

**E**nvironmental

**S**ocial

**G**overnance

# ESG Strategy of Exyte



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With our stakeholders increasingly prioritizing environmental, social, and governance factors into their practices, it's essential for Exyte to establish clear ESG Strategy to meet these expectations.



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# Introduction to ESG at Exyte



# ESG Highlights at Exyte

Sustainability practices are not a new concept for Exyte, and we are committed on creating a sustainable future and reducing our environmental impact through initiatives and goals.



## We believe in **Net Zero**

That is why we set our target to be Net Zero by 2040

## We believe in **Decarbonization of Fabs**

That is why we provide sustainable facility solutions to our clients



## We believe in **Safety**

That is why we continuously improve our safety record on the basis of our IFW program

## We believe in **Ethical Business Conduct**

That is why everybody at Exyte gets regular trainings in our Code of Conduct



## We believe in **Human Rights**

That is why we commit to United Nations Human Rights Principles

# ESG Message from the CEO of Exyte



Dear Readers,

At Exyte, we believe that ESG drives our future success. We believe that our success is measured not only by our financial performance but also by our impact on society and the environment. As CEO, I am proud of Exyte's long-term commitment to creating more sustainable practices. I strongly believe that they are essential to our long-term success.

**We foster sustainability and ESG as part of our commitment to preserve the basis of life.** Sustainability is one of the company's Values and Core Competencies. Being a company Value, sustainability is a fundamental element for Exyte. Its introduction as a Core Competency will make it a guiding principle in our day-to-day behavior. This will drive innovation, improve our competitiveness, and create sustainable value for all stakeholders,

Exyte strives to be a leader in sustainability and social responsibility and to create value for all stakeholders, including our employees, customers, shareholders, and the communities where we operate.

**Dr. Wolfgang Büchele**  
Chief Executive Officer

# Sustainability ≈ ESG at Exyte

Sustainability and ESG are in many cases used synonymously at Exyte. Sustainability is the general term whereas ESG focuses in a structured way on defined topics and the disclosure of the actual performance.

## SUSTAINABILITY

### **Definition of United Nations Brundtland Commission 1987**

Sustainability means meeting our own needs without compromising the ability of future generations to meet their own needs considering natural, social and economic resources.



## ESG

### **Pillars of European Sustainability Reporting Standards 2020s**

ESG stands for environmental, social and governance and represents the principles to structure and present the disclosure requirements for sustainability reports which need to be published by the companies.

# Exyte's ESG Efforts in Light of UNSDG

Exyte is committed to all 17 United Nations Sustainable Development Goals (UNSDG). Exyte identified 11 core SDGs in which it can have the greatest impact and influence and has matched them with material topics based on a robust materiality assessment.



## SUSTAINABLE DEVELOPMENT GOALS

UN Goal	Corresponding Exyte ESG Topic	UN Goal	Corresponding Exyte ESG Topic
	<ul style="list-style-type: none"> <li>Health &amp; Wellbeing</li> <li>Safety</li> </ul>		<ul style="list-style-type: none"> <li>Attraction &amp; Retention of Talents</li> <li>Development &amp; Training of Employees</li> <li>Diversity, Equity &amp; Inclusion</li> </ul>
	<ul style="list-style-type: none"> <li>Attraction &amp; Retention of Talents</li> <li>Diversity, Equity &amp; Inclusion</li> </ul>		<ul style="list-style-type: none"> <li>Circular Economy</li> <li>Environmental Awareness of Suppliers &amp; Sub-Contractors</li> <li>Environmental Management System</li> <li>Management of Waste &amp; Hazardous Materials</li> <li>Management of Water &amp; Wastewater</li> <li>Sustainable Facilities Solutions</li> </ul>
	<ul style="list-style-type: none"> <li>Environmental Awareness of Suppliers &amp; Sub-Contractors</li> <li>Environmental Management System</li> <li>Management of Water &amp; Wastewater</li> </ul>		<ul style="list-style-type: none"> <li>Energy Consumption, Greenhouse Gas Emissions &amp; Adaption to Climate Change</li> <li>Environmental Awareness of Suppliers &amp; Sub-Contractors</li> <li>Environmental Management System</li> </ul>
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	<ul style="list-style-type: none"> <li>Attraction &amp; Retention of Talents</li> <li>Development &amp; Training of Employees</li> <li>Diversity, Equity &amp; Inclusion</li> <li>Human Rights</li> <li>Safety</li> <li>Social Practices of Suppliers &amp; Sub-Contractors</li> </ul>		<ul style="list-style-type: none"> <li>Assessment of Suppliers &amp; Sub-Contractors</li> <li>Environmental Awareness of Suppliers &amp; Sub-Contractors</li> <li>Social Practices of Suppliers &amp; Sub-Contractors</li> </ul>
	<ul style="list-style-type: none"> <li>Sustainable Facilities Solutions</li> </ul>		<p>As part of our commitment, Exyte shall supports the contribution towards these SDGs but focuses on the 11 highlighted SDGs currently</p>

