



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](http://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.

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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



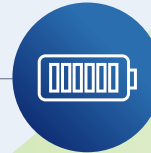
LOW-ENERGY AUDIO SOC  
FOR WIRELESS EARBUDS



HIGH EFFICIENCY POWER SUPPLIES  
AND CHARGERS FOR MOBILE DEVICES



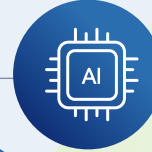
BATTERY MANAGEMENT SYSTEMS  
FOR ELECTRIC VEHICLES



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





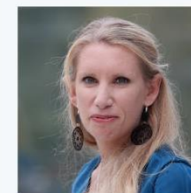
# A VISION SHAPED AND EXECUTED BY OUR GLOBAL MANAGEMENT TEAM



**Bernard Aspar**  
COO -  
GLOBAL BUSINESS



**Paul Boudre**  
CEO



**Léa Alzingre**  
CFO



**Christophe Maleville**  
CTO



**Cyril Menon**  
OPERATIONS



**Steve Babureck**  
CORPORATE  
DEVELOPMENT  
& INVESTOR  
RELATIONS



**Thomas Piliszczyk**  
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%)

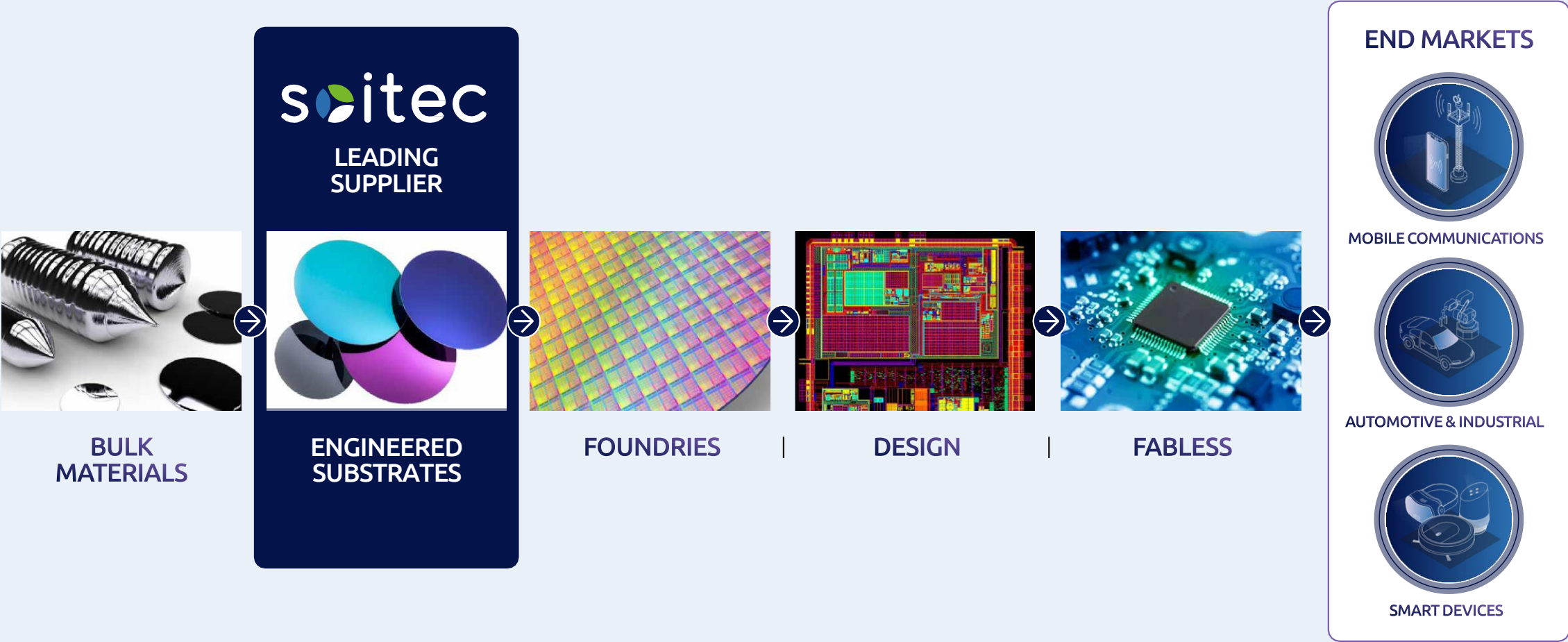
**13%**  
of revenue dedicated to gross R&D

**>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

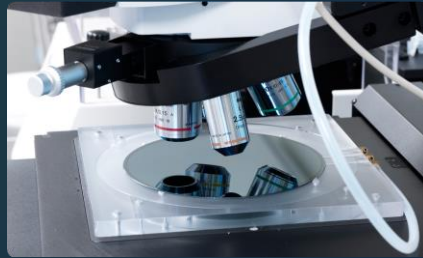
## #03

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



13

CLIMATE  
ACTION



WATER  
MANAGEMENT



6

CLEAN WATER  
AND SANITATION



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



Re-usability of donor substrate  
thanks to our proprietary  
SmartCut™ 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: SmartCut™ 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

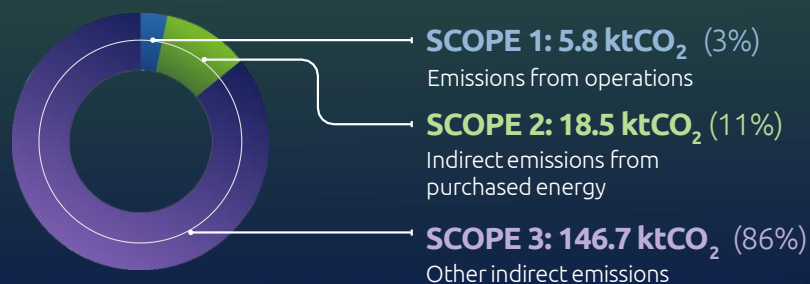
# ACTING TO REDUCE OUR CARBON FOOTPRINT IN LINE WITH THE 1.5°C PATHWAY

BUSINESS  
AMBITION FOR **1.5°C**  

## 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)





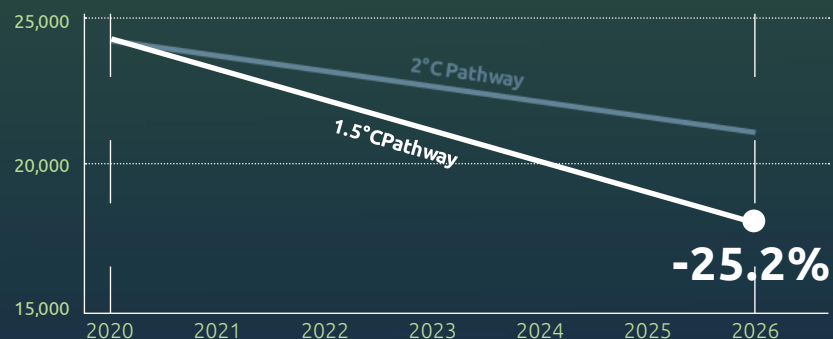
## CLIMATE CHANGE

# 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 (tCO<sub>2</sub>)



### Performance of industrial operations:

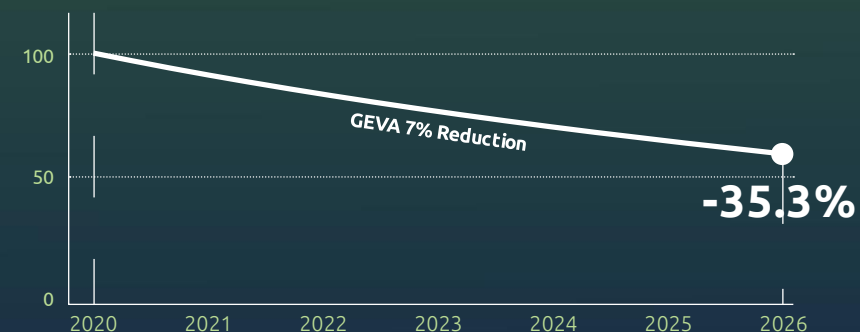
- Energy efficient equipment and process improvements

### 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

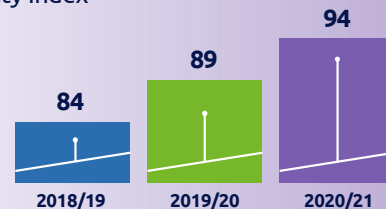
## OUR APPROACH

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

**GSA**  
Where Leaders Meet

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)**

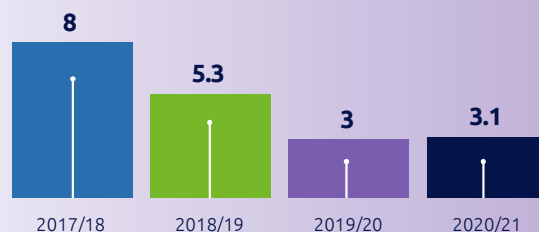
**Green Partner policy** addresses use of hazardous substances and resource traceability

**"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  $\leq 3.4$

## ACHIEVEMENTS

**1/2**  
ACCIDENT RATE  
HALVED IN 3 YEARS

**3.1 RATE**  
FY21 **FREQUENCY RATE** OF  
WORKPLACE ACCIDENTS  
(FY21 TARGET  $\leq 3.8$ )





## 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

## 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 1<sup>st</sup> 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



100%

FY22

86%

FY21

#2 SUPPLIERS FOR 3TG  
MINERALS COMPLIANT  
WITH RBA PRINCIPLES



100%

FY22

100%

FY21



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

