

Corporate Social Responsibility Policy Statement

Corporate Communications & Investor Relations

Exyte is committed to embedding Corporate Social Responsibility (CSR) into its global Environmental, Social, and Governance (ESG) strategy. It defines the principles of guiding community engagement, donations, sponsorships, and employee volunteering. Through the oneCSR framework, Exyte harmonizes its CSR efforts globally to promote sustainable development, ethical business practices, and community well-being.

Corporate Social Responsibility Impact Areas

Exyte's CSR activities focus on areas that reflect our global priorities and local community needs, including:

- Education and Workforce Development
- Diversity, Equity, and Inclusion
- Community Well-Being
- Environmental Stewardship
- Cultural Development
- Humanitarian Assistance

Implementation of our Corporate Social Responsibility

When implementing CSR across the organization, Exyte applies the following:

- **Empower Employee Initiatives:** Exyte encourages employees worldwide to participate in volunteering, fundraising, and community programs aligned with the CSR framework.
- **Engage in Strategic Partnerships:** Exyte will collaborate with NGOs, schools, community organizations, charitable institutions, and other partners to develop impactful and measurable programs, including multi-year engagements.
- **Support Responsible Contributions:** Exyte will allocate and report annual donations in accordance with the Donation and Sponsorship Policy, applying clear eligibility criteria aligned with CSR themes.

More detailed guidelines may be provided by internal frameworks or procedures. Internal and external disclosures on CSR will be made within Exyte's ESG efforts.

The responsibility for CSR lies with the Global Marketing and Communications Team, led by the VP of Corporate Communications and Investor Relations who reports to the CEO of Exyte Group. Each region shall designate a CSR lead responsible for implementing activities, coordinating with the Global Team, and providing regular updates to ensure alignment with global objectives.

Coverage

This policy applies to all Exyte employees globally and governs activities related to charitable donations, sponsorships, and volunteer programs. It covers stakeholder groups such as local communities, employees, beneficiaries of CSR projects, and relevant civil society partners.

This policy will be reviewed annually as part of the ESG reporting cycle and updated as necessary to reflect changes in business operations, stakeholder expectations, and regulatory requirements.

This policy is communicated throughout Exyte and the responsibilities for ensuring its implementation rest with our management.

Issued by:



Rene Ziegler

Vice President Corporate Communications & Investor Relations

13 April 2026

Approved by:



Wolfgang Buechele
Chief Executive Officer

13 April 2026



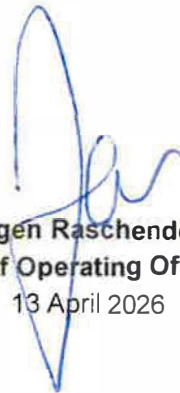
Mark Garvey
Chief Commercial Officer

13 April 2026



Peter Schonhofer
Chief Financial Officer

13 April 2026



Juergen Raschendorfer
Chief Operating Officer

13 April 2026



Werner Greyling
Chief Operating Officer

13 April 2026