



s•itec

ESG Roadshow  
September 2024

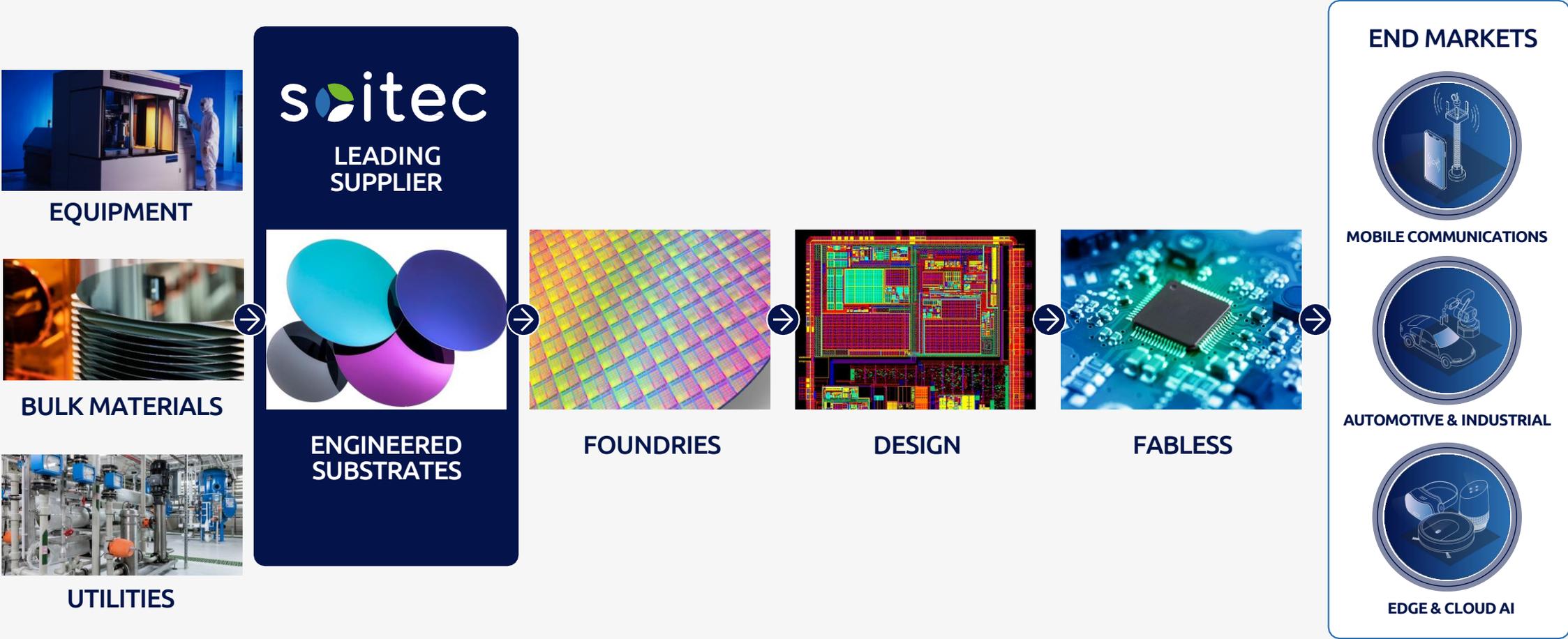
DRIVING SUSTAINABLE  
GROWTH



We are the **innovative soil**  
from which smart and energy  
efficient electronics grow into  
amazing and sustainable life  
experiences”



# SOITEC ENABLES A SUSTAINABLE SEMICONDUCTOR VALUE CHAIN



# SOITEC INNOVATES TO DESIGN ENGINEERED SUBSTRATES DELIVERING ENERGY EFFICIENCY GAINS AT THE DEVICE LEVEL

GREENOVATION STRENGTHENS THE POSITION OF ESG AT THE HEART OF OUR VALUE CREATION MODEL



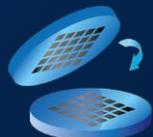
PPAC: PERFORMANCE, POWER & AREA-COST



## SOITEC CORE TECHNOLOGY TOOLBOX



Smart Cut™



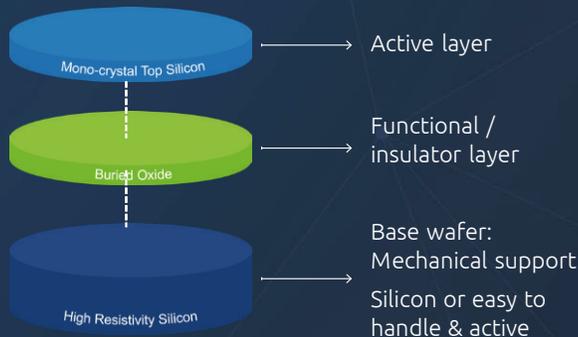
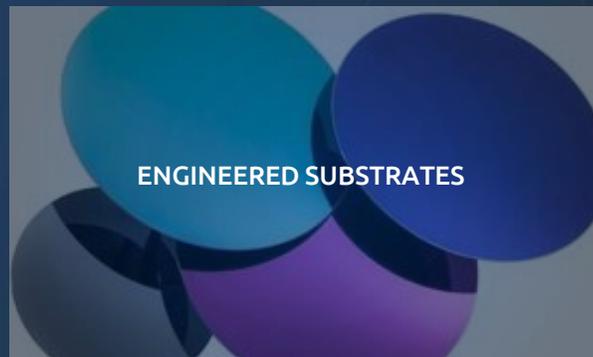
Smart Stacking™



Epitaxy



Advanced Processing



## MORE ENERGY EFFICIENT DEVICES



**-25% POWER CONSUMPTION**

enabled by our latest generation of Soitec RF-SOI in 4G/5G smartphones vs. previous gen HR-SOI



**>10% ADDITIONAL BATTERY RANGE**

in EVs enabled by powertrain based on our SmartSiC™ substrates vs. IGBT Si systems