# ESG Commitment of Exyte



# Sustainability as a Foundation of Exyte

Sustainability is already an inherent part of Exyte's purpose and now has been incorporated to vision and "Next Level" agenda. Furthermore, Fostering Sustainability has also been integrated into the company's fundamentals by adding it as a value.

## We foster sustainability at Exyte

### Our Purpose

Bringing the future of technology to life

### Our Vision

We create a better future by delivering **sustainable solutions** for high-tech facilities to enable our clients to provide innovative products and services that enhance the quality of modern life

### Our Values

#### Safety

We live "Safety First"

#### Integrity

We act with integrity at all times

#### Collaboration

We collaborate as one team

#### Excellence

We commit to excellence

#### Future focus

We shape the future

#### Dedication

We are dedicated

#### Sustainability

We foster sustainability

### Strategic Program "Next Level" -

onePROCESS

oneSTRUCTURE

### oneCOMPANY initiatives

oneERP

oneCRM

oneHR

oneIT

oneESG

# Sustainability as Core Value at Exyte

The value of sustainability is a fundamental element for Exyte, and we believe that fostering sustainability is crucial for the success of our business.



**Safety**  
We live "Safety First"

We are committed to an incident-free workplace where everyone goes home safe. We extend our safety advocacy beyond company walls. We put people and their wellbeing at the heart of everything we do.



**Integrity**  
We act with integrity at all times

We are trustworthy and reliable – always endeavoring to do the right thing. We build relationships with our clients, business partners, and colleagues on a foundation of honesty and transparency. We comply with our code of conduct, policies, and all applicable laws and regulations.



**Collaboration**  
We collaborate as one team

We cultivate an open and transparent environment based on mutual respect. We celebrate inclusion and diversity. We connect expertise by building solution-driven teams and appreciate both individual and team contributions. We communicate effectively.



**Excellence**  
We commit to excellence

We take pride in our industry-leading competence and expertise. We encourage and enable our people to achieve their full potential. We adhere to high quality standards. We translate our excellence into project execution in an efficient, pragmatic and timely way. We focus on sustainable growth and profitability.



**Future focus**  
We shape the future

We actively drive the trends and innovations that will shape tomorrow's world. We continuously learn and improve to meet the future needs. We embrace new ideas and creativity. We act sustainably to build a better future for generations to come.



**Dedication**  
We are dedicated

We carry responsibility and accountability in our everyday work. We actively take ownership of our actions. We strive to overcome all hurdles to keep our commitments. We go the extra mile to achieve successful results. We bring inspiration and dedication to everything we do.

