



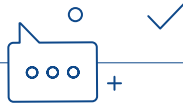
Sustainability Report 2024



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EDITORIAL



PIERRE BARNABÉ

CHIEF EXECUTIVE OFFICER



“ At Soitec, environmental, social/societal and governance (ESG) criteria are at the heart of what we do. Our success is based on our ability to combine technological innovation with sustainability. Our products are shaping the world of tomorrow, but it's the way we design them, with a focus on energy efficiency and reducing our environmental footprint, that makes all the difference.

THIS VISION IS WHAT SETS SOITEC APART: A VISION IN WHICH SUSTAINABILITY IS A CENTRAL PART OF WHO WE ARE, REFLECTING OUR COLLECTIVE COMMITMENT TO A RESPONSIBLE FUTURE.

To steer this ambition, I set up a Steering Committee, comprising six members of the Executive Committee. Together, we ensure that our sustainability commitments are deeply rooted at every level of our Company.

Together with our partners, customers and all our teams, we are shaping an industry that is focused on the future, more mindful of natural resources and built around sustainable innovation.

For Soitec, sustainability is far more than an end in itself. It is a constant commitment which guides our actions toward building a more balanced, inclusive and resilient world.

”



Soitec ESG Steering Committee

From left to right: Caroline Sasia, Jeannette Schuh, Cyril Menon, Léa Alzingre, Pierre Barnabé and Emmanuelle Bely



CYRIL MENON

SENIOR EXECUTIVE VICE
PRESIDENT, OPERATIONS
EXCELLENCE & QUALITY,
CHIEF OPERATIONS OFFICER



“ I am proud to play an active role in positioning sustainability firmly at the heart of Soitec's operations. Our commitments go beyond simply improving our industrial performance: they are part of an ambitious sustainable transformation which combines growth with environmental responsibility.

The integration of internal carbon pricing in our investment approval process reflects our determination to decarbonize the entire value chain, both upstream and downstream. As part of our Climate Plan, we are aiming for a 25% reduction in our Scope 1 and 2 emissions in absolute terms by 2026 compared with 2020, and a 35% reduction in Scope 3 emissions relative to our added value, also compared with 2020.

The inauguration of our SmartSiC fab also illustrates our commitment to responsible resource management. Despite an increase in production capacity, the site's water consumption remains stable. By optimizing our processes and stepping up our efforts to increase and improve water recycling, we aim to use this precious resource more sustainably.

OUR QUALITY AND OPERATIONAL EXCELLENCE INITIATIVES ARE BEING ROLLED OUT WORLDWIDE WITH TANGIBLE RESULTS ALREADY BEING ACHIEVED IN BERNIN AND SINGAPORE, AS ILLUSTRATED BY BOTH SITES OBTAINING ISO 14001 AND 50001 CERTIFICATIONS.

Lastly, raising our employees' awareness on these issues is an essential driver to ensure that such initiatives become a lasting part of our corporate culture.

It is also how we drive initiatives in innovation, all while developing ever more sustainable and environmentally friendly production technologies.



EMMANUELLE BELY

GENERAL SECRETARY



“ For Soitec, governance is not just a regulatory requirement, it is a strategic tool.

Sustainability issues are regularly reviewed by the Board of Directors, based on the work of its four Committees:

- The Strategic Committee makes recommendations on strategic direction, taking into account ESG issues.
- The ESG Committee, created in 2022, supervises ESG objectives, actions and strategies.
- The Audit and Risks Committee ensures that non-financial information is complete, accurate and consistent with the information presented in the Company's financial statements. It is also responsible for regularly assessing, in collaboration with the ESG Committee, the main non-financial risks and their impact on the Company's activities, and reviewing on an annual basis the verification by the independent third party of the quantitative performance indicators in the Statement of Non-Financial Performance.
- Lastly, the Compensation and Nominations Committee takes into account ESG issues when determining the compensation policy for corporate officers and when selecting potential candidates.

Governance comprises all of the procedures, policies and structures put in place to ensure that the Company functions properly and that there is a balance of power between shareholders, directors and management, as well as employees, customers and suppliers.

AT SOITEC, ONE OF THE ESSENTIAL CONDITIONS FOR SUSTAINABLE GROWTH IS MAKING SURE THAT WHENEVER WE CONDUCT BUSINESS, WE DO SO WITH RESPONSIBLE AND ETHICAL PRACTICES.



Ethics guide our behavior and actions and are at the heart of our decision-making process.

The General Secretary helps set objectives that are in line with stakeholder expectations and contributes to the implementation of the compliance program and the monitoring of related initiatives.

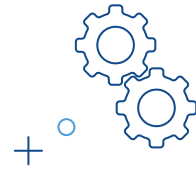
We also organize training programs for all our employees to promote these values and raise awareness on ethical issues. Compliance with our Code of Conduct, which embodies our principles of integrity, is at the very heart of our approach.

Our Sustainability Report is a testament to our efforts to combine sustainability, innovation and responsibility.

For Soitec, promoting rigorous governance, supporting transparent practices and actively contributing to public debate on environmental and social issues with our stakeholders in the regions where we operate are all key commitments.

These commitments reflect Soitec's determination to develop a responsible growth model built on solid foundations, with a clear focus on the future.

—



JEANNETTE SCHUH

CHIEF HUMAN
RESOURCES MANAGER



“ At Soitec, we are committed to building an environment where everyone can thrive and actively contribute to an ambitious shared goal. For us, sustainability is more than just a list of objectives. It represents a deep commitment to diversity, equity and inclusion. We work day in, day out to make gender equality a tangible reality and to ensure that every voice is heard and valued.

I am proud to be part of such a dynamic process, which, aside from aiming to rise to social and environmental challenges, is also the key to our transformation. It strengthens our cohesion, nurtures our corporate culture and underpins our commitment to being a great place to work.

Every initiative we lead and every person we hire forms part of our drive to combine innovation, respect and commitment.

**THE VALUES THAT WE HAVE
DEFINED TOGETHER THIS YEAR
INSPIRE US TO TAKE A BOLD STEP
FORWARD AS RESPONSIBLE
BUSINESS PEOPLE, WHILE
TAKING CARE OF THE PEOPLE
THAT MAKE SOITEC THE
COMPANY THAT IT IS, DAY IN,
DAY OUT.**

Together, we are building a sustainable and inclusive future, in line with the values and talents that are essential to Soitec.

”



LÉA ALZINGRE

CHIEF FINANCIAL OFFICER



“ Ever since I joined Soitec, I have been committed to making sustainability a central part of our financial strategy. My goal is to steer our strategy and investments toward clean technologies and renewable energy solutions in order to align our financial decisions with our ambitious sustainability objectives.

MY TEAM FOCUSES ON SPECIFIC PERFORMANCE CRITERIA BASED ON SUSTAINABILITY OBJECTIVES, PARTICULARLY IN THE CONTEXT OF THE NEW EU DIRECTIVE ON SUSTAINABILITY REPORTING, THE CSRD.

By raising awareness and making sure that every member of my management team plays their part, I am developing a corporate culture focused on social and environmental responsibility. For example, our corporate treasury team invests in French SRI-labeled funds, which guarantees that our resources are only allocated to responsible or environmentally friendly companies.

I also play a key role in integrating sustainability indicators into our financial reports, which demonstrates our commitment to transparency and to qualitative environmental and social progress. By meeting the growing expectations of all our stakeholders, we are consolidating our position as a responsible leader committed to a sustainable future.

”



CAROLINE SASIA

HEAD OF COMMUNICATIONS
& CHIEF OF STAFF TO THE CHIEF
EXECUTIVE OFFICER



“ Putting sustainability at the heart of our message, and thereby becoming the standard-bearer in our industry, is key to inspiring pride and motivation among all our employees, all around the world.

By placing sustainability at the heart of our products and processes, we are making ESG a fundamental lever that drives our success, far more than just a strategic orientation.

In order for ESG performance to become a source of inspiration shared by everyone in the Group, it is placed at the heart of our communication. We organize conferences on environmental issues and offer in-house training courses, such as the Climate Fresk, to raise awareness on these major issues.

WITH THE APPLICATION OF THE CSRD, WE ARE TAKING A NEW STEP TOWARD MORE DEMANDING, RIGOROUS AND TRANSPARENT ESG PRACTICES.

This new framework enables us to set ambitious targets and consolidate our model by adopting an ever more resilient approach. Being aware of our impact and areas for improvement is a key to meeting today's challenges.

Together, we are shaping a more sustainable model of innovation that combines environmental performance, social responsibility and economic excellence, guaranteeing harmonious growth and a future that is resolutely respectful of our planet.

”

SOITEC

COMBINING PERFORMANCE AND SUSTAINABILITY IN SEMICONDUCTOR MATERIALS

For over three decades, Soitec has been a world leader in innovative semiconductor materials, developing cutting-edge products that combine technological performance and energy efficiency.

From its global headquarters in France, Soitec has been able to expand internationally thanks to its unique solutions, generating revenue of €1 billion in fiscal year 2023-2024.

Soitec plays an essential role in the semiconductor value chain, addressing three markets of the future: Mobile Communications, Automotive & Industrial, and Edge & Cloud AI. With a portfolio of over 4,100 patents, the Group pursues a strategy of disruptive innovation to offer its customers best-in-class products.

The Group's success is driven by the talent and diversity of its 2,300 employees, representing 50 nationalities, who work at its sites in Europe, the United States and Asia. Together, they are consolidating Soitec's position as a responsible, innovative leader committed to sustainability.

SOITEC, CREATING SUSTAINABLE VALUE IN ALL ITS MARKETS

Our business model is based on innovation and producing cutting-edge semiconductor materials that are essential for the technology of tomorrow. We have developed a range of advanced substrates, such as substrates that use our Smart Cut™ technology, combining technological performance with energy efficiency. This constant innovation enables us to meet the growing needs of our three strategic markets.

Mobile Communications

Soitec plays a key role in improving the energy efficiency of mobile communications devices. By optimizing semiconductor performance, we help to reduce energy consumption, all while extending device lifespans. We also support the development of technologies like 5G, which allow for smarter, more efficient networks.

Automotive & Industrial

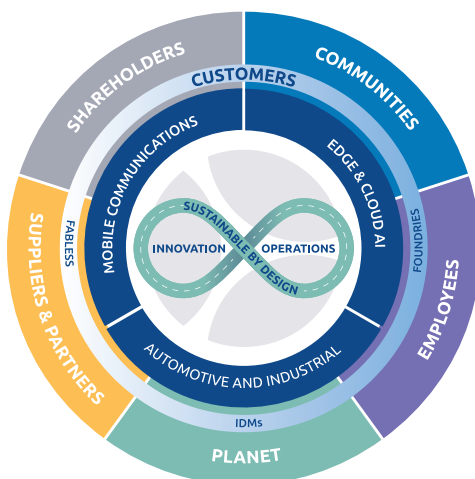
In the automotive sector, our advanced solutions make it possible to develop ultra-connected electric vehicles, reducing CO₂ emissions and promoting more sustainable mobility. In the industrial sector, we provide technologies that improve the efficiency of production processes, contributing to a more responsible use of resources.

Edge & Cloud AI

By supplying semiconductor materials that optimize data center and artificial intelligence system performance, Soitec supports the development of more sustainable digital infrastructure. These developments reduce the carbon footprint of digital operations, all while improving service efficiency.

In each of these markets, we do more than just provide state-of-the-art technologies. We are committed to creating sustainable value that meets the environmental and social challenges of our time.

A UNIQUE,
SUSTAINABLE BUSINESS
MODEL TO DELIVER
OUR VISION



OFFERING BETTER
PERFORMANCE...

10X faster

5G powered by Soitec substrates is up to 10 times faster than 4G

2X faster charge time

SiC systems support 80V architectures, allowing electric vehicles to be recharged faster than 400V Si systems

Edge AI

FD-SOI substrates improve the efficiency of AI training and inference for smart devices

...AND MORE ENERGY
EFFICIENCY

25% LESS energy consumption

thanks to Soitec's latest generation of RF-SOI in 4G/5G smartphones vs. previous generation HR-SOI

OVER 10% more autonomy

in EVs enabled by powertrains using Soitec's SmartSiC™ substrates, vs. IGBT Si systems

40% LESS energy consumption

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

SOITEC AT A GLANCE

FISCAL YEAR
2023-2024

€978
million
IN REVENUE

over 2,300
EMPLOYEES

7
PRODUCTION
LINES

6
LIFE CYCLE
ANALYSES
carried out
on products

14%
of revenue
INVESTED IN R&D

377
PATENTS FILED

over 4,100
PATENTS IN OUR PORTFOLIO

A GLOBAL FOOTPRINT

Sales and support offices

Bernin, France
Besançon, France
Paris, France
Tokyo, Japan
Hsinchu, Taiwan
Seoul, South Korea
Shanghai, China
San Diego and Santa Clara, United States

Production centers

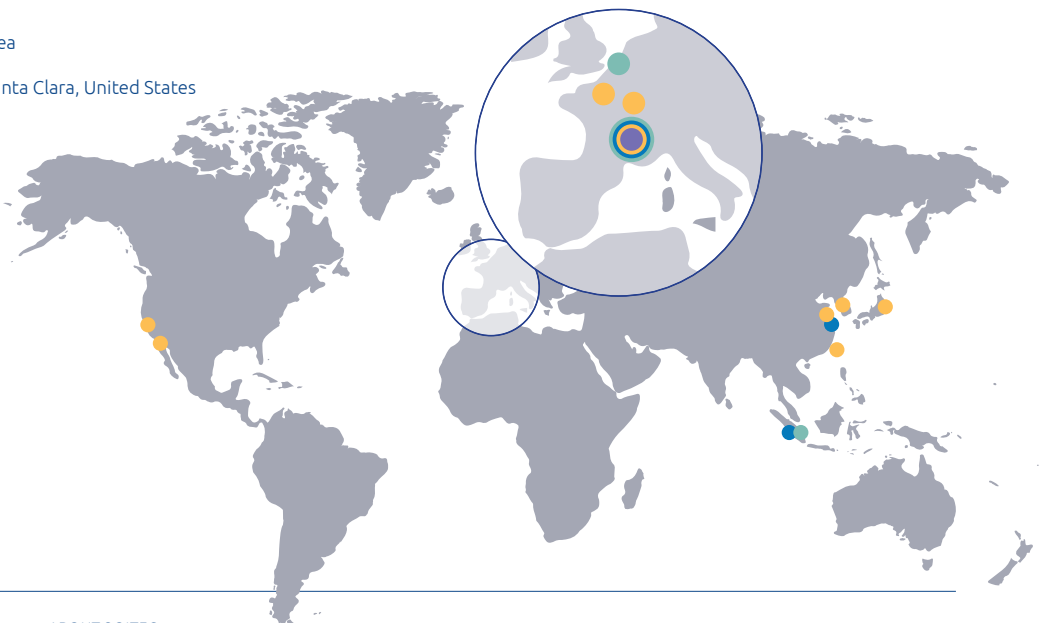
Bernin, France
Pasir Ris, Singapore
Shanghai, China

Substrate Innovation Centers

Grenoble, France
Hasselt, Belgium
Pasir Ris, Singapore

Headquarters

Bernin, France



SUSTAINABILITY ISSUES

Soitec carried out a double materiality assessment in order to obtain a better understanding of its environmental impact and ESG (Environmental, Social and Governance) challenges. This enabled Soitec to assess its environmental and social impacts, as well as the associated financial risks and opportunities.

