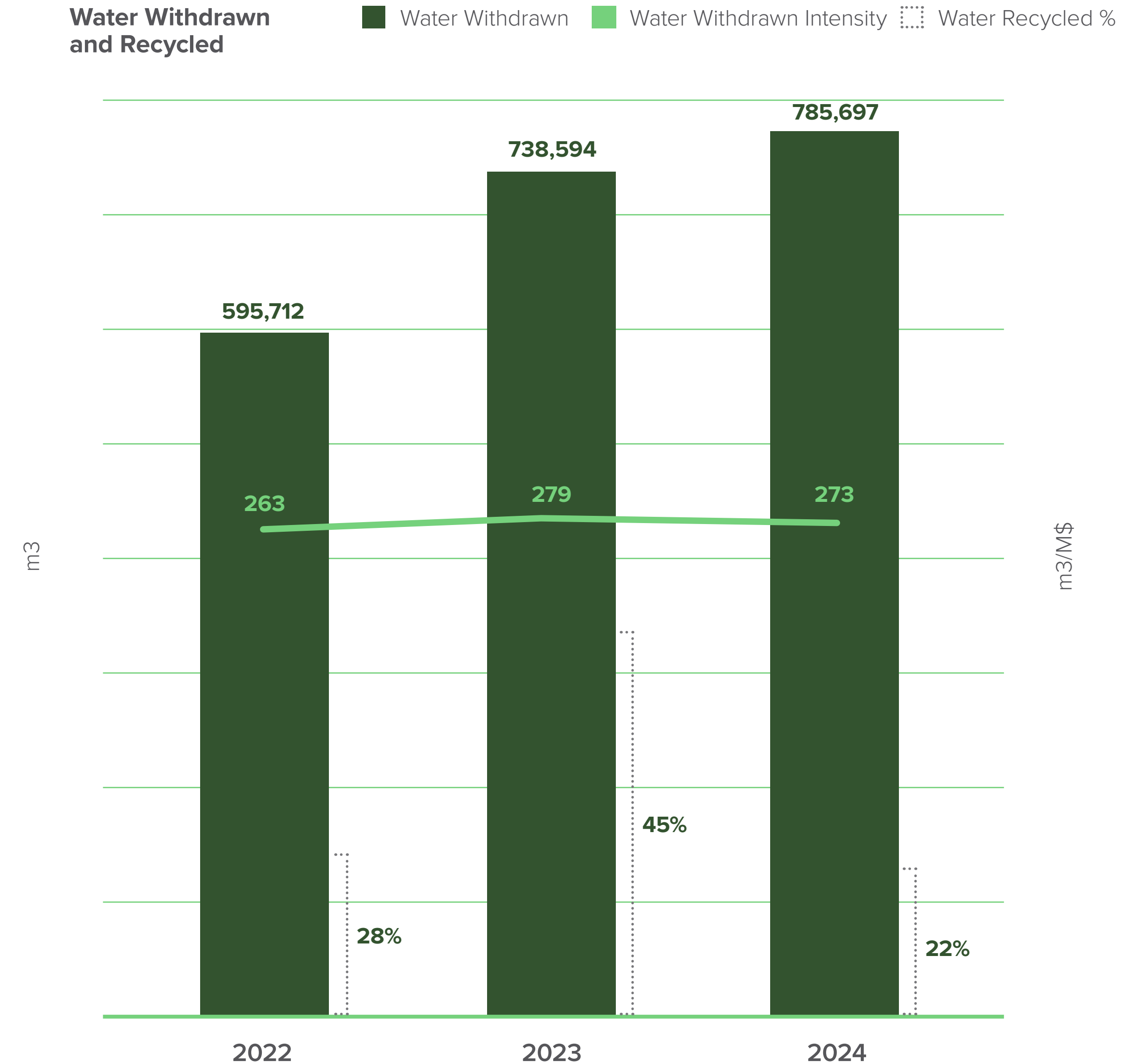
Vendors must provide material safety data sheets, material declarations, certificates of conformity, product traceability records, and other documentation needed to assess whether chemicals, components, packaging, and other materials used in the manufacturing process and products meet customer and regulatory requirements, such as the European Union's RoHS and REACH Directives.

## Water Management

Fabrinet sources water from the municipal water supply and groundwater. Our overall water use is primarily driven by canteen operations and sanitation facilities; our production processes use small quantities of water for cleaning purposes only. Despite this, we remain committed to decreasing our water use and expanding our utilization of recycled water.

In 2024, we successfully recycled 22% (172,731 m<sup>3</sup>) of the water we withdrew, directing it toward sanitation facilities and landscape irrigation. Our water withdrawal intensity increased in 2023 and 2024 due to new construction at our Chonburi factory, while our water recycling decreased due to construction-related issues.

### Water Withdrawn and Recycled



## Scaling Our Customers' Sustainable Solutions

Our customers rely on Fabrinet to be a technology leader in advanced manufacturing, helping them achieve time-to-market advantages by offering leading-edge technologies at lower cost and with the agility to quickly scale as demand grows. Our key growth areas are driven by demand for next-generation technologies, including those that play a role in the transition to a low-carbon economy, improve resource efficiency, and enhance safety. These technologies include optical communication devices for telecom networks and data centers, electronics for electric vehicle (EV) charging infrastructure, and a variety of LiDAR applications.

### Sustainable Data Centers in the AI Era

The rapid adoption of artificial intelligence (AI), machine learning, and Internet of Things applications has driven exponential growth in data center traffic. This in turn has fueled the energy demands from IT equipment, cooling systems, and other supporting infrastructure. Data centers now consume over 4% of electricity produced in the U.S., and this is projected to increase to 12% of consumption by 2028<sup>1</sup>. Power efficiency has become a key performance criterion alongside speed, latency, and cost for advanced data communication technology.