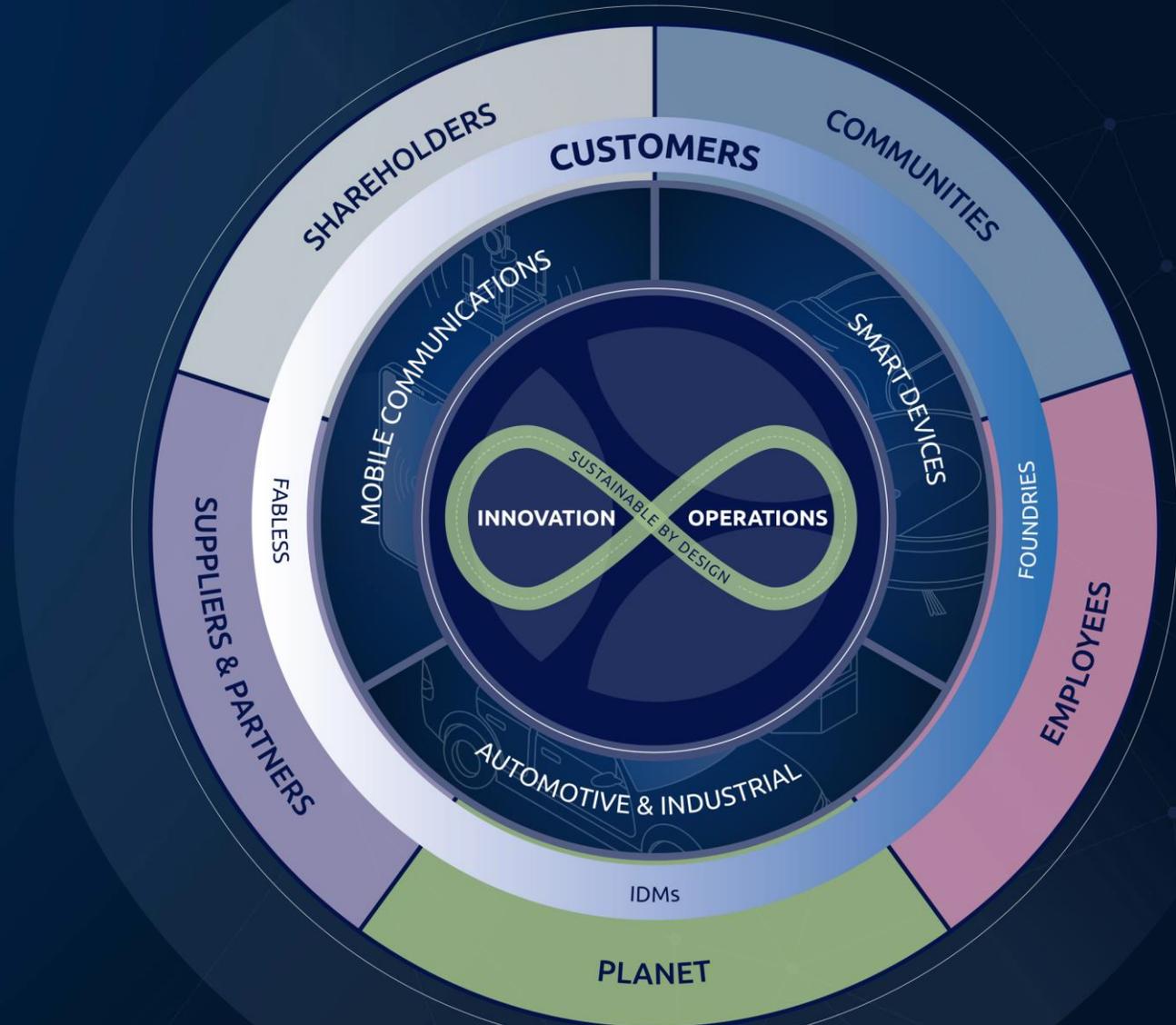


**-40% POWER CONSUMPTION**

in low-power devices using 22nm FD-SOI vs. bulk CMOS

Source: Soitec estimates

# UNIQUE AND SUSTAINABLE BUSINESS MODEL TO EXECUTE ON OUR VISION



# ACCELERATING OUR COMMITMENT TO SUSTAINABILITY

## 2021-2030 – OUR SUSTAINABILITY ROADMAP

In 2021, we decided to place sustainability at the heart of our strategy and launched a new sustainability policy.

The roadmap, running through to 2030, is based on three pillars:

1. Driving the transition toward a sustainable economy through our innovation and operations;
2. Leveraging our inclusive culture;
3. Acting to become a role model for a better society.

### 2020

- Launch of a **climate plan**
- Signing of a partnership agreement with the French League for the **Protection of Birds** (Ligue pour la Protection des Oiseaux – LPO)

### 2021

- **Approval of our climate objectives** by the Science-Based Targets initiative (SBTi)
- Signing of a collective agreement on **gender equality extended to include LGBTQIA+**
- **ISO 14001 and 45001 (health and safety) certification** obtained for our Pasir Ris site (Singapore)

### 2022

- **Creation of an ESG Committee** within the Board of Directors
- Winner of the **SEMI Industry Leader in Diversity and Inclusion Award**
- Roll out of our **Climate Plan**
- **Soitec ranked 31<sup>st</sup> among 250 companies** in the CSR ranking by 'Le Point'
- **Free share plan** granted to all employees with ESG criteria

### 2023

- Singapore site **certified ISO 50001**
- Soitec joins the **Water Observatory** newly created in the Grésivaudan Valley
- Kick-off of our **'Greenovation' cleantech working group**

### 2024

- MSCI A-Rating
- Official opening of a **new plant dedicated to the production of SmartSiC™** substrates in Bernin (France) with iso-consumption of water for the entire site
- An innovative new industrial facility at Bernin (France), to **increase the proportion of water that can be reused** in industrial processes
- Four meetings of the **ESG Committee** of the Group's Board of Directors
- Launch of **WomEn@Soitec**, **Soitec's first women's Network**
- ...



# 01

## DRIVE THE TRANSITION TOWARD A SUSTAINABLE ECONOMY THROUGH OUR INNOVATION AND OPERATIONS



SUSTAINABLE  
INNOVATION



9

INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



12

RESPONSIBLE  
CONSUMPTION



CLIMATE  
CHANGE



13

CLIMATE  
ACTION



WATER  
MANAGEMENT



6

CLEAN WATER  
AND SANITATION



BIODIVERSITY



15

LIFE  
ON LAND

## SUSTAINABLE INNOVATION

9

INDUSTRY, INNOVATION  
AND INFRASTRUCTURE

12

RESPONSIBLE  
CONSUMPTION



# EMBEDDING ENERGY EFFICIENCY IN OUR PRODUCTS BY DESIGN

## OUR APPROACH

We invest in innovation to reduce our environmental impact from our industrial operations to the end product



Optimized resource  
consumption

x10

Re-usability of donor substrate thanks to our proprietary SmartCut™ technology



Energy efficient  
end product



Our PPAC value proposition (Performance / Power / Area / Cost) delivers superior energy efficiency to end products

## TARGETS

#1

Maintain and expand our technological edge through R&D effort and patent filing

#2

Estimate the avoided emissions as a result of the energy savings enabled by our products in their final applications

#3

Develop eco-efficient products: SmartSiC™ to reduce carbon footprint of SiC devices and accelerate EV adoption

## ACHIEVEMENTS

14%

of revenue dedicated to gross R&D in FY24 (before capitalization)

1,064 ktCO<sub>2</sub>eq. (+/- 35%)

of GHG emissions avoided through energy savings generated by Soitec products in their end-use applications (FD-SOI, RF-SOI and Photonics-SOI)

377

patents filed in FY24 (#1 patent filer among mid-sized companies in France in 2023)