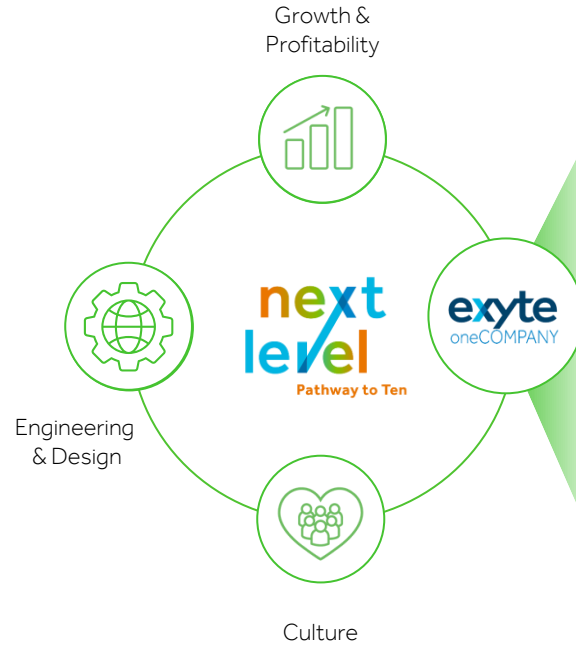


**Sustainability**  
We foster sustainability

We drive sustainability as our commitment to preserve the basis of life. In our understanding, sustainability comprises of Environmental, Social and Governance. We advocate sustainable solutions for our clients and all other business partners. And we consider fostering sustainability to be crucial for our own business success.

# oneESG as part of "Next Level"

As part of "Next Level", oneCOMPANY is a collection of projects which aims to harmonize processes and internal structures to become more effective and efficient. oneESG will become a new program and our oneESG office is responsible for the management of ESG topics globally.



