



ESG ROADSHOW

DRIVING SUSTAINABLE GROWTH

November 2021



DISCLAIMER

This document is provided by Soitec (the “Company”) for information purposes only.

The Company’s business operations and financial position are described in the Company’s 2020-2021 Universal Registration Document (which notably includes the 2020-2021 Annual Financial Report) which was filed on July 5, 2021 with the French stock market authority (Autorité des Marchés Financiers, or AMF) under number D.21-0681. The French version of the 2020-2021 Universal Registration Document and an English courtesy translation for information purposes are both available for consultation on the Company’s website (www.soitec.com), in the section Company - Investors - Financial Reports.

Your attention is drawn to the risk factors described in Chapter 2.1 of the Company’s 2020-2021 Universal Registration Document.

This document contains summary information and should be read in conjunction with the 2020-2021 Universal Registration Document.

This document contains certain forward-looking statements. These forward-looking statements relate to the Company’s future prospects, developments and strategy and are based on analyses of earnings forecasts and estimates of amounts not yet determinable. By their nature, forward-looking statements are subject to a variety of risks and uncertainties as they relate to future events and are dependent on circumstances that may or may not materialize in the future.

Forward-looking statements are not a guarantee of the Company’s future performance.

The Company’s actual financial position, results and cash flows, as well as the trends in the sector in which the Company operates may differ materially from those contained in this document. Furthermore, even if the Company’s financial position, results, cash-flows and the developments in the sector in which the Company operates were to conform to the forward-looking statements contained in this document, such elements cannot be construed as a reliable indication of the Company’s future results or developments.

The Company does not undertake any obligation to update or make any correction to any forward-looking statement in order to reflect an event or circumstance that may occur after the date of this document. In addition, the occurrence of any of the risks described in Chapter 2.1 of the Universal Registration Document may have an impact on these forward-looking statements.

This document does not constitute or form part of an offer or a solicitation to purchase, subscribe for, or sell the Company’s securities in any country whatsoever. This document, or any part thereof, shall not form the basis of, or be relied upon in connection with, any contract, commitment or investment decision.

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SOITEC DESIGNS SEMICONDUCTOR MATERIALS TO MAKE THE WORLD...



MORE
CONNECTED

100% OF SMARTPHONES
EMBARK SOITEC
PRODUCTS



MORE
ENERGY EFFICIENT

SAVING THE YEARLY
DOMESTIC ENERGY
CONSUMPTION OF A
1 MILLION INHABITANTS CITY*



MORE
INTELLIGENT

INTELLIGENT OBJECTS
AUGMENTING OUR LIFE,
FROM **HEALTHCARE**
TO **SAFETY**

SOITEC ENGINEERED SUBSTRATES MAKE THE WORLD



**MORE
CONNECTED**

3G FRONT-END MODULES
FOR SMARTPHONES



4G FRONT-END MODULES
FOR SMARTPHONES



GPS CHIPS FOR
SMARTWATCHES



MOBILE NETWORKS
BASE STATIONS



OPTICAL TRANSCEIVERS FOR
HIGH-SPEED DATA CENTERS



RADARS FOR
CONNECTED CARS



WI-FI 6(E) FRONT-END MODULES
FOR MOBILE DEVICES



5G FRONT-END MODULES
FOR SMARTPHONES



SOITEC ENGINEERED SUBSTRATES MAKE THE WORLD



MORE
ENERGY EFFICIENT

AUDIO AMPLIFIERS
FOR AUTOMOTIVE



LOW POWER PROCESSORS
FOR ALWAYS-ON IOT DEVICES



LOW-ENERGY AUDIO SOC
FOR WIRELESS EARBUDS



HIGH EFFICIENCY POWER SUPPLIES
AND CHARGERS FOR MOBILE DEVICES



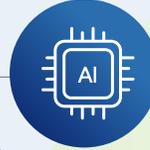
BATTERY MANAGEMENT SYSTEMS
FOR ELECTRIC VEHICLES



FAST CHARGERS FOR
ELECTRIC VEHICLES



ULTRA-LOW POWER INFERENCE
PROCESSORS FOR AI AT THE EDGE



SIC INVERTERS FOR
ELECTRIC VEHICLES



SOITEC ENGINEERED SUBSTRATES MAKE THE WORLD



MORE
INTELLIGENT

INDUSTRIAL ROBOTS



MULTIMEDIA APPLICATION
PROCESSORS FOR AUTOMOTIVE



3D IMAGE SENSORS FOR
FACIAL RECOGNITION



SMART HOME



SPEECH RECOGNITION PROCESSORS
FOR SMART SPEAKERS



OPTICAL BIOSENSORS FOR
SMART HEALTHCARE



VISION PROCESSORS FOR
AUTONOMOUS VEHICLES



SMART CITY



WE ARE THE INNOVATIVE SOIL FROM WHICH SMART AND ENERGY EFFICIENT ELECTRONICS GROW INTO AMAZING AND SUSTAINABLE LIFE EXPERIENCES