The assessment highlighted priority issues such as climate change, the supply of raw materials, innovation and product sustainability. Regarding social impacts, the major themes highlighted included gender equality and skills development. The results of the analysis will guide the Company's medium-term strategic sustainability decisions. ●

MAJOR DOUBLE MATERIALITY ISSUES (IMPACT 3 AND ABOVE, FINANCIAL IMPACT 1.25 AND ABOVE)		OTHER MATERIAL FINANCIAL ISSUES (IMPACT 1.25 AND ABOVE)		OTHER MATERIAL IMPACT ISSUES (IMPACT 3 AND ABOVE)	
	Related ESRS		Related ESRS		Related ESRS
● INNOVATION AND SUSTAINABLE PRODUCTS	S4 + SECTOR-SPECIFIC	● GENDER EQUALITY	S1	● HEALTH AND SAFETY	S1
● CLIMATE CHANGE	E1	● ATTRACTING AND RETAINING TALENT	S1	● ENERGY	E1
● CYBERSECURITY	SECTOR-SPECIFIC	● SKILLS DEVELOPMENT	S1	● WASTE	E5
● RAW MATERIALS	S2			● HUMAN RIGHTS AND WORKING CONDITIONS IN THE SUPPLY CHAIN	S2
● ETHICS	G1			● MANAGEMENT OF SUPPLIER RELATIONS	G1
● QUANTITY OF WATER	E3			● POLLUTION	E2
				● QUALITY OF LIFE AT WORK	S1
				● IMPACT ON COMMUNITIES	S3

● Social

● Environmental

● Governance

OUR COMMITMENT

TO SUSTAINABILITY

SOITEC'S CORPORATE PURPOSE AND VALUES

In 2021, the Company made sustainability one of the pillars of its strategy, and adopted a **corporate purpose**, which serves as a source of inspiration and commitment for its teams, partners and customers:

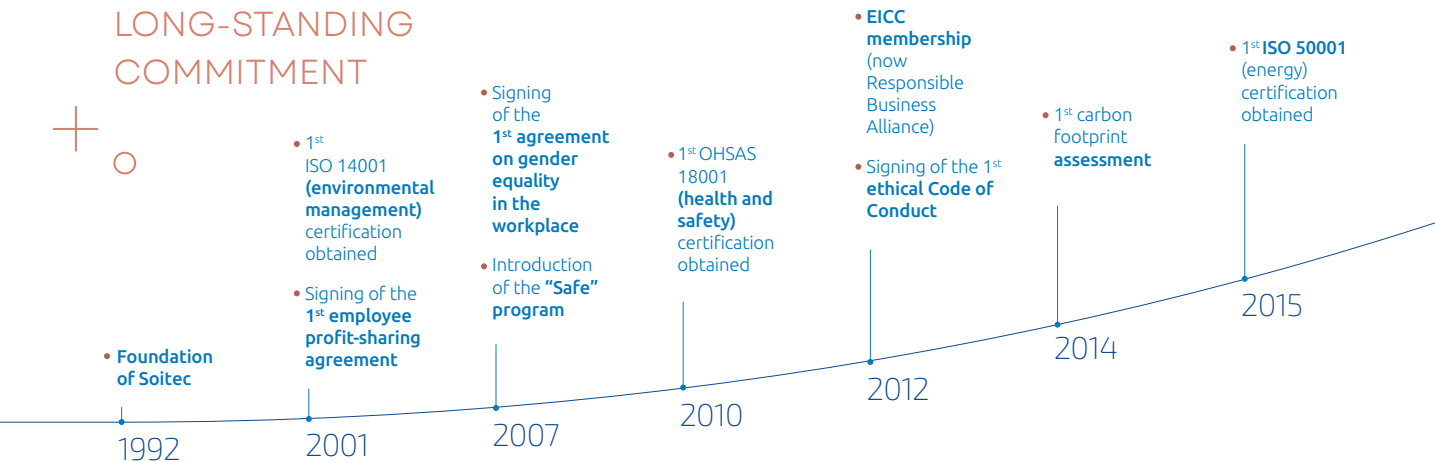
“We are the innovative breeding ground from which smart and energy efficient electronics grow into amazing and sustainable life experiences.”

This corporate purpose reflects our commitment to transforming billions of lives every day through our innovations in energy efficiency, while placing sustainability at the heart of our growth strategy.

To structure this commitment, we defined an ambitious roadmap for 2026, which was then extended to 2030 with long-term objectives. Soitec's sustainability strategy is based on three pillars:

- driving the transition toward a sustainable economy through our innovation and operations;
- leveraging our inclusive culture;
- taking action to become a role model for a better society.

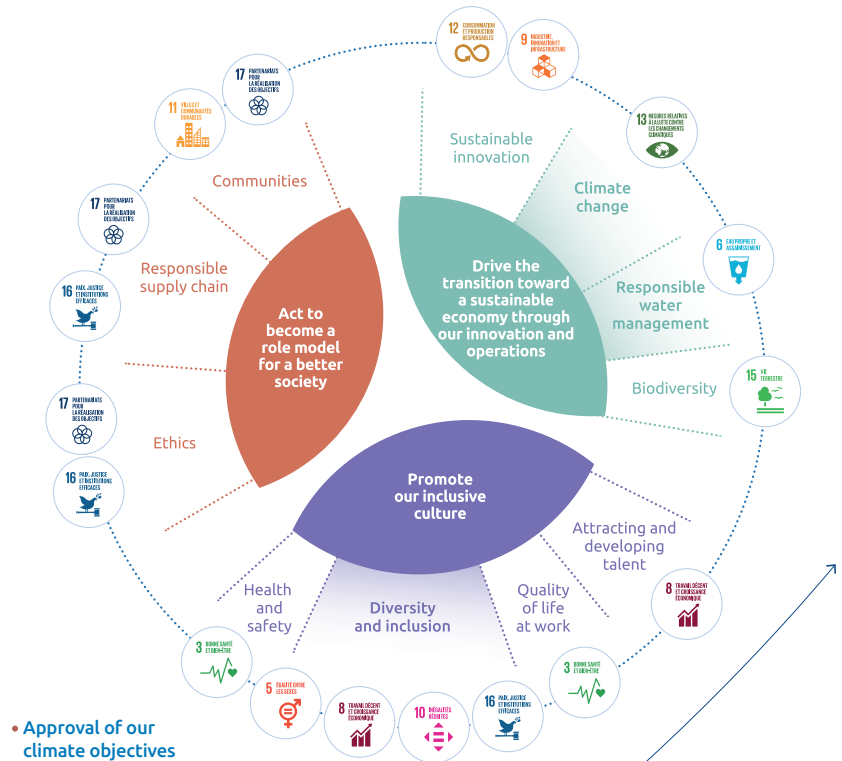
A GROUP WITH A LONG-STANDING COMMITMENT



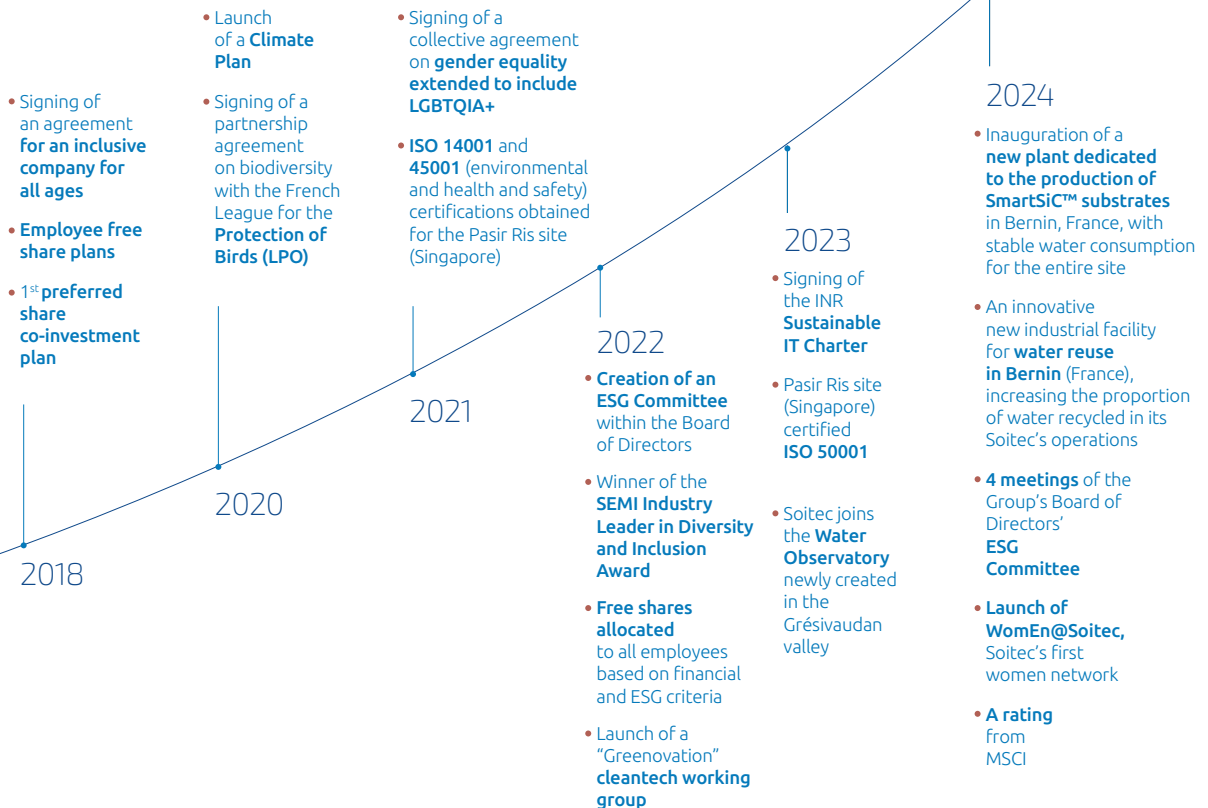
The three fundamental pillars of our strategy break down into **11 concrete, measurable commitments**.

in line with the United Nations Sustainable Development Goals, a program adopted in 2015 to end poverty, protect the planet and ensure prosperity for all.

By integrating the economic, social and environmental dimensions of sustainability, we actively contribute to 12 of the 17 SDGs (see the adjacent image to discover the relevant SDGs). Progress is regularly monitored and is presented in this report.



• **Approval of our climate objectives** by the Science-Based Targets initiative (SBTi)



As an extension of its work to define a corporate purpose, and with the firm belief that a company's values form the basis of its culture, in 2023, the Executive Committee sought feedback from within the Group to define **Soitec's values**.

As part of this process, over 100 employees, from operators to managers, took part in workshops and suggestions came in from France, Singapore, China, Belgium and the United States. Three options emerged from this collective effort, which were then put to the vote of all employees in February 2024.

Through this collaborative initiative, in March 2024, more than 1,000 employees chose the following values:

- **We win as one team**
- **We are responsible entrepreneurs**
- **We innovate together with customers and partners**
- **We care for people** •



Watch this video to find out more about our values.