## onePROCESS

Global business processes also as a basis for oneERP



## oneSTRUCTURE

Global organization aligned to strategy



## oneERP

Global state-of-the-art template-based SAP system



## oneCRM

Global management of clients and project opportunities



## oneHR

Global platform for HR professionals and employees



## oneIT

Global IT tools for project execution and joint digital workspace



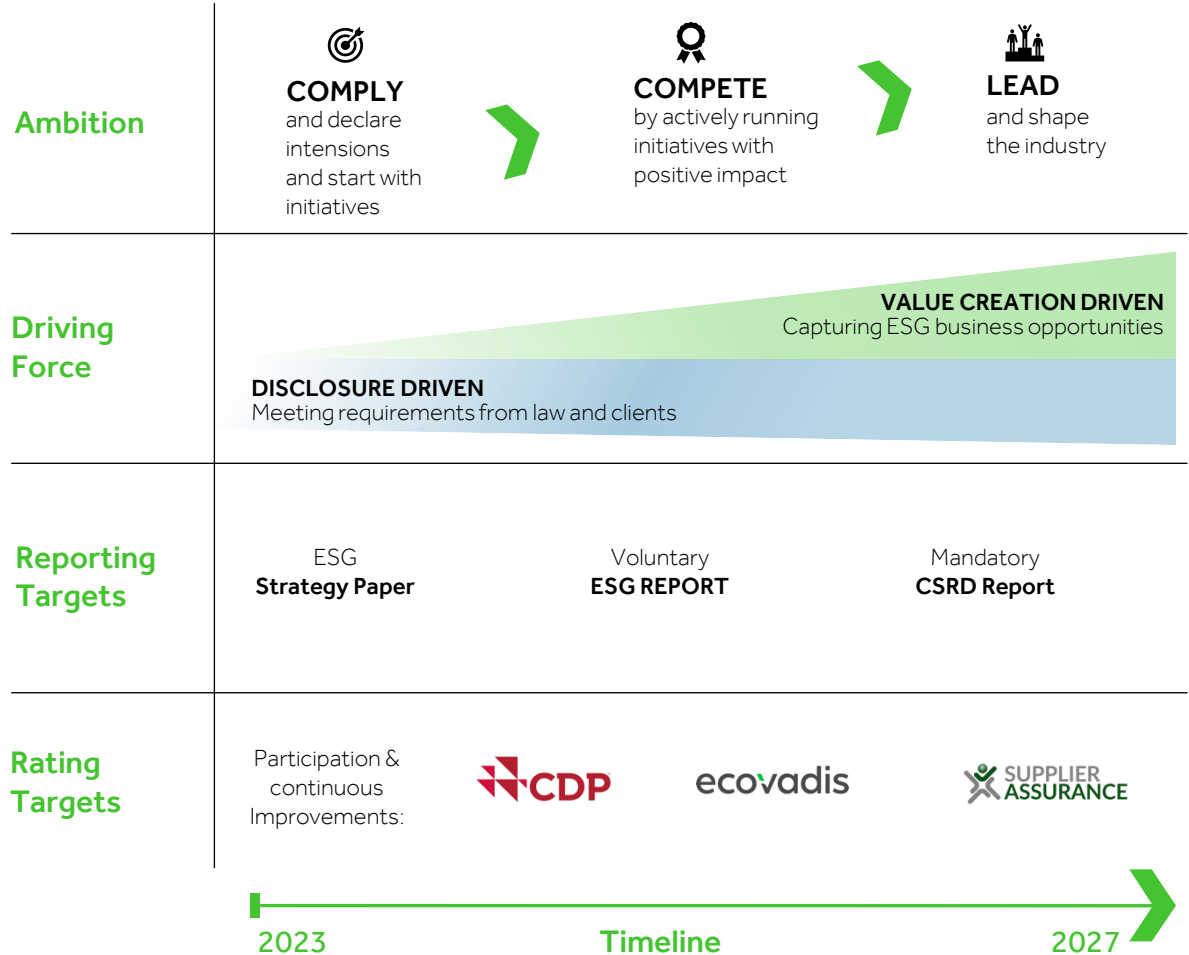
## oneESG

Global management of environmental, social, and governance topics



# Ambitions towards ESG at Exyte

Exyte has the ambition to transform from an ESG disclosure-driven company to a company that proposes value creation for its stakeholders and especially customers to assist them on their sustainability journey.



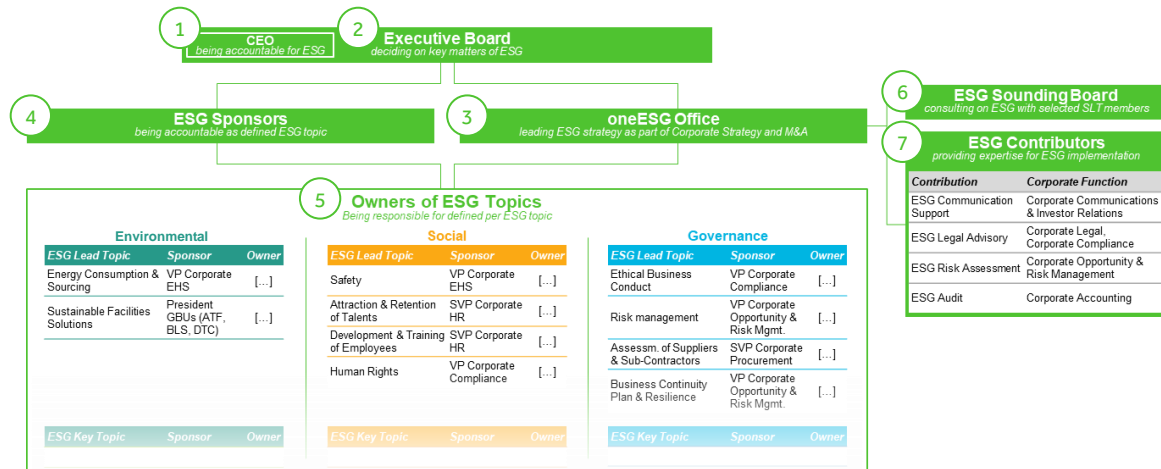
# ESG Set-up at Exyte

exyte



# Exyte's ESG Organization

The ESG Organization is responsible for governance of important environmental, social, and governance topics globally. oneESG office leads the initiative, with CEO serving as the ultimate accountable.



