



Contributing to responsible progress



2024-2025

Sustainable Development Report



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Designing disruptive technologies while reducing their environmental footprint, combining financial performance and responsibility, and developing our practices through constant dialogue with our ecosystem.

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Pierre Barnabé,
Chief Executive Officer

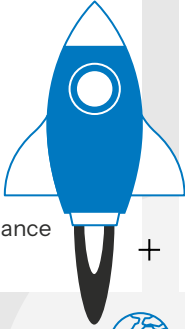


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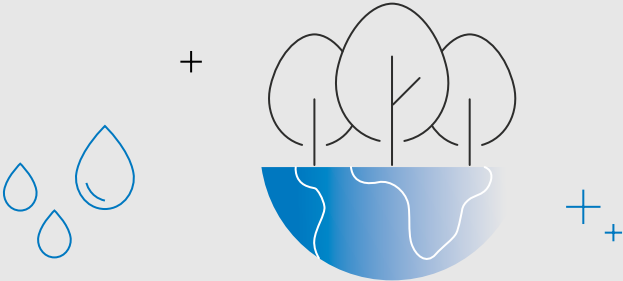
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Progress with purpose for a sustainable future



Pierre Barnabé

Chief Executive Officer



Soitec holds a strategic position in the semiconductor value chain, which means that we have an end-to-end impact.

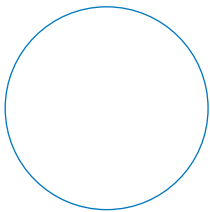
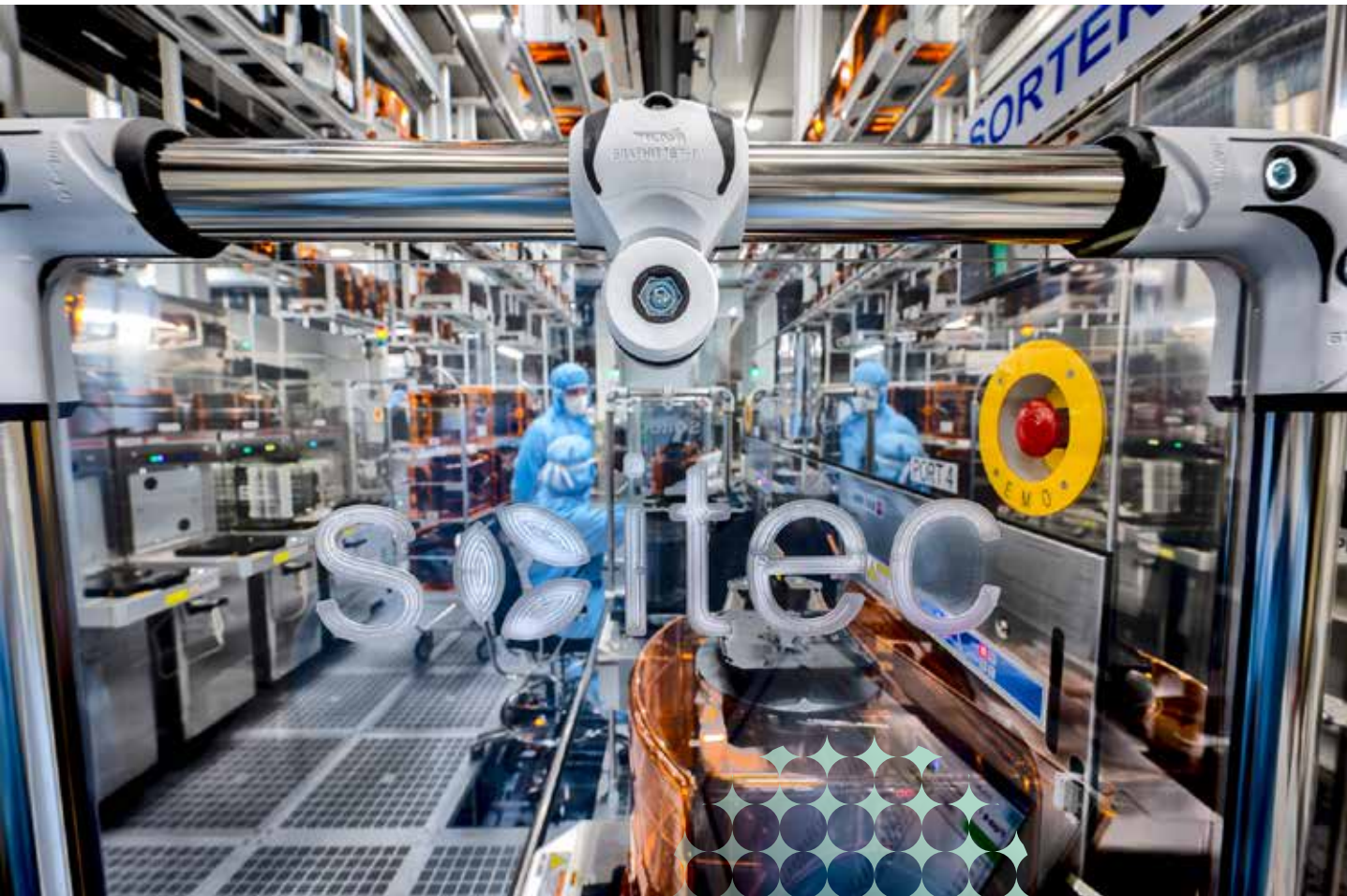
Our products significantly reduce the energy consumption of the devices they power, be it smartphones, electric vehicles or data centers.

But our impact goes far beyond our products. We aim to set the standard for sustainability in the semiconductor industry. To achieve this, we are constantly developing our industrial model: our water usage, our carbon emissions, energy efficiency, inclusion, local roots, etc.

Every lever counts. This report is a reflection of the Group's commitment in these areas. At Soitec, we are committed to pursuing responsible growth that combines disruptive innovation and a measurable impact, driven by collective and sustainable momentum. ♦



Together, we are making technology work towards developing a more efficient digital world, more sustainable mobility and smarter communications.