## SUSTAINABLE INNOVATION

9

INDUSTRY, INNOVATION  
AND INFRASTRUCTURE

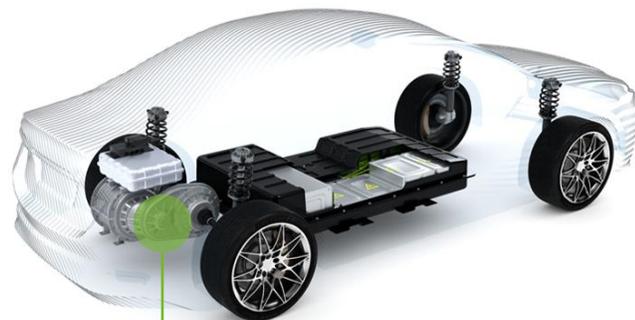
12

RESPONSIBLE  
CONSUMPTION



# SmartSiC™ – A GREENER, FASTER AND BETTER SOLUTION TO ACCELERATE ELECTRIC VEHICLE ADOPTION

## SiC IS CRITICAL TO EV ADOPTION



The **traction inverter** converts the DC power from the battery to the AC power used in an electric vehicle motor

SmartSiC™ traction inverters increase battery range by

>10%

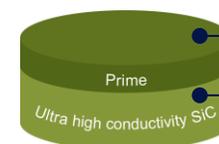
vs. Si IGBT systems

## UNPARALLELED VALUE PROPOSITION

Bulk monoSiC wafer



SmartSiC™ wafer



Very thin slice of monoSiC (A single bulk monoSiC wafer can be reused to produce >10x SmartSiC™ wafers)

polySiC base wafer (significantly lower carbon footprint vs monoSiC)

### SmartSiC™ vs. SiC: Greener, Faster and Better:

40,000 tons of CO<sub>2</sub> reduction for each 1 million wafers vs. SiC

200mm scalability to accelerate SiC adoption through a >10x re-usability

Enabling new generations of SiC devices thanks to an improvement of R<sub>DS(on)</sub> up to 20%

Reducing CapEx & OpEx for device manufacturers

## SUSTAINABLE INNOVATION

9

INDUSTRY, INNOVATION  
AND INFRASTRUCTURE

12

RESPONSIBLE  
CONSUMPTION



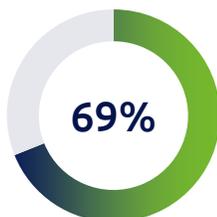
# DEVELOPING TECHNOLOGIES CONTRIBUTING TO A REDUCED CARBON FOOTPRINT ACROSS THE PRODUCT LIFECYCLE

## FY24 EU TAXONOMY ELIGIBILITY

We are constantly innovating to reduce our environmental impact, from our industrial operations to the end applications

#1

We develop energy efficient products

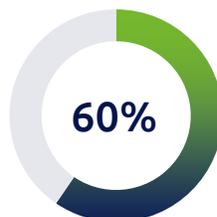


**Eligible Revenue**

representing  
**€586m**

#2

We invest in new technologies for a low carbon economy

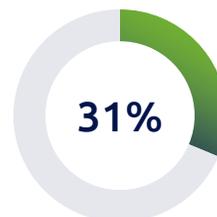


**Eligible CAPEX**

representing  
**€121m**

#3

We are engaged to reduce the carbon footprint of our operations



**Eligible OPEX**

representing  
**€44m**

## SOITEC PRODUCTS ENABLING ENERGY SAVINGS

To estimate the greenhouse gas emissions avoided using our products, we conducted an impact study for the fourth time in 2024. The study focused on three of our products, comparing them with previous generations or competing products.

Smart devices and automotive



**FD - SOI**

676 ktCO<sub>2</sub>eq (±34%)  
avoided emissions

Smartphone front-end modules



**RF - SOI**

233 ktCO<sub>2</sub>eq (±20%)  
avoided emissions

Optical transmitters for data centers



**Photonics -SOI**

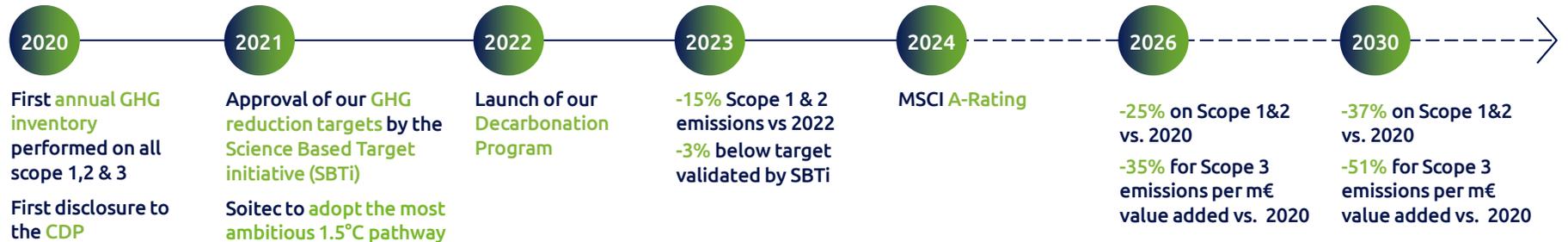
155 ktCO<sub>2</sub>eq (±3.4%)  
avoided emissions

**1,064 ktCO<sub>2</sub>eq.** (±35%) representing the yearly domestic energy consumption of a

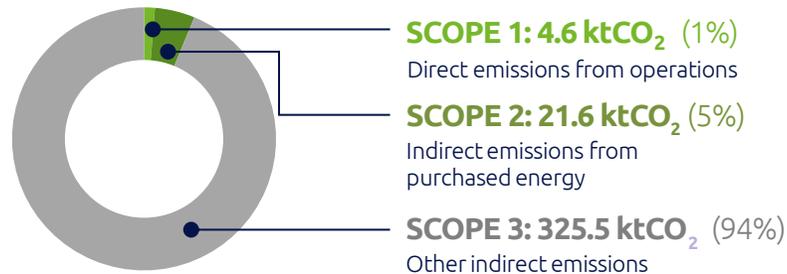
**1.2 MILLION** inhabitant city (2023 revenue)

# ACTING TO REDUCE OUR CARBON FOOTPRINT IN LINE WITH THE 1.5°C PATHWAY

## OUR ROADMAP TO ALIGN WITH THE PARIS AGREEMENT BY 2026



## CY2023 GHG INVENTORY



## ACHIEVEMENTS

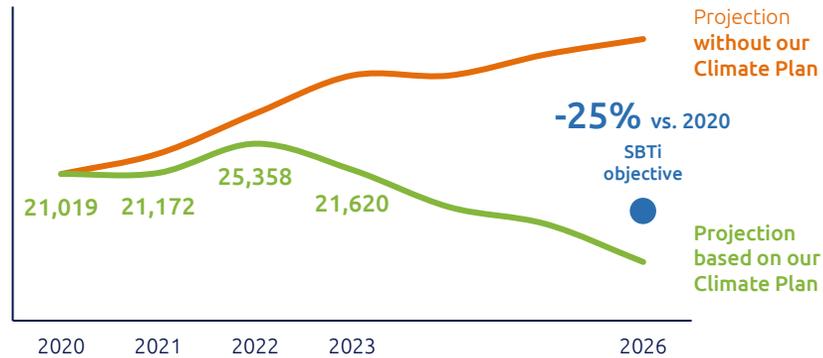
- 21% energy consumption per unit of production** in FY24 compared to FY21
- 100% of Bernin site electricity supplied by low-carbon energy** (hydroelectric farms) since January 2021
- ~35% of green electricity supplied to Pasir Ris site in CY 2023**, targeting ~50% in CY 2024



# ACTING TO REDUCE OUR CARBON FOOTPRINT IN LINE WITH THE 1.5°C PATHWAY

## SCOPE 1 & 2 TARGET

Scope 1&2 absolute emissions (tCO<sub>2</sub>eq.)



### Performance of industrial operations:

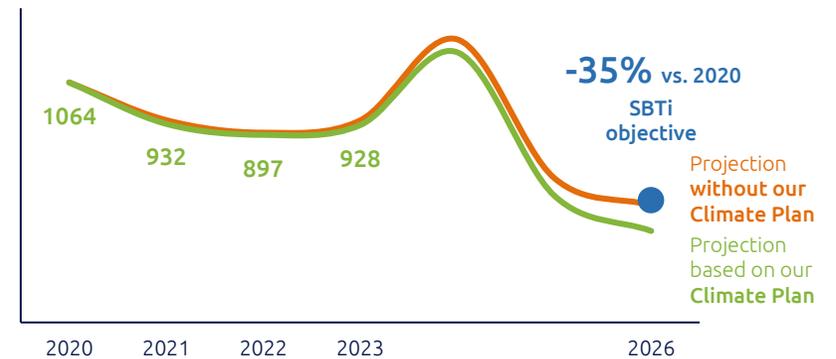
- Energy efficient equipment and process improvements

### Low carbon energy:

- Use of low-carbon energy across the Group
- Solar panels installed on our Singapore site in FY23
- Targeting ~50% of green electricity in Singapore in CY 2024

## SCOPE 3 TARGET

Scope 3 emissions intensity (tCO<sub>2</sub>eq./€m of added value)



**Engage with our suppliers** to reduce the carbon footprint of their products

Increase **wafer refresh** rate

Include sustainable criteria for our **capital investment**

Use of **low carbon freight**

**Sustainable mobility programs** for our workforce

# CLIMATE CHANGE

13  
CLIMATE ACTION



## ACTING TO REDUCE OUR CARBON FOOTPRINT IN LINE WITH THE 1.5°C PATHWAY

BUSINESS AMBITION FOR 1.5°C



# RESPONSIBLE WATER MANAGEMENT STRATEGIES TO SUPPORT OUR GROWTH

## OUR APPROACH



Drawing water from **non stressed areas** (WRI)



Consumption control plan (ISO 14001)



Increasing **recycling rates and wastewater reuse**

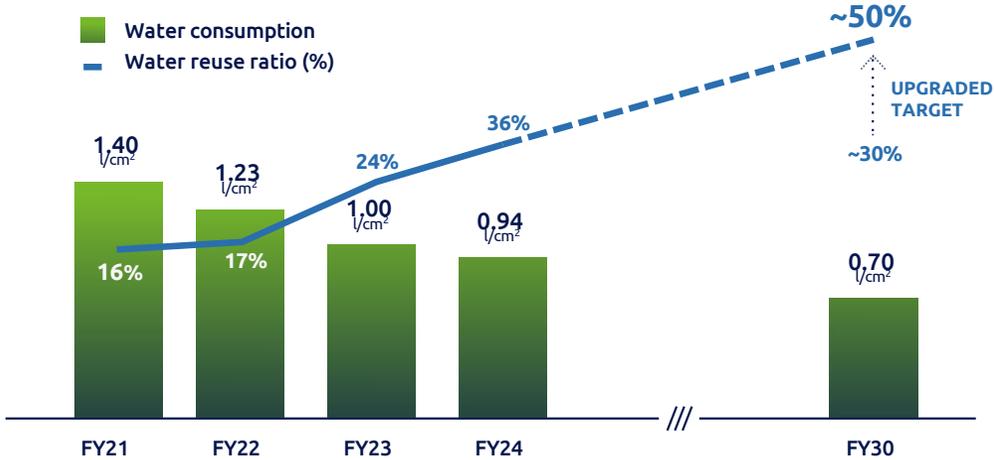


Accounting for water needs of our **local communities**

## TARGETS & ACHIEVEMENTS

**-50%** OF WATER CONSUMPTION PER UNIT OF PRODUCTION BY FY30 vs FY21

Water reuse ratio above target in FY24 - Raising FY30 target



# RESPONSIBLE WATER MANAGEMENT STRATEGIES TO SUPPORT OUR GROWTH



Targeting  
**50%**  
of water reused by  
FY30 vs 36% in FY24

Water reuse installation developed by Soitec in Bernin

WATER  
MANAGEMENT

6  
CLEAN WATER  
AND SANITATION



# SETTING UP THE CONDITIONS TO PRESERVE THE BIODIVERSITY ON OUR SITES

**BIODIVERSITY**

15  
LIFE  
ON LAND



## OUR APPROACH



Protecting nature and ecosystems where we operate



Site development and fab expansions taking into account natural ecosystems



Advisory and long-term partnerships with local NGOs, citizens and scientists to plan and implement strategies and actions



Work on sustainable land use and protection of biodiversity

## TARGETS

#1 ON-SITE 5-YEAR **BIODIVERSITY PLAN** IN COLLABORATION WITH NGO

#2 RAISE EMPLOYEE **AWARENESS**

## ACHIEVEMENTS



SIGNING OF A 5-YEAR PARTNERSHIP WITH **THE LEAGUE FOR PROTECTION OF BIRDS**



**0 PHYTOSANITARY PRODUCTS** ON OUR GREEN SPACES



**APICULTURE PROGRAM:** 4 BEEHIVES CONTRIBUTING TO LOCAL POLLINATION



SPONSORSHIP OF THE ASSOCIATION **SYLV'ACTES** TO PRESERVE OUR FORESTS



# 02

## LEVERAGE OUR INCLUSIVE AND INSPIRING COMPANY CULTURE



ATTRACTING AND  
RETAINING TALENT



DIVERSITY AND  
INCLUSION



HEALTH AND  
SAFETY



WELL BEING@  
WORK



8

DECENT WORK AND  
ECONOMIC GROWTH



10

REDUCED  
INEQUALITIES



5

GENDER  
EQUALITY



10

REDUCED  
INEQUALITIES



16

PEACE, JUSTICE AND  
STRONG INSTITUTIONS



3

GOOD HEALTH  
AND WELL BEING



3

GOOD HEALTH  
AND WELL BEING

## ATTRACTING AND RETAINING TALENT

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES



# MAKING SOITEC AN ATTRACTIVE EMPLOYER TO SUPPORT OUR GROWTH

## OUR APPROACH

Pipeline development strategy to attract and retain highly skilled people

Develop partnerships with schools and universities to both attract young graduates and train Soitec employees

Individual training plan for each employee, including public certification

Well being@work, pillar of our social strategy

Joint working group (management, social partners and employees) on working conditions in Bernin

Sector-leading employee stock ownership plan - 100% eligible to join

## TARGETS

#1 IMPROVE VISIBILITY AND REPUTATION ACROSS CHANNELS

#2 ENSURE COMPETITIVENESS OF OUR EMPLOYMENT OFFERS

#3 MAINTAIN AN AVERAGE PROMOTION RATE OF 13% TOWARDS 2026

## ACHIEVEMENTS

24 hours of training per employee on average in FY24

17.5% of eligible employees promoted internally in FY24

6.9 years of seniority on average

## ATTRACTING AND RETAINING TALENT

8  
DECENT WORK AND  
ECONOMIC GROWTH

10  
REDUCED  
INEQUALITIES



# SOITEC VALUES VOTED BY ALL EMPLOYEES

We win  
as **one**  
team



We are  
responsible  
entrepreneurs



We  
**care**  
for people



We  
**innovate**  
together  
with customers  
& partners



## ATTRACTING AND RETAINING TALENT

8

DECENT WORK AND ECONOMIC GROWTH

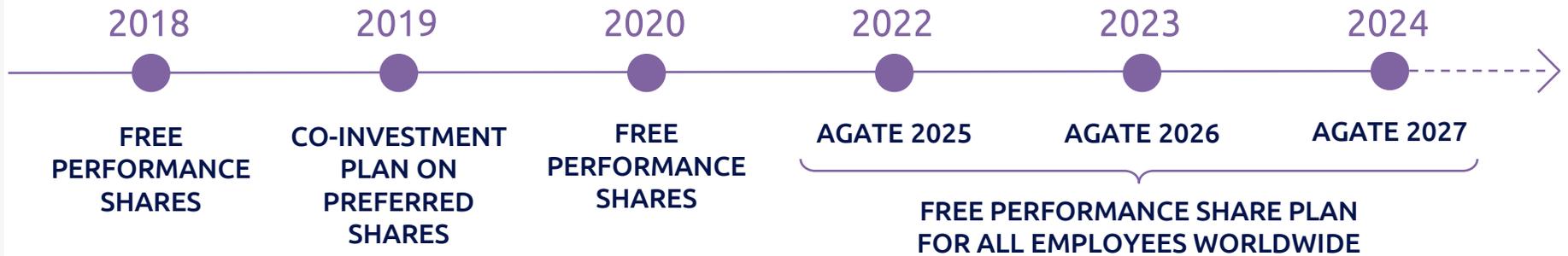
10

REDUCED INEQUALITIES



# SHARING THE FRUITS OF GROWTH WITH ALL OUR EMPLOYEES

Soitec is committed to support social equity and to attract talents by sharing growth value through its long-term incentive plans that apply with the same vesting conditions for the CEO and all employees worldwide



Soitec has received several awards for its employee sharing value policy



## DIVERSITY AND INCLUSION

5

GENDER EQUALITY



10

REDUCED INEQUALITIES



16

PEACE, JUSTICE AND STRONG INSTITUTIONS



# ACTIVELY PROMOTING AN INCLUSIVE AND DIVERSE WORK ENVIRONMENT AND WORKING TO ELIMINATE ALL FORMS OF DISCRIMINATION

## OUR APPROACH

4 liaison officers appointed to work against sexism at different levels

Anonymous platform for reporting deviant behaviour has been implemented in March 2023

WomEn@Soitec employee resource group launched in 2024

Company agreement with unions on professional equality signed in France which aims to address gender issues holistically including LGBTQIA+ matters

## TARGETS & ACHIEVEMENTS

#1 INCREASE PROPORTION OF WOMEN IN THE EXCOM

≥30%  
FY26 target



Achieved 2 years in advance



→ ≥40%

→ 36%

#2 INCREASE PROPORTION OF WOMEN IN SENIOR EXECUTIVE POSITIONS

≥20%  
FY25 target



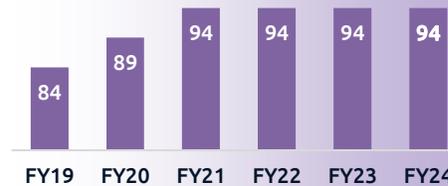
Achieved 1 year in advance



→ 30%

→ 23%

### French gender Equality Index in ESU (Soitec SA + Soitec Lab)



Signature of the CEO Pledge of the GSA Global Semiconductor Alliance Women's Leadership Initiative



Signature of the UN charter on "Standards of Conduct for Business on Tackling Discrimination against LGBTQIA+ people" (1<sup>st</sup> semicon company)

WINNER OF THE SEMI INDUSTRY LEADER IN DIVERSITY AND INCLUSION AWARD IN 2022

## DIVERSITY AND INCLUSION

5

GENDER  
EQUALITY



10

REDUCED  
INEQUALITIES



16

PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



# ACTIVELY PROMOTING AN INCLUSIVE AND DIVERSE WORK ENVIRONMENT AND WORKING TO ELIMINATE ALL FORMS OF DISCRIMINATION



Soitec's first employee resource group, **WomEn@Soitec**, was officially launched on January 30, 2024

## HEALTH AND SAFETY

3

GOOD HEALTH AND WELL-BEING



# GUARANTEEING SAFETY IN BOTH OUR PRODUCTS AND OUR WORKPLACE

## OUR APPROACH

Ongoing development of a “Zero Accident” safety culture

Green Partner policy addresses use of hazardous substances and resource traceability

“Safe program” built on knowledge and responsibility under continuous development and improvement

Near miss accident analysis is included in methodologies

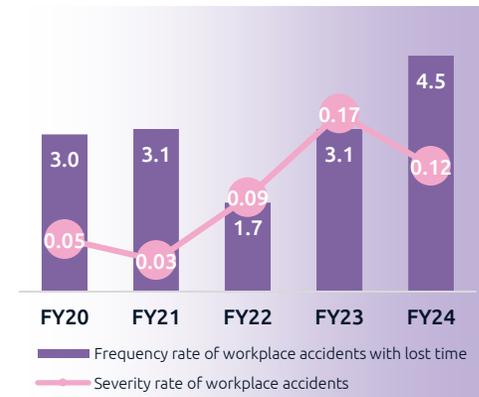
External ISO 17025-certified laboratory measures product safety

## TARGETS

Complete 850+ safety tours annually

Maintain a frequency rate of workplace accidents with lost time below 2.9

## ACHIEVEMENTS



0.12

FY24 SEVERITY RATE OF WORKPLACE ACCIDENTS

828

SAFETY TOURS CONDUCTED IN FY24

# 03

## ACT TO BECOME A ROLE MODEL FOR A BETTER SOCIETY



### ESG GOVERNANCE



16

PEACE, JUSTICE AND STRONG INSTITUTIONS



17

PARTNERSHIPS FOR THE GOALS



### ETHICS



16

PEACE, JUSTICE AND STRONG INSTITUTIONS



17

PARTNERSHIPS FOR THE GOALS



### RESPONSIBLE SUPPLY CHAIN



16

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PARTNERSHIPS FOR THE GOALS



### COMMUNITIES



11

SUSTAINABLE CITIES AND COMMUNITIES



17

PARTNERSHIPS FOR THE GOALS

## ESG GOVERNANCE

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PEACE, JUSTICE AND STRONG INSTITUTIONS

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PARTNERSHIPS FOR THE GOALS



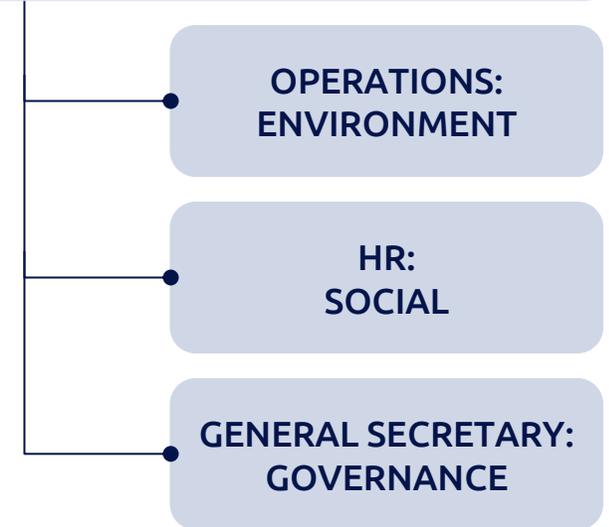
# ESG GOVERNANCE AT COMPANY LEVEL

## BOARD OF DIRECTORS



The Chair of the ESG Committee is the link between all Committees for ESG matters

## CEO *direct oversight through Chief of Staff and ESG Performance Lead*



An ESG Steering Committee meets every month to review objectives, outcomes and action plans ensuring accountability at the right level in the Company

## ESG GOVERNANCE

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PEACE, JUSTICE AND STRONG INSTITUTIONS



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PARTNERSHIPS FOR THE GOALS



# WE AIM TO REACH THE BEST GOVERNANCE STANDARDS

## BOARD MEMBER COMPOSITION AND COMPETENCIES

A strong corporate governance in compliance with the **AFEP-MEDEF Corporate Governance Code**

Separation of the roles of the Chairman and CEO and independence of the Chairman

58% of independent directors

42% of women directors

Dedicated **ESG Committee** since September 2022

### A COMMITTED BOARD

8

MEETINGS IN FY24

96%

OF ATTENDANCE IN FY24

## EXPERTISE AND COMPLEMENTARY SKILLS

	Executive Management	Finance	HR	International	Environment	Social	Governance	Semi Industry	TMT	Applications Domains	R&D
Christophe Gégout	■	■		■	■	■	■	■	■	■	■
Pierre Barnabé	■		■	■	■	■	■	■	■		■
Wissème Allali						■	■	■	■		
Françoise Chombar	■	■		■	■	■	■	■	■	■	
Samuel Dalens		■		■	■		■	■	■		
Laurence Delpy	■	■		■	■		■		■		
François Jacq	■	■		■	■	■	■	■	■		■
Didier Landru						■	■	■	■		■
Frédéric Lissalde	■			■	■		■			■	■
Satoshi Onishi	■			■	■		■	■	■		
Maude Portigliatti	■			■	■		■		■	■	■
Delphine Segura-Vaylet			■	■		■	■	■	■	■	■
Kai Seikku	■	■		■	■	■	■	■	■		
Shuo Zhang	■	■		■	■	■	■	■	■	■	

### EXTERNAL EVALUATION OF THE BOARD

The evaluation confirmed that the Board of Directors and its Committees are functioning well, with significant progress  
(Last evaluation completed in FY24 by an external consultant)

## ESG GOVERNANCE

16

PEACE, JUSTICE AND STRONG INSTITUTIONS



17

PARTNERSHIPS FOR THE GOALS



# PROMOTE ETHICAL AND SUSTAINABLE CORPORATE GOVERNANCE THROUGH OUR ESG COMMITTEE

**FSP**

represented by

**LAURENCE DELPY**



Independent Director

Chairwoman of the Soitec ESG Committee

Cleantech Strategy & Cybersecurity expertise

General Manager Video BU and ExCom member – Eutelsat

Member of the Club des administrateurs engagés

**FRANÇOISE CHOMBAR**



Independent Director

Diversity and inclusion expertise

Chairwoman, Melexis

Ex-mentor of the SOFIA Women's Network (coaching and learning for female professionals)

Member of the Belgian NPO Women on Board

**CHRISTOPHE GÉGOUT**



Independent Director

Cleantech strategy expertise

Managing Partner, Yotta Capital (French private equity firm dedicated to smart industry and transition to a low-carbon economy)

**DIDIER LANDRU**



Employee Director

Social dialogue expertise

Employee and trade union representative, Soitec

Materials science engineer senior expert in Soitec's Innovation Department (15+ years)

**KAI SEIKKU**



Director

Cleantech strategy & union relationships management expertise

President and CEO, Okmetic

Executive VP, NSIG

20+ years of experience in executive management and as company director

**bpi**france

represented by

**SAMUEL DALENS**



Director

Cleantech strategy expertise

Investment Director, Bpifrance

15+ years of experience in finance and private equity

All directors on the Board have competencies in either Environmental or Social matters

### A COMMITTED COMMITTEE

4 MEETINGS IN FY24

100% OF ATTENDANCE IN FY24

### PRIORITIES OF THE COMMITTEE

The ESG Committee helps the Board of Directors to identify and manage Soitec Group ESG matters.

During FY24, the Committee worked on the following:

- Review of the ESG strategic plan
- Review of the implementation of the ethical business plan
- Review of the new requirements imposed by the CSRD and the dual materiality of the Group's risks
- Review of a new ESG clause to be included in the financial agreements
- Review of the annual Board assessment in conjunction with the Compensation and Nominations Committee
- Review of the internal regulations of the Board of Directors
- Review of the Board's diversity policy and the independence of the Board members

# ESG GOVERNANCE

16  
PEACE, JUSTICE AND  
STRONG INSTITUTIONS



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PARTNERSHIPS  
FOR THE GOALS

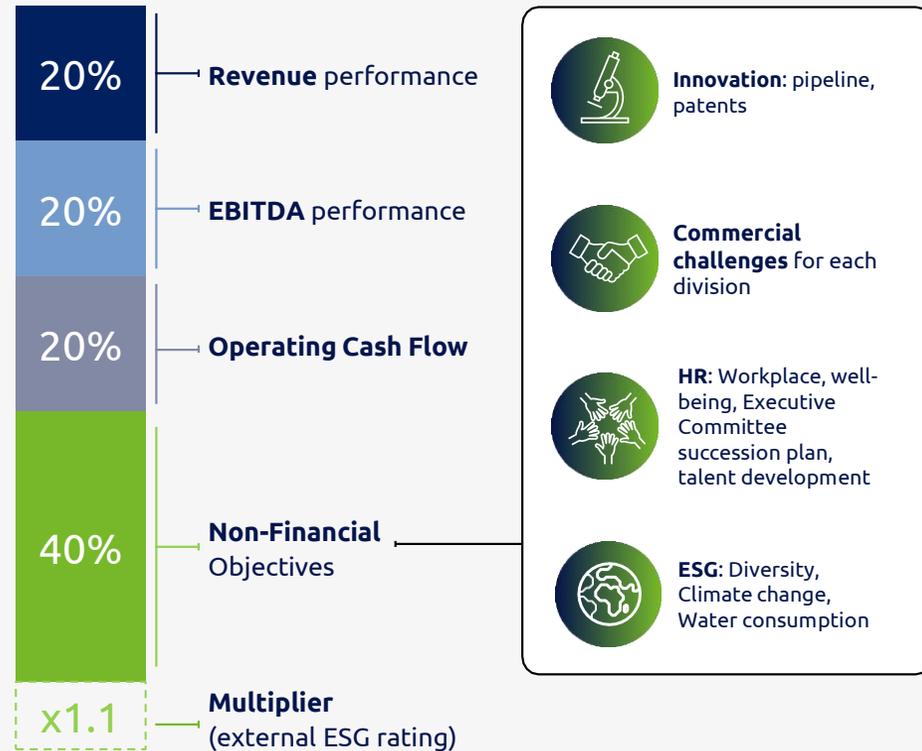


# A COMPENSATION POLICY ALIGNED WITH OUR SUSTAINABLE AMBITION

All Compensation schemes include ESG criteria

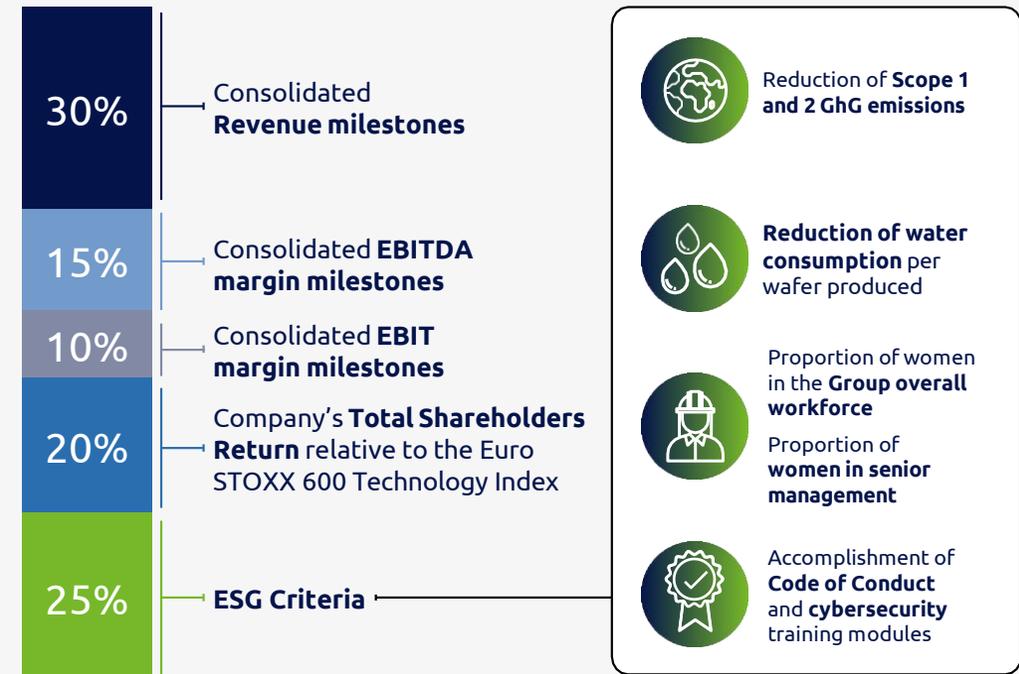
## CEO SHORT-TERM VARIABLE COMPENSATION

40% of the CEO short-term objectives are **non-financial**  
Variable performance improved by **external ESG Rating**



## CEO AND EMPLOYEE FREE PERFORMANCE SHARE PLAN

The CEO and free performance share plans granted to all Soitec employees are subject to the same **FINANCIAL & NON-FINANCIAL CRITERIA**



## ETHICS

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PEACE, JUSTICE AND STRONG INSTITUTIONS



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PARTNERSHIPS FOR THE GOALS



# SETTING HIGH ETHICAL STANDARDS FOR US AND FOR OUR STAKEHOLDERS

## COMPLIANCE AT SOITEC

### CODE OF CONDUCT

### ETHICS POLICIES

Anti-corruption

Antitrust

Insider Trading

Personal data privacy

Export control & international sanctions

### OTHER GROUP AND FUNCTIONAL POLICIES

Human Resources	General Secretary Legal	Finance	Strategic Office	Global Security	Innovation	Site managers/ Facilities directors
Labor and social compliance (national and international labour laws and conventions, Soitec labour standards, sustainability policies)	Contract Review Policy  Delegations of authority policy	Capex Policy  Financial compliance (books and records, reporting)	M&A Policy	Global Information Security Policy  IT compliance (cybersecurity, use of social media, acceptable use of IT)	IP & Confidentiality Policy  R&D Policy	Quality/ Hygiene/ Safety/ Environment  Real Estate Policy

## ETHICS

16

PEACE, JUSTICE AND  
STRONG INSTITUTIONS



17

PARTNERSHIPS  
FOR THE GOALS



# SETTING HIGH ETHICAL STANDARDS FOR US AND FOR OUR STAKEHOLDERS

## OUR APPROACH

Development of a **compliance program** through the **implementation of specific Group policies and trainings**, to ensure all employees understand the rules, how to comply with them and meet ethics expectations

Creation of a dedicated **anti-corruption Group Policy** appended to the Company's Internal Regulation, as required by Sapin 2 law

**Code of Conduct and new dedicated eLearning module** launched in September 2024

**Training plan on compliance risks** including mandatory **antitrust and anticorruption** learnings for exposed populations

Internal **whistleblowing system: Maât online platform** accessible to all Soitec employees and external Group stakeholders

## TARGETS & ACHIEVEMENTS

#1 EMPLOYEES TO COMPLETE  
E-LEARNING MODULE ON  
THE CODE OF CONDUCT



90%  
FY26

83%  
FY24

(+11 percentage  
points vs FY23)