Our corporate purpose voted in July 2021 perpetuates our engagements towards sustainability and all our stakeholders



GROUP PRIORITIES



GROWTH

Expand and protect the core business



PROFITABILITY

Protect into adjacent markets



PEOPLE

Adjust the operating model



SUSTAINABILITY

Support our value creation strategy



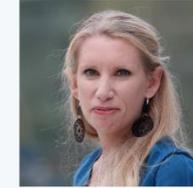
**A VISION
SHAPED AND
EXECUTED BY
OUR GLOBAL
MANAGEMENT
TEAM**



Bernard Aspar
COO -
GLOBAL BUSINESS



Paul Boudre
CEO



Léa Alzingre
CFO



Christophe Maleville
CTO



Cyril Menon
OPERATIONS



Steve Babureck
CORPORATE
DEVELOPMENT
& INVESTOR
RELATIONS



Thomas Piliszcuk
STRATEGIC
OFFICE



Yvon Pastol
CUSTOMER
GROUP



Pascal Lobry
PEOPLE AND
SUSTAINABILITY



**Joséphine
Deege-Mansour**
LEGAL



Reiner Breu
QUALITY



Philippe Pellegrin
GLOBAL SOURCING
& PROCUREMENT

SOITEC IN NUMBERS GROWING SUSTAINABLY

-  Production Centers
-  Substrate Innovation Center
-  Sales and Support Offices



SOITEC BELGIUM N.V HASSELT
BELGIUM



SOITEC BERNIN 1, 2 & 3
FRANCE



SIMGUI SHANGHAI
CHINA



SOITEC PASIR RIS
SINGAPORE

>1,850
employees worldwide

34%
of women
(industry average: 20%-25%)