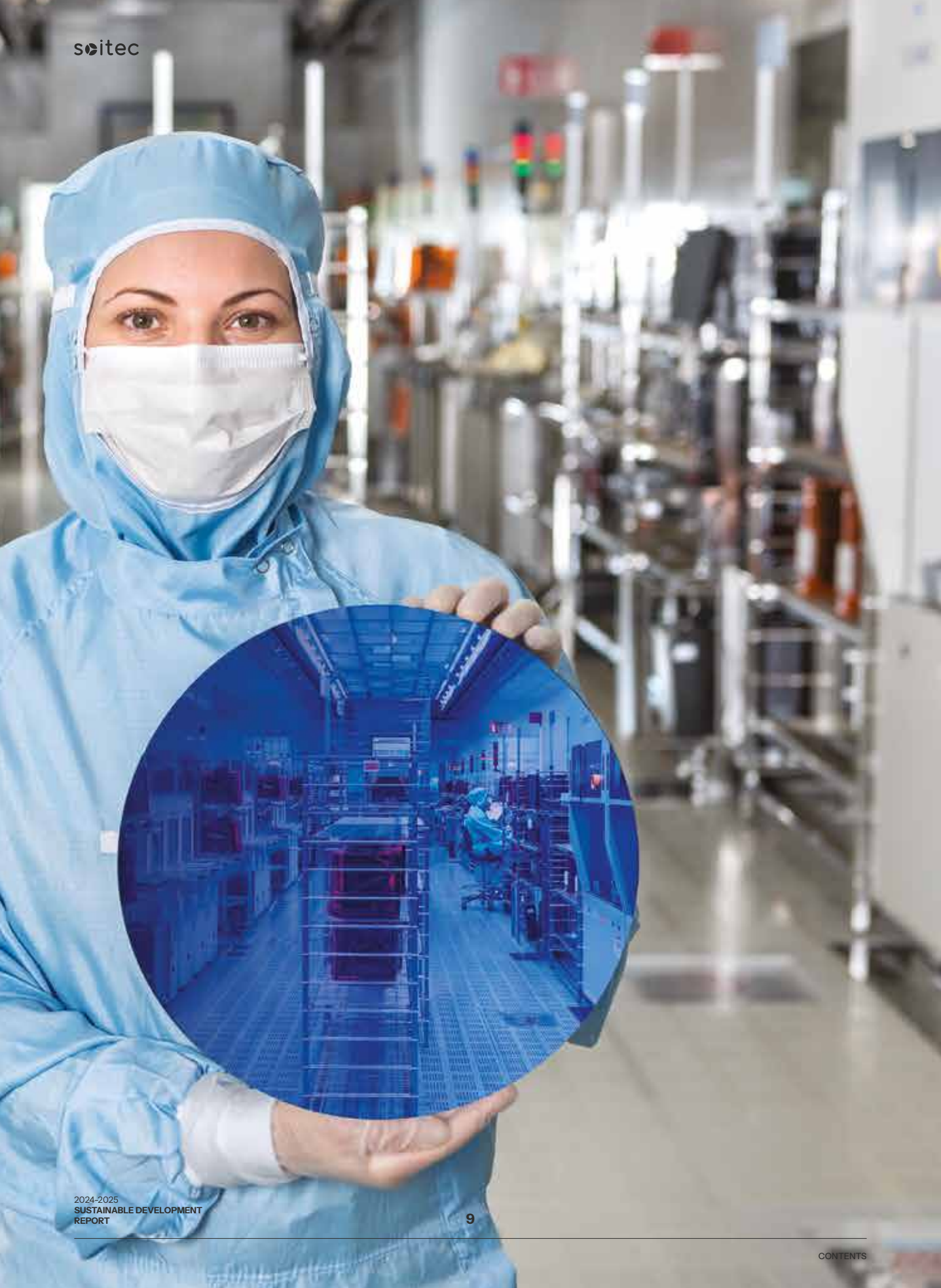
Responsible innovation is the cornerstone of Soitec's business. It enables us to create [new technologies and solutions](#), and to respond to the challenges faced by society.

Fiscal year 2024-2025 marked a major milestone with the implementation of the CSRD* in Europe, which strengthens transparency, gives more structure to sustainability actions and reinforces our trajectory, as set out in this report.

Here we show how Soitec is taking concrete steps to [develop more responsible, more efficient and more environmentally friendly microelectronics to drive major technological and human transitions](#).

** The CSRD (Corporate Sustainability Reporting Directive) is a European directive aimed at improving corporate sustainability reporting.*





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Sustainability goes hand in hand with innovation

At Soitec, **sustainability** is a founding principle that is integrated into the product design phase, our processes and our investments.

This approach guides our strategy and is based on a simple conviction: there can be no performance without responsibility. This means rethinking the choice of materials, limiting the use of water, and anticipating environmental impacts right from the substrate design stage, Group-wide.

Every decision counts.
And it is this collective commitment that positions Soitec as a key player in the major transformations shaping today and tomorrow. ♦



Today, every industrial, technological, purchasing or strategic partnership decision must take into account its environmental footprint.



Cyril Menon,
Senior Executive Vice President,
Operations Excellence & Quality,
Chief Operations Officer



A global technology player

Soitec is a world leader in innovative semiconductor materials.

For over 30 years, the Company has been designing high-performance, energy-efficient solutions that make our phones, cars and smart devices ever smarter.

Present in Europe, the United States and Asia, Soitec has more than 2,200 talented employees around the world dedicated to meeting the major challenges of microelectronics. ♦

2024-2025
€891 million
in revenue
including 93% outside France

United States: 8%
Europe: 27%
Asia: 65%

33.5%
EBITDA margin

>2,200
employees with
50 nationalities

100%
of employees eligible for
free performance share
plans

6
production lines

R&D investment
17.1%
of revenue

Intellectual
property
>4,300
active
business patents

531
patents filed
in 2024

>10
new
co-development
partnerships
(research centers,
universities,
manufacturers
and suppliers)

A new approach to microelectronics

Integrated in billions of everyday devices, Soitec substrates play a key role in the technologies and devices that surround us: smartphones, connected vehicles, artificial intelligence, cloud computing, etc.

Our products make electronic systems faster, more precise and more efficient, while reducing their environmental footprint.

Behind this technological performance lies a broader ambition: putting innovation to work for sustainability.

The industrial model is based on three inseparable pillars:

- **Drive the transition towards a sustainable economy**, through innovation that makes electronics more efficient and responsible.
- **Promote an inclusive and inspiring culture**, by valuing talent and diversity.
- **Act to make society fairer**, by working alongside local communities and future generations.

In a world marked by climate change, pressure on resources and digital acceleration, Soitec is asserting its role as a responsible technology player. ♦



Responsible innovation is in our DNA.

All of our technology is designed to push the limits of performance while reducing our environmental footprint.



Christophe Maleville
Senior Executive
Vice President,
Innovation and
Chief Technology
Officer



Inventing tomorrow, today

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At Soitec, innovation means partnering with the future. Every day, men and women from all the business lines combine their creativity to design useful, high-performing and more sustainable solutions. This drive is reflected in the numbers: 17.1% of revenue invested in R&D, 531 patents filed in 2024, with more than 4,300 active patents worldwide.

Soitec **ranks 22nd in INPI's 2024 ranking**, confirming its position as **France's leading mid-sized company in terms of patents**.

In 2024, almost **100 employees contributed to an invention, including 30 first-time inventors**. And **a third of them were women**, twice as many as five years ago, and three times the European average.

From Smart Cut™ technology to SmartSiC™, Connect-POI or Photonics-SOI innovations, our goal remains the same: to transform ideas into concrete solutions for more efficient digital tech, more sustainable mobility and smarter communications.

Robust, shared and responsible sustainability governance

Soitec relies on structured, cross-functional governance that works to the highest standards to make sustainability a driver for transformation and competitiveness.

This governance is built on four complementary pillars:

- **The Sustainability Committee** assists the Board of Directors in defining the broad strategic approach to sustainability.
- **The Sustainability Steering Committee**, comprising six members of the Executive Committee, defines strategy, monitors action plans and evaluates results.
- **Sustainability Champions** are appointed in each department to take the lead on specific sustainability topics.
- **The Sustainability Project Team** involves the Sustainability Champions and other experts in targeted projects.

This model ensures that environmental, social and governance actions are consistent with Soitec's investment strategy and choices. Sustainability criteria are integrated into management objectives, to ensure that they are embedded at the highest level. ♦

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A year of tangible commitments



CSRD, the catalyst for a paradigm shift

The implementation of the CSRD in fiscal year 2024-2025 marked a turning point for European companies. More than just a regulatory requirement, it represents an opportunity to strengthen transparency, give more structure to sustainability actions and accelerate transformation. For Soitec, the new regulations represent a strategic opportunity.

From regulatory reporting to strategic acceleration

The 2024-2025 fiscal year was shaped by unprecedented regulatory developments, with the entry into force of the CSRD. With the first-time application of the new EU sustainability framework, Soitec has taken a decisive step towards more **demanding and more **transparent** ESG management.**

Beyond the regulatory aspect, this development reinforces the trajectory that Soitec is already on: **making sustainability a driver for performance, resilience and innovation.**

This drive for sustainability is reflected in higher standards on several fronts:

- **Alignment with the ESRS**, standards covering all environmental, social and governance matters.
- **Audit** of non-financial information, according to a defined protocol.
- **Adoption of a double materiality approach**, which involves analyzing environmental and social impacts and the related financial risks.

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With the CSRD, commitment is more than just empty words: it has to be proven.