**AUTHORIZED  
ECONOMIC OPERATOR**

status obtained in **2016**,  
among **1<sup>st</sup> French companies**  
to be certified



**FIRST COMPLIANCE  
WEEK**

organized in **September  
2024** to raise awareness on  
Soitec 5 Compliance pillars

## RESPONSIBLE SUPPLY CHAIN

16

PEACE, JUSTICE AND STRONG INSTITUTIONS



17

PARTNERSHIPS FOR THE GOALS



# BUILDING OUR ECOSYSTEM THROUGH SUPPLIER AGREEMENTS

## OUR APPROACH

Sourcing of all **raw materials** under recognized international guidelines

**Conflict Minerals** policy

**Procurement principles** contractually bind suppliers to ESG and sustainability commitments through selection, requirements and performance review processes

Suppliers are strongly encouraged to obtain **ISO 45001, ISO 14001 and ISO 50001** certifications

**Evaluation** of strategic suppliers and **Audits** of critical suppliers with environmental and social criteria

**Supplier engagement program on scope 3 emissions reduction:** >70 suppliers identified to implement actions on carbon footprint reduction to meet our SBTi commitment

## TARGETS & ACHIEVEMENTS

#1 BE FULLY COMPLIANT WITH THE FRENCH RESPONSIBLE PROCUREMENT CHARTER AND THE ISO 20400 STANDARD



100%

FY26

50%

FY24



87% OF OUR STRATEGIC SUPPLIERS HAVE SIGNED OUR SUPPLIER QUALITY POLICY



0 SUPPLIER IDENTIFIED WITH A SUBSTANTIAL ESG RISK

## COMMUNITIES

11

SUSTAINABLE CITIES  
AND COMMUNITIES

17

PARTNERSHIPS  
FOR THE GOALS



# STRENGTHENING TIES WITH LOCAL COMMUNITIES AND ENGAGING WITH “YOUNG PEOPLE”

## OUR APPROACH

**Socio-economic development** surrounding operations

A **local economic pact** was signed in February 2021 by 24 public and private partners including Soitec

Targeted **local economy** actions

**Industry-specific training programs** in partnership with engineering schools and universities



## TARGETS

#1 SUPPORT THE LOCAL ECONOMY

#2 BUILD A CAMPUS MANAGEMENT STRATEGY

#3 ENGAGE WITH YOUNG PEOPLE LOCALLY AND NATIONALLY

## ACHIEVEMENTS

French Government label France Relance #1jeune1solution

237 under 26 hired in FY24

Founding member of the **Sésame endowment fund** which supports non-profits that help people in need

**Mentoring programs** for middle school students from disadvantaged city neighborhoods with Télémaque: 10 mentees in FY24



#1jeune1solution



Télémaque

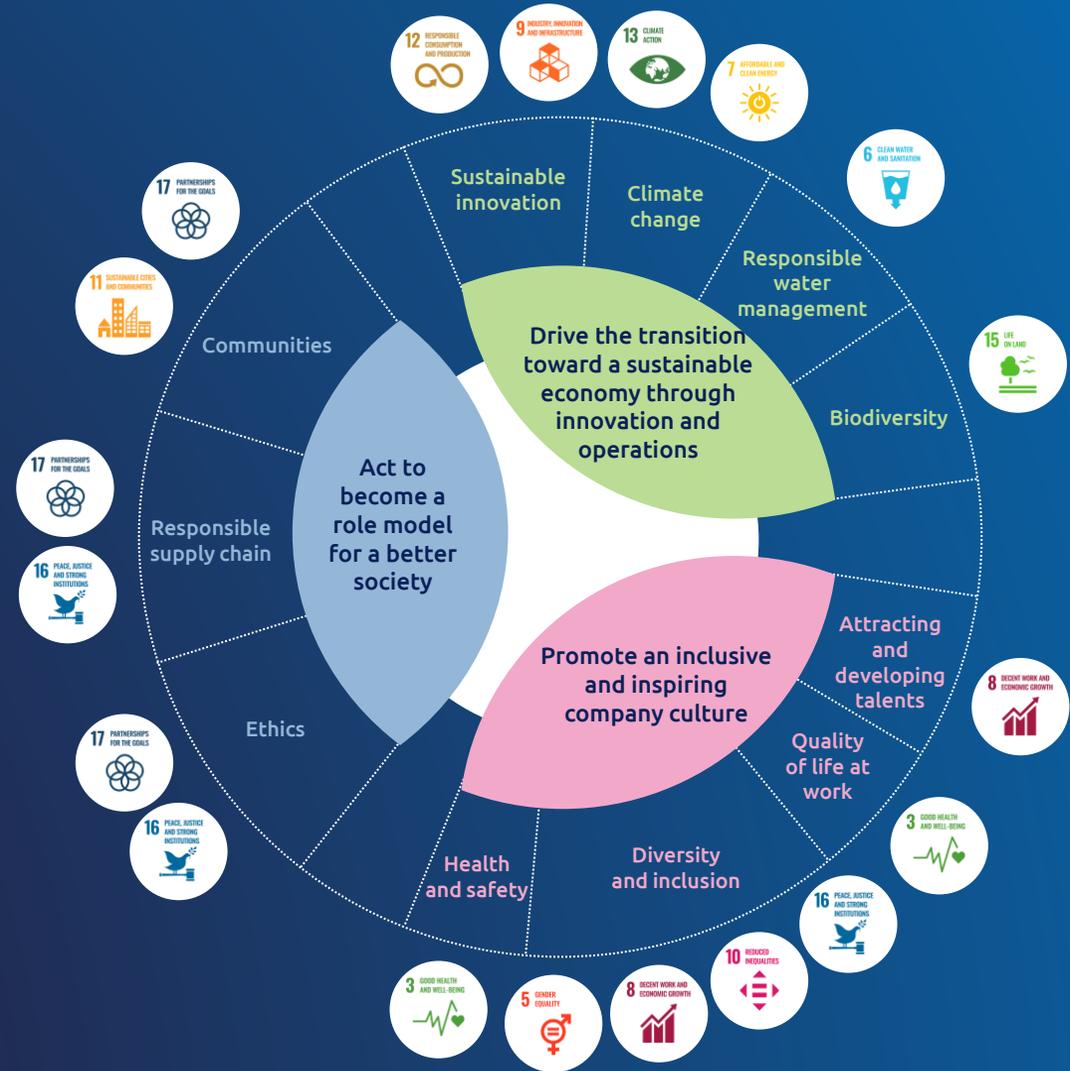
# CONCLUSION

Innovate to make our products the cornerstone of a sustainable future

Acting against climate change to align with the 1.5°C pathway

Industry-leading approach to equality and inclusion strengthens our competitive advantage

A strengthened governance to deliver a sustainable value creation for all Soitec stakeholders





ESG Roadshow

# THANK YOU

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