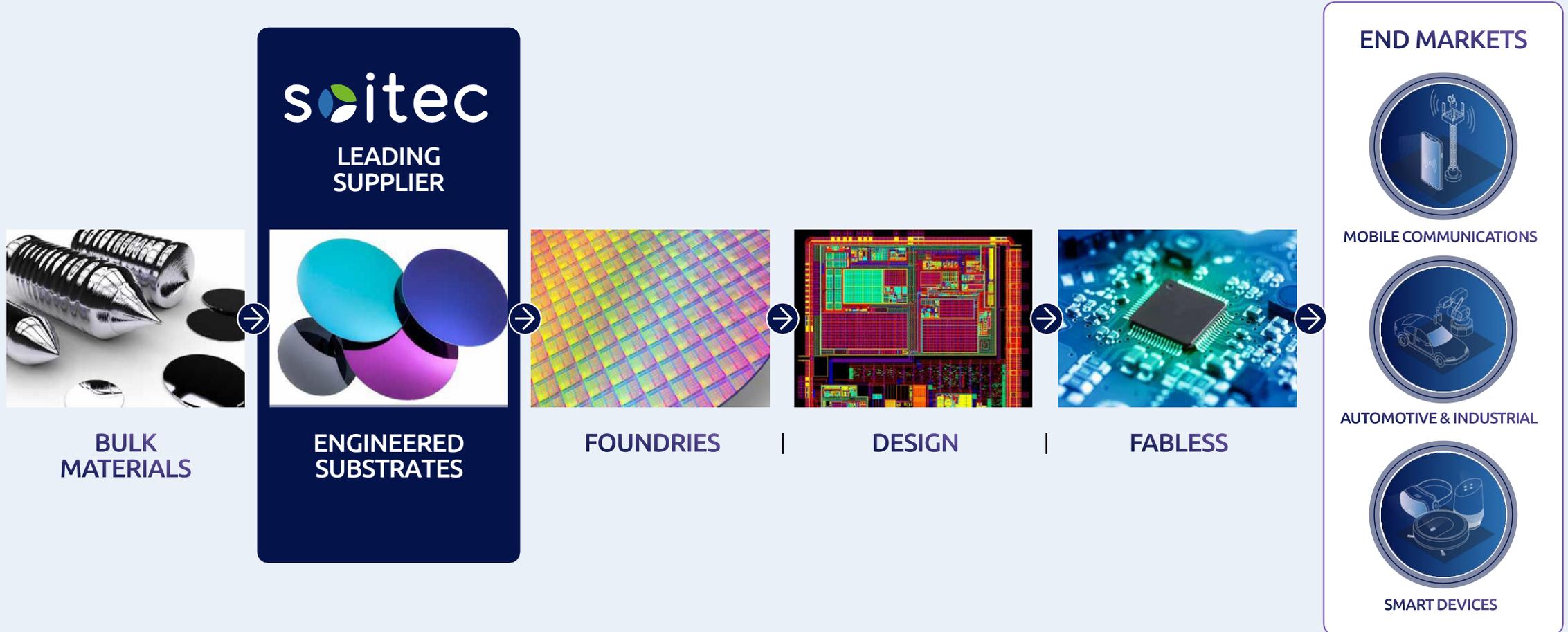
13%
of revenue dedicated to gross R&D

>3,500
active patents

200
patents filed worldwide each year

Revenue x3 / Volume x2.5
FY26 Growth Story

SOITEC HAS BUILT A UNIQUE POSITION IN THE VALUE CHAIN



WE USE BEST PRACTICE STANDARDS TO INFORM ON OUR STRATEGY AND REPORTING



- Supports the **United Nations (UN) Sustainable Development Goals**
- Implements the **UN Guiding principles of Business and Human Rights** in its activities
- Discloses performance in accordance with **Global Reporting Initiative (GRI)** standards
- Takes account of the **Task Force on Climate-Related Financial Disclosures (TCFD)** framework
- Has committed to the **Science Based Targets (SBT)** initiative since 2021
- Reports to the **CDP** since 2020
- Partners with the **Responsible Business Alliance (RBA)** since 2012
- Is certified under the following ISO standards:
 - **ISO 14001** – Environmental management standard
 - **ISO 45001** – Occupational health and safety standard
 - **ISO 50001** – Energy management standard



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES



Responsible Business Alliance
Advancing Sustainability Globally





SUSTAINABILITY SUPPORTS OUR VALUE CREATION STRATEGY

#01

DRIVE THE TRANSITION TO
A SUSTAINABLE ECONOMY
WITH OUR INNOVATION AND
OPERATIONS

#02

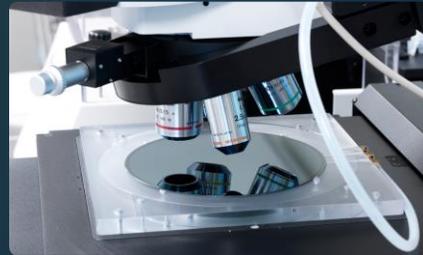
LEVERAGE OUR INCLUSIVE
AND INSPIRING COMPANY
CULTURE

#03

ACT TO BECOME A ROLE
MODEL FOR A BETTER
SOCIETY

01

DRIVE THE TRANSITION TO A SUSTAINABLE ECONOMY WITH OUR INNOVATION AND OPERATIONS



SUSTAINABLE INNOVATION



9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



12

RESPONSIBLE CONSUMPTION



CLIMATE CHANGE



6

CLEAN WATER AND SANITATION



WATER MANAGEMENT



BIODIVERSITY



15

LIFE ON LAND



SUSTAINABLE INNOVATION

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



Optimised resource consumption

x10

Re-usability of donor substrate thanks to our proprietary Smart Cut™ 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: Smart Cut™ SiC initiative to reduce carbon footprint

ACHIEVEMENTS

~13%

of sales devoted to gross R&D

285

patents filed in FY21 (#2 French mid-cap in 2020)

1 MILLION

Three products from our portfolio saved the yearly domestic energy consumption of a **1 million inhabitant city** (2020 revenue)





CLIMATE CHANGE

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



OUR ROADMAP



2020 GHG INVENTORY



ACHIEVEMENTS

- 29% energy consumption per unit of production in FY21** (vs FY16 baseline)
- 100% of Bernin site electricity supplied by renewable energy** (hydroelectric farms) since January 2021
- 62% of our Bernin to Pasir Ris wafer shipments by sea in FY21** (instead of air freight previously)