Christine Naoumoff,
Head of
ESG Performance

Soitec has used the new requirements as an opportunity to build greater alignment between industrial strategy, stakeholder expectations and environmental and social impacts, to make sustainability a key component of decision-making. ✦

Double materiality: clarifying priorities

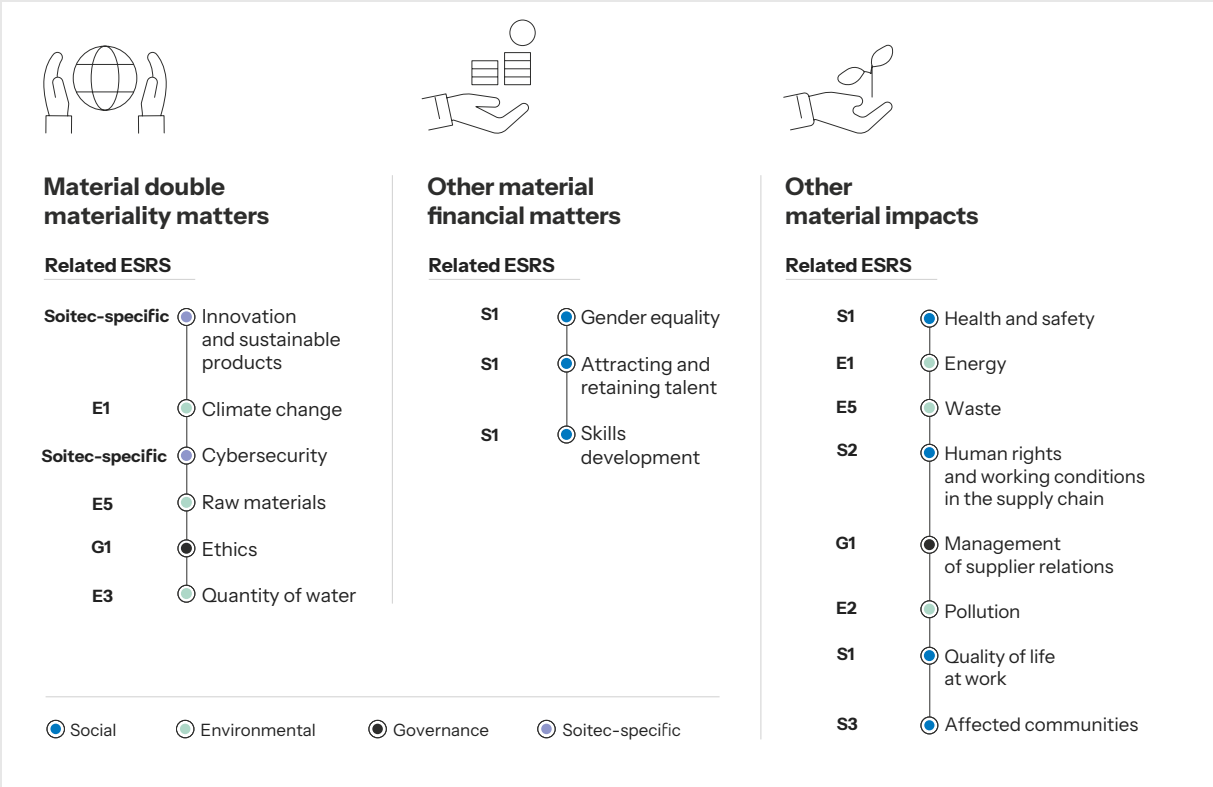
To make the right choices, you need to ask the right questions. The **double materiality** assessment carried out by Soitec in 2024 was designed to analyze the Company’s potential impact on the environment and society as well as the related risks and opportunities that could influence its financial performance.

This rigorous approach is based on four key steps:

- 1 • **Identifying ESG matters** (sector benchmarks, CSRD/ESRS benchmarks, materiality assessment carried out in 2021).
- 2 • **Targeted interviews with internal stakeholders** to clarify priorities.
- 3 • **Collaborative workshops** to rank matters according to a double materiality matrix.
- 4 • **Final approval** by the Audit, Internal Control and Risk Management team and the Executive Committee.

This work identified **17 priority matters** for Soitec, each associated with key **impacts, risks and opportunities (IRO)**. Each IRO is assessed according to precise criteria: scope, remediability, criticality and potential financial impact.

This assessment serves as the foundation for Soitec's ESG strategy, ensuring alignment between sustainability actions and performance. ➦



A sustainability strategy aligned with innovation priorities



Innovating while respecting the environment is the key to building a sustainable future.

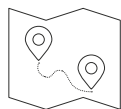
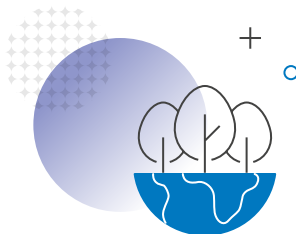


Sandrine Chabanet,
Head of Innovation
Hubs

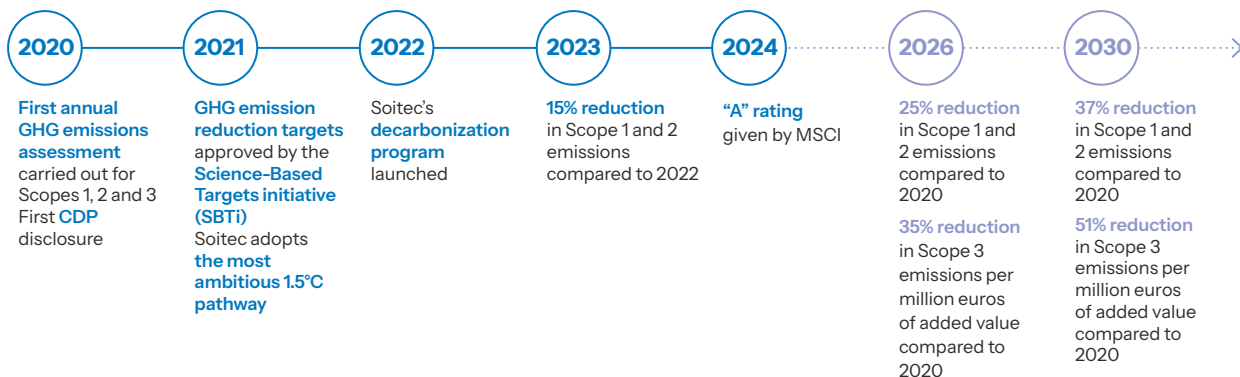
At Soitec, sustainability guides product development, process improvements and industrial investment decisions.

This approach gives rise to tangible, measurable commitments:

- **SBTi-validated climate target**, compatible with a 1.5°C scenario: 25.2% reduction in Scope 1 and 2 emissions by 2026 compared to 2020.
- **Water-related objectives**: ambitious targets aimed at reducing our water footprint by reducing water withdrawals, ramping up recycling and limiting polluting discharges.
- **Greenovation**: life cycle assessments (LCA) of products and real-time monitoring of environmental indicators.
- **Disruptive technologies** such as SmartSiC™ and Connect-POI, which combine performance, efficiency and sustainability.
- **Integrating ESG into industrial decisions**: internal carbon price. +

