



SUSTAINABILITY REPORT 2024

Technology with Responsibility

Impressum

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EVATEC SUSTAINABILITY REPORT 2024

General information

This Sustainability Report outlines Evatec’s environmental, social, and governance (ESG) performance for the calendar year 2024. As Evatec’s first Sustainability Report, its preparation required an extended timeline. Future reports will be produced earlier in the year to allow a more timely publication.

The report is issued under the name of Evatec AG in Truebbach, Switzerland (EAG). Some sections focus specifically on EAG’s initiatives and performance, while others reflect our global operations and overarching corporate strategies.

Throughout the report, we refer to various abbreviations, technical terms, and company names. To support clarity and ease of reading, a glossary appendix has been included where all terms are explained.

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1 INTRODUCTION





Andreas **Waelti**
CEO



Introduction

Dear Stakeholders, I am pleased to present Evatec AG's first sustainability report – an important step in our company's sustainability journey. As a technology leader in thin film solutions, we recognize that our innovations and how our customers benefit not only shape manufacturing industries but also carry the potential to contribute meaningfully to a more sustainable world.

Our commitment to being a leading company in sustainable business practices impacts our everyday thinking. We have made good progress over the past 12 months in defining our sustainability strategy more precisely and have achieved important milestones as outlined in the sections which follow. This report is the first step in sharing our goals and progress in a transparent format on a regular annual basis.

In 2024 we conducted a greenhouse gas inventory (footprint according to the Greenhouse Gas Protocol) gaining an overview of the scale and nature of our various emission sources. Based on these insights we submitted our target pathway to the "Science Based Targets initiative" organization, aiming to reduce Scope 1 and 2 emissions by 42% and Scope 3 emissions by 25% by 2030. To support this, we launched projects such as the implementation of energy-efficient technologies, the promotion of sustainable supply chains, and the improvement of our sustainability data management within the ERP system.

We have and will continue to face challenges, particularly in adapting to new regulatory requirements and continuously improving our supply chains. However, we view these challenges as opportunities to become even more innovative and resilient. In the coming years, we will intensify our efforts to achieve our sustainability goals and make a positive contribution to society and the environment.

I am mindful that none of this is possible without the support of our dedicated employees, our customers and our partners and would like to take this opportunity to thank everyone for what we have already achieved together and for the challenging work to come.

I invite you all to join us on this journey and look forward to sharing regular updates with you, our stakeholders, on the progress and challenges ahead.

Andreas Waelti
CEO

2 ORGANIZATIONAL OVERVIEW



2.1 Organizational Profile

Evatec – Shaping the future through thin film innovation

Headquartered in Switzerland, Evatec is a global leader in thin film deposition systems, delivering advanced manufacturing solutions and support services for the Semiconductor, Advanced Packaging, Optoelectronics, and Photonics industries. Our equipment and process expertise empower customers to manufacture next-generation electronic devices that are smaller, faster, and more energy-efficient.

With around 350 specialists at our Swiss headquarters and 200 sales and service professionals across 15 countries in Europe, Asia, and North America, we provide comprehensive global support with local expertise. Our systems are trusted by leading manufacturers worldwide for applications ranging from power management in electric vehicles to RF filters and sensors in mobile devices.

Evatec's production tools and processes are at the heart of innovations that shape modern life. We enable advanced functionality and 5G connectivity for today's handheld smart devices, high speed sensing and efficient power management for emerging electric vehicle (EV) technology, and the high-performance computing technology essential for fueling the rapid growth of Artificial Intelligence (AI). Every day, hundreds of millions of people benefit from devices made possible by Evatec's thin film know-how.