Fabrinet is strategically positioned to help address data center industry challenges by providing manufacturing services that incorporate next generation photonics technology, including transceivers that enable data centers to operate with greater efficiencies, consuming fewer Watts per Gb/s than previous generations and improving installation and maintenance efficiency.

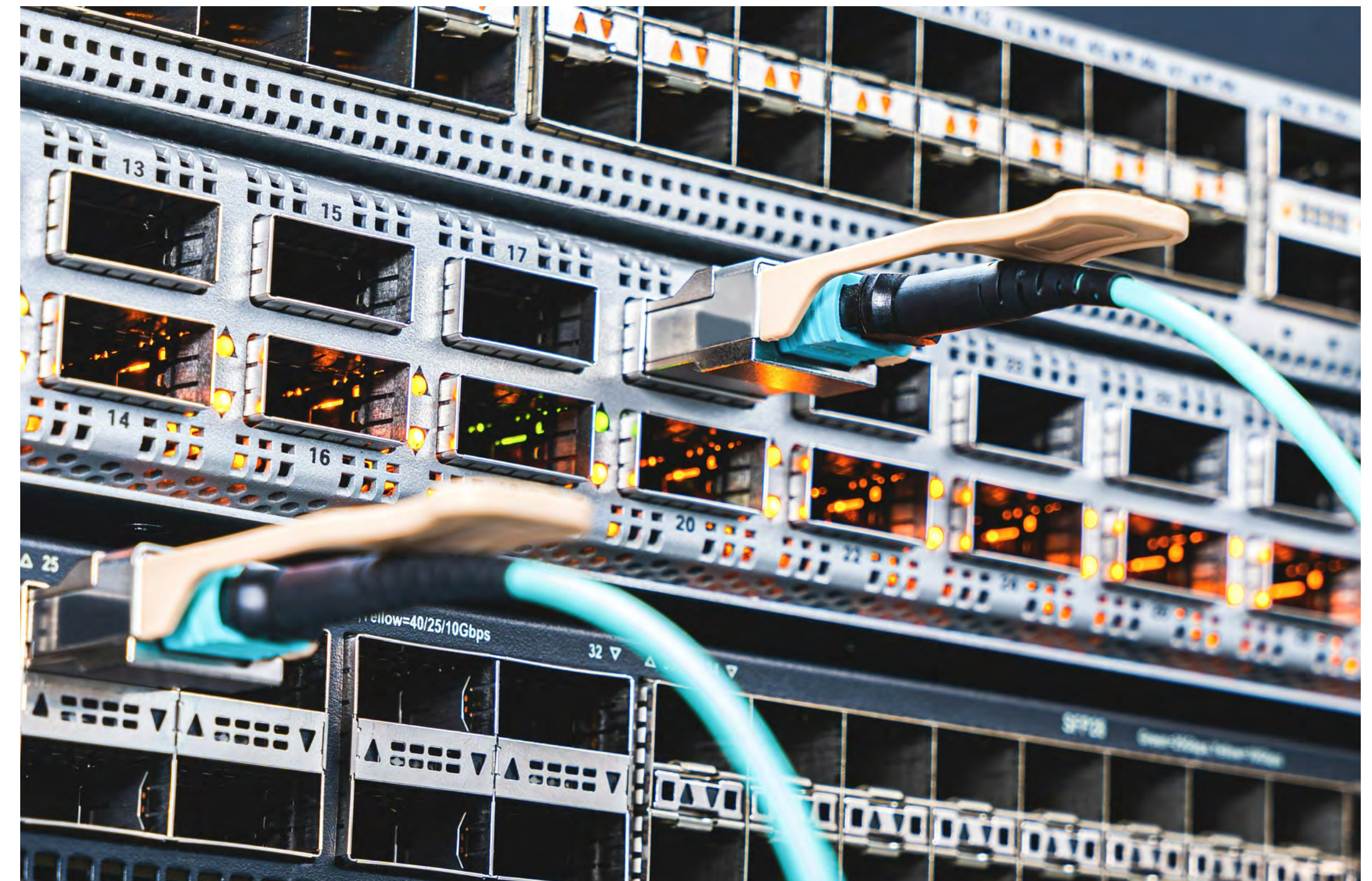
For over a decade, Fabrinet has been a key manufacturer of optical communications devices used in data centers, always striving to stay ahead of industry advancements. As the industry targets higher data transmission speeds of 800Gb/s and 1.6Tb/s, critical for the growth of data centers for AI, Fabrinet remains at the forefront of this technology evolution. We have been ramping 800-Gig transceiver production since 2023 and expect to go into volume production of 1.6 Tb/s devices in 2025.

<sup>1</sup>Lawrence Berkeley National Laboratory, 2024 United States Data Center Energy Usage Report

## Sustainable and Safe Transportation

Fabrinet continues to provide electronic products for the EV industry, primarily focusing on charging infrastructure components. This supports the critical expansion of EV charging networks, which is essential for accelerating the adoption of electric vehicles and reducing transportation-related emissions.

We also continue to provide manufacturing services to companies developing innovative LiDAR applications, which include advanced driver assistance and automated driving systems that are improving vehicle, road, and pedestrian safety.



08

# Governance

Corporate Governance

Enterprise Risk Management

Business Ethics



## Corporate Governance

Fabrinet recognizes that good governance is essential to promoting trust and confidence among our stakeholders and ensuring all parties' interests are considered. Fabrinet's Board of Directors establishes rigorous expectations for the company's employees, officers, and directors and is entrusted with the responsibility of acting as stewards for shareholders when managing our operations. To meet these obligations and carry out its duty, the Board adheres to the procedures and criteria outlined in our [Corporate Governance Guidelines](#).

### Governance Highlights

- Board independence (6 out of 8 directors are independent)
- Independent directors regularly meet in executive sessions without management present
- Directors attended 100% of all Board and Committee meetings in FY 2024
- Diversity of Board skills and experience
- Annual Board and Committee evaluations
- Strong corporate governance guidelines and policies
- Majority voting director resignation policy for uncontested elections
- Share ownership guidelines for executive officers and directors
- Succession planning process
- Shareholder outreach program
- Board risk oversight and assessment

## Board Committees

The Board fulfills its duties through regularly scheduled quarterly meetings of the Board and each of its committees. It consists of three standing committees, each comprised of independent directors who contribute specialized expertise and insights to their respective areas of oversight.

- **Audit Committee**—oversees financial reporting and auditing processes, internal controls, compliance with laws, whistleblower reports, and enterprise risk management.
- **Compensation Committee**—reviews and approves executive compensation and employee compensation and benefits programs.
- **Nominating and Corporate Governance Committee**—identifies and evaluates potential new directors, oversees Fabrinet's ESG practices, reviews and assists with CEO and executive officer succession planning.

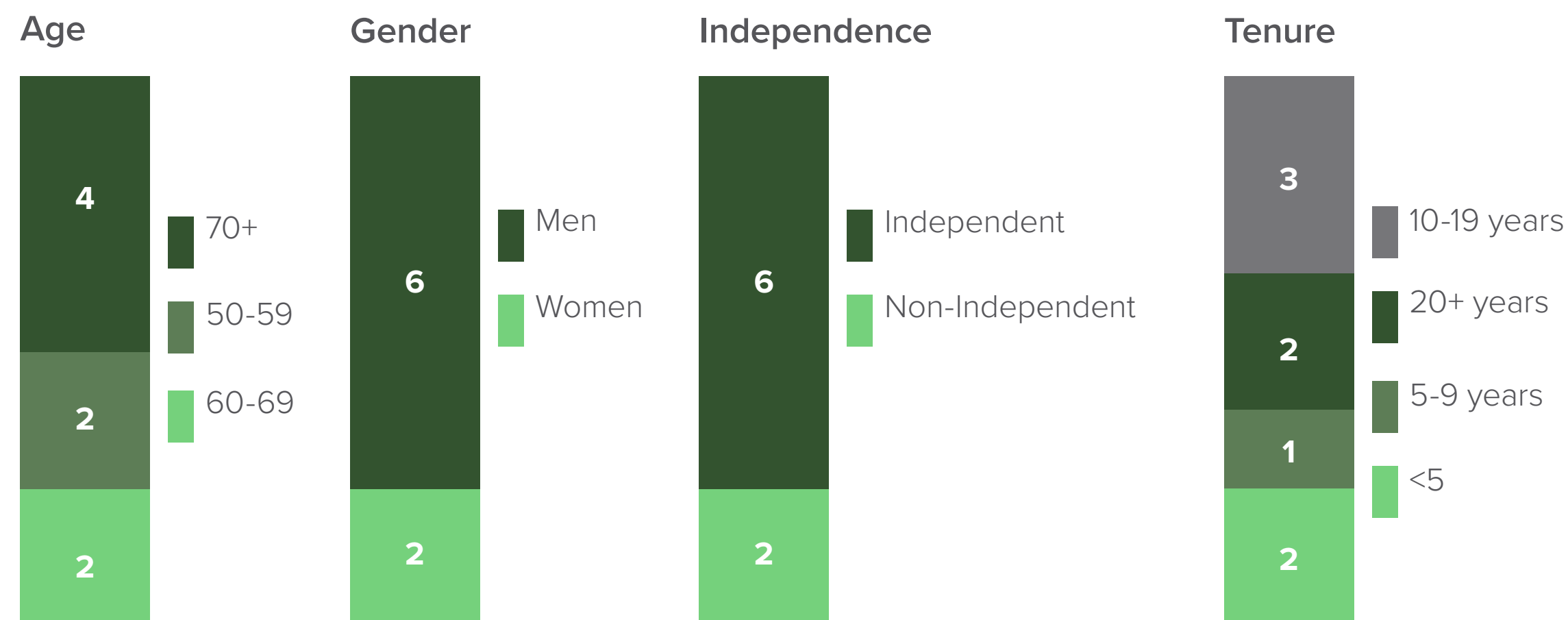
The Board and its committees held 21 meetings in total, with five executive sessions where independent directors met without management present. More information about each committee's oversight responsibilities of ESG can be found in the ESG Governance section of this report.

The Nominating and Corporate Governance Committee reviews the qualifications, experience, and skills of potential candidates for the Board of Directors before recommending them for nomination to the Board. The committee employs a comprehensive approach to identifying and assessing potential nominees.

While the committee has not established specific minimum qualifications or a formal diversity policy for director candidates, the committee believes that candidates and nominees should reflect a board of directors that is predominately independent and that is comprised of directors who (1) are of high integrity, (2) have broad, business-related knowledge and experience, (3) have qualifications that will increase overall board effectiveness, (4) have diverse backgrounds and perspectives, and (5) meet other requirements as may be required by applicable rules, such as financial literacy or financial expertise with respect to Audit Committee members.

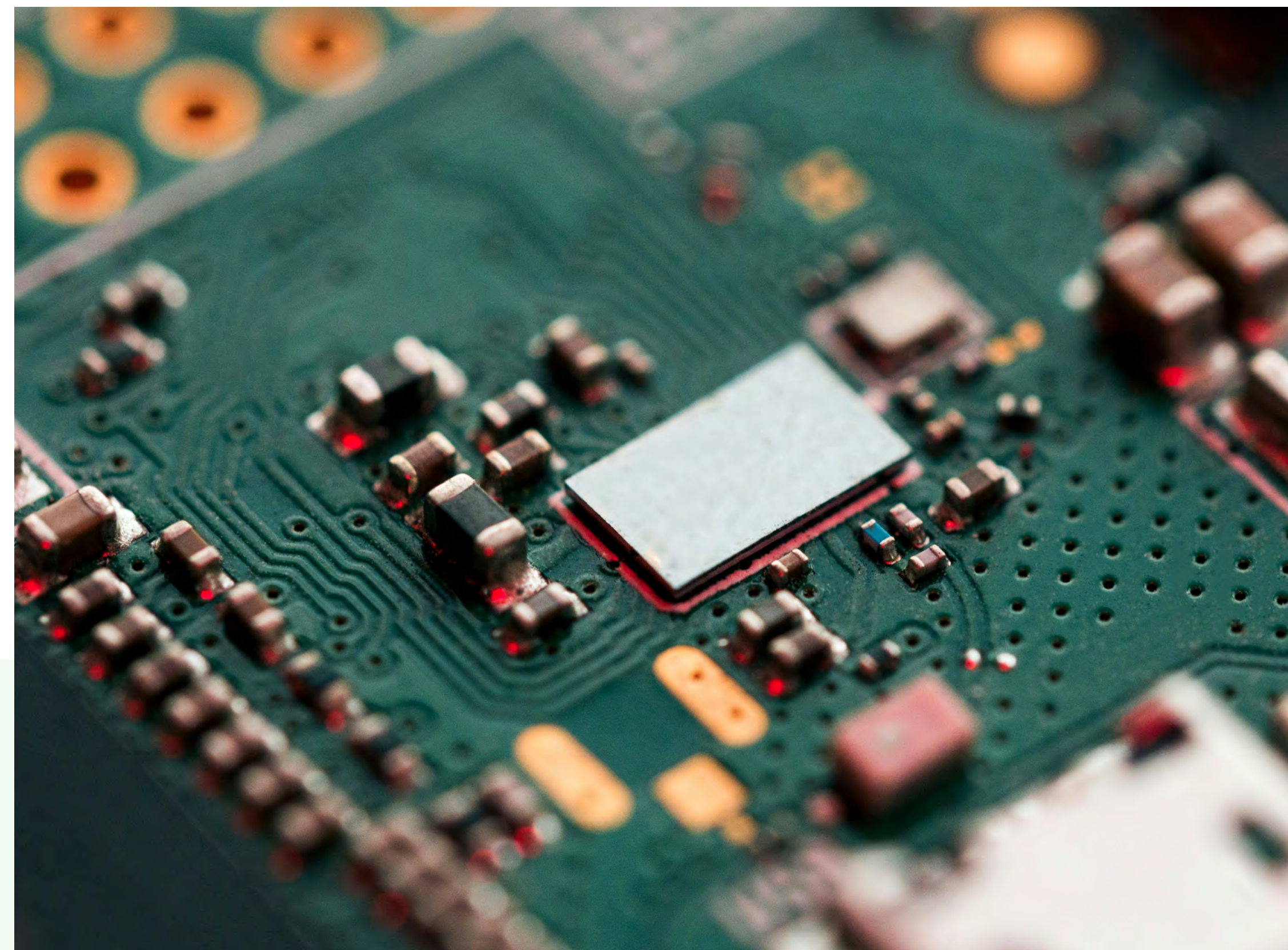
Our Board of Directors brings diverse skills, experience, knowledge, and perspectives to areas critical to our business. Their collective knowledge ensures appropriate management and risk oversight and supports our strategy of long-term sustainable value creation.

### 2024 Board Composition



### Welcome to Our New Board Member

Forbes I.J. Alexander joined our board in June 2024. Among other skills and qualifications, Mr. Alexander brings to the Board extensive audit and financial reporting expertise and executive leadership experience, having served as the Chief Financial Officer of Jabil Inc. for 14 years.

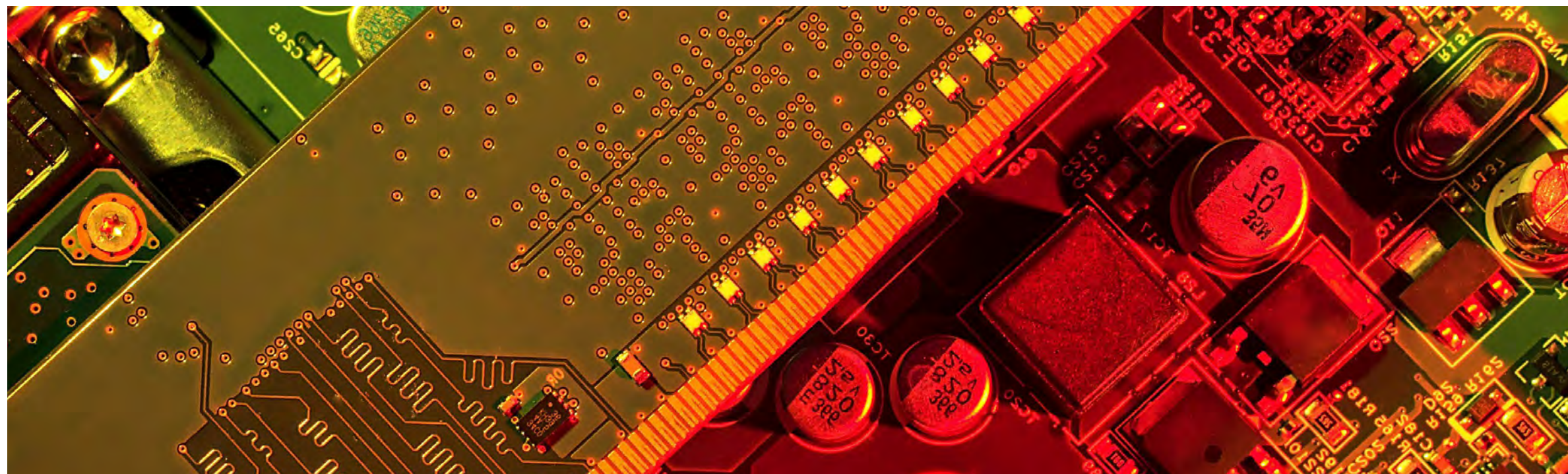


Director Name	Executive Leadership	Industry	Operational Manufacturing	Finance	Global Leadership	Business Development & Strategy	Information Security	Other Public Company Board Experience
David T. (Tom) Mitchell	■	■	■	■	■	■		■
Seamus Grady	■	■	■	■	■	■		
Dr. Homa Bahrami				■	■	■		■
Thomas F. Kelly	■			■	■	■	■	■
Darlene S. Knight	■		■	■	■	■		■
Dr. Frank H. Levinson	■	■	■	■	■	■		■
Rollance E. Olson	■		■	■		■		
Forbes I.J. Alexander	■	■	■	■	■	■		■

## Enterprise Risk Management

In its oversight role, the Board and its committees monitor risk management processes, including the identification and management of various risks. These risks encompass enterprise, financial, operational, information security, business, and reputation, and includes risks related to corporate social responsibility and environmental sustainability. The management team is responsible for day-to-day risk management, working to identify, evaluate, and mitigate risks at the enterprise, strategic, financial, and operating levels. Periodic Board and committee meetings provide opportunities for management to report on risks and seek guidance from the Board. For example, Fabrinet's Chief Financial Officer provides reports to the Audit Committee concerning financial, tax, and audit-related risks. In addition, the Audit Committee receives periodic reports from management on our compliance programs and efforts, investment policy, and practices. (More information on each committee's responsibility for overseeing ESG-related risks and opportunities can be found in the ESG Governance section of this report.)

All of Fabrinet Thailand operates under an ISO 22301-certified business continuity management system (BCMS). The purpose of our BCMS is to minimize impacts from any disruptive incidents, such as natural or man-made disasters, major supply chain issues, or cyberattacks, allowing Fabrinet to maintain operations, recover quickly, and reduce the potential costs and duration of a disruption.



## Business Ethics

Fabrinet is committed to nurturing a corporate culture that upholds the highest standards of ethics through business practices and behavioral principles. Our Code of Conduct serves as a compass for ethical and compliant behavior among our directors, officers, and staff. Mandatory Code of Conduct training is required of all managers, finance personnel, procurement specialists, employees involved in import/export activities, and any other individuals who engage with customers, suppliers, or government representatives. We also require our suppliers to agree to conduct their business practices in accordance with our Supplier Code of Conduct, which outlines our standards and expectations for ethical conduct, transparent and timely disclosures, legal and regulatory compliance, and reporting and responding to grievances. See more on our supplier expectations in the [Supply Chain Management](#) section of this report.

### Whistleblower Reporting and Protection

Our whistleblower procedures, as outlined in our Code of Conduct, provide a framework for addressing concerns and issues. We encourage employees to reach out to their supervisors or other relevant personnel if they come across any instances of unethical, illegal, or non-compliant behavior. Additionally, we offer a confidential whistleblower hotline managed by an independent third party where employees can report their concerns anonymously. All whistleblower reports are shared with our General Counsel, Senior Vice President of Worldwide HR, and Senior Director of Internal Audit, who are responsible for overseeing investigations based on the nature of the complaint. The Board receives updates on investigation reports and outcomes, typically during the next quarterly board meeting, or sooner if necessary.

## Data Privacy and Information Security

Fabrinet relies heavily on our information technology hardware and software infrastructure to power every aspect of our operations. We are continually expanding and upgrading this infrastructure to keep up with the rapid pace of technological changes and to respond to the changing needs of the business. Fabrinet's information security policy aims to provide a set of rules and procedures to fulfill our availability, integrity, and confidentiality objectives.

### Fabrinet's Information Security Policy's Objectives

#### Availability

We ensure that our information and information systems are always accessible and operational, supporting both essential and critical business processes without any interruptions or denials of access to authorized users.

#### Integrity

We take measures to maintain the integrity of our organizational information, ensuring it remains unaltered, undamaged, uncompromised, and not disclosed without proper authorization.

#### Confidentiality

We restrict access to confidential information to authorized individuals only, making sure sensitive data is not disclosed to unauthorized parties.

We govern our information system using best practices that enhance the accuracy, completeness, and reliability of our business and manufacturing information, while also minimizing the business impact in case of significant disruptions.

## Roles and Responsibilities

#### Audit Committee

- Oversees cybersecurity and data security risks and mitigation strategies, as delegated by the Board
- Provides oversight of management's review of our information security program and risk mitigation actions, including policies, procedures, training, and internal and external audits

#### CEO

- Makes strategic decisions related to IT security, including allocating resources, defining security policies, and overseeing the implementation of cybersecurity measures

#### Security Executive Council

(COO, CFO, and general managers from different business functions)

- Supports the CEO in the strategic oversight of IT security
- Aligns IT security policies and initiatives with the business strategy and objectives of the organization and individual business units
- Instills a thoughtful security culture across Fabrinet

#### Vice President, Information Technology & Security

- Leads IT & Security organization (reporting directly to CEO)
- Manages our cybersecurity and information security risk assessment and mitigation process
- Provides quarterly briefings to the Audit Committee on issues related to data privacy and information security

#### Information Technology & Security Team

- Ensures safety and security of Fabrinet's network and infrastructure, assets and operations, endpoints, and application

#### Security Leads

(available for each business unit)

- Provide additional targeted support to the respective business units

#### External Experts

(advisors, consultants, and auditors)

- Provide assistance on designing and implementing our cybersecurity policies and procedures
- Test and audit our information security program on a regular basis
- Advise on risk assessment processes





## Information Security Approach

We continuously improve our security measures and regularly assess our processes to proactively and effectively address evolving threats, industry standards, technological advancements, and evolving regulations. We allocate resources towards acquiring innovative tools, technology, and both internal and external expertise to safeguard our network and the valuable data of Fabrinet and our customers.