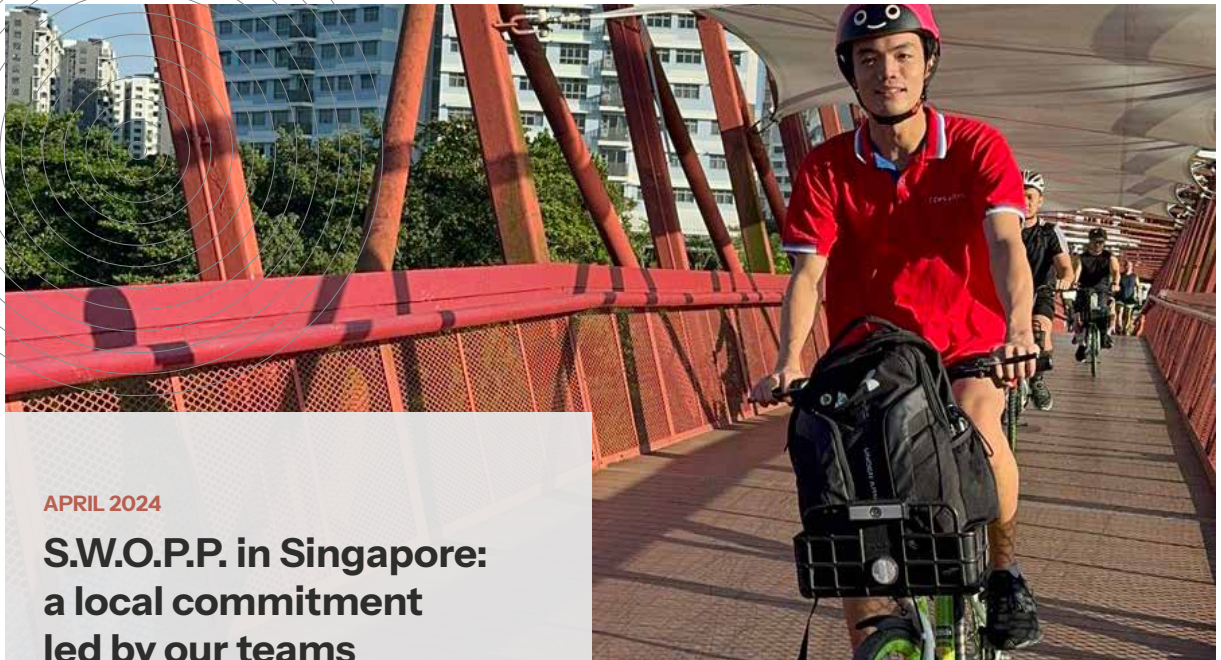


Paris Agreement – Roadmap



A YEAR OF TANGIBLE COMMITMENTS

Fiscal year 2024-2025 was marked by numerous initiatives that reflect Soitec's dynamic approach to sustainable development: inclusion, innovation, the climate, water, local roots, safety and governance. Some of the year's highlights are set out below.



APRIL 2024

S.W.O.P.P. in Singapore: a local commitment led by our teams

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In Singapore, Soitec teams launched the S.W.O.P.P. initiative: Sustainability With Our People at PR1 (Pasir Ris). Participants in the initiative carry out concrete actions to promote sustainable practices in the community, such as waste collection, awareness-raising in schools and supporting NGOs. A program that is supported by a team and in line with the Company's values.

Employees also participated in **Low Carbon Week**, a week-long campaign on reducing our carbon footprint, which included the second edition of **Cycling Days**, an event that promotes the use of soft mobility for commuting. ♦

Sustainability is not just a vague idea: it is the guiding force of everything we do. Our collective responsibility is to transform sustainability into a driver for consistency, performance and lasting commitment.



Caroline Sasia

Executive Vice President, Head of Communications and Marketing & Chief of Staff to the Chief Executive Officer



Soitec's annual evening events
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These events, held in May 2024 in Europe and December 2024 in Singapore, are an opportunity to bring together all employees and share a moment of fun and collective pride. ♦



DECEMBER 2024, "Around the World" event in Singapore:
a colorful celebration of collective success, with prizes,
live entertainment and Sustainability Awards in the spotlight.

JUNE 2024

Sesame turns 1
.....

In June 2024, employees and participating non-profits gathered at the Stade des Alpes to celebrate the first anniversary of the Sesame partnership at an event featuring sport challenges and inspiring testimonials. Sesame is an endowment fund that brings together some 40 companies and 60 non-profit organizations working on a range of issues, from preventing violence to helping the vulnerable and supporting young people. Soitec actively supports and encourages its employees to participate in this initiative. ♦

JULY 2024

Launch of the Move2THz project
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In July 2024, Soitec hosted the launch event for the European Move2THz project. This program, coordinated by Soitec, brings together 27 partners from seven countries to develop a new generation of high-frequency semiconductors based on indium phosphide (InP). The aim is to build a strong European value chain for key technologies in AI, 6G and the data centers of tomorrow. ♦

SEPTEMBER 2024

Compliance week
.....

Held for the first time in September 2024, this event dedicated to compliance raised teams' awareness of major issues: combating corruption, fair competition, data protection, export controls and insider trading. The program included discussions, interactive quizzes and workshops, designed to reinforce knowledge and instill a culture of compliance. ♦

SEPTEMBER 2024

SSIA Dinner

Soitec attended the Singapore Semiconductor Industry Association (SSIA) annual dinner in September 2024. At this landmark event, the Company's commitment to Edge AI and advanced photonic technologies was highlighted. The renaming of the Smart Devices division to "Edge and Cloud AI" reflects this strategic direction, which is in line with global industry trends and responds to the challenges posed by artificial intelligence. ♦



SEPTEMBER 2024

Voice of Employees

This major internal survey was carried out in September 2024 to gather information on employees' perceptions and expectations. The results led to practical action plans, tailored to each site and each team. ♦

OCTOBER 2024

Legal Department honored

At the 10th edition of the *Sommet du Droit en Entreprise* in October 2024, the benchmark event for corporate lawyers in France, Soitec's Legal Department was awarded the *Trophée d'Or* for Innovation and Transformation, as well as a Special Mention for strategic litigation management. ♦



OCTOBER 2024

Global leadership meeting

In October 2024, Soitec's top managers met to share the Company's strategic vision, recognize their teams' efforts and praise their commitment. External experts shed light on the major challenges facing the sector, and internal roundtables provided an opportunity to explore key areas for transformation in greater depth. ♦



OCTOBER 2024

Semiconductor Rendez-vous

Co-organized in October 2024 by Soitec in Prague, alongside STMicroelectronics, LYNRED, Minalogic and the Czech National Cluster, this key event in the IPCEI ME/CT calendar brought together the major players in European microelectronics to share technological advances, present project results, and strengthen industrial and public cooperation. It offered an excellent window into European innovation and showcased Soitec's strategic positioning in the ecosystem. ♦

OCTOBER 2024

Celebrating employee studies

In October 2024, Soitec paid tribute to employees pursuing further studies to move into engineering or managerial roles. Over the past 25 years, Soitec has supported more than 160 employees with their studies. ♦

NOVEMBER 2024

Launch of WomEn@SoitecPR1

In November 2024, Soitec launched the Singapore branch of its internal WomEn@Soitec network to support gender equality and foster female talent. The launch was marked by a first Coffee Talk, dedicated to sharing perspectives and collective reflection on these issues. ♦



NOVEMBER 2024

Strategy talks
In-house event to share the Group's vision

To support the implementation of its strategy, in 2024, Soitec launched Strategy Talks, monthly meetings hosted by a member of the Executive Committee and their team.

The aim is to **create a space for regular dialogue** with employees to explain the Group's priorities, answer questions and enhance collective engagement with the strategy.