We are trusted by leading manufacturers worldwide

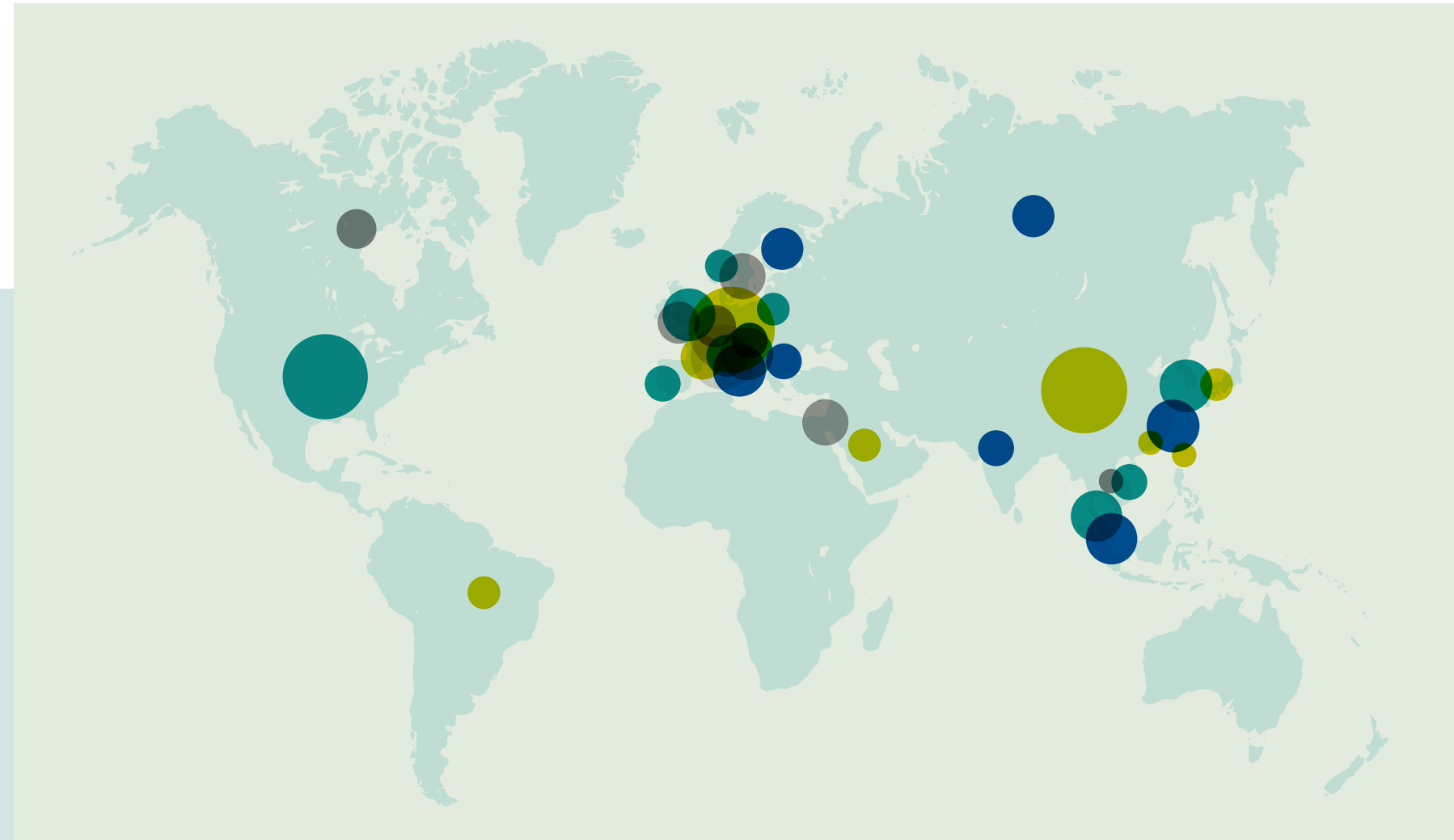


2.2 Markets served

Our business is global, and we work with leading production houses in Europe, North America and Asia. We deliver customized hardware, process know-how and daily service support not only for cost effective mass production, but also for leading research institutions looking to develop tomorrow's processes and products.

Evatec solutions help our customers increase productivity, improve process stability, and maximize yield in high-volume manufacturing across our core markets of Advanced Packaging, Semiconductors, Optoelectronics, and Photonics.

The design, manufacturing, and delivery of products out of our headquarters in Switzerland is supported by our global network of sales and service organizations (SSOs) at 15 locations including USA, Germany, China, Taiwan, Malaysia, Singapore, and Japan. Sales, service, and process specialists within those local organizations install, train, and help customers secure the best manufacturing uptime and yields in 24/7 production environments, from long term breakdown support to equipment relocation and upgrades.



The image shows the locations of our customers; the size of each dot roughly corresponds to the installed base

+

30

Countries worldwide

2.3 Sustainability Strategy and Objectives

Historical perspective

Since Evatec’s foundation in 2004 the company has played an active role, with policies for conservation of resources in manufacturing by minimizing waste and emissions, improving energy efficiency of its products, and the reuse and recycling of materials and resources in the management of both our facilities and the construction of our products. Know-how development through improved process control hardware and software for more accurate layer thickness control or better film thickness uniformity and run to run repeatability has assisted customers in reducing the use of valuable consumables in daily use of Evatec products. Environmentally friendly end-of-life disposal has also been considered as part of the initial product design process at Evatec.

ISO 14001

Evatec is proud to have been ISO 14001 certified since 2014. This internationally recognized standard for environmental management systems confirms our commitment to sustainable business practices and environmental protection. The ISO 14001 certification is a milestone on our path toward sustainability. It requires us to regularly review and enhance our environmental objectives. External partners audit our processes and achievements helping us stay on track. We will continue working toward reaching our environmental goals.

Today’s Commitment to the Science Based Targets initiative (SBTi)

Clearly defined goals are the foundation of our future success. That’s why Evatec decided to join the Science Based Targets initiative. The target definition and action plan were submitted for validation in December 2024. More details of these targets will be reported in our next sustainability report issued in 2026.

Clearly defined goals are the foundation of our future success



A taste of things to come

We’re currently focusing on sustainability improvements in both Evatec products and the facilities at our headquarters in Truebbach.

Two priority areas have been defined relating to products.



Designing systems more efficiently:

This includes an overall manufacturing cost reduction for our equipment and a reduction in energy consumption when in use by our customers (see 6.1).



Reducing the footprint of our systems:

