

Fostering
Sustainability
ESG Program
at Exyte

Environmental



Social



Governance



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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 to 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 **Human Rights**

That is why we commit to United Nations Human Rights Principles



We believe in **Ethical Business Conduct**

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

Sustainability Policy Statement of Exyte



At Exyte, we believe that sustainability 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. Exyte's long-term commitment is to create more sustainable practices for our long-term success.

Sustainability as part of our Vision

Sustainability is already an inherent part of Exyte's Purpose and meanwhile has also been incorporated to 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"*.

Sustainability as part of our Culture

We foster sustainability and ESG as part of our commitment to preserve the basis of life. It is now 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.

Sustainability as part of our Strategy

We just started our ESG journey to meet the needs of our stakeholders. We have structured our ESG relevant topics based on the Double Materiality Assessment. We have developed our ESG Strategy and are now laying the foundation for getting ready to meet the disclosure requirements. Moreover, we aim to have a respective rating from key ESG rating agencies.

We Champion ESG practices throughout our operations and showcase our progress with transparent reporting.

Dr. Wolfgang Büchele
Group CEO & Chairman

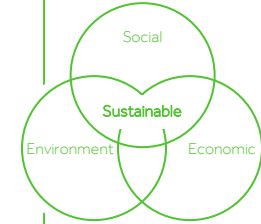
Sustainability ≈ ESG at Exyte

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.

Environment		Social		Governance	
ESRS E1	Climate Change	ESRS S1	Own Workforce	ESRS G1	Business Conduct
ESRS E2	Pollution	ESRS S2	Workers in value chain		
ESRS E3	Water & marine resources	ESRS S3	Affected communication		
ESRS E4	Biodiversity & ecosystem	ESRS S4	Consumers & end-users		
ESRS E5	Circular Economy				

Exyte's ESG Efforts in Light of UNSDG

Exyte is committed to all 17 United Nations Sustainable Development Goals (UNSDG). Exyte identified 12 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. Furthermore, Exyte has become a member of United Nations Global Compact (UNGC)

UN Goal	Corresponding Exyte ESG Topic	UN Goal	Corresponding Exyte ESG Topic
	<ul style="list-style-type: none"> Health and safety Working conditions 		<ul style="list-style-type: none"> Attraction & retention of talent Diversity, equity & inclusion Training and skill development
	<ul style="list-style-type: none"> Attraction & retention of talent Diversity, equity & inclusion 		<ul style="list-style-type: none"> Corporate social responsibility
	<ul style="list-style-type: none"> Environmental management systems Supply chain sustainability Water 		<ul style="list-style-type: none"> Circular economy – waste Circular economy - resources
	<ul style="list-style-type: none"> Energy & emissions Environmental management systems Supply chain sustainability 		<ul style="list-style-type: none"> Energy & emissions Environmental management systems Supply chain sustainability
	<ul style="list-style-type: none"> Attraction & retention of talent Diversity, equity & inclusion Employee engagement Health and safety Human rights Supply chain sustainability Training and skill development Working conditions 		<ul style="list-style-type: none"> Business continuity plan & resilience Data Privacy Ethical business conduct Information security Human rights Supply chain sustainability Risk Management
	<ul style="list-style-type: none"> Sustainable facility solutions 		<ul style="list-style-type: none"> Supply chain sustainability



As part of our commitment, Exyte shall supports the contribution towards these SDGs but focuses on the 12 highlighted SDGs currently



ESG Commitment of Exyte

Sustainability also a Foundation of Exyte

Sustainability is already an inherent part of Exyte's purpose and meanwhile has been incorporated into our 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.