- 1** CEO is the ultimate accountable for oneESG, ensuring C-Level commitment and direct leadership involvement
- 2** Executive Board is responsible for controlling the success of oneESG by taking key decisions on ESG concepts, targets and measures
- 3** oneESG Office is responsible for ESG strategy development and program management, ensuring information and implementation progress among Owners of ESG Topics, ESG Sounding Board and ESG Contributors
- 4** ESG Sponsors are accountable for business-function related objectives (also referring to ESG)
- 5** Owners of ESG Topics are responsible for implementation of measures and reporting (incl. KPIs)
- 6** ESG Sounding Board is consulting the oneESG Office on ESG (e.g. status, decisions, measures) and is informed about major decisions and developments composed by selected SLT members
- 7** ESG Contributors are supporting ESG implementation (e.g. on ESG Reporting and Communication) by providing expertise aligned with the oneESG Office

# Exyte's ESG Ratings

Exyte has been participating and engaging with 3 ESG rating providers. Our overall scoring is good however, there is a significant scope for improvement in years to come



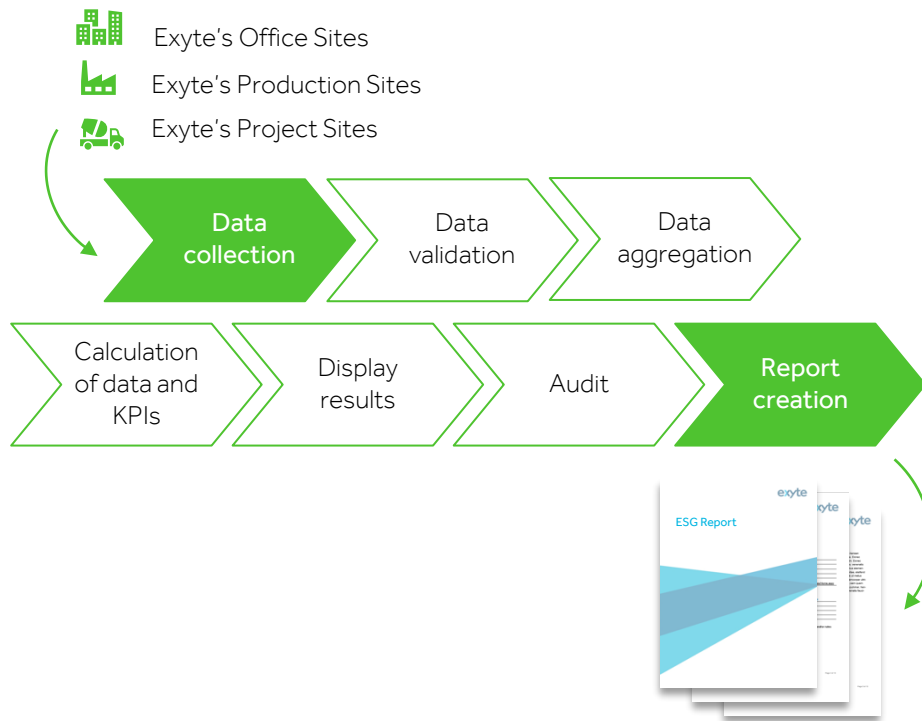
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# Exyte's ESG Reporting

For ESG relevant data Exyte is on its way to unify the data collection and reporting process globally. For this a special application is currently being implemented.

Exyte will report according to EU'S Corporate Sustainability Reporting Directive (CSRD) from 2026 onwards.



Governed by ESG Data Collection and Reporting Application



# Exyte's ESG Communication

Exyte is doing a lot on Sustainability, and we would like you to become part of this Journey. In order to get the latest information, please click on the link and visit our website for more details. Stay Tuned for more !



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# ESG Topics of Exyte



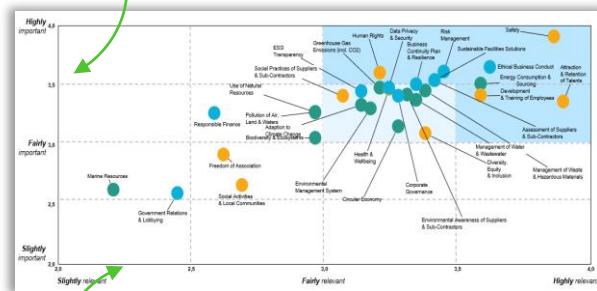
# Materiality Assessment & Priorities of Exyte

For Exyte, it was crucial to identify key Material ESG topics and hence we conducted a materiality assessment to determine which ESG topics are the most important to our internal and external stakeholders.

## Result of our Materiality Assessment

### Y-AXIS: Importance to stakeholders of Exyte

Based on the evaluation of the individual topics by Employees and External Stakeholders, including customers, suppliers and banks



### X-AXIS: Relevance to business success of Exyte

Based on the evaluation of the individual topics by the Senior Leadership Team

■ Environmental ■ Social ■ Governance

## Exyte's ESG Material Topics

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Energy Consumption, Greenhouse Gas Emissions & Adaption to Climate Change	Safety	Ethical Business Conduct
Sustainable Facilities Solutions	Attraction & Retention of Talents	Risk Management
Management of Waste & Hazardous Materials	Development & Training of Employees	Business Continuity Plan & Resilience
Management of Water & Wastewater	Human Rights	Data Privacy & Security
Circular Economy	Diversity, Equity & Inclusion	Corporate Governance
Environmental Management System	Health & Wellbeing	ESG Transparency
Environmental Awareness of Suppliers & Sub-Contractors	Social Practices of Suppliers & Sub-Contractors	Assessment of Suppliers & Sub-Contractors

# Environmental

We protect  
our nature



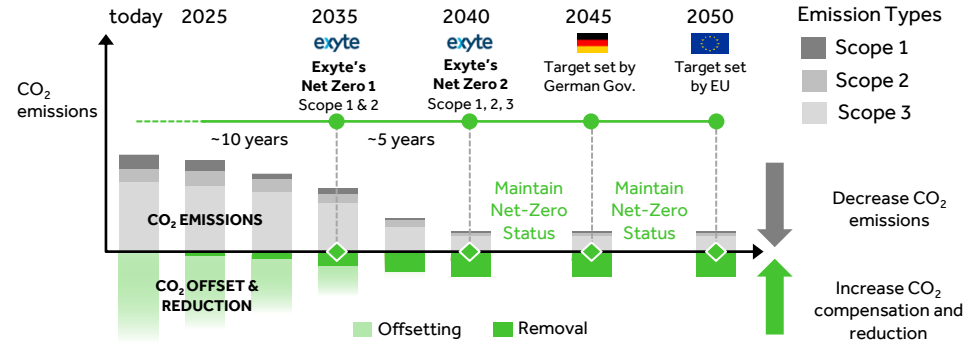
# Energy & Emissions

Exyte has set an ambitious target of becoming Net-Zero including all value chain operations by 2040. This is a great example of Exyte's commitment to leading the market in terms of sustainable practices.



## Our Goals & Commitment

Exyte has committed to become Net Zero by 2040.



## Our Approach & Measures

Extend collection of data for calculating CO<sub>2</sub> footprint with a carbon accounting tool

Develop comprehensive "Net Zero" program and road map to avoid, reduce and change energy consumption and CO<sub>2</sub> emissions:

- **Avoid** – Cut emissions by avoiding activities like business travel, commuting to work etc.
- **Reduce** – Focus on energy efficiency and reduce energy consumed from fuel, heating etc.
- **Change** – Use alternate sources of energy e.g., Alternative Fuels, Renewable electricity etc.

Sign-up for SBTi in 2024

## Our Results & Achievements

Solar roof tops on our production sites in

- Renningen
- Dresden



# Social

We care  
for people



# Safety

Our Incident Free Workplace (IFW) Culture Program is the foundation of our EHS Management System. Our ambition is to create a culture of care, both inside and outside of the workplace, upholding the right of everyone to go home safely.