We are
responsible
entrepreneurs



We win
as **one**
team



We
care
for people

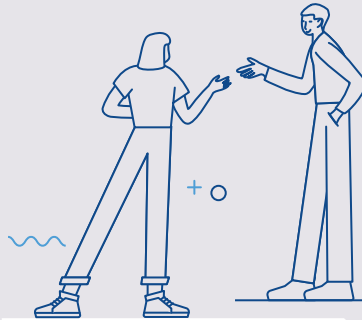


We
innovate
together

with customers
& partners



A YEAR OF TRANSFORMATION AND INNOVATION FOR SOITEC



CLEANTECH

“Greenovation”, an ambitious eco- design approach

Soitec is pushing ahead with the rollout of its “Greenovation” initiative, aimed at placing environmental criteria at the heart of our innovation and decision-making processes for all our product developments. This year, six life cycle analyses (LCAs) were carried out on our flagship products, allowing us to identify and reduce their environmental impact at every stage of our product design and manufacturing process. ●

TECHNOLOGY

Innovation and reducing our carbon footprint

Production of the new SmartSiC™ product has begun at the new Bernin plant (France). These substrates are produced using Soitec's SmartCut™ technology, which can reduce CO₂ emissions by up to 70% during wafer production compared with conventional SiC substrates. Soitec also demonstrated its ongoing commitment to innovation by filing 377 patents in fiscal year 2023-2024. ●

SUPPLY CHAIN

A responsible supply chain: systematically integrating ESG values

Soitec has stepped up its work to integrate its ESG ambitions into its supply chain. The Group continued to work with its suppliers on their ESG practices and has made progress on its plan for ISO 20400 certification for responsible purchasing. We have also made a major strategic change in terms of substrate logistics: in order to significantly reduce our carbon footprint, we have transitioned from air freight to sea freight. ●

DIVERSITY AND INCLUSION

Promoting dialogue and equity

Launched in January 2024, the WomEn@Soitec network aims to promote discussion and inspiration and empower women within the Company. Open to both men and women, this initiative aims to encourage empowerment within the Company, in close collaboration with the Human Resources Department. ●

WATER

Responsible water management

Committed to preserving water resources, Soitec is a member of the Water Observatory in the Grésivaudan Valley in the French Alps. Soitec also invests in closed-circuit systems in order to recycle more of the water used in our industrial processes. To increase the proportion of recycled water in its operations, Soitec deployed an innovative new industrial facility at its Bernin site (France) in early 2024. It reinjects wafer rinsing water into the raw water used in the production of ultra-pure water for clean rooms (water reuse). This is the first innovation on this scale in Europe, and has enabled the Group to considerably increase the proportion of water reused (to 36%). These efforts are aimed at reducing our water footprint and promoting more sustainable water use. ●

CLIMATE

Contributing to the fight against climate change

The energy savings facilitated by the use of Soitec's new-generation products have been estimated at 1,064 GWh (+/-35%) compared with calendar year 2023, equivalent to the annual consumption of a city with 1.2 million inhabitants. Soitec is proud to have reduced its GHG emissions in absolute terms for the first time in its history, for both Scopes 1 and 2. ●



ETHICS

Strengthening integrity and compliance

In fiscal year 2023-2024, we updated our corruption and competition law risk map and stepped up our business ethics awareness-raising initiatives. All employees participated in mandatory training sessions on our Code of Conduct and preventing corruption. ●

ATTRACTING TALENT

Attracting and developing talent: a strategic pillar

With the Company enjoying exceptional growth, attracting talent remains at the heart of our strategy, both in France and around the world. In addition to the initiatives we lead to increase our visibility, such as Job Dating events, university presentations and our communications initiatives, we are also stepping up our training programs to develop internal promotion. Specific programs have been set up in partnership with universities and training organizations to help prepare operators for technical positions. Similar initiatives are also in place to help attract technicians to engineering positions. ●

COMMUNITIES

Commitment to local communities: more responsible digital technology

We have strengthened our commitment by signing the INR's French Sustainable IT Charter (*Charte du Numérique Responsable*), which sets ambitious objectives on the environment, ethics, accessibility, resilience and our values. Digital Fresk awareness-raising sessions were organized for our employees, in order to actively involve them in this process. Soitec is also maintaining its commitment to local communities, as illustrated by our one-year partnership with Sésame (see opposite), which supports a range of local projects. ●

RESPONSIBLE MANAGEMENT

Certifications and awards: recognition for our energy efforts

The Pasir Ris site (Singapore) obtained ISO 50001 certification in fiscal year 2022-2023. This certification recognizes our continued efforts in energy management and the fight against climate change. In addition, Soitec received an A rating from rating agency MSCI, which serves as recognition of our ongoing commitment to ESG performance. This rating reinforces our position as a committed and responsible player in the semiconductor sector and reaffirms our role in building a sustainable and ethical future. ●

SÉSAME

A STRONG COMMITMENT TO INCLUSION

Our commitment to local communities and education is at the heart of our sustainability strategy. Soitec has been an active participant in the Sésame endowment fund, a collective that Soitec co-founded, since it was created last year. It 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 neighborhoods. Soitec supports this project through human, material and financial contributions, and encourages its employees to get involved through volunteer missions, material donations and participation in collective events organized on the platform sesame-solidaire.org

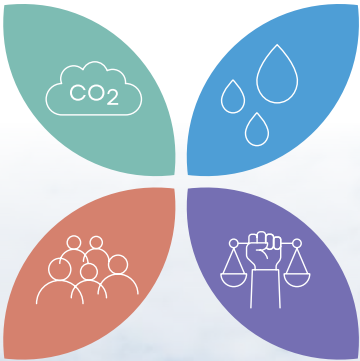
On June 10, 2024, Sésame celebrated its first anniversary at the Stade des Alpes (France). The event saw employees and associations come together and compete in sporting challenges, strengthening the cohesion between all of the various players involved. A number of speeches were given throughout the day which highlighted the importance of collective commitment, while testimonials from associations provided information regarding significant initiatives, such as the *Rencontres en jeux* initiative and laptop donations to young people in need. This anniversary marked the initiative's successful first year and paved the way for future collaborations. ●

KEY INDICATORS

+ °
OUR AMBITION:
TO BE AN ESG LEADER

CLIMATE

37% reduction
in Scope 1 and 2
emissions in
absolute terms
by 2030
compared to the
2020 calendar year



DIVERSITY

≥40%
women
among Soitec
employees
by fiscal year 2029-2030

WATER

50% reduction
in water withdrawn
per substrate manufactured
in 2030
versus fiscal year 2020-2021

ETHICS

90%
of employees
having completed the
e-learning module on
the Code of Conduct
by fiscal year 2025-2026



INNOVATION

Revenue dedicated to **R&D**
(before capitalization)

14%

Number of **patents filed**
during the year

377

OBJECTIVE

Maintain and extend our technological edge through R&D, patenting and synergies with our partners



Number of **life cycle analyses**
carried out on products

6

OBJECTIVE

Evaluate products throughout their entire life cycle



ENVIRONMENT

Change in Scope 1 and 2 emissions
compared to the 2020 baseline

+1.63%

OBJECTIVES

-25.2% between 2020 and 2026
-37% between 2020 and 2030



Change in Scope 3
emissions per million euros of added value
compared to 2020 (baseline)

+5.21%

OBJECTIVES

-35% between 2020 and 2026
-50.9% between 2020 and 2030



Change in the volume of water withdrawn
per unit of production (l/sq.cm.)
compared to fiscal year 2020-2021 (baseline)

-32.44%

OBJECTIVE

-50% in fiscal year 2029-2030



Total volume of water
recycled and reused

36.2%

OBJECTIVE

50% in fiscal year 2029-2030



Achieved








In progress



Not achieved

SOCIAL

<p>Headcount in fiscal year 2023-2024</p> <p>+170 people</p>	<p>OBJECTIVE Improve the Group's visibility and attractiveness</p> <p></p>
<p>Internal promotion rate</p> <p>17.3%</p>	<p>OBJECTIVE 13% on average per year until fiscal year 2025-2026</p> <p></p>
<p>Percentage of women in the Group's workforce</p> <p>34.6%</p>	<p>OBJECTIVE ≥40% by fiscal year 2029-2030</p> <p></p>
<p>Percentage of women on the Executive Committee</p> <p>26%</p>	<p>OBJECTIVES ≥20% by fiscal year 2025-2026 ≥30% by fiscal year 2029-2030</p> <p></p>
<p>Number of discussion groups organized during the fiscal year</p> <p>72</p> <p>Number of Life at Work and Industrial Relations meetings held which focused on quality of life at work and the prevention of psychosocial risks</p> <p>4</p>	<p>OBJECTIVE Create discussion groups by team to continuously improve quality of life at work</p> <p></p>
<p>Frequency rate of workplace accidents with lost time</p> <p>4.5</p>	<p>OBJECTIVE Maintain a frequency rate <2.9</p> <p></p>
<p>Number of young people under 26 hired within the Group during fiscal year 2023-2024</p> <p>237</p>	<p>OBJECTIVES Expand our network of partner schools and universities Strengthen our local roots in the Grenoble area and in Singapore</p> <p></p>



Achieved






In progress



Not achieved

GOVERNANCE

<p>Percentage of employees that have completed the e-learning module on the Code of Conduct in fiscal year 2023-2024, of which 90% are new hires</p> <p>83%</p>	<p>OBJECTIVE 90% by fiscal year 2025-2026</p> <p>ooo</p>
<p>Percentage of strategic suppliers that signed the Supplier Quality and ESG Policy in fiscal year 2023-2024</p> <p>90%</p>	<p>OBJECTIVE 100% of suppliers committed to this approach</p> <p>x</p>

 Achieved  In progress  Not achieved

1.

DRIVING THE TRANSITION

TO A SUSTAINABLE ECONOMY
THROUGH INNOVATION
AND OPERATIONS

P. 24
**Sustainable
innovation**

INNOVATING FOR
A SUSTAINABLE
ECONOMY: OUR
COMMITMENT IN
ACTION

P. 32
**Climate
change**

COMMITTING TO
LIMITING GLOBAL
WARMING
TO 1.5°C

P. 38
Water

TARGETING
RESPONSIBLE
RESOURCE
MANAGEMENT

P. 42
Biodiversity

PRESERVING
BIODIVERSITY TO
MAINTAIN A HEALTHY
AND BALANCED
LOCAL ECOSYSTEM



INNOVATING

FOR A SUSTAINABLE
ECONOMY: OUR
COMMITMENT
IN ACTION



Soitec places responsible innovation at the heart of its growth strategy, with the aim of ensuring that its innovation benefits end-users.

Our products are designed to respond to growing needs in terms of performance while having a low impact on the environment. Integrated into the daily lives of billions of people, our products are used in cutting-edge technologies such as 5G, autonomous vehicles and AI-powered devices.

INTEGRATING ENERGY EFFICIENCY INTO OUR PRODUCTS RIGHT FROM THE DESIGN STAGE



OUR APPROACH

We invest in innovation to reduce our environmental impact across the board, from our industrial operations through to our final products



OPTIMIZATION OF RESOURCE CONSUMPTION

10X

Reusability of our substrates, thanks to our exclusive Smart Cut™ technology



ENERGY-EFFICIENT END PRODUCTS



Our **PPAC** (power/performance/area/cost) value proposition aims to deliver highly energy efficient end products



ACHIEVEMENTS

14%

**OF REVENUE DEDICATED
TO GROSS R&D**

in fiscal year 2023-2024
(before capitalization)

377

PATENTS FILED

in fiscal year 2023-2024
(top patent filer among
mid-sized companies
in France in 2023)

1,064

ktCO₂eq. (+/-35%)

**OF GHG EMISSIONS
AVOIDED**

thanks to energy savings
generated through
the end-use of Soitec
products (FD-SOI, RF-SOI
and Photonics-SOI
in France in 2023)



TARGETS

#1

Maintain and extend our **technological edge** through R&D and patents.

#2

Measure the **emissions avoided** thanks to energy savings generated through the end use of our products.

#3

Develop **eco-efficient SmartSiC™ products** to reduce the carbon footprint of SiC devices and accelerate the adoption of electric vehicles.



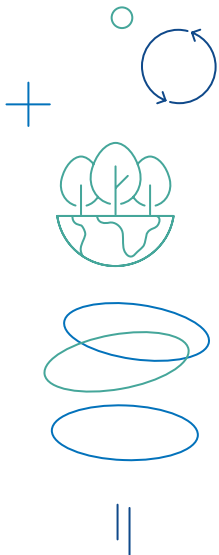
“GREENOVATION”: SUSTAINABLE ECO-DESIGN FOR A RESPONSIBLE FUTURE

Soitec’s “Greenovation” initiative offers a great example of its commitment to eco-design. This initiative enables us to ensure that environmental issues are carefully factored into every stage of our product design and manufacturing processes, alongside performance and cost criteria. Greenovation demonstrates Soitec’s determination to place the environment at the center of its innovation efforts and its operations, producing tangible results to reduce its environmental impact.

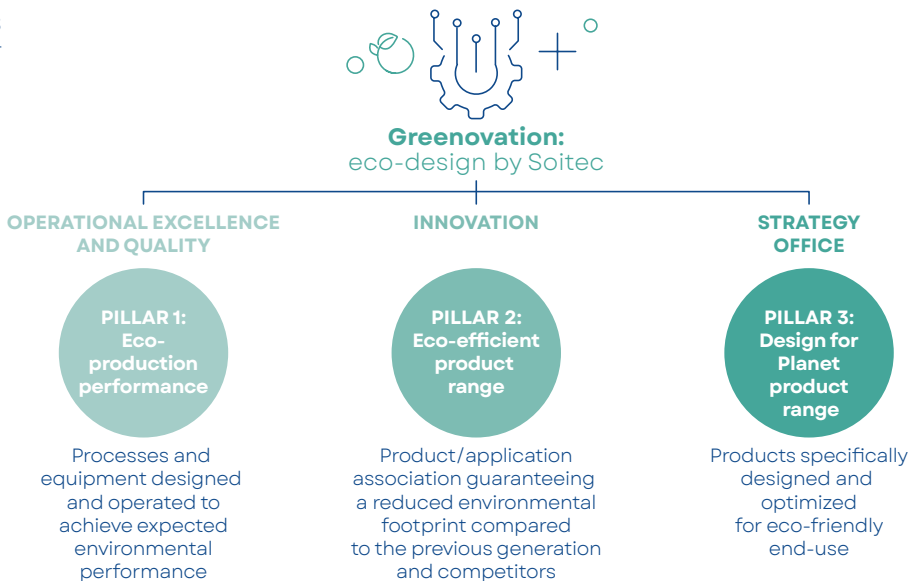
The initiative has three main goals:

- 1. **Adapt product eco-design to the needs of future markets**
Soitec performs life cycle analyses (LCA) on its products to assess their current environmental performance and guide future improvements.

- 2. **Factor environmental issues into our decision-making processes**
- 3. **Equip our teams to track environmental performance in real time**
Soitec is working to develop tools and sensors that can be integrated into its equipment to monitor its water, electricity, gas and chemical consumption in real time. These tools currently cover all water distribution and electricity and gas facilities and can be used to adjust consumption levels, assess equipment efficiency and detect any malfunctions. Several improvements have already been made based on the data identified by such tools.



STRATEGIC PROGRAMS





FOCUS

REDUCING THE ENVIRONMENTAL IMPACT OF SOITEC PRODUCTS

Soitec carried out comprehensive life cycle analyses (LCAs) for the first time in fiscal year 2023-2024, in compliance with ISO 14040 and ISO 14044 requirements. These analyses covered the entire life cycle of products using Soitec substrates, and were carried out on several flagship products: EyeQ4 automotive chips, smartphone Wi-Fi modules, and GPS chips for smartwatches, all based on FD-SOI substrates, and RF Front End modules for smartphones built on RF-SOI substrates, and 400G and 800G optical transceivers for data centers developed using the Photonics-SOI substrate. These products accounted for around 60% of revenue in fiscal year 2023-2024.

The results of these LCAs show that the environmental impact of the manufacturing processes used to produce Soitec wafers is negligible compared with their life cycle as a whole, with the end-use accounting for the majority of the product's overall environmental impact, particularly for GPS chips and data centers. Soitec's strategy of designing energy-efficient substrates enables it to significantly reduce the environmental footprint of the products studied, particularly for IoT (smartwatches), automotive and data center applications.

SMARTSiC™ AND SMART CUT™: SUSTAINABLE TECHNOLOGY

Soitec's innovative Smart Cut™ technology significantly reduces the environmental impact of semiconductor production. Through this patented production process, energy consumption and the quantity of material used are significantly reduced.

The silicon carbide (SiC) SmartSiC™ product is designed using this technology, reusing SiC substrates up to ten times, compared with just once where traditional processes are used. This technological breakthrough reduces the CO₂ emissions linked to the substrate manufacturing process by 70% compared with conventional SiC substrates, while also extending the range of electric vehicles, making it possible for them to travel up to 500 km per charge compared with 350 km using current silicon technologies.

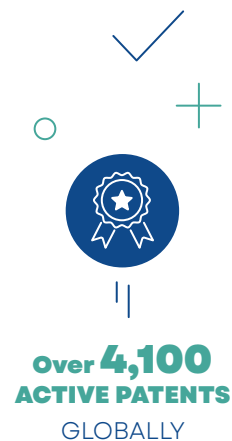
In addition, SmartSiC™ improves the energy efficiency of vehicles, reducing their energy consumption by around 10%. These energy savings improve vehicle range, reduce charging times, and help to lower carbon emissions.



A GLOBAL PATENT PORTFOLIO

With over 4,100 active patents worldwide, Soitec's innovation strategy is based on disruptive solutions that enable it to maintain a competitive edge and meet its customers' needs. This approach is built around expertise, close collaboration between R&D and operations, and the development of products with high added value that combine performance, energy efficiency and competitiveness.

Soitec files several hundred patents every year and has been ranked by the French National Patent Office (INPI) as one of France's top 50 patent filers for seven years in a row. Last year, with 62 innovative patents filed, Soitec placed 25th, ranking first among French mid-sized companies.



STRATEGIC TECHNOLOGICAL PARTNERSHIPS FOR SUSTAINABLE INNOVATION

Soitec constantly seeks to strengthen its innovation in microelectronics and semiconductors through close collaboration with research centers and universities around the world.

SmartSiC™ technology, launched in fiscal year 2023-2024, was developed in collaboration with the Substrate Innovation Center, which itself was co-founded by Soitec and CEA-Leti, a major microelectronics research center based in Grenoble, France. Other key collaborations include prestigious universities such as Stanford and Berkeley in the United States

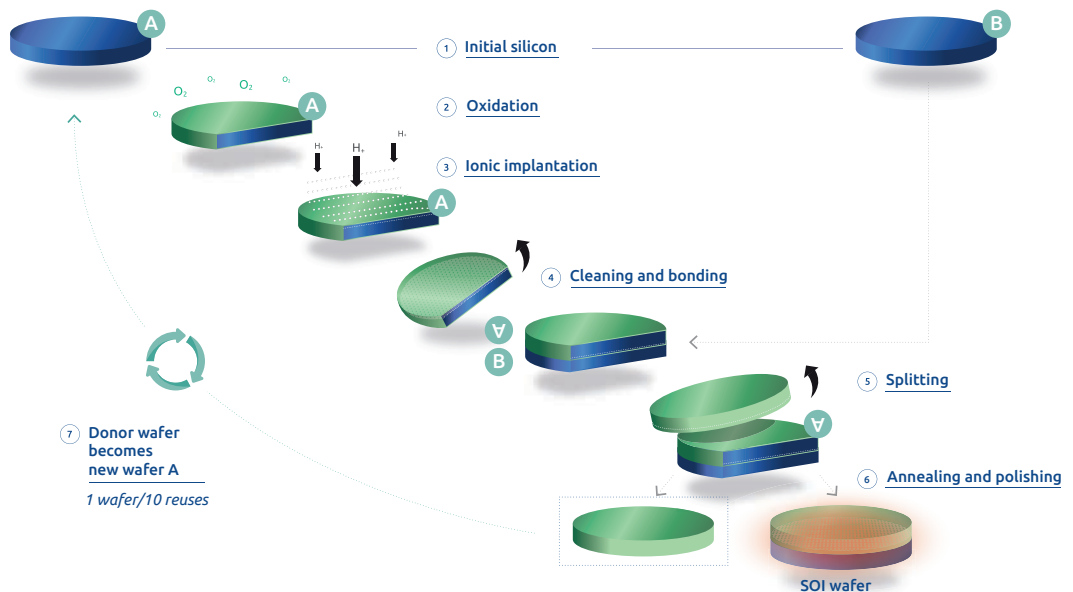
and renowned scientific research institutions such as IMEC in Belgium and Fraunhofer in Germany.

These collaborations help to improve the quality of materials used and carry out product tests before products are brought to market, allowing Soitec to best respond to market needs.

To support these efforts, a new innovation platform – the Singapore Technology Center – has been set up in Pasir Ris (Singapore) to develop the technologies of tomorrow in collaboration with local partners.



SMART CUT™ TECHNOLOGY, AN ATOMIC-SCALE SCALPEL



At the same time, continuous efforts are being made to increase the sovereignty of the European semiconductor industry, in particular through the KDT Transform project. 33 of Soitec's partners from seven European Union countries are involved in the initiative, which aims to build a sustainable value chain for SiC substrates and facilitate the adoption of SmartSiC™ products.

Thanks to the strategic partnerships it has set up along the entire semiconductor value chain, Soitec is uniquely positioned to drive innovation and develop cutting-edge substrates such as SOI. The Substrate Innovation Center plays a key role in creating prototypes, thereby consolidating Soitec's industry leadership. ●



FOCUS

IMPROVING BILLIONS OF LIVES EVERY DAY WITH OUR REVOLUTIONARY TECHNOLOGIES

Connect-POI products, which use our state-of-the-art Piezoelectric-on-Insulator substrate technology, are the unsung heroes of the high-performance RF filters used in telecommunications. These advanced materials have a unique super power, in that they are able to convert electrical signals into mechanical vibrations, all while minimizing energy loss and optimizing system efficiency.

Their exceptional thermal stability and precision ensure enhanced selectivity and unparalleled efficiency, filtering multiple frequency bands with ease. Compatible with the most advanced manufacturing processes, they can be mass produced with precision. In addition, their ability to block electromagnetic interference helps maintain signal clarity and extend battery life.



CONNECT-POI:
EXCEPTIONAL
THERMAL
STABILITY AND
PRECISION
FOR ENHANCED
SELECTIVITY
AND UNPARALLELED
EFFICIENCY



COMMITTING

TO LIMITING GLOBAL WARMING
TO 1.5°C



2030 OBJECTIVES

► **REDUCE**
our Scope 1 and 2
greenhouse gas
emissions
by **37%**
in absolute terms

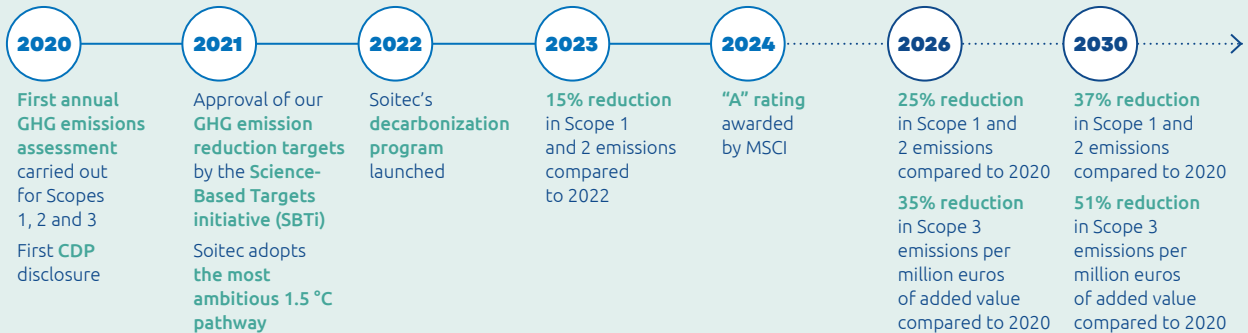
► **Reduce**
our greenhouse
gas emissions
by **51%**
per million euros
of added value

In response to the climate emergency, business plays a decisive role in the transition to a sustainable future. As a major player in microelectronics, we are firm in our belief that we must reduce our carbon footprint. This is why we made the decision to align ourselves with the Paris Agreement's most ambitious pathway: limiting global warming to 1.5°C above pre-industrial levels (Scopes 1 and 2).

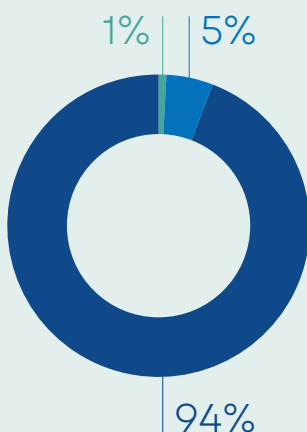
DOING WHAT IT TAKES TO REDUCE OUR CARBON FOOTPRINT IN LINE WITH THE 1.5°C PATHWAY



OUR ROADMAP FOR ALIGNMENT WITH THE PARIS AGREEMENT BY 2026



GREENHOUSE GAS EMISSIONS ASSESSMENT FOR CALENDAR YEAR 2023



SCOPE 1: 4.6 ktCO₂

Direct emissions from operations

SCOPE 2: 21.6 ktCO₂

Indirect emissions from purchased electricity

SCOPE 3: 325.5 ktCO₂

Other indirect emissions



ACHIEVEMENTS

21% reduction

IN ENERGY CONSUMPTION PER UNIT OF PRODUCTION
in fiscal year 2023-2024 compared to fiscal year 2020-2021

100%

OF ELECTRICITY AT THE BERNIN SITE (FRANCE) SOURCED FROM LOW-CARBON ENERGY
(hydroelectric power stations) since January 2021

~35%

GREEN ELECTRICITY USED AT PASIR RIS SITE (SINGAPORE) IN CALENDAR YEAR 2023

Target: reach ~50% in calendar year 2024



FOCUS

A CLIMATE COMMITMENT VALIDATED BY THE SBTi

Soitec has been a proud member of the **Science-Based Targets initiative (SBTi)** for over three years. Formed as a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the WWF, this international organization provides companies with standards for setting greenhouse gas reduction targets based on scientific data, to make the fight against climate change more effective. The SBTi's work can also be used to determine whether a company's targets are in line with the Paris Agreement.

Soitec was the fourth semiconductor company to obtain validation for its Scope 1 and 2 pathway aimed at limiting global warming to 1.5°C. Soitec is committed to reducing its GHG emissions (Scopes 1 and 2) by 25.2% by 2026.

In addition, Soitec asks companies in its supply chain to commit to reducing the intensity of their Scope 3 emissions by 35.3% per million euros of added value over the same period.

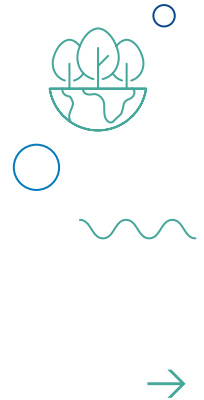
ACHIEVING GROWTH WHILE REDUCING GREENHOUSE GAS EMISSIONS

Each of the Company's departments is responsible for implementing actions aimed at achieving growth while reducing greenhouse gas emissions. A quarterly progress review of all projects is prepared and submitted to the Group Executive Committee and Board of Directors.

Scope 2 emissions are now calculated using two methodologies: market-based and location-based. The market-based approach is based on the renewable electricity sources selected by Soitec, while the location-based approach uses the average energy mix of the country in which each of our sites is located.

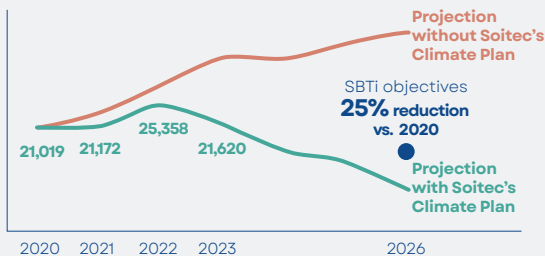
The Group's objectives are set using the market-based approach in order to reflect our renewable energy supply policy, which involves using energy from sources connected to the same national grid as that used by each of our sites.

Soitec is proud to have reduced its GHG emissions in absolute terms for the first time ever, across both Scopes 1 and 2. This reduction is the result of the joint efforts of Soitec's teams in Bernin (France), which reduced their energy consumption and opted for greener energy sources, and those in Pasir Ris (Singapore), which partially decarbonized their electricity and improved its energy efficiency.



SCOPE 1 AND 2 OBJECTIVES

Scope 1 & 2 emissions in absolute terms (tCO₂eq.)



PERFORMANCE OF INDUSTRIAL OPERATIONS

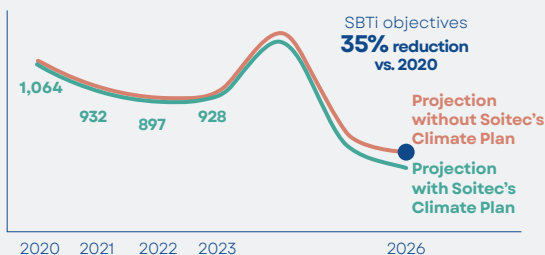
- Improving the energy efficiency of equipment and processes

LOW-CARBON ENERGY

- Using low-carbon energy throughout the Group
- Installing solar panels at our Singapore site in fiscal year 2022-2023
- Objective of ~50% green electricity for Singapore by 2024

SCOPE 3 OBJECTIVES

Scope 3 emissions intensity (tCO₂eq./million euros of added value)



COMMITTING OUR SUPPLIERS

to reducing their carbon footprint

INCLUDING SUSTAINABILITY CRITERIA FOR OUR INVESTORS

Using

LOW-CARBON FREIGHT

SUSTAINABLE MOBILITY PROGRAM for our employees

SOITEC'S CLIMATE PLAN IS BUILT AROUND SEVEN PILLARS

To help us achieve our greenhouse gas emissions reduction objectives, we have built our Climate Plan around seven pillars.

1. Enhance the energy performance of our industrial facilities

The Bernin (France) and Pasir Ris (Singapore) sites are ISO 50001 certified. Soitec is making major investments to improve its energy efficiency, primarily focused on optimizing cold production systems, heating plants and air processing units. For example, the installation of thermodynamic heat pumps at the Bernin site will save over 1,500 metric tons of CO₂ per year.

2. Consume low-carbon energy

All of the electricity consumed at the Bernin site is renewable, sourced from local hydroelectric power stations. Soitec is also exploring the potential use of biogas.

At the Pasir Ris site, 34% of electricity consumed is purchased from renewable sources. The goal is to increase this figure to 50% by the end of calendar year 2024 and to 60% by 2025.

3. Reduce greenhouse gases

Soitec plans to reduce its environmental impact by replacing the fluorinated gases used in its industrial processes with greener alternatives.

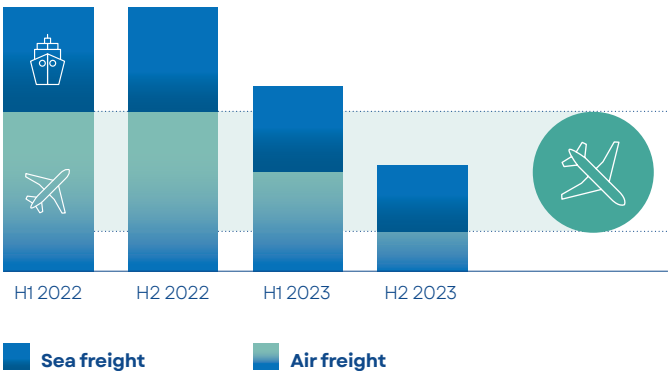
4. Opt for low-carbon freight

The Group prioritizes sea freight, which accounted for 43% of all journeys between Soitec sites in fiscal year 2022-2023. The quantity of domestic trips fell significantly over this period, in particular as a result of centralizing silicon wafer refreshing at the Bernin site. In addition, in fiscal year 2023-2024, the Group entered into contracts with its two main suppliers to procure silicon by sea freight. As a result, domestic air freight has been reduced by 74% in two years.

✓ +
74%
**REDUCTION
IN DOMESTIC
AIR FREIGHT**
IN T/KM
BETWEEN
FIRST-HALF 2022
AND
SECOND-HALF
2023

SCOPE 3

**Reduction in domestic air freight
in line with objective (t/km)**



5. Encourage supplier commitment

Soitec involves its suppliers in its low-carbon approach by encouraging them to commit to reduce their carbon footprint.

6. Reduce emissions from subcontracting

Soitec has been working with its Chinese partner Simgui to develop a similar approach. This led to Simgui obtaining ISO 50001 certification in 2024, meaning it is now committed to saving energy.

7. Raise employee awareness

Training and awareness-raising initiatives are regularly carried out at all Group sites, to promote collective involvement in its climate commitments. Investments in low-carbon mobility, such as the installation of electric vehicle charging stations at the Bernin site, help to reinforce this commitment. •

FOCUS**SOITEC'S SUSTAINABLE IT INITIATIVES IN SINGAPORE**

The IT team in Singapore teamed up with Metta Welfare Association and social services agency MINDSG Ltd, both also based in Singapore, to provide IT equipment, including laptops and desktop computers, to people in need. At Soitec, we are committed to promoting digital inclusion across society and supporting local communities.

We aim to continue our sustainable IT initiatives at the Pasir Ris site, which are organized every year, with the next step being to roll out a program to collect and dispose of our employees' electronic waste.

Soitec has also implemented Group-wide measures to reduce its digital impact and extend the lifespan of its IT equipment. For example, we now use laptops for a minimum of five years rather than four years, as was previously the case. This simple yet effective initiative has already helped us to reduce our electronic waste by 25%.



WATER

TARGETING RESPONSIBLE RESOURCE MANAGEMENT



Water plays a key role in Soitec's industrial processes, particularly in the production of ultra-pure water. Ultra-pure water is required for semiconductor wafer cleaning, which is an essential step in the manufacture of our products. Aware of the importance of this vital resource, Soitec has made responsible water management a central pillar of its sustainability strategy. Water consumption is rigorously monitored under the direct supervision of the Chief Executive Officer, with quarterly reviews carried out by the Executive Committee.



2030 OBJECTIVES

► **REDUCE** water withdrawals per unit of production (L/sq.cm.) by **50%** between fiscal year 2020-2021 and fiscal year 2029-2030

► **RECYCLE**
30% of water in fiscal year 2029-2030

ACHIEVEMENTS

► Monitoring and management of water consumption, with consumption modeling for each product range

► Commissioning of a new industrial rinse water treatment facility

RESULTS at March 31, 2024

► **32%** reduction in water consumption in L/sq.cm. compared with fiscal year 2020-2021

► **36%** of water reused in Group processes

REDUCING WITHDRAWALS AND RECYCLING WATER

For over ten years, Soitec has been developing innovative initiatives to reduce water withdrawals and maximize water reuse. In 2024, a new industrial facility was set up at the Bernin site, enabling 36% of the water used in manufacturing processes to be recycled during fiscal year 2023-2024, exceeding the initial 2030 target of

30% six years ahead of schedule. Building on this achievement, a new, even more ambitious target of recycling 50% of water by 2030 has since been set. Soitec is therefore committed to halving its water consumption per sq.cm. of wafers produced between 2021 and 2030.





RESPONSIBLE WATER MANAGEMENT TO SUPPORT OUR GROWTH

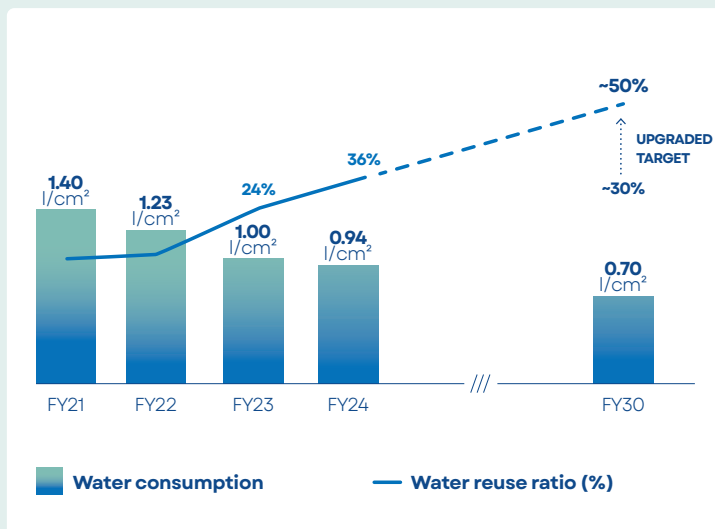


OBJECTIVES & ACHIEVEMENTS

-50%

WATER CONSUMPTION PER UNIT OF PRODUCTION

by fiscal year 2029-2030
compared with fiscal year 2020-2021



OUR APPROACH



CONSUMPTION MONITORING PLAN (ISO 14001)



Increase wastewater
RECYCLING and
REUSE RATES



Take into account
the water needs
**OF OUR LOCAL
COMMUNITIES**

WORK WITH LOCAL PLAYERS TO MANAGE WATER RESPONSIBLY

Soitec is actively involved in local and international discussions aimed at promoting sustainable water management.

In France, the Group is working with the Grésivaudan intermunicipal authority to deploy water recycling solutions. As a founding member of the *Observatoire de l'eau*, a water monitoring initiative established

in 2023, Soitec is committed to transparent and equitable water management, balancing the needs of industrial players with those of local communities.

This collaborative approach and these ambitious initiatives illustrate Soitec's commitment to this vital resource, with an emphasis on sustainability and responsibility. •

PRESERVING BIODIVERSITY

TO MAINTAIN A HEALTHY AND
BALANCED LOCAL ECOSYSTEM



Located in the French Alps, Soitec is fully aware of its responsibility toward nature. The Group is actively committed to preserving biodiversity at its Bernin site (France). The Company takes concrete steps to reduce its environmental footprint, limit pollutants and efficiently recycle waste.