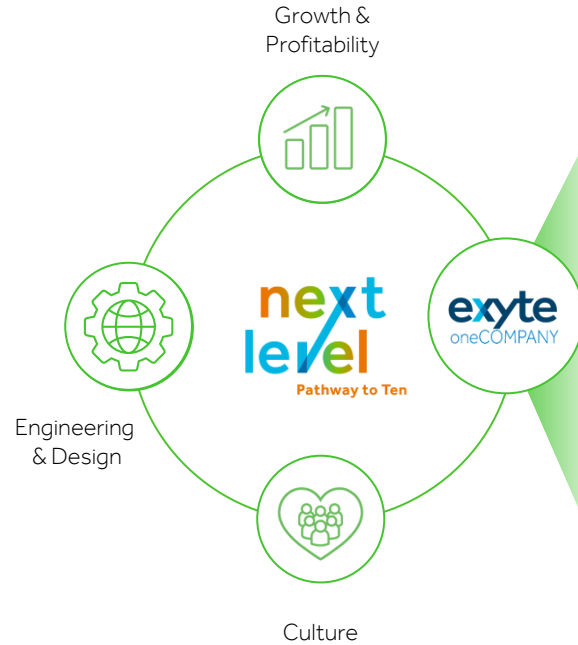


Sustainability
We foster sustainability

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



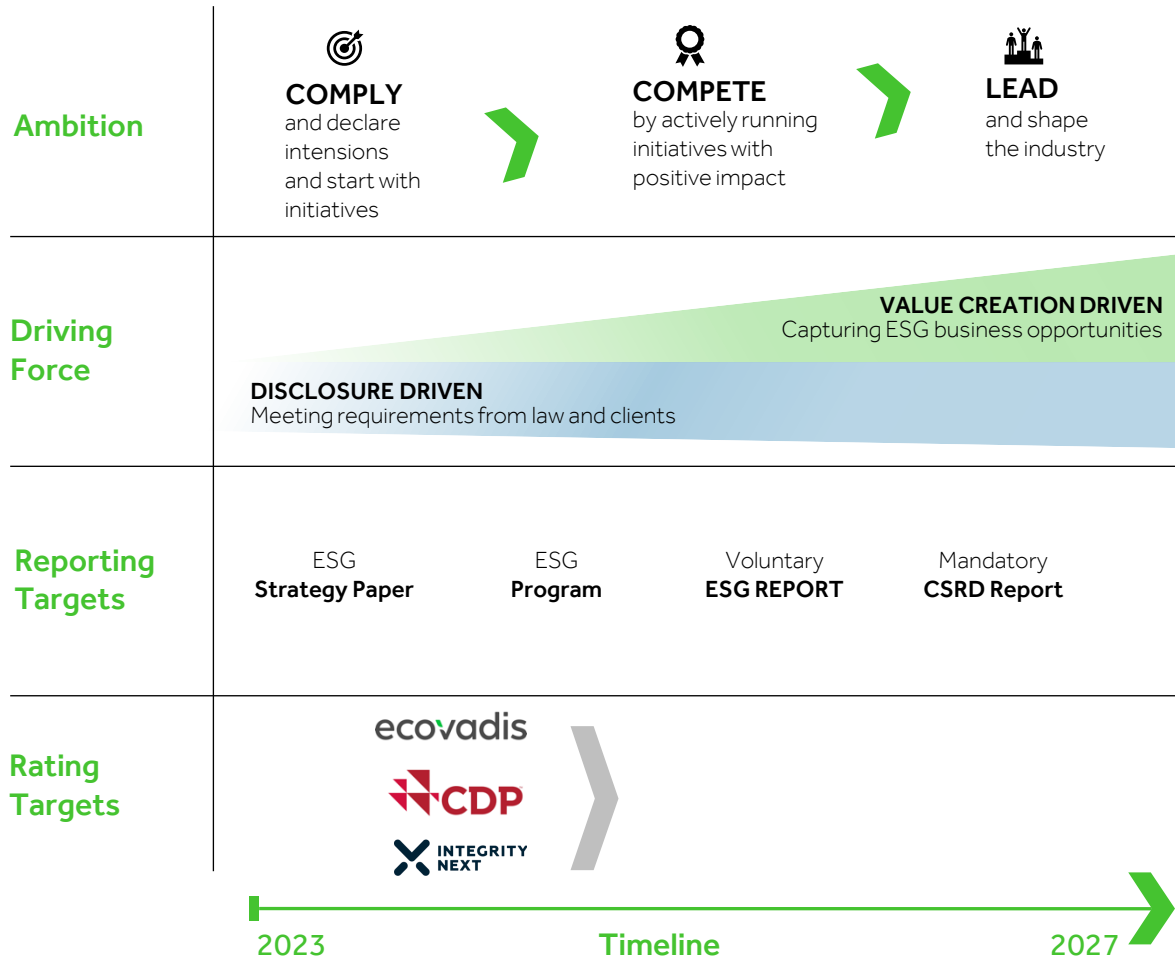
oneESG

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.



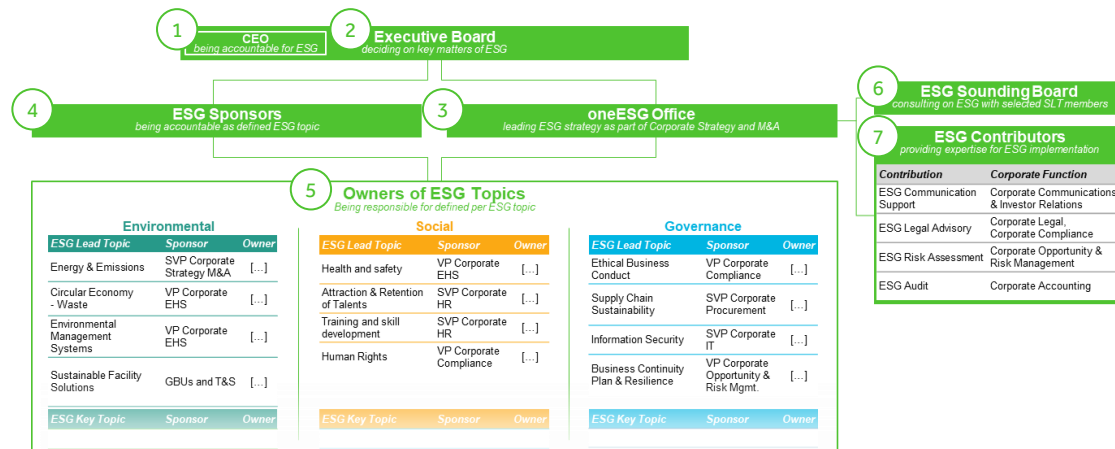
ESG Set-up at Exyte

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 compiled 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 in 2024. Our overall scoring is good. However, there is a significant scope for improvement in years to come

* Exyte will report to UNGC regularly starting 2025. UNGC makes the reported information public and doesn't score or provide rating to the information reported by companies.