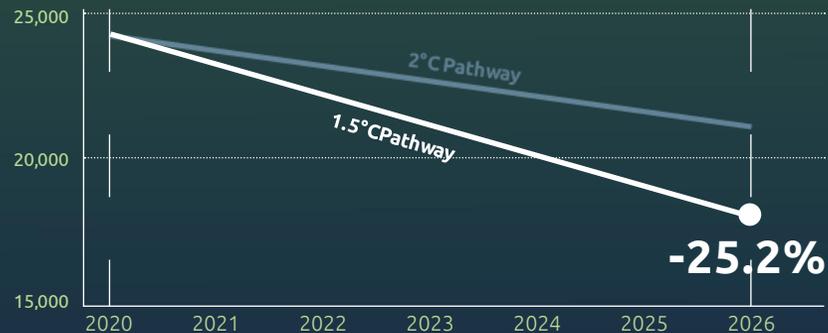
CLIMATE CHANGE

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

BUSINESS AMBITION FOR **1.5°C**

SCOPE 1 & 2 TARGET

Scope 1&2 absolute emissions (tCO₂)



Performance of industrial operations:

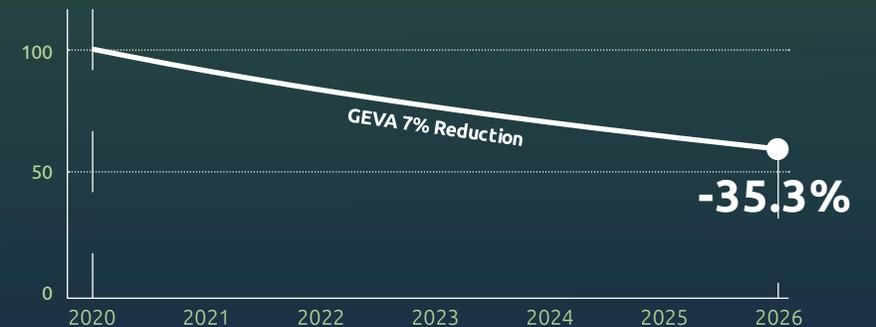
- Energy efficient equipment and process improvements

Low carbon energy:

- Renewable energy across the Group
- Production of solar energy in Singapore FY22

SCOPE 3 TARGET

Scope 3 emissions Intensity per added value (2020 baseline)



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



WATER MANAGEMENT

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

Consume Less

#1 REDUCE WATER CONSUMPTION PER UNIT OF PRODUCTION



-30%
FY23

-14%
FY21

Consume Responsibly

#2 INCREASE WATER REUSE



22%
FY23

14%
FY21



CDP WATER QUESTIONNAIRE SUBMITTED IN 2021





BIODIVERSITY

SETTING UP THE CONDITIONS TO PRESERVE THE BIODIVERSITY ON OUR SITES

OUR APPROACH



Protecting nature and ecosystems where we operate



Site development and plant expansions taking into account natural ecosystems



Advisory and LTA 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

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



#2 **0 PHYTOSANITARY PRODUCTS** ON OUR GREEN SPACES

#3 **APICULTURE PROGRAM:** 2 BEEHIVES CONTRIBUTING TO LOCAL POLLINATION

02

LEVERAGE OUR INCLUSIVE AND INSPIRING COMPANY CULTURE



ATTRACTING AND RETAINING TALENT



DIVERSITY AND INCLUSION



HEALTH AND SAFETY



MANAGING THE HEALTH CRISIS



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



MAKING SOITEC AN ATTRACTIVE EMPLOYER TO SUPPORT OUR GROWTH

OUR APPROACH

Pipeline development strategy to attract and retain highly skilled individuals

Individual training plan for each employee, including certification and diplomas

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

Work-life balance and Quality of life, pillars of our social strategy

Employee engagement surveys held 3 times / year

TARGETS

#1 DOUBLE HEADCOUNT
BY 2026

#2 IMPROVE VISIBILITY AND REPUTATION
ACROSS CHANNELS

#3 ENSURE COMPETITIVENESS
OF OUR EMPLOYMENT OFFERS

ACHIEVEMENTS

>70/100 quality of life at work score (up 3pts yoy)

14.8% of eligible employees promoted internally in FY21

3.9% resignation rate

TOP 10 European semiconductor company for employee engagement on **Social Networks** (DSMN8 study)





DIVERSITY AND INCLUSION

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

OUR APPROACH

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

4 liaison officers appointed to work against sexism at a grassroots level

Grievance procedure for reporting sexist behavior will be implemented in 2022

Gender Equality Index in Bernin



TARGETS & ACHIEVEMENTS

#1 INCREASE WOMEN ON EXCOM



25%
FY25

18%
FY21

#2 INCREASE WOMEN ON GLOBAL WORKFORCE (industry average (20-25%*))