Each month, a specific theme is addressed. These include:

- Responsible water management
- Cybersecurity strategy
- Edge & Cloud AI strategy
- Mobile Communications strategy. ♦



NOVEMBER 2024

20 Under 30 Semicon Europe 2024

Two Soitec employees were honored in Munich among the 20 winners of the "20 Under 30" award, which recognizes the most promising young talent in the industry. ♦

DECEMBER 2024

Substrate Vision Summit

In December 2024, Soitec organized the first edition of an unprecedented summit in California, attended by nearly 150 customers and partners to discuss major technological trends and innovations related to advanced substrates. ♦



JANUARY 2025

ISO 27001 certification

In January 2025, Soitec obtained ISO 27001 certification, the international benchmark for information security. This certification attests to a high level of control over data management risks, and guarantees the integrity, confidentiality and availability of data. This strategic milestone is a response to the growing challenges of cybersecurity and strengthens confidence in the Soitec ecosystem. ♦

FEBRUARY 2025

Inauguration of Marc Chopy's sculpture

As part of its sponsorship agreement with the town of Bernin to renovate the *Château de la Veyrie*, Soitec is temporarily exhibiting a Marc Chopy sculpture at the entrance to its Bernin site. This sculpture, inspired by silicon, embodies the fusion of art and technology. ♦



MARCH 2025

New e-learning module on the Code of Conduct

Launched during Compliance Week, over 98% of employees have successfully completed the new e-learning module on the Code of Conduct. ♦

MARCH 2025

INPI ranking

Soitec is ranked 22nd in France and 1st among French mid-sized companies in number of patents filed in France. ♦

Making ourselves heard in the industry

Soitec attended several key industry events in fiscal year 2024-2025: *LETI Days*, *ThinkNet 6G* (Munich), *SSIA Women's Forum* (Singapore), *Substrate Vision Summit* (USA), *Semicon Europa* and *Semicon West*.

Soitec's participation in these events demonstrated its active involvement in major industry debates on strategic themes such as sustainability, connectivity, diversity and responsible innovation. ♦



Substrate Vision Summit – Silicon Valley: Soitec CEO Pierre Barnabé gave a talk on the strategic role of innovative semiconductor materials in technological developments

2025

Total Water Management (TWM) project

With an investment of €20 million, Soitec launched its Total Water Management project at the beginning of 2025, to reuse up to 500,000 cu.m. of industrial water per year. ♦



“Hives and honey” at Soitec:
raising awareness of biodiversity
at the Bernin site

Balancing industrial performance with climate responsibility

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Safety: an unwavering commitment



Faced with the challenge of climate change, Soitec is reinventing its processes, integrating more efficient technologies, mobilizing its value chain and engaging all its teams.

The objective is clear: to design more efficient, sustainable and resilient electronics without sacrificing performance.

This approach is embodied in several ways:

- **An ambitious climate roadmap**, validated by the SBTi.
- **A tailored water strategy** for each site.
- **Circular logic** at the heart of our processes.



Acting for the climate means seeing efficiency not as a constraint, but as a responsible and collective approach and a cornerstone for our industry.



Stéphanie Cottin,
Sustainability &
Safety Director

Change cannot be imposed. It must be built gradually, by involving teams, suppliers, regions and the entire value chain. ♦



Climate: taking action at every level

Given the increasing pace of climate change, Soitec is committed to pursuing a **rigorous pathway aligned with the Paris Agreement objectives regarding Scopes 1 and 2 emissions.**

Our climate roadmap targets a **25.2% reduction in Scopes 1 and 2 emissions.**

This ambition is reflected in our seven-pillar action plan:

- 1 • Improve the energy performance** of Soitec's industrial facilities.
- 2 • Consume low-carbon energy** by purchasing electricity from renewable sources and developing our own facilities.
- 3 • Reduce process greenhouse gases**, in particular, highly emitting fluorinated gases.
- 4 • Prioritize low-carbon freight**, by optimizing flows and favoring low-carbon transport such as sea freight.
- 5 • Reduce emissions from subcontracting**, particularly with our partner Simgui.

6 • Encourage supplier commitment through shared ESG commitments, assessing and reducing their emissions, and a responsible purchasing policy.

7 • Raise employee awareness, through training courses and events (e.g., Climate Fresk) and targeted communication campaigns.

In 2024, Soitec also carried out an **in-depth climate risk assessment** with an external consultancy, covering physical hazards, supply chain vulnerabilities and transition risks. This assessment has helped us anticipate medium-term impacts, so that we can better adapt our industrial strategies. ♦

Preserving resources

Water is a key component in the manufacture of semiconductor substrates. It is used at every stage of the process, in an ultra-pure form, in highly controlled environments.

Soitec is well aware of this issue and is deploying a specific strategy on each site, with a shared objective: to **reduce its water footprint while securing its industrial needs**. The strategy is built on three pillars:

1.

Reduce water withdrawals

2.

Reuse water inside facilities

3.

Reuse recycled wastewater outside facilities

- **In Bernin**, the Total Water Management (TWM) project, launched at the beginning of 2025, includes the implementation of a wastewater reuse system that will allow up to 200,000 cu.m. of water to be recycled per year from 2028, with a long-term target of 500,000 cu.m. per year.
- **In Singapore**, Soitec maximizes its use of the NEWater circular model, which creates a closed loop with limited use of natural resources.
- Targeted investments have reduced specific water consumption per wafer produced. ♦

2030 objectives

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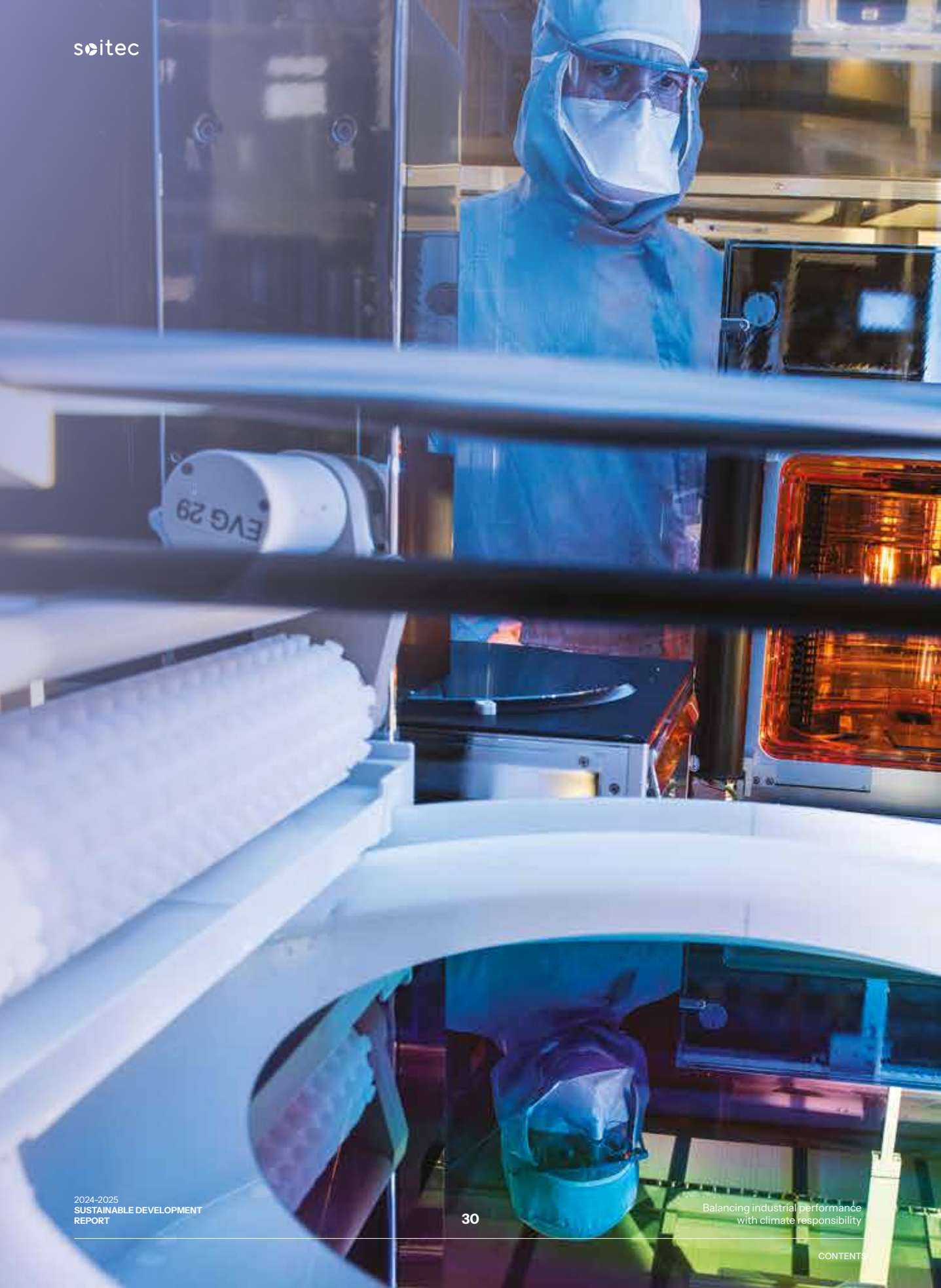
50% reduction in water withdrawals per sq.cm. of wafers produced between fiscal year 2020-2021 and fiscal year 2029-2030.

