

Quality, Safety, Health and Environment Policy

Soitec is an international manufacturing company whose ambition is to design and deliver innovative semiconductor materials to enable its customer's products shaping everyday life.

Growth and sustainability depend on the customer satisfaction and the quality of its economic performance.

In order to meet these challenges, we decided with the ExCom, to adapt the Quality, Safety, Health and Environment Management System in accordance with following commitments:

- **Staff engagement and empowerment at all organization levels**
- **Adherence to concept of Customer's intimacy to enhance customer loyalty**
- **Confidence in and performance of our suppliers and partners**
- **Laws, regulations, standards & other requirements compliance**
- **Risk analysis & risk prevention**
- **Continuous improvement in performances, cost reduction and workplace wellness**

These commitments are driven by the following objectives:

Quality

- Upgrading our standards to achieve excellence in products and services and to fully and continuously comply with customers' expectations
- Measuring our quality performance and driving systemic, continuous improvement
- Enhancing interactions with our customers and suppliers for better responsiveness
- Developing employees' skills and their daily commitment to quality
- Promoting a Quality culture by strengthening improvement and effectiveness of processes and involving our suppliers

Safety and Health

- Developing Safety culture and Aiming at "Zero Accident"
- Preventing occupational diseases and psychosocial risks
- Reducing risks at workstations
- Preventing the industrial risks and major crisis

Environment

- Reducing the direct and indirect GreenHouse Gases to a level compatible with Paris Agreement 1,5°C pathway
- Preserving water resource by reducing natural environment withdrawals and increasing its recyclability
- Preventing impacts on the environment and on biodiversity of manufacturing sites
- Developing, producing and selling innovative products improving environmental performance on their entire life cycle

This Policy is engaging all Soitec employees and activities at GLOBAL level and we count on the involvement of all of you for an effective and efficient deployment of this Quality, Safety, Health and Environment policy.

Pierre Barnabé
CEO

Bernin, September 2023