## Our Goal & Commitment

Exyte is committed to the everyday health, safety, and wellbeing of all. Our ambition is to create a culture of caring, both inside and outside of the workplace, upholding the right of everyone to go home safe. Our ultimate target is "Zero Incidents".

## Our Approach & Measures



Safety as Core Value at Exyte



Incident Free Workplace (IFW) culture change via visible leadership engagement and commitment



Management system to driving consistent international standard across all Exyte projects



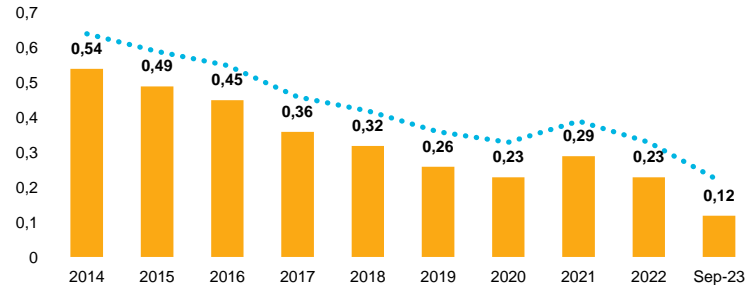
Active risk management and improvement techniques using Risk Assessment Method Statement (RAMS) and Safe Plan of Action (SPA) globally



Global EHS software and mobile application trending of data

## Our Results & Achievements

TRIR



TRIR – Total Recordable Incident Rate(Exyte employees and subcontractors)



# Governance

We manage  
with prudence



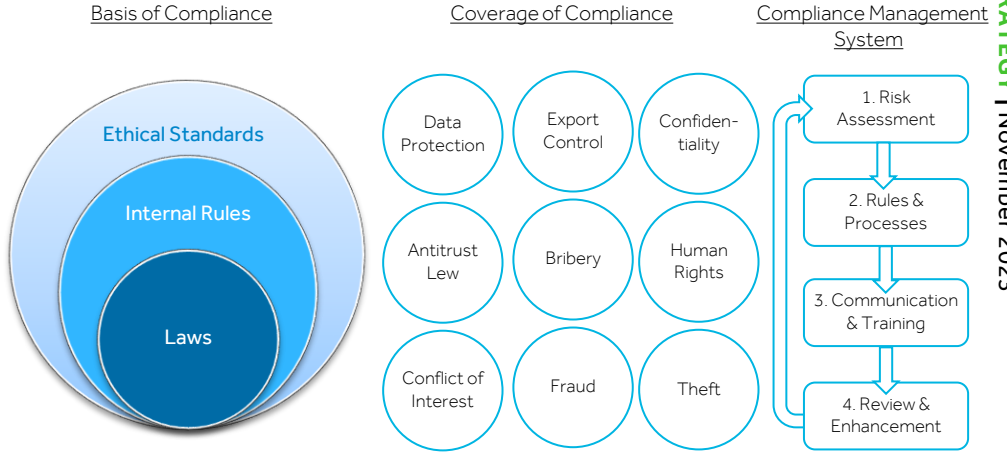
# Ethical Business Conduct

It is our corporate policy to conduct business in accordance with the highest legal and ethical standards throughout all business areas. This commitment goes beyond compliance with laws and rules.

## Our Goals & Commitment

It is Exyte's commitment to conduct business in accordance with the highest ethical, moral, and legal standards throughout all business areas. This means, first and foremost, that we comply with all applicable laws and regulations – even if that means not to win a project or missing a business target. However, Compliance at Exyte goes further. We act with integrity and respect for business partners and for colleagues.

## Our Approach & Measures



## Our Results & Achievements

This section displays various compliance and training materials:

- Policies & Processes:** Includes the Code of Conduct, Anti-Bribery and Corruption Policy, and the Speak Up System.
- Speak up System:** A digital platform for reporting, with the website [www.speak-up.exyte.net](http://www.speak-up.exyte.net).
- Groupwide Trainings:** Online and in-class training sessions, with a 96% participation rate for the 2023 training campaign (ongoing).



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**Exyte Corporate Strategy & M&A**

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