FOCUS

BERNIN (FRANCE), AN EXCEPTIONAL NATURAL ENVIRONMENT

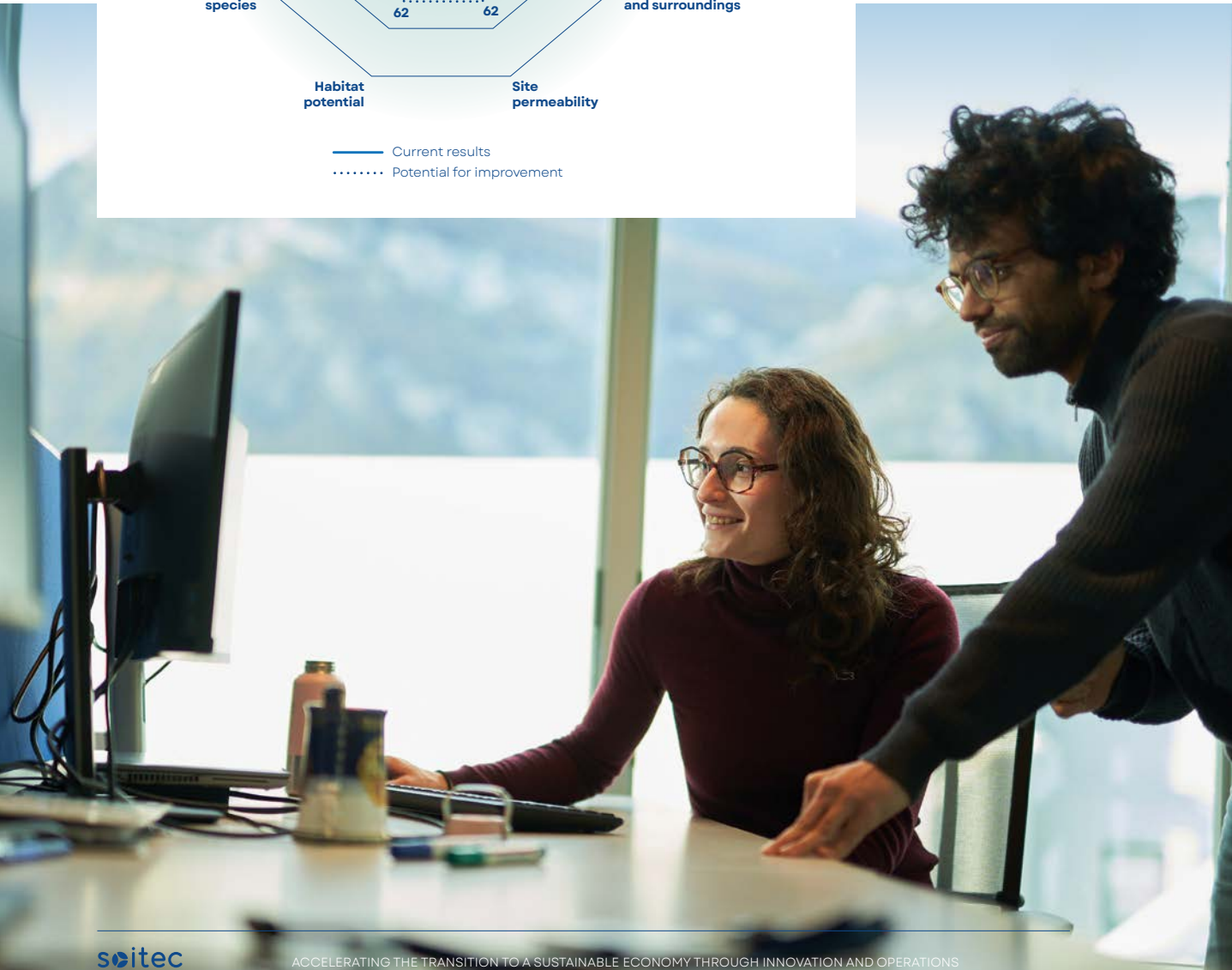
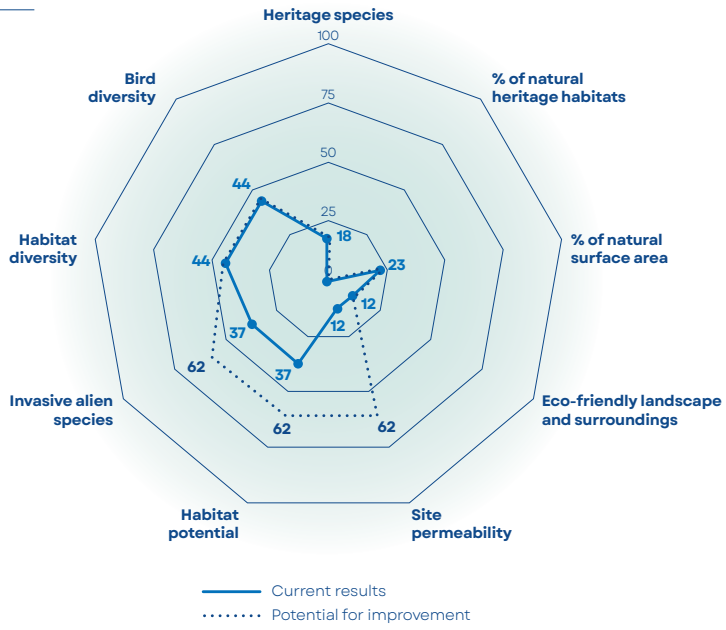
The area surrounding our main industrial site, Bernin, is particularly rich in flora and fauna. In addition to preserving this extraordinary environment, the Group is committed to promoting and enriching biodiversity. In recognition of this commitment, our Bernin site has held the French League for the Protection of Birds (*Ligue de Protection des Oiseaux* – LPO) Refuge label since 2020.

Preserving mountain ranges and biodiversity is a key part of our commitment to a more sustainable world.

In fiscal year 2023-2024, Soitec carried out an Ecological Quality Index analysis at its Bernin site (France), with the aim of obtaining an in-depth assessment of the ecological quality of the site as a whole. Developed in collaboration with French scientific institutions, this tool can be used to map the presence of animal and plant species, identify vulnerable and invasive species and gain a better understanding of local habitats. The results of the analysis are currently being reviewed in order to draw up an action plan aimed at better reconciling the preservation of biodiversity with industrial development.



ECOLOGICAL QUALITY
INDEX ANALYSIS
AT THE BERNIN SITE
(FRANCE)



**CREATING THE CONDITIONS
TO PRESERVE BIODIVERSITY
AT THE BERNIN SITE (FRANCE)**



OUR APPROACH



PROTECTING
nature and
ecosystems in the regions
where we operate



DEVELOPING
sites and plant extensions
that take into consideration
natural ecosystems



**LONG-TERM
PARTNERSHIPS
TO MAINTAIN DIALOGUE**
with local NGOs, citizens and
scientists, with the aim of
planning and implementing
strategies and action plans



WORKING
on sustainable
land use
and biodiversity
protection



ACHIEVEMENTS

SIGNING
of a five-year agreement
with the LPO

**0 PHYTOSANITARY
PRODUCTS**
in our outdoor spaces

BEEKEEPING PROGRAM
four beehives,
which contribute
to local pollination

SPONSORSHIP
of the Sylv'ACCTES
non-profit to preserve
our forests



TARGETS

#1

**Five-year biodiversity action plan for
the site, in collaboration with an NGO**

#2

Employee awareness raising plan

2.

DIVERSITY, INCLUSION AND EQUITY

VALUES THAT UNITE AND INSPIRE US



P. 48
**Attracting
talent**

SUPPORTING GROWTH
BY ATTRACTING AND
DEVELOPING TALENT

P. 54
**Work
environment**

PROMOTING
EMPLOYEE
WELL-BEING

P. 62
**Health
and safety**

GUARANTEEING
THE SAFETY OF
OUR EMPLOYEES



SUPPORTING GROWTH

BY ATTRACTING AND DEVELOPING TALENT



Faced with accelerating technological innovation and constantly evolving skills requirements, Soitec places its employees at the very heart of its strategy. Attracting and developing talent is essential to support the Group's dynamic growth and meet customers' expectations worldwide.

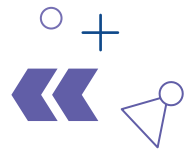
In a particularly competitive jobs market, especially in the Grenoble region (France) where there is a shortage of technical profiles specialized in semiconductors, Soitec takes an innovative and proactive approach to recruitment.

Our **Talent Acquisition** team coordinates several initiatives to attract and retain talent: job dating events, open days, student discovery days, university events, digital communications, and participation in key job fairs. These efforts boost Soitec's visibility and position it as an attractive employer, despite the challenging jobs market.

To further improve the recruitment process, in 2023 Soitec began using an applicant tracking system (ATS) to facilitate application management and optimize recruitment performance.

In addition, a structured and standardized onboarding program was developed in 2024, to ensure a consistent and enriching experience for every new Soitec member.

In 2022, an employee referral program was introduced, providing an important lever for attracting talent, with a bonus paid for each recommendation leading to a hire for target profiles.



OUR TALENT
ACQUISITION
TEAM
COORDINATES
SEVERAL
INITIATIVES
TO ATTRACT
AND RETAIN
TALENT



ATTRACTING TALENT THROUGH ACADEMIC PARTNERSHIPS

Soitec actively develops strategic partnerships with **universities in France and abroad** to raise its profile and attract a wide range of talent. In 2023, new partnership agreements were set up with French universities INP Bordeaux, IUT Saint-Étienne and ESSEC, adding to the existing partnerships with Grenoble-Alpes University IUT1 and INP Grenoble. In Singapore, job dating events were held at the Pasir Ris site as part of our partnership with ESSEC, which helped to boost our recruitment drive.

These partnerships enable us not only to train our employees through continuous learning programs, fully funded by Soitec, but also to attract new talent, for example through work-study programs.

The number of work-study students in France increased from 29 in 2022 to 58 in 2023.

This approach has paid off, with 42% of work-study students (including those on *VIE* (French international internship) programs) hired on permanent contracts. Soitec intends to keep up this momentum by making work-study programs a genuine springboard to permanent positions, offering young talents concrete opportunities for long-term employment within the Company.

By investing in various training and development programs, we enable our employees to improve and develop their skills, unleashing their full potential.



42%
**OF WORK-STUDY
STUDENTS HIRED
ON PERMANENT
CONTRACTS**

in fiscal year
2023-2024





SUPPORTING
MIDDLE AND
HIGH SCHOOL
STUDENTS
IN THEIR
EDUCATIONAL
CHOICES



soitec
In our soil grows an amazing future

FOCUS

THE “MON STAGE DE SECONDE” INITIATIVE

In France, Soitec took part in “*Mon stage de seconde*”, an initiative launched by the French Ministries of the Economy and National Education to encourage young people to consider careers in industry and microelectronics. We are proud to be part of this commitment to helping middle and high school students to steer and establish their educational choices. This commitment aligns with our aim of supporting middle and high school students in their educational choices, while seeking to attract more girls to vocational and technological streams, to open them up to careers in electronics.



SUPPORTING AND DEVELOPING TALENT

Soitec is committed to developing its employees' technical and managerial skills to meet the Company's needs for growth and innovation. The **Talent Development** team, restructured in 2023 with managers in France and Singapore, offers global training to guarantee consistent quality across all sites.

In partnership with Grenoble-Alpes University IUT1 (France), Soitec has developed and rolled out a three-year training program for production operators, with the aim of giving them the skills they need for process or maintenance technician roles.

The program was launched in 2022, with the first group of trainees set to complete the course in 2025, and two further trainee groups began the program in 2023 and 2024.

Every year, Soitec assists a group of employees in pursuing further studies with the aim of advancing their careers,

giving operators the opportunity to progress to technician positions and technicians the chance to become engineers.

In France, career support is based on an employment and career management (GEPP) agreement, which includes the use of the French Personal Training Account (*Compte Personnel de Formation* – CPF). To this end, in 2024, Soitec implemented a policy to make employer contributions to the CPF, to enable a greater number of employees to acquire new skills, which are vital to the transformation and growth of our organization. This career support system gives everyone the opportunity to enhance their employability.

To further strengthen the Company's managerial skills and culture, in 2024 Soitec launched an ambitious training program for its new managers.

The **First Time Manager Program** comprises a dozen modules covering





FOCUS

CELEBRATING EMPLOYEE STUDIES: AN EVENT TO CELEBRATE SUCCESS AND COMMITMENT

In October 2024, Soitec organized a ceremony in honor of employees who had embarked on the challenge of taking on further studies alongside their careers.

With the aim of acquiring new skills and progressing to engineering or management positions, these employees were required to balance their professional, personal and academic responsibilities over a period of one to three years. The event was an opportunity to congratulate them on their determination and success.

For almost 25 years, Soitec has actively supported its workforce's professional development, enabling more than 160 employees to progress to roles with greater responsibility. This commitment reflects the importance the Group places on continuous learning and skills development, in a constant effort to foster personal and professional fulfillment within the company.

a wide range of topics such as diversity and inclusion, well-being at work, motivation and recognition, and HR processes and tools.

Each year, **People Reviews** are conducted to map out employees' skills and succession plans, and the results are discussed by the Executive Committee before being presented to the Board of Directors.

As part of the skills development plan, the Group also runs short training courses on a variety of subjects (technical, linguistic, personal development, ESG, etc.). As part of Soitec's internal mobility campaign, launched in fiscal year 2022-2023, 41% of positions within the Group were filled through internal mobility (48% in France). At the same time, 17.5% of our employees were promoted, enhancing their responsibilities and skills. •



EMPLOYEE WELL-BEING



DISCUSSION GROUPS TO ENHANCE WELL-BEING IN THE WORKPLACE

In 2023, Soitec set up **discussion groups dedicated to working conditions**, in partnership with employee representatives.

For a given team or organization, these groups are made up of employee volunteers, managers, employee representatives and human resources team members and are supported by an independent occupational psychologist. The aim of the discussion groups is to foster open dialogue on

working conditions: job descriptions and organization of tasks, management, available tools, workplace relations and HR policy.

These discussion groups help to identify and deal with the problems reported by our teams in their day to day, using a multidimensional method and approach. To measure their effectiveness, the sessions were initially deployed in the Group's production units before being extended to other departments.





FLEXIBLE SOLUTIONS FOR A BETTER WORK-LIFE BALANCE

To promote work-life balance, Soitec allows eligible employees to **work remotely** up to two days a week. An agreement regulating remote working, signed following the pandemic, is renewed every year.

Voluntary part-time arrangements are also available for eligible employees, as is a time-savings account that offers additional flexibility by enabling

employees to convert money into days off, or save time off to be used or converted into money at a later date.

Soitec also supports **parenthood** by providing financial assistance for childcare and offers additional days of leave to employees who are caregivers, for example, parents of a child with disabilities.

PROMOTING GENDER DIVERSITY IN THE SEMICONDUCTOR INDUSTRY

In a historically male-dominated sector, Soitec is actively committed to attracting and promoting female talent. At March 31, 2024, women represented 34.6% of the workforce, and the Company aims to increase this proportion at all levels. The targets for female representation on the Executive Committee and in senior management, set for fiscal year 2024-2025, were already achieved in fiscal year 2022-2023.

To foster an inclusive environment, Soitec has implemented several concrete actions:

- **taking gender issues** into account in social dialogue;
- **requiring recruitment agencies** to propose both male and female applicants;
- **offering equal access to international mobility opportunities** to provide career opportunities for female talent;

- **offering training programs specifically tailored to women**, to facilitate their career development.

In January 2024, Soitec launched *Women@Soitec*, a network dedicated to workplace equality and gender diversity. The initiative is open to both women and men and provides a forum for discussion and raising awareness on diversity and inclusion.

Each year, Soitec allocates a budget to reduce the pay gap for equivalent roles, precisely measuring pay gaps by professional category and age bracket to take effective action. Gender balance is also a key objective when it comes to promotions, which are only approved if women are among those promoted. In fiscal year 2023-2024, 16% of men and 21% of women received a promotion.





PROMOTING EMPLOYEES' DAY-TO-DAY WELL-BEING

Soitec offers a variety of non work-related activities, often initiated and supported by employees themselves, which help make the company a great place to work.

The Group organizes hotly anticipated annual events, such as the **"Annual Galas"** organized in France (see insert) and Singapore, while sessions such as the **"Midi Soitec"** lunchtime conferences cover a variety of topics, such as health, water management and HR issues.

Sport and community involvement also play a key part in life at Soitec, with charity events organized by the Social and Economic Committee (SEC), such as the **Soitec Cross** in Bernin (in support of a local charity), the **Income Eco Run** in Singapore, and the **orienteering race** in the forest surrounding Bernin, organized in partnership with **Sylv'ACCTES**, a body dedicated to protecting forests.

These projects bring together a large number of employees and are a fun way of raising money for charity.

Thanks to the SEC's work, employees also have access to activities such as yoga classes, as well as a library, a games room and specially designed relaxation areas.

All these initiatives create a fulfilling work environment, fostering both individual well-being and workplace cohesion.

At the Pasir Ris site, employees have access to a fully equipped gym, and sporting events, ranging from yoga sessions to marathons, are organized by the **Soitec Recreation Committee**.

Soitec also encourages low-carbon mobility by investing funds to obtain the **"Employeur Pro-Vélo"** (Pro-Bike Employer) label, and by encouraging employees to cycle to work.



FOCUS

THE ANNUAL GALA: A FUN AND FRIENDLY CELEBRATION

On May 30, around 1,000 Soitec employees from all over France and Belgium gathered in Grenoble for the eagerly awaited 2024 Annual Gala. Organized by a project group of around ten employee volunteers, the gala is much more than a simple event – it is a special opportunity for our teams to get together once a year for a fun and festive celebration.

The 2024 Annual Gala began with an introduction from Pierre Barnabé, Chief Executive Officer, followed by a Q&A session with members of the Executive Committee, providing an open forum for discussion on the Company's outlook and vision. Teams were also treated to a video recap of the year's highlights, put together using photos shared by employees.

This year, a video illustrating the Group's new values – the result of a collective effort involving over 100 employees at all levels – was premiered at the event. The event was an opportunity to extend a warm welcome to the new employees who joined the Group during the year.

The theme “2024, *Terre de Jeux*”, in a nod to the Olympic Games, then set the tone for a festive evening of fancy dress and a range of entertainment, including a cocktail reception, a performance by a mentalist, and a DJ. In this lively and welcoming atmosphere away from their day-to-day working environment, guests mingled, built stronger connections, and created lasting memories.





OUR OBJECTIVE
IS CLEAR:
TO PROVIDE AN
ENVIRONMENT
IN WHICH EVERY
INDIVIDUAL
FEELS
RESPECTED AND
SUPPORTED



soitec

FULLY COMMITTED TO OFFERING AN INCLUSIVE AND RESPECTFUL ENVIRONMENT

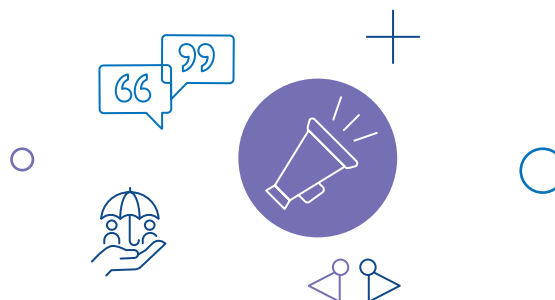
Soitec is firmly committed to fighting all forms of discrimination, including bullying, sexual harassment, gender stereotypes and stigmatization of LGBTQIA+ people. Our objective is clear: to provide an environment in which every individual feels respected and supported.

To deliver this commitment, we have implemented measures and provided resources that are accessible to all:

- **“Sexual harassment and sexist behavior” liaison officers:**
four liaison officers, specially trained to deal with this type of situation, offer confidential support and advice to those in need;
- **Reinforced reporting channels:**
employees can report any discriminatory behavior through various different channels – to the staff nurse, the occupational physician, HR managers, employee representatives, or their manager. In March 2023, we also launched an ethics whistleblowing platform, which employees can use to report cases of discrimination or harassment.

All concerns reported to the ethics whistleblowing platform are rigorously investigated by Human Resources and the General Secretary’s Office, and immediate corrective action is taken if necessary. As a signatory of the United Nations’ Free & Equal Code, Soitec applies these inclusive principles at all its entities worldwide.

The inclusion of people with disabilities is also a priority at Soitec. In fiscal year 2023-2024, the proportion of employees with disabilities rose to 5.6%. To encourage the integration of all employees, the Group has appointed a disability officer and regularly holds awareness-raising initiatives, such as workshops and conferences. Soitec promotes the recruitment of people with disabilities, adapts workstations to ensure they are suitable for long-term employment, and provides support in obtaining disabled worker status. In partnership with other local companies, Soitec takes part in initiatives such as the **Linkday** recruitment forum and the **Talent H+** network to help get people with disabilities into work. •



GUARANTEERING

THE SAFETY OF OUR EMPLOYEES



SAFETY CULTURE: A TOP PRIORITY AT SOITEC

Our **Safety Culture** program is the cornerstone of Soitec's safety policy, designed to empower employees to take charge of their own safety and that of their colleagues. This program is based on continuous training and awareness-raising on safe working practices, and encourages employees to identify potentially hazardous situations in order to reduce risky behavior on a daily basis.

All new arrivals complete a training course on the potential risks related to their workstation and how to prevent them. In addition to regular safety

messages, the **Safety Cross** tool is used to track accidents/near-accidents and inform employees on rules and best practices.

Managers also carry out regular **Safety tours** where they discuss with employees the potential risks related to their workstations and remind them of Soitec's commitment to safety. These safety tours are already in place at the Bernin (France) and Pasir Ris (Singapore) sites, and will soon be introduced in Hasselt (Belgium) and Aix-les-Bains (France).



In addition, **safety walks** are organized every week at the Bernin site to ensure that our safety standards are properly implemented in the main operations areas (clean room, warehouse, data centers, etc.).

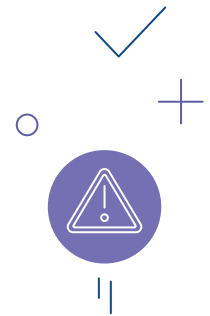
A tool is available to all employees should they need to flag up any issues relating to HSE (health, safety and environment) risks. Deployed in Bernin and Pasir Ris, the tool has increased information sharing, mainly relating to maintenance and production, enabling the right corrective action to be taken.

Soitec makes investments every year to improve workstation safety and ergonomics. In Bernin, our logistics areas have been equipped with new packaging lines incorporating “cobots” to automate the palletization and reduce ergonomic constraints. To limit the risks involved in moving around our sites, investments have been made to improve the organization of pedestrian walkways, avoiding the risk of interference with vehicle lanes.

Health and safety performance is monitored by **dedicated safety committees**, which assess results on a monthly basis at the Bernin and Pasir Ris sites. Key metrics, such as accident frequency rates, are reviewed alongside Executive Management. At the Bernin site, the Safety Committee comprises members of the maintenance, occupational health and production teams who work together to define and monitor necessary actions. At the Pasir Ris site, data is also reviewed at weekly meetings with the Bernin-based HSE manager.

Safety also concerns external workers, who are often exposed to increased risks. An **HSE supervisor** is responsible for ensuring the safety of the 150 external workers on our sites, with the aim of reducing the accident frequency rate by 50%. These efforts are particularly evident in the extension projects in Bernin and Pasir Ris, and in the construction of a new clean room at the Bernin site.

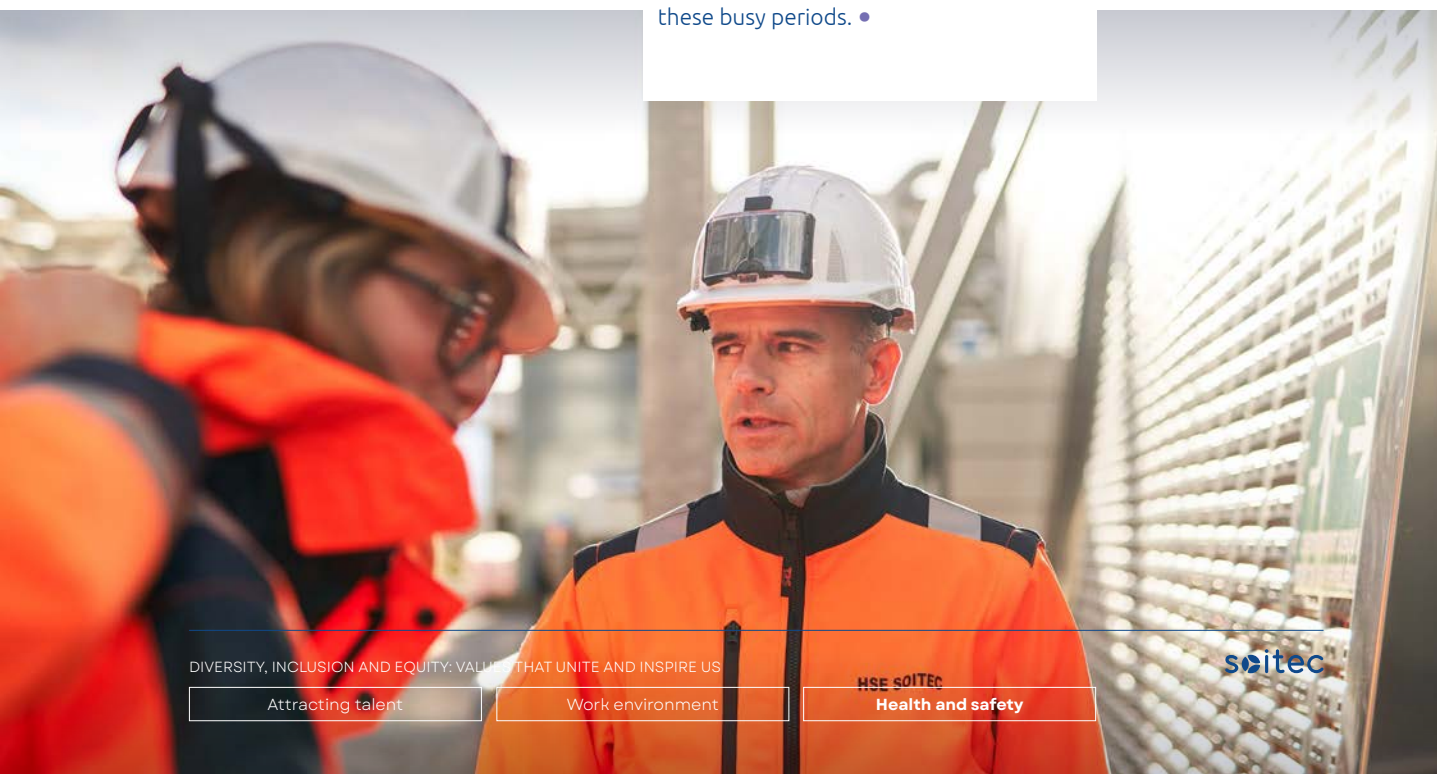
In May 2024, Bernin organized an event for all our external service providers to thank them for their commitment to safety and reward them for the exceptional results achieved during these busy periods. •



OBJECTIVE

**REDUCE
THE ACCIDENT
FREQUENCY RATE BY
50%**

for the
**150 external
workers**
at our sites



DIVERSITY, INCLUSION AND EQUITY: VALUES THAT UNITE AND INSPIRE US

Attracting talent

Work environment

HSE soitec
Health and safety

soitec

3.



TAKING ACTION

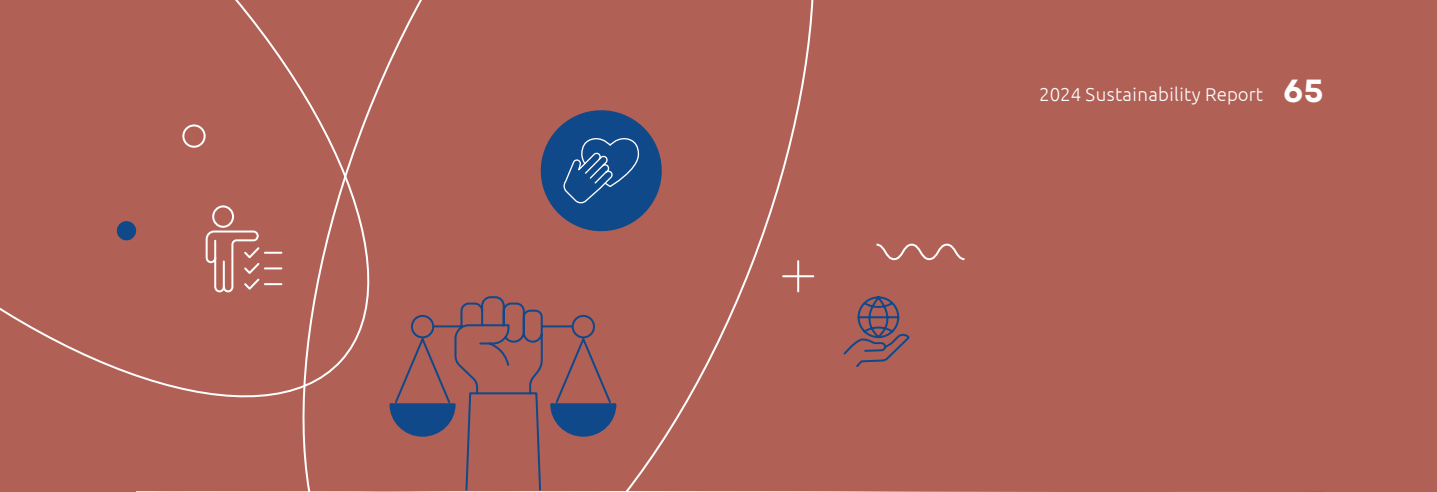
TO BECOME A ROLE MODEL
FOR A BETTER SOCIETY