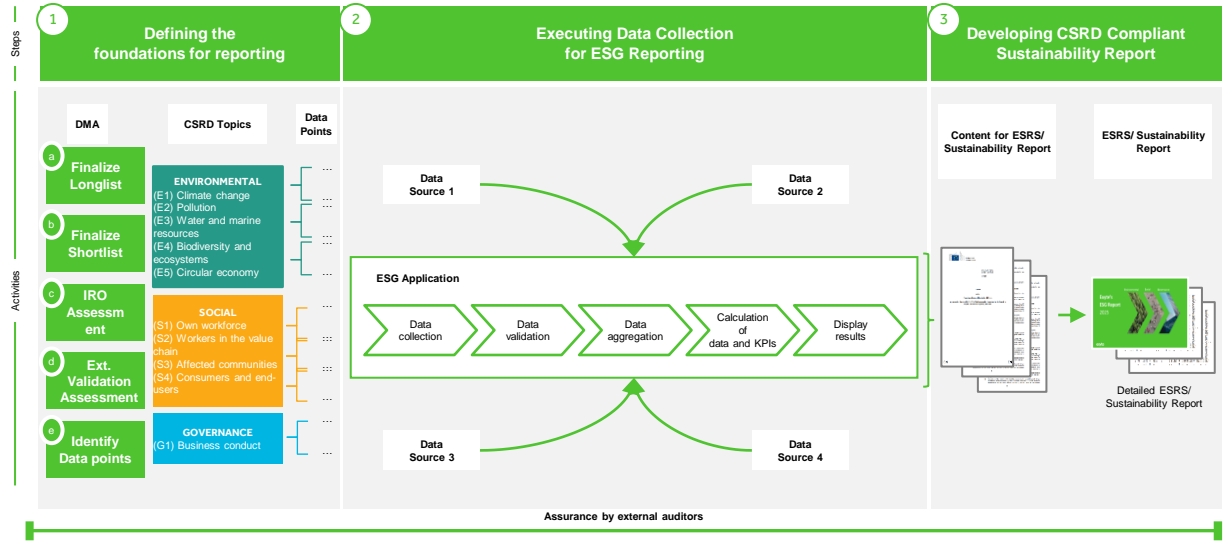
ecovadis



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 has been implemented.

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



- 1 oneESG office** in alignment with ESG Material Topic Sponsors & Owners
- 2 oneESG office** provides the infrastructure and the collection methodology. **ESG Material Topic Sponsors & Owners** perform the data collection and data quality checks.
- 3 oneESG Office** in collaboration with **Corporate Communications & Professional Agencies**

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 !



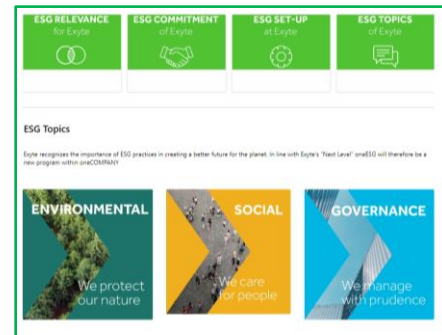
ESG Program of Exyte



ESG Double Materiality Assessment



ESG-Website



ESG-Intranet (Exyte Internal Employees Portal)

Environmental

Social

Governance

ESG Topics of Exyte



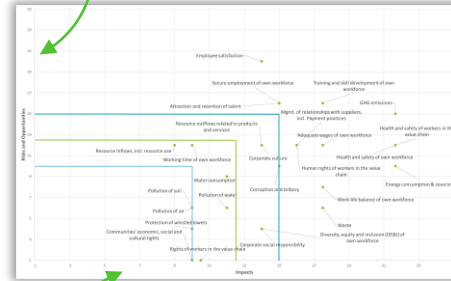
Double Materiality Assessment & Priorities of Exyte

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



Result of our Double Materiality Assessment

Y-AXIS: Risks and Opportunities (Outside-In)



X-AXIS: Impact (Inside-Out)

Exyte's ESG Material Topics

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Energy & Emissions	Health and safety	Ethical Business Conduct
Circular Economy: Waste	Working Conditions	Supply Chain Sustainability
Circular Economy: Resources	Training and skill development	
	Diversity, equity and inclusion (DE&I)	
	Human Rights	
	Employee Engagement	
	Attraction & Retention of Talents	
	Corporate Social Responsibility	

Environmental

We protect
our nature



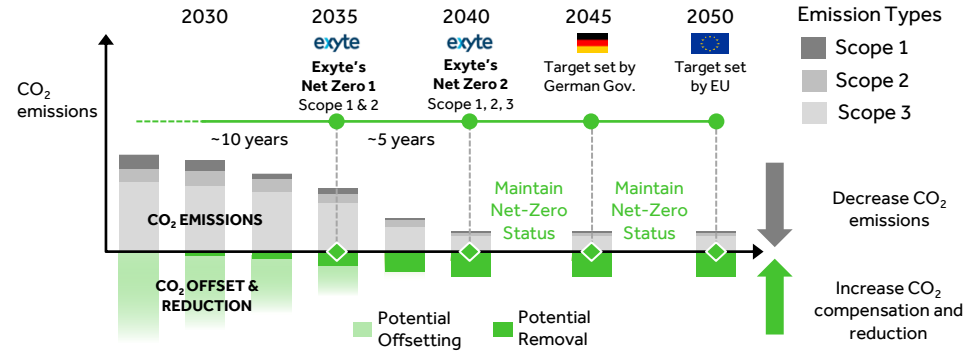
Energy & Emissions

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 CO₂ footprint with a carbon accounting tool

Develop comprehensive "Net Zero" program and road map to avoid, reduce and change energy consumption and CO₂ emissions:

- **Avoid** – Cut emissions by optimizing 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.

SBTi Near-Term and Long-Term Net Zero Target Validation in 2025

Our Results & Achievements

Solar roof tops on our production sites in

- Renningen
- Dresden

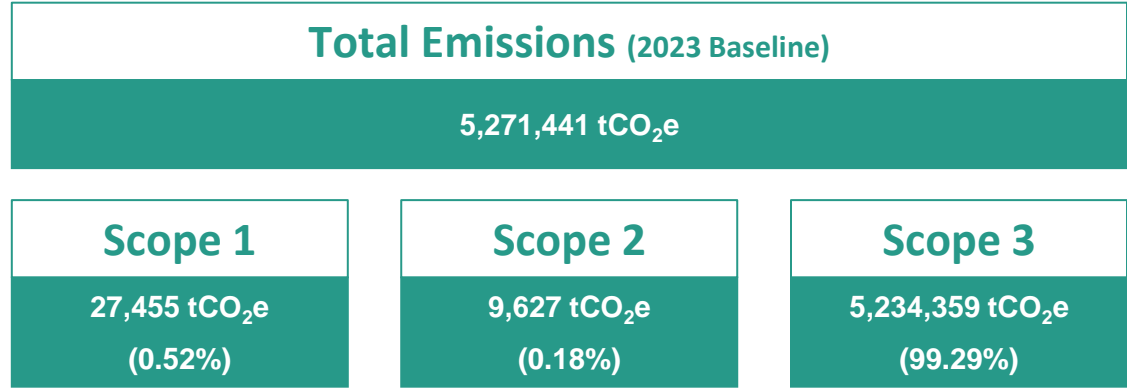


Energy & Emissions

Exyte has performed the carbon accounting and baselining exercise for the reporting year 2023 in accordance with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard.

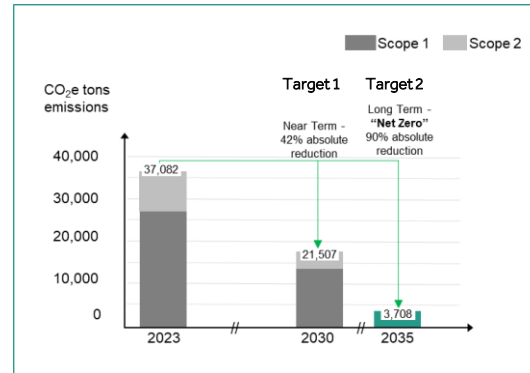


Exyte used Activity and Spend based method in accordance with the Greenhouse Gas Protocol. Exyte Emission Footprint is dominated by Scope 3 emissions.



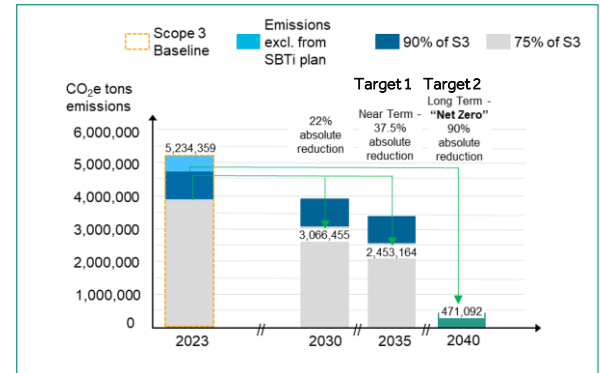
Scope 1&2

Both Near-Term (2030) and Long-Term (2035) Target have 100% baseline emissions coverage and are in line with 1.5°C SBTi standards.



Scope 3

Near-Term (2035) target has 75% baseline emissions coverage and is in line with Well below 2°C SBTi standards. Long term (2040) target has 90% baseline emissions coverage and is in line with 1.5°C SBTi standards.



Social

We care
for people



Health & 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 drive consistent international standards across all Exyte projects



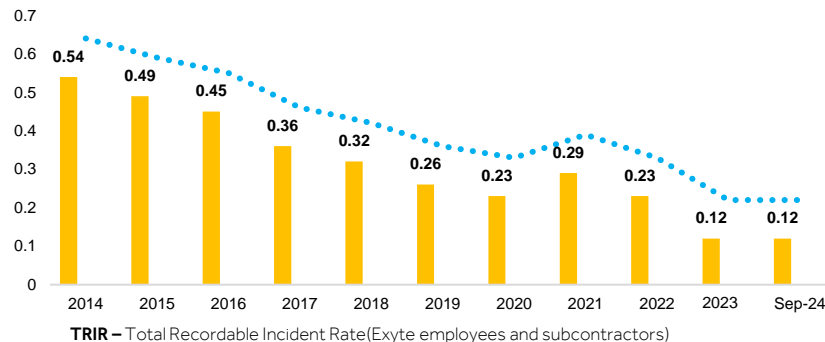
Active risk management and improvement techniques using Risk Assessment Method Statement (RAMS) and Safe Plan of Action (SPA) globally



Global EHS software and mobile application trending of data

Our Results & Achievements

TRIR



Training & Skill Development

We enable our people and our organization to find and shape the best development journey as a foundation for our business success.



Our Goal & Commitment

We provide the global Talent Management & Development framework for individual development journeys and organizational transformation towards a diverse and high-performing culture.



Core Competencies support the rollout of our cultural DNA



Leadership Development we organize individual development measures and exchange formats to foster a dialog culture



The Exyte Leadership Principles Build Agreement, Build Trust, Feedback and Continuous Learning, and Drive Learning and Performance - shape leadership behavior. This feeds into Exyte's overall culture.



Talent Management with our yearly Performance & Development Dialogue we build the foundation for annual Talent Identification & Development process



Succession Planning ensures a stable management of critical positions in our organization (calibration once a year)



LMS with our learning management system we offer a wide range of development opportunities

Our Approach & Measures

Our Results & Achievements

Trainee Program



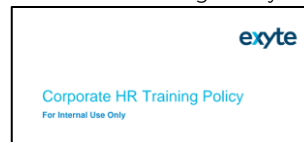
PM Academy



Rollout Core Competencies



Global Training Policy



Leadership Principles



Diversity, Equity & Inclusion

We promote fair treatment and full participation of all people and do not discriminate against people because of their background, identity, disability, gender, or religion.



Our Goal & Commitment

We are committed to ensuring an equal and non-discriminatory culture. It includes equal treatment and the exercise of power without being disadvantaged based on criteria such as gender, racial or ethnic origin, nationality, religion or belief, disability, age, or sexual orientation. We acknowledge diversity as a key requirement for business success.

Our Approach & Measures



DE&I Initiative like "WomenInLeadership@Exyte Initiative"



DE&I Training



Diversity Charter (Charta der Vielfalt)



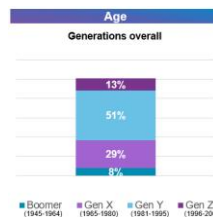
Data Reporting

Our Results & Achievements

Top Employer Certifications in multiple countries



Women in Leadership Initiative



Human Rights

Exyte is a people business. Human resources are our most valuable asset, and we are dedicated to growing and protecting it. We protect & safeguard the fundamental rights that all individuals are entitled to.



Our Goal & Commitment

Our commitment is to ensure that Human Rights are respected and cared for in our businesses and in our supply chain.

Our Approach & Measures



We instruct all employees and our supply chain on Human Rights issues considered relevant to Exyte and how to prevent, monitor and, where required, remedy human rights violations



We ensure that leaders and managers in all hierarchical levels at Exyte develop action plans to prevent Human Rights Risks and, whenever applicable, remediate Human Rights Impacts

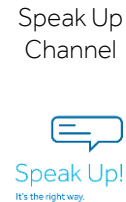
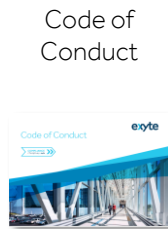


We embed protective actions into business processes



We conduct rigorous due diligence when selecting and engaging vendors, including a comprehensive assessment of their history, practices and qualifications

Our Results & Achievements



Global Respect Program
Supplier Risk Assessment
Global & Local Human Rights Officers

Employee Engagement

Engagement matters, because it fosters the overall performance. Engaged employees are safer on the job, achieve better outcomes, and are more productive and efficient.



Our Goal & Commitment

Exyte has set itself the goal of fostering employee engagement, because this contributes to a performance culture and organizational development. By committing to an annual engagement survey, we undertake to define all targets for improvement, create action plans and measure their implementation in a sustainable follow-up process.

Our Approach & Measures

Raising awareness among managers and employees of our purpose, values, core competencies and leadership principles and of employees' ownership of their success, which goes hand in hand with fostering employee engagement.

We measure progress against the goals set by the teams in their action planning session following the respective last employee engagement survey.

Our Results & Achievements

We achieved a very high participation rate in our annual Engagement Surveys and a very positive Trend in the Development of our Exyte Overall Engagement Grand Mean Score.



The Accountability Index results show us that we are on the right path towards a sustainable management of our employees' commitment.

Attraction & Retention of Talents

We find, attract, hire, develop and retain top talents to help Exyte grow and be competitive. Our mission is to get the best employees.



Our Goal & Commitment

We are committed to provide our company with well-qualified employees and develop them over the entire employment life cycle. We ensure that all laws and policies are complied with in the selection, recruitment and development of our employees. We strive to maintain the health of our employees along with fair compensation in line with their performance.



Fair and transparent remuneration for all our employees, which is in line with social responsibility and ethical business conduct



Talent Acquisition we have a transparent, global recruitment process that is communicated clearly to all candidates



Interview Guidelines we developed mandatory interview training for all hiring managers as well as for recruiters who are involved in interviews to prevent discrimination during the recruiting process



Employer Branding our employer branding campaign reflects our diverse workforce of Exyte



Onboarding Process ensures a start as easy as possible at Exyte

Our Approach & Measures

Our Results & Achievements

Employer Branding



Equal Pay



Top Employer Audit



Governance

We manage
with prudence

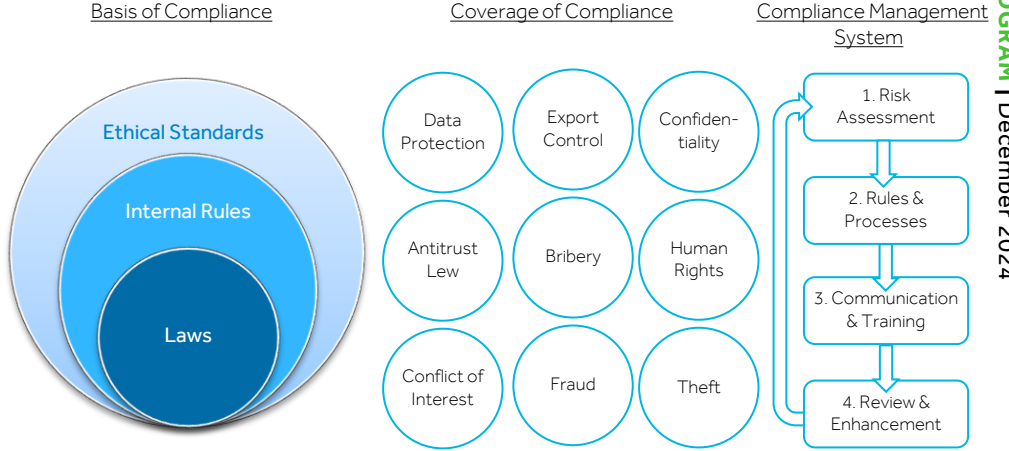
Ethical Business Conduct

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 resources 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 where employees can report concerns. The website is www.speak-up.exyte.net. It features the slogan "I Take Responsibility for Exyte".
- Groupwise Trainings:** Online and in-class training sessions. A key achievement is a **95% participation rate of 2024 training campaign (ongoing)**.



Supply Chain Sustainability

Exyte's Procurement and Subcontracting Management (PSM) is committed to actively integrate and advance Environmental, Social, and Governance (ESG) goals and objectives within our supply chain management practices.



Our Goals & Commitment

Our commitment is to ensure sustainability and responsible business practices throughout the procurement process while delivering optimal value for company expenditures. We ensure that all materials, goods and services are sourced, converted to products and labor, and delivered to our clients and surrounding communities in a sustainable manner.



Exyte expects suppliers to commit towards ESG requirements like Supplier Code of Conduct, Net-Zero 2040, SBTi approval, Human Rights conformance etc.



Suppliers must adhere to Exyte's ESG standards either within their own corporate commitments or as part of their standard contractual terms, aligning with Exyte's code of conduct.



Suppliers will be invited to engage in ESG Rating Programs and are anticipated to implement required measures to consistently enhance their scores.



General & In-Depth Risk Assessments will focus on suppliers within high spend categories, specific operational areas, high risk activities and thereafter will look to execute specific "Action Plans".



Exyte will publicly report its global progress on Supply Chain Sustainability initiatives as per Corporate Sustainability Reporting Directive and German Supply Chain Act.

Our Approach & Measures

Supplier Code of Conduct

Integration of ESG within Prequalification Criteria

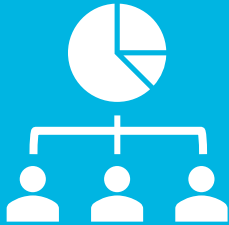
Advanced Supplier Assessments via SAP Ariba and Partners



Our Results & Achievements

Supply Chain Diversity Program

In line with Exyte's Procurement and Subcontracting Management (PSM) Supply Chain Sustainability Commitment, we are actively working to diversifying our supply chain as part of our Supply Chain Diversity Program. We strive to include a broader range of suppliers and subcontractors, fostering collaboration, innovation and resilience while ensuring that ESG principles are deeply embedded in our procurement practices.



Our Goals & Commitment

Our commitment is to ensure sustainability and supply chain diversity throughout the procurement process, while delivering optimal value for company expenditures. We aim to source materials, goods, and services from a diverse range of suppliers, ensuring that they are converted into products and labor and delivered to our clients and surrounding communities in a sustainable and inclusive manner.

Our Approach & Measures



Exyte expects suppliers to not only commit to ESG requirements like the Supplier Code of Conduct, Net-Zero 2040, SBTi approval, and Human Rights conformance but also to demonstrate a commitment to diversity and inclusion within their operations.



Suppliers will be invited to engage in ESG and Supplier Diversity Rating Programs and are expected to implement required measures to consistently enhance their scores, strengthening both sustainability and inclusivity.



Exyte will publicly report its global progress on Supply Chain Sustainability initiatives including Supply Chain Diversity as per Corporate Sustainability Reporting Directive and German Supply Chain Act. We aim to leverage regional excellence into a global approach, promoting Supplier inclusion and diversity across our operations.

Our Results & Achievements

ATF client awarded Exyte with Supplier Diversity Award



Supply chain sustainable procurement policy



Integrating Diversity Requirements into Supplier Prequalification



Leveraging Analytics through Advanced Supplier Diversity Software



Environmental

Social

Governance



Exyte Corporate Strategy & M&A
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