40%
FY25

34%
FY21



PROMOTE DIVERSE CANDIDATES ACROSS THE RECRUITMENT PROCESS



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



FREE & EQUAL

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



HEALTH AND SAFETY

GUARANTEEING SAFETY IN BOTH OUR PRODUCTS AND OUR WORKPLACE

OUR APPROACH

Health, Safety and Working Conditions Committee (CSSCT)

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

Change in the frequency rate of workplace accidents



TARGETS

Ongoing development of **“Zero Accident”** safety culture

FY22 Frequency Rate of workplace accidents ≤ 3.4

ACHIEVEMENTS

1/2
ACCIDENT RATE
HALVED IN 3 YEARS

3.1 RATE
FY21 **FREQUENCY RATE** OF
WORKPLACE ACCIDENTS
(FY21 TARGET ≤ 3.8)





MANAGING THE HEALTH CRISIS

ADAPT TO PROTECT OUR EMPLOYEES AND ENSURE BUSINESS CONTINUITY

OUR APPROACH

Swift response to Covid-19 supported local communities and employees' health and safety

Monitored impact on **external stakeholders**

Business continued with **no stoppages**

Leveraged adaptation to the new normal and set **heightened standards**

Embedding of health crisis management into approach to **Governance structures**

TARGET



READINESS FOR POTENTIAL FUTURE WAVES

ACHIEVEMENTS

11 DAYS
AVERAGE NUMBER OF DAYS OF FURLOUGH
per employee in FY21, for 72 employees (<0.5% of total number of hours worked)

HOUSING CROSS-BORDER WORKERS
in Singapore and contributing to their cost of accommodation while border was closed



03

ACT TO BECOME A ROLE MODEL FOR A BETTER SOCIETY



ETHICS



RESPONSIBLE
SUPPLY CHAIN



COMMUNITIES



16

PEACE, JUSTICE AND
STRONG INSTITUTIONS



17

PARTNERSHIPS
FOR THE GOALS



16

PEACE, JUSTICE AND
STRONG INSTITUTIONS



17

PARTNERSHIPS
FOR THE GOALS



11

SUSTAINABLE CITIES
AND COMMUNITIES



17

PARTNERSHIPS
FOR THE GOALS



ETHICS

SET HIGH ETHICAL STANDARDS FOR US AND FOR OUR BUSINESS RELATIONS

OUR APPROACH

Incorporation of **Sapin 2 law** into the Code of Good Conduct

Responsible Business Alliance (RBA)
Code of Conduct

Ethical conduct **e-training** for all employees includes human rights

Internal **whistleblowing** system

TARGETS & ACHIEVEMENTS

#1 **EMPLOYEES TO COMPLETE E-LEARNING MODULE ON THE CODE OF GOOD CONDUCT**
(FY16 baseline)



100%
FY26

65%
FY21

#2 **AUTHORIZED ECONOMIC OPERATOR**
status obtained in 2016, among 1st French companies to be certified



RESPONSIBLE SUPPLY CHAIN

INFLUENCING 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

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

Supplier Quality Policy applies to 100% of suppliers

Supplier Evaluation processes

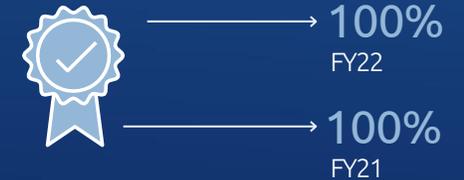
External Audit from the RBA

TARGETS & ACHIEVEMENTS

#1 STRATEGIC SUPPLIERS TO ADHERE TO SUPPLIER QUALITY POLICY



#2 SUPPLIERS FOR 3TG MINERALS COMPLIANT WITH RBA PRINCIPLES



ISO 20400 SUSTAINABLE PROCUREMENT CERTIFICATION by 2026



100% OF CRITICAL SUPPLIERS HAVE RECEIVED A THIRD PARTY RBA CERTIFIED AUDIT



COMMUNITIES

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

New **apprenticeship program** targeting young people **under 25** will be established in Bernin

Targeted **local economy** actions

TARGETS

#1 SUPPORT THE LOCAL ECONOMY

#2 BUILD A CAMPUS MANAGEMENT STRATEGY

#3 ENGAGE WITH YOUNG PEOPLE LOCALLY AND NATIONALLY

ACHIEVEMENTS

Signatory of **Local Economic Pact**

French Government label France Relance **#1jeune1solution**

100 young people hired in 2021

3-year partnership agreement signed with Université Grenoble Alpes



#1jeune1solution

Télémaque

CONCLUSION

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

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

Our relationships are vital —
Embarking Suppliers and Customers on our ESG journey