A vital component of our cybersecurity strategy involves engaging external specialists for guidance and conducting assessments, testing, and audits of our information security programs, in addition to conducting our own internal testing and audits. This approach helps eliminate internal biases and bolsters our capabilities.

As part of our multi-year cybersecurity roadmap, we have implemented various measures following the NIST Cybersecurity Framework, including:

- Implementing an IT asset management system
- Enhancing remote access management
- Deploying a Virtual Private Network (VPN) and Multi-Factor Authentication (MFA) solutions
- Strengthening network firewall protections
- Deploying a web application firewall
- Adopting Security Information and Event Management (SIEM) technology
- Conducting regular vulnerability scanning and penetration testing
- Utilizing application and source code security analysis and testing tools

As we enhance our computer server farms to meet business growth and evolving organizational needs, we consider hardware upgrades and migrations that provide a better power consumption ratio—reducing energy consumption, emissions, and costs—and select technology that will build long-term operational resilience, efficiency, and effectiveness. We primarily employ on-site hosting to restrict third-party access and maintain control over our servers and critical data, in accordance with our stringent data security and privacy policies and procedures. For less critical data, we carefully evaluate the options for onsite hosting versus third-party cloud providers, balancing energy efficiency, operational efficiency, and security considerations.

In 2024, we strengthened our processes and were certified to ISO 27001—Information Security Management System for our infrastructure, software development practices, and data centers. Aligning with this globally recognized standard enhances our operational efficiency and provides a systematic framework for managing and mitigating information security risks, ensuring compliance, and building trust with our stakeholders.

Our ISO 22301 Security and Resilience, Business Continuity Management Systems certification is another way we are demonstrating to our stakeholders that building a resilient and sustainable organization fit for the future is integral to our corporate strategy. While business continuity is part of overall risk management, there is considerable overlap with information security and technology management. The certification is a testament to our internal capabilities and readiness to maintain business continuity during any disruptions, including potential breaches or cyberattacks.

### Data Privacy

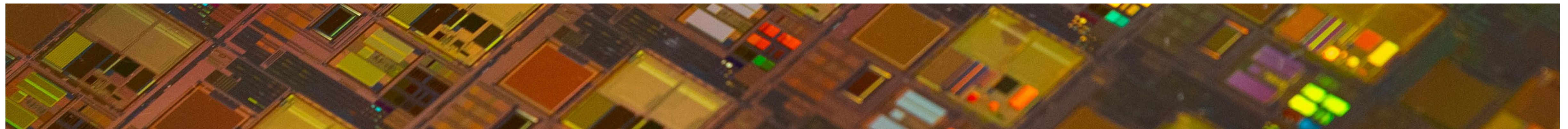
Fabrinet places a strong emphasis on safeguarding privacy and data security. We strictly adhere to Thailand’s Personal Data Privacy Act (PDPA) regulations and cybersecurity guidelines, ensuring the highest level of protection for personal information. Our comprehensive Privacy Policy governs various aspects, including the collection, processing, and disclosure of personal data. It also outlines our data retention practices and provides clear avenues for individuals to access their information or raise objections to data-related activities. We do not sell personal data or use it for any purposes beyond our core manufacturing operations and activities associated with manufacturing.

### Protecting Customers’ Intellectual Property

Fabrinet’s achievements are contingent, in part, on our capacity to safeguard our customers’ intellectual assets, encompassing their procedures and technologies throughout the entire production cycle, from the procurement of raw materials to the delivery of final products. We thoroughly structure our customers into distinct and physically isolated “customer business units,” each equipped with a dedicated workforce and a secure “production facility within a facility,” enhanced by additional security protocols. This approach also enables us to accommodate customers’ individual preferences for confidentiality.

### Employee Training and Education

All newly on-boarded employees must participate in a mandatory training program covering security awareness, privacy, and the significance of safeguarding confidential information. Following the training, employees must endorse a statement confirming their completion of the program, comprehension of the expectations, and commitment to following our policies. Additionally, we conduct annual refresher training sessions for all staff to reinforce their previous knowledge and ensure they stay informed about current cybersecurity trends. Furthermore, we regularly conduct phishing drill tests to familiarize employees with the latest tactics employed by cybercriminals.



09

# Appendix

ESG Data Summary

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SASB Index

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GRI Index

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## ESG Data Summary

### Environmental Data

Category	Units	FY 2022	FY 2023	FY 2024
<b>Energy*</b>				
Electricity Consumed	MWh	159,406	184,800	201,389
Electricity Intensity	MWh/revenue (M\$)	70.46	69.86	69.85
<b>GHG Emissions*</b>				
Scope 2 Emissions	MTCO <sub>2</sub> e	79,687	92,382	100,674
Scope 2 Emissions Intensity	MTCO <sub>2</sub> e/revenue (M\$)	35.23	34.92	34.92
<b>Waste</b>				
<b>Non-Hazardous Waste Generated</b>				
Non-Hazardous Waste Generated	MT	1,225	1,348	1,784
Non-Hazardous Waste Intensity	MT/revenue (M\$)	0.54	0.51	0.62
<b>Non-Hazardous Waste Disposed</b>				
Non-Hazardous Waste Recycled	MT	888	915	974
Non-Hazardous Waste Recycled	%	73	68	54
Non-Hazardous Waste Landfilled	MT	336	434	815
<b>Hazardous Waste Generated</b>				
Hazardous Waste Generated	MT	82	106	121
Hazardous Waste Intensity	MT/revenue (M\$)	0.036	0.040	0.042
<b>Water</b>				
<b>Water Withdrawn</b>				
Water Withdrawn	m <sup>3</sup>	595,712	738,594	785,697
Water Intensity	m <sup>3</sup> /revenue (M\$)	263	279	273
<b>Water Discharged</b>				
Water Recycled	m <sup>3</sup>	165,989	332,616	172,731
Water Recycled	%	28	45	22
Water Discharged	m <sup>3</sup>	429,723	405,978	612,966

\*Electricity and Scope 2 emissions comprise 95% of our total energy consumption and total Scope 1 and 2 emissions, respectively

### Social Data

Category	Units	FY 2022	FY 2023	FY 2024			
<b>Employees</b>							
Thailand	FTE	12,408	13,137	12,750			
All Other Locations	FTE	1,827	1,526	1,463			
Total Employees Worldwide	FTE	14,235	14,663	14,213			
<b>Female-to-Male Pay Equity</b>							
Operations	Ratio	1.04	1.03	1.04			
Supervisors and Technicians	Ratio	1.10	1.14	1.18			
Managers	Ratio	0.96	0.92	0.92			
<b>Gender Diversity</b>							
		<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>
All Employees	%	77	23	76	24	74	26
Senior Leaders	%	25	75	26	74	26	74
Managers	%	35*	65*	34	66	36	64
All Other Employees	%	35	65	34	66	36	64
Exempt	%	51	49	51	49	51	49
Non-Exempt	%	28	72	29	71	31	69
Direct Labor	%	92	8	92	8	91	9
<b>OHS Performance</b>							
Total Recordable Incident Rate	Rate	0.05	0.06	0.03			
Lost Time Incident Rate	Rate	0.04	0.03	0.03			

\*Note, due to a rounding error, we are restating the FY 2022 breakdown of Female/Male Managers to 35%/65% from 34%/66%.

## Governance Data

Category	Units	FY 2022	FY 2023	FY 2024
<b>Board Composition</b>				
<b>Gender</b>				
Male	#	5	5	6
Female	#	2	2	2
<b>Age</b>				
50-59	#	2	2	2
60-69	#	3	1	2
70+	#	2	4	4
<b>Tenure</b>				
<5 years	#	1	1	2
5-9 years	#	1	1	1
10-19 years	#	3	3	2
20+ years	#	2	2	3
<b>Independence</b>				
Independent	#	5	5	6
Non-Independent	#	2	2	2

## SASB Index

SASB Metric	Disclosure Location/Response	SASB Code	SASB Metric	Disclosure Location/Response	SASB Code
<b>Water Management</b>			<b>Product Lifecycle Management</b>		
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) <a href="#">Water Management</a> (2) <a href="#">Water Management</a>	TC-ES-140a.1		Fabrinet's operations are devoted to contract manufacturing. Fabrinet is not an original design manufacturer—we do not design, manufacture, or offer any products outside of those produced on behalf of our customers. In addition, the products we manufacture are primarily components that are then used in our customers' products.	TC-ES-410a.1
<b>Waste Management</b>			Weight of end-of-life products and e-waste recovered, percentage recycled	Fabrinet, therefore, does not have control or influence over end-of-life recovery or recycling for the products we manufacture on behalf of our customers.	
Amount of hazardous waste from manufacturing, percentage recycled	<a href="#">Waste Management</a>	TC-ES-150a.1	<b>Materials Sourcing</b>		
<b>Labor Practices</b>			Description of the management of risks associated with the use of critical materials	<a href="#">2024 Annual Report/ Form 10-K Supply Chain Management</a>	TC-ES-440a.1
(1) Number of work stoppages and (2) total days idle	(1) 0 (2) 0	TC-ES-310a.1	<b>Activity Metrics</b>		
<b>Labor Conditions</b>			Number of manufacturing facilities	2 in Thailand and 6 globally	TC-ES-000.A
(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	(1) (a) <a href="#">OHS Performance</a> (1) (b) Fabrinet does not have contract employees. (2) Not disclosed	TC-ES-320a.1	Area of manufacturing facilities	3,227,000 square feet in Thailand, representing 87% of 3,689,280 square feet globally	TC-ES-000.B
Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	(1) (a) 100% in Thailand (1) (b) Fabrinet does not have high risk facilities. (2) Not disclosed	TC-ES-320a.2	Number of employees	12,750 FTE in Thailand, representing 90% of 14,213 FTE globally	TC-ES-000.C
(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	(1) Not disclosed (2) Not disclosed See the <a href="#">RBA Validated Assessment Program</a> section of this report for information about Fabrinet's latest VAP audit results.	TC-ES-320a.3			

## GRI Index

### General Disclosures

Disclosure	Disclosure Location/Response
<b>GRI 2: General Disclosures 2021</b>	
2-1	Organizational details <a href="#">2024 Annual Report/ Form 10-K</a>
2-2	Entities included in the organization's sustainability reporting Fabrinet's 2024 Corporate Responsibility Report covers Fabrinet Thailand operations, unless otherwise noted. Fabrinet Thailand manufactures products that account for over 90% of our worldwide revenues and employs 88% of our global workforce. Our audited financial statements also include operations in the People's Republic of China, the United States, Israel, and the Cayman Islands.
2-3	Reporting period, frequency and contact point Period: Fiscal year 2024 ended June 28, 2024 Frequency: Annual Contact: <a href="mailto:ir@fabrinet.com">ir@fabrinet.com</a>
2-4	Restatements of information Due to a rounding error, we are restating the FY 2022 breakdown of Female/Male Managers from 34%/66% to 35%/65%
2-6	Activities, value chain and other business relationships <a href="#">2024 Annual Report/ Form 10-K</a>
2-7	Employees <a href="#">ESG Data Summary</a> All employees are permanent and full-time
2-8	Workers who are not employees Fabrinet does not have workers who are not employees whose work is controlled by us. We outsource certain functions to third-party contractors, including security, cleaning, medical, and canteen, whose employees work on-site at Fabrinet.
2-9	Governance structure and composition <a href="#">2024 Proxy Statement</a>
2-10	Nomination and selection of the highest governance body <a href="#">2024 Proxy Statement</a>
2-11	Chair of the highest governance body <a href="#">2024 Proxy Statement</a>
2-12	Role of the highest governance body in overseeing the management of impacts <a href="#">ESG Governance</a>
2-13	Delegation of responsibility for managing impacts <a href="#">ESG Governance</a>
2-14	Role of the highest governance body in sustainability reporting <a href="#">ESG Governance</a>
2-15	Conflicts of interest <a href="#">Code of Conduct/Conflicts of Interest</a>

Disclosure	Disclosure Location/Response
<b>GRI 2: General Disclosures 2021</b>	
2-16	Communication of critical concerns <a href="#">Code of Conduct</a> <a href="#">Enterprise Risk Management</a> <a href="#">Business Ethics</a>
2-18	Evaluation of the performance of the highest governance body <a href="#">Nominating and Corporate Governance Committee Charter</a>
2-19	Remuneration policies <a href="#">2024 Proxy Statement</a>
2-20	Process to determine remuneration <a href="#">2024 Proxy Statement</a>
2-21	Annual total compensation ratio <a href="#">2024 Proxy Statement</a>
2-22	Statement on sustainable development strategy <a href="#">Letter from the CEO</a>
2-23	Policy commitments <a href="#">Code of Conduct</a> <a href="#">Labor and Human Rights</a> <a href="#">Community Engagement</a> <a href="#">Diversity, Equity, and Inclusion</a> <a href="#">Supplier Standards and Qualification</a>
2-24	Embedding policy commitments <a href="#">Business Ethics</a> <a href="#">ESG Governance</a>
2-25	Processes to remediate negative impacts <a href="#">Community Engagement</a>
2-26	Mechanisms for seeking advice and raising concerns <a href="#">Business Ethics</a> <a href="#">Employee Engagement in EHS</a> <a href="#">Employee Committees</a> <a href="#">Quarterly All-Hands Meeting</a>
2-27	Compliance with laws and regulations Fabrinet did not have any significant instances of non-compliance with laws or regulations during the reporting period.
2-29	Approach to stakeholder engagement <a href="#">Community Engagement</a> <a href="#">2024 Proxy Statement</a>
2-30	Collective bargaining agreements <a href="#">2024 Annual Report/ Form 10-K</a> <a href="#">Labor and Human Rights</a> <a href="#">Employee Committees</a>

## Material topics

Disclosure		Disclosure Location/Response
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	<a href="#">ESG Approach</a>
3-2	List of material topics	<a href="#">ESG Priorities</a>
3-3	Management of material topics	<a href="#">ESG Governance</a>
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	<a href="#">Energy and Emissions Management</a>
302-3	Energy intensity	<a href="#">Energy and Emissions Management</a>
302-4	Reduction of energy consumption	<a href="#">Energy and Emissions Management</a>
302-5	Reductions in energy requirements of products and services	<a href="#">Scaling Our Customers' Sustainable Solutions</a>
<b>GRI 303: Water and Effluents 2018</b>		
303-3	Water withdrawal	<a href="#">Water Management</a>
303-4	Water discharge	<a href="#">Water Management</a>
<b>GRI 305: Emissions 2016</b>		
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Energy and Emissions Management</a>
305-4	GHG emissions intensity	<a href="#">Energy and Emissions Management</a>
305-5	Reduction of GHG emissions	<a href="#">Energy and Emissions Management</a>

Disclosure		Disclosure Location/Response
<b>GRI 306: Waste 2020</b>		
306-1	Waste generation and significant waste	<a href="#">Waste Management</a>
306-2	Management of significant waste	<a href="#">Waste Management</a>
306-3	Waste generated	<a href="#">Waste Management</a>
306-4	Waste diverted from disposal	<a href="#">Waste Management</a>
306-5	Waste directed to disposal	<a href="#">Waste Management</a>
<b>GRI 401: Employment 2016</b>		
401-2	Benefits provided to full-time employees	<a href="#">Compensation and Benefits</a>
401-3	Parental leave	<a href="#">Compensation and Benefits</a>
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	<a href="#">Occupational Health and Safety</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">EHS Risk Assessment and Audits</a>
403-3	Occupational health services	<a href="#">OHS Incidents and Corrective Action</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">EHS Oversight</a> <a href="#">OHS Training and Awareness</a>
403-5	Worker training on occupational health and safety	<a href="#">OHS Training and Awareness</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">Occupational Health and Safety</a>
403-9	Work-related injuries	<a href="#">OHS Performance</a>



## Disclosure

## Disclosure Location/Response

**GRI 404: Training and Education 2016**

404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Training and Professional Development</a>
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404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees receive annual performance reviews.
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**GRI 405: Diversity and Equal Opportunity 2016**

405-1	Diversity of governance bodies and employees	<a href="#">Board Composition</a>
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405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Female-to-Male Pay Equity Ratio</a>
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**GRI 407: Freedom of Association and Collective Bargaining 2016**

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">2024 Annual Report/ Form 10-K</a> <a href="#">Labor and Human Rights</a> <a href="#">Employee Committees</a>
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**GRI 413: Local Communities 2016**

413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Community Engagement</a>
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