P. 66 **Sustainability**

A STRATEGIC AMBITION
MANAGED AT THE HIGHEST
LEVEL OF THE COMPANY

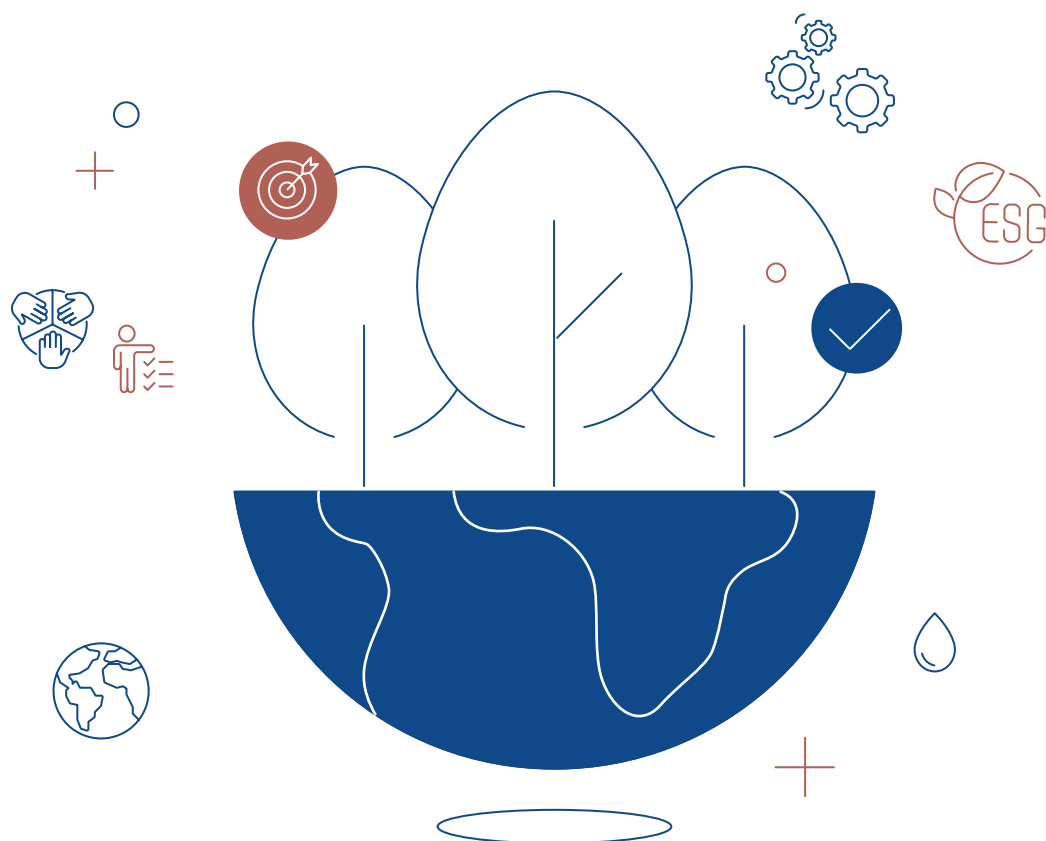
P. 70 **Ethics**

PRIORITIZING ETHICS
AND TRANSPARENCY
IN OUR ACTIONS



A STRATEGIC AMBITION

MANAGED AT THE HIGHEST LEVEL
OF THE COMPANY



Environmental, social and governance (ESG) issues are at the heart of Soitec's activities and integrated throughout the organization, reflecting the Group's major commitment to sustainability.



This solid, structured governance was put in place in order to offer the Company the most effective support possible throughout this process.

Major sustainability decisions and their key indicators are closely monitored by the Executive Committee. Each department plays an active role, contributing to the implementation of sustainability policies in its field. To coordinate these efforts, an ESG Steering Committee, comprising six members of the Executive Committee (including the Chief Executive Officer), meets on a monthly basis to define strategy, monitor action plans and evaluate results.

Sustainability issues are also a priority for the Board of Directors. As a result, an ESG Committee was created in September 2022, responsible for defining major strategic directions and setting targets, particularly in the areas of climate change, eco-design, water management, diversity and inclusion and regulatory compliance. This governance body allows Soitec to integrate ESG issues into each of its activities, all while pursuing its responsible growth objectives. The Committee met four times during fiscal year 2023-2024, making it possible to regularly monitor various sustainability issues.





BOARD OF DIRECTORS
14 members
with complementary and varied skills
58% of whom are independent

STRATEGIC COMMITTEE

AUDIT AND RISKS COMMITTEE

COMPENSATION AND NOMINATIONS COMMITTEE

ESG COMMITTEE

GENERAL SECRETARY

CUSTOMER GROUP

COMMUNICATIONS

GLOBAL SUPPLY & OPERATIONS

PEOPLE

INNOVATION

GLOBAL BUSINESS

FINANCE

STRATEGY & INVESTOR RELATIONS

CEO AND EXECUTIVE COMMITTEE
12 members
with complementary and varied skills

Bi-monthly ESG reviews

MANAGEMENT

Monthly ESG reviews

Contributing to the strategic ESG pillars

S G

E G

E S

E G

S

E

E

E

E G

Participating in working groups

Diversity

Diversity

Cleantech

Water management

Climate

Water management

Climate

Climate

E Drive the transition toward a sustainable economy through our innovation and operations

S Leverage our inclusive culture

G Taking action to become a role model for a better society

ALIGNING ESG PERFORMANCE AND VARIABLE COMPENSATION

To onboard all our teams in our sustainability approach, we decided to tie a portion of their variable compensation to the Company's achievement of our ESG performance criteria.

These include, in particular, reducing our greenhouse gas emissions, reducing water withdrawals, and achieving our gender equality objectives.

This approach extends to various different compensation packages. For example, our Chief Executive Officer's variable compensation, both short- and long-term, is partly subject to the achievement of these environmental, societal and governance criteria. In addition, the amount of profit-sharing paid to each of our employees is linked to energy and water consumption performance per production unit.

In 2022, we also set up a free performance share plan for all our employees worldwide.

Vesting of these shares is subject, among other things, to the achievement of our ESG objectives, which reinforces Soitec's commitment to sustainable and responsible growth.

This plan was renewed in 2023 and in 2024. •

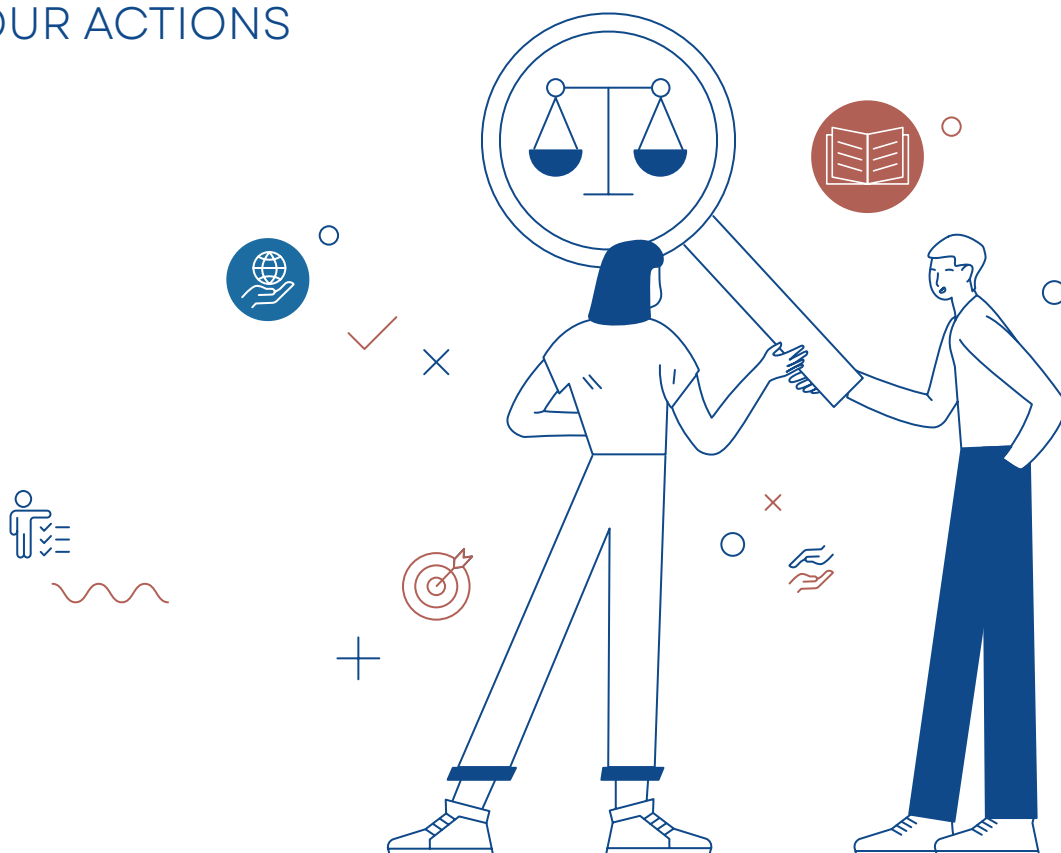
FOCUS

ENVIRONMENTAL, SOCIAL AND GOVERNANCE TRAINING

All Soitec employees are encouraged to learn about environmental, social and governance issues. 322 employees have been trained since workshops were launched in February 2023, 13 of whom have gone on to become Climate Fresk coordinators (including in Bernin and Singapore), which in turn allows them to raise awareness on the causes and consequences of climate change among their colleagues.

PRIORITIZING

ETHICS AND TRANSPARENCY IN OUR ACTIONS



Soitec is committed to maintaining an ethical and responsible framework for all its activities. To achieve this, the Company has set up a dedicated governance structure to steer its compliance program. The Board of Director's Audit and Risks Committee and ESG Committee oversee risk management and compliance. The Executive Committee sets objectives and monitors the Group's various action plans, at the initiative of the General Secretary, with the involvement of each Group entity, supported by the Legal Department and compliance experts.

SETTING HIGH ETHICAL STANDARDS FOR THE GROUP AND OUR STAKEHOLDERS

COMPLIANCE AT SOITEC – CODE OF CONDUCT

ETHICS POLICIES						
Fight against corruption	Competition rules	Insider trading	Personal data protection	Export control & international sanctions		

OTHER GROUP AND FUNCTIONAL POLICIES						
Human resources	General Secretary's Office Legal	Finance	Strategy	IT security	Innovation	Site managers/ Facility managers
Compliance with national and international labor laws and conventions, Soitec labor standards, and sustainability policies	Contract review policy Delegation of powers policy	Capex investment policy Financial compliance (books and records, reports)	Mergers and acquisitions policy	IT security policy IT compliance (cybersecurity, use of social networks, IT best practices)	Intellectual property and privacy policy R&D policy	Quality, Health, Safety and Environment Real estate transaction policy

Integrity is at the heart of Soitec's culture, and this is reflected in its code of conduct, which guides business relationships according to principles of respect for human rights, safety and transparency. Soitec's commitment to integrity is underpinned by five policies covering the prevention of corruption, compliance with competition rules, export controls, prevention of insider trading and personal data protection.

To reinforce this ethics culture, Soitec organizes mandatory training courses every year to increase employee awareness of ethics risks. On arrival, all new employees receive training on the code of conduct, which was updated in fiscal year 2024-2025. Specific sessions on corruption prevention, competition law and export control are offered to the employees most exposed to these risks. In addition to providing training, the Group runs regular information campaigns on the Company's intranet.





At the start of fiscal year 2023-2024, Soitec launched the Maât platform, designed to enable employees to report any breaches of ethics rules. The platform is accessible at all times, is available in several languages and can be used by employees and external stakeholders to anonymously and securely report any breaches of the code of conduct or applicable rules. Reports are fully confidential and whistleblowers can choose to remain anonymous if they wish.

Soitec also rigorously evaluates its business partners to ensure that common ethical values are applied in business relationships. A process is in place to verify third-party compliance in areas relating to the prevention of corruption and compliance with international sanctions. This helps to ensure that transparent and responsible practices are adopted throughout partnerships.

Risk management is reinforced through internal controls and regular audits. In fiscal year 2024-2025, an internal audit will be carried out to assess the effectiveness of the measures rolled out and to perfect Group procedures. In addition, Soitec regularly updates its risk map to detect and prevent corruption and money laundering risks and draw up the appropriate action plans. The most recent update was carried out in fiscal year 2023-2024.

In terms of taxation, Soitec acts with complete transparency and in compliance with local regulations and international transfer pricing principles, as recommended by the OECD. This framework ensures that each Soitec entity declares and pays its taxes both transparently and consistently across its locations worldwide. ●

**RISK
MANAGEMENT
IS REINFORCED
THROUGH
INTERNAL
CONTROLS
AND
REGULAR
AUDITS**

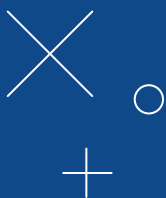


FOCUS

COMPLIANCE WEEK TO PROMOTE SHARED ETHICS VALUES

The first **Compliance Week** was held at Soitec in September 2024, to raise employee awareness of the main ethics risks that the Company may face. Throughout the week, conferences, webinars, workshops, videos and presentations addressed key issues such as corruption, insider trading, export control and international sanctions, personal data protection and compliance with competition law. At the end of the week, participants took part in a quiz to test their knowledge and review the topics covered.

Compliance Week was an opportunity to remind Soitec's teams that it is the commitment and involvement of each and every individual that helps make Soitec an ethical and responsible company.



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