At March 31, 2025, Soitec had reduced its water withdrawals by 41% per sq.cm. of product since fiscal year 2020-2021.



Achieving a 50% recycling rate by fiscal year 2029-2030.

At March 31, 2025, the water recycling and reuse rate had reached 44.2%.



Embracing the circular economy

Soitec's circular approach is applied **right from the industrial design phase**. The goal is to optimize resources, extend the lifespan of materials, and limit impacts at every stage of the production cycle.

Technology that improves efficiency

Smart Cut™ technology, a key component of Soitec's industrial know-how, allows multiple substrates to be produced from a single crystal. This unique atomic cutting process considerably reduces the consumption of raw materials while guaranteeing an exceptional level of performance. In this way, it helps to limit the environmental impact of industrial processes.

After each layer is transferred, the surface of the substrate is cleaned so it can be reused. Soitec refers to this process, which extends the life of materials while optimizing their use, as "refresh".

Other levers are activated throughout the value chain:

- **Selecting materials:** with a better environmental profile.
- **Reducing packaging:** reusing packaging and working with recycled materials.
- **Optimizing logistics:** to limit intercontinental journeys and flows.
- **Life cycle assessments (LCA)** of several flagship products, with real-time monitoring of certain impact indicators.

Soitec also works closely with its suppliers: **87% of strategic suppliers** now have ESG policies in line with those of the Group. This regular dialogue allows us to move forward together towards more sustainable and more efficient practices. ♦



Protecting nature around our sites

Preserving biodiversity is an integral part of Soitec's environmental commitment. **Concrete action** is being taken to protect ecosystems and foster nature in cities and industrial zones.



The beehives at Bernin are far more than just a symbol: they remind us every day of the importance of preserving the balance between industry and biodiversity. It is a concrete, visible way of connecting our site with its natural environment.



Alexandra Tissot,
Industrial
environment leader

Soitec has been taking concrete action to preserve local ecosystems at Bernin for several years now.

- **Ecological quality index (EQI) analysis** carried out in fiscal year 2023-2024, in partnership with the LPO (League for the Protection of Birds).
- **LPO Refuge label** awarded for the first time in 2020.
- **No pesticides** used anywhere on the site.
- **Creating habitats that promote biodiversity:** dry hedges, beehives, planted areas.
- **Integrating ecological criteria** in infrastructure projects such as the multi-story parking garage covered with climbing plants and underground basins.

In Singapore, initiatives are adapted to the dense urban environment:

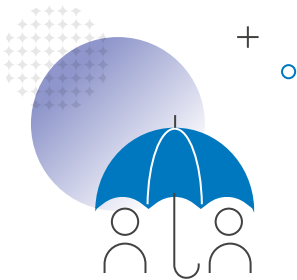
- **Planting local species** in urban areas.
- **Raising team awareness.**
- **Educational and social actions** taken as part of the S.W.O.P.P. program alongside educational and NGO partners.

These initiatives reflect a proactive, local approach to protecting nature, based on the specific characteristics of each site. ♦

Blue Sky Friday Beach Clean-Up at Marine Cove: teams in Singapore took part in a family beach clean-up event that combined environmental impact with team building



Safety: an unwavering commitment



In a demanding industrial environment, safety cannot be left to chance. It must be intentional, maintained and collaborative. At Soitec, safety is part of our corporate culture. It is based on a simple conviction: people should never be put at risk for the sake of performance.

Daily commitment to safety

Every action counts, every concern is taken seriously. Prevention starts in the field, through listening, observing and continuously improving. Regular inspections, discussions and feedback drive a process in which everyone plays a part in keeping people safe, whatever their role.

Rigorously monitored indicators

Our accident frequency and severity rates are analyzed every month. While the 2024-2025 fiscal year results confirm a well-managed trend, they also serve as a reminder that the target remains unchanged: zero accidents. Safety is measured not just in numbers, but in the attention paid to each situation and to each employee. ♦



Putting people at the heart of our action

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Transformation guided by shared values

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Mobilizing talent: recruitment, training and development

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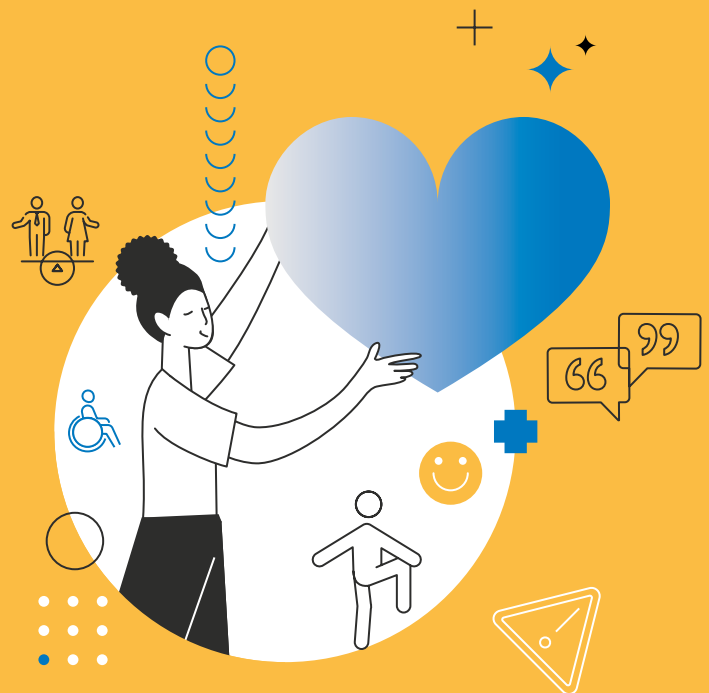
Happy at work, happy as a team

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Inclusion, equity and diversity: our differences make us stronger

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Local outreach and shared responsibility



Soitec's growth is built on the commitment, skills and diversity of its teams.

Each employee has a key role to play in Soitec's future. The Company develops talent, promotes inclusion and works alongside local communities to put people at the heart of its sustainable growth.

Soitec is racing toward zero waste:

the teams from Pasir Ris took part in the Income EcoRun 2024, in support of the Singapore Green Plan 2030.
1 km ran = \$1 donated to the Zero Waste cause.



Transformation guided by shared values

Soitec's values
are more than just slogans:
they are the result of a
collective effort, embodied
by our teams.

More than 100 employees from different business areas, sites and grades took part in workshops around the world to define our values. All employees were then invited to vote on them.

- **We win as one team:** collective success is our strength.
- **We are responsible entrepreneurs:** Soitec combines boldness and responsibility.
- **We innovate together with customers and partners:** innovation is born of collaboration with our stakeholders.
- **We care for people:** Soitec puts people at the heart of everything it does.

Today, these values are a benchmark for how we act, make decisions and grow together. ✦



Soitec's transformation depends first and foremost on the people who make it possible. Nurturing talent, promoting career advancement, bringing our values to life – that's how we embody sustainable growth.



Jeannette Schuh,
Executive Vice
President, Chief
Human Resources
and Transformation
Officer

2024 Voice of Employees: listening before acting

.....

Thanks to the 2024 Voice of Employees survey, Soitec has identified concrete areas for improvement. Action plans have been rolled out at most entities.



Mobilizing talent: recruitment, training and development

Soitec continues to grow, along with its teams. To support this momentum, we have an **ambitious human resources policy based on three key levers: attractiveness, skills development and helping our people grow.**

Attracting the best profiles

In a tight job market, recruitment is an ongoing strategic challenge. Soitec is diversifying its recruitment channels, increasing its presence at trade fairs, developing partnerships with schools and promoting career paths. This approach has resulted in a significant increase in the proportion of women in technical jobs, up 40% compared with fiscal year 2023-2024.

Soitec is also committed to training the next generation.

The Group has 91 apprentices, and 42% of work-study students are recruited at the end of their contract.

Training to help people grow

As technologies and skill sets are changing, it is essential to invest in training. In fiscal year 2024-2025, 93% of employees participated in at least one training course. Our priorities: improving technical skills and promoting a managerial culture. Particular attention has been paid to supporting first-time managers, with dedicated modules and additional support from human resources. ✦

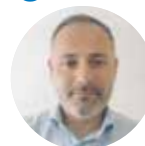
Offering prospects for development

Building loyalty involves planning ahead.

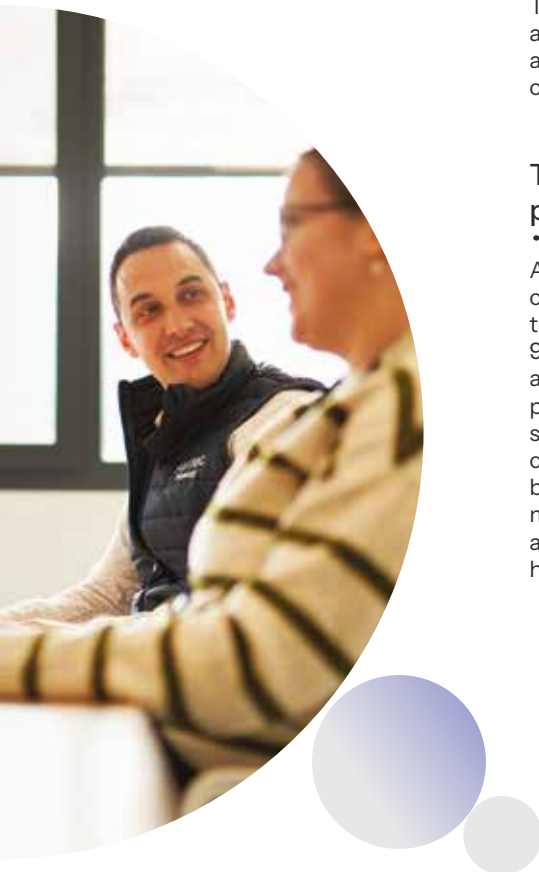
At Soitec, every employee is encouraged to build their own career path. Internal mobility, progress interviews and personalized support are all drivers for development within the Company. Over 30% of open positions were filled by internal transfers, which is a good sign of a dynamic and committed talent pool.



Growing as a Company means first and foremost helping our people grow.



François Pagès,
Group Talent
Development and
Talent Acquisition



Agate Plan: performance with a sustainable impact

.....

Launched for the third year running, the Agate 2027 plan reflects Soitec's determination to connect financial performance with employee commitment.

This free share program is open to all employees, with shares subject to presence conditions and the achievement of both financial and ESG targets.

With this plan, Soitec has chosen to recognize the involvement of each and every individual, and to unite all its teams around shared, sustainable objectives.

Happy at work, happy as a team

Soitec strives to provide a work environment where everyone can thrive, grow and contribute under the best possible conditions. Listening, balance and a sense of community – three key drivers for fostering employee engagement on a daily basis.

Promoting a spirit of openness and dialogue

Soitec deploys regular campaigns to gather employee expectations through interviews, anonymous feedback, team meetings and direct contact with HR teams. The aim is to foster clear, smooth communication that is accessible to everybody.

Encouraging a sense of community

Special events are organized throughout the year to strengthen cohesion and create a sense of belonging: conferences, team gatherings, English-learning lunches, sporting challenges, etc. These moments of sharing contribute to a stimulating and caring work environment.

Respecting work-life balance

Practical measures are in place to promote a balance between professional and personal life: expanded remote working, more flexible schedules, psychosocial risk prevention and raising awareness about well-being. ✦



Soitec Cross: bringing our teams together through sport

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Every year, the Soitec Cross brings employees together for a fun sporting event that is open to all and embodies team spirit, cooperation and a taste for challenge. The 2024 edition raised funds for the *Ça Déménage* non-profit, which helps female victims of domestic violence relocate, by providing furniture, household appliances and compassionate support: a concrete way of combining performance and solidarity.



The “Around the World” event in Singapore: a celebration of success as a team

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Recognize achievements, give thanks and bring people together

In Singapore, the 2024 event brought teams together to celebrate the year's successes. Under the theme Around the World, this festive event highlighted key projects, collective progress and individual contributions. A vibrant evening filled with colorful performances, laughter, shared moments, awards, dancing, and cuisine from around the world – all of which strengthened the sense of belonging and celebrated everyone's contributions.

One of the highlights of the event: the Sustainability Awards.

These awards acknowledge the best initiatives put forward by employees to help improve sustainability performance at Soitec's Singapore site. Reducing energy and water consumption, promoting inclusion, quality of life at work and exemplary corporate citizenship are just some of the project topics submitted via an internal call for contributions.



Inclusion, equality and diversity: our differences make us stronger



WomEn@Soitec: a committed and inspiring first year

Launched in 2024, the internal WomEn@Soitec network unites employees around a common goal: to promote gender equality within the Company. Workshops, conferences, profiles... A wide variety of practical measures have fueled the network's development and raised the profile of women throughout the year.

In February 2025, the network celebrated its first anniversary, marked by a range of activities: workshops, inspirational profiles, mentoring and team events.

Diversity makes us stronger. Diversity fuels innovation, strengthens team spirit and guides our commitment.

- **Promoting gender equality in leadership roles:** higher proportion of women in management roles, empowerment-focused training, and awareness-raising among managers.
- **Offering better support for employees with disabilities:** personalized support, partnerships with non-profits, special arrangements, awareness-raising forums.
- **Celebrating cultural diversity:** diversity of teams at international sites, promoting respect and openness. ✨



SSIA Women's Forum in Singapore: Soitec is committed to equality in technology

Giving a voice to women in the industry

In 2024, women from Soitec Singapore took part in the SSIA Women's Forum (Singapore Semiconductor Industry Association). It was an opportunity to share experiences, discuss the challenges of gender diversity in the tech industry and showcase Soitec's commitment in Asia.



Local outreach and shared responsibility

Soitec operates in a wide variety of regions. Our local roots are our strength: they enable us to take concrete, targeted action, wherever it is needed.



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There are numerous ways to make a positive impact on society, through education, inclusion, environmental initiatives and community involvement.

Supporting community outreach

Soitec encourages its employees to get involved in the community through skills sharing, donation drives, volunteering and mentoring. These initiatives are coordinated locally and promoted within the Company.

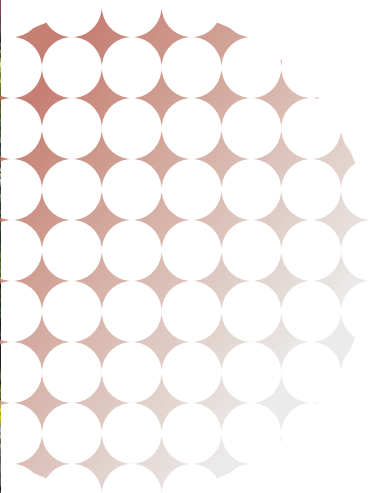
Career motivation

Raising young people's awareness of the range of jobs, career paths and businesses in industry is one of our priorities. To support this commitment, Soitec frequently visits schools, attends job fairs and holds open days at its sites.

- Membership of the “Elles Bougent” network in February 2024 to encourage young girls to consider a career in science.



The first Cycling Week at Pasir Ris: accompanied by guides, our employees cycled to and from the office together, in a week-long event that combined safety, health, sustainability and team spirit.



- Educational partnerships with the Télémaque and Sesame programs, to support young people from disadvantaged backgrounds.
- School visits, work experience opportunities and job fairs.
- Awareness-raising about careers in industry and the sciences, particularly among girls.

Contributing to local employment
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Thanks to its partnerships with training organizations, local government and employment agencies, Soitec supports people entering the job market and contributes to the economic vitality of the regions in which it operates. ✨

Sesame: an organization that makes a difference
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Soitec has been an active participant in the Sesame endowment fund, a collective that Soitec co-founded, since its creation in 2023.

Sesame brings together some 40 companies and nearly 60 associations in order to support essential causes such as the fight against domestic violence, supporting vulnerable members of society and helping young people in disadvantaged urban neighborhoods.

Soitec supports this project through human, material and financial contributions, and encourages its teams to get involved through volunteer missions, material donations and participation in collective events organized on the platform sesame-solidaire.org.

On June 10, 2024, Sesame celebrated the initiative's successful first year that has paved the way for future collaborations.



Acting with integrity, setting the highest standards

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Structured and proactive sustainability governance

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Ethics, compliance and cybersecurity: the foundations of trust

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Cybersecurity: protecting data and supporting digital resilience

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Responsible purchasing for a sustainable value chain



Sustainable performance is built on trust.

At Soitec, this trust is underpinned by integrity, transparency and a steadfast commitment to rules and standards. Ethics are key to every decision, at every level.



Robust governance, solid ethical principles and constant vigilance around safety are the foundations of the trust that Soitec builds with its stakeholders.



Emmanuelle Bely,
General Secretary

Structured and proactive sustainability governance

To ensure consistency between strategy, lasting commitment and operational performance, Soitec relies on clear, rigorous and integrated sustainability governance at every level.

- Through the Sustainability Steering Committee, the Board of Directors carries out strategic monitoring of environmental, social and governance matters.
- The Sustainability Steering Committee defines strategy, monitors action plans and assesses results.
- Sustainability Champions and the working group are responsible for coordination and operational deployment for all of the sites.

This structure favors communication, encourages teams to tackle challenges, and ensures that decisions are aligned with commitments. Sustainability goals are also integrated into the variable compensation of senior executives, to ensure that these priorities are shared at the highest level. ♦



Ethics, compliance and cybersecurity: the foundations of trust

Soitec puts **ethics at the heart of its operations. Every employee is part of a culture based on individual responsibility, transparency and risk prevention.**

This requirement is embodied in a number of structural measures:

- **A Code of Conduct** that is clear and accessible to everyone, defining the ethical rules and values we are committed to respecting in the way we do business, and to which we expect all our stakeholders to adhere.
- **Ethics policies** based on Soitec's five compliance pillars: anti-corruption, competition law, export controls and compliance with sanctions and embargoes, personal data protection, and prevention of insider trading.
- **Maât**, a confidential, secure, multilingual ethical whistleblowing platform, open to everybody in the Soitec ecosystem to report any situation that is contrary to ethical principles.
- **Regular training courses** on business ethics, regulatory requirements, data protection and export controls.
- **Annual risk mapping**, structured by type: legal, financial, reputational, operational. ♦





Maât: a platform for whistleblowing and dialogue

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The Maât platform allows any employee to report, in complete confidentiality, any situation that they consider to be unethical or illegal. This whistleblowing channel is supplemented by targeted training, a Code of Conduct and a Responsible Purchasing Charter.

Cybersecurity: protecting data and supporting digital resilience

In an increasingly connected world, **cybersecurity** is a strategic issue for Soitec. It is key to customer confidence, protecting sensitive data and the continuity of industrial operations.

A structured and certified process

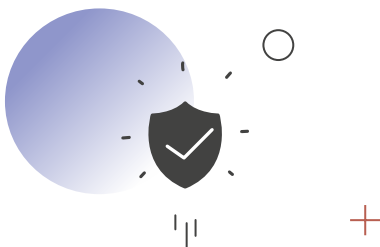
- ISO 27001 certification obtained for the Bernin site in 2025 provides external validation of the Management System deployed throughout the Group.
- Special cybersecurity governance ensures the compliance of internal and supplier practices.
- Regular audits, awareness-raising campaigns and mandatory e-learning modules for all employees.
- Phishing tests, incident reporting systems, alert management procedures: everyone is involved in cybersecurity.

Shared culture of vigilance

- Awareness-raising campaigns, mandatory e-learning modules, videos, newsletters, quizzes and regular reminders.
- Internal alerts, real-time incident management.
- Adopting simple but decisive reflexes: strong passwords, strong authentication, strict management of access rights.

Information security is everyone's business

From system design to everyday use, every link in the chain counts. We can all contribute to protecting ourselves. At Soitec, cybersecurity is not just a matter for specialists: it is a shared set of reflexes, contributing to reliability and trust.



Responsible purchasing for a sustainable value chain

At Soitec, ESG performance does not stop at the Company's doors. It is also built with partners and suppliers. The Purchasing Department plays a key role in informing the whole value chain about these requirements.

- 87% of strategic suppliers are now signatories to the Group's quality and ESG policy.
- On-site ESG audits are carried out with suppliers, covering water consumption, waste management, safety, equal pay and working conditions.
- ESG criteria are included in calls for tender, when selecting service providers and assessing processes.
- Dependence and critical supply risks are monitored.

Purchasing mediation and the Maât platform

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A dedicated mediation system is available to suppliers in the event of a dispute. It complements the Maât platform, which is open to all external partners, guaranteeing ethical, secure and constructive dialogue within the Soitec ecosystem.



Progress with purpose for a sustainable future

Fiscal year 2024-2025 represented a major milestone for ESG at Soitec. Significant steps were taken to strengthen governance, protect the climate, optimize resource management and motivate teams around a sustainable and collective approach. This report reflects the progress we have made and our determination to **design sustainably**, **manufacture more responsibly**, and **reduce our environmental footprint** at every stage of the life cycle.

The year ahead promises to be demanding, amid rising expectations and more stringent constraints. There is no shortage of challenges – whether we are talking about accelerating the decarbonization of our activities, optimizing water management, improving energy performance or responding to a constantly changing regulatory framework – and everyone will need to be mobilized.

To meet these challenges, Soitec will continue to build on what it has already achieved and strengthen the link between innovation, responsibility and performance.

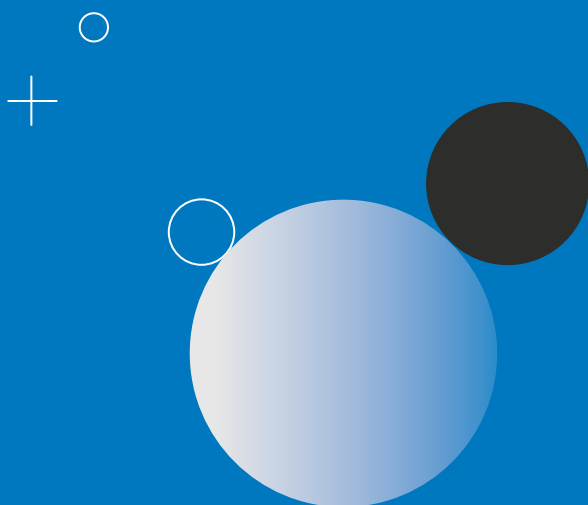




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of our Universal
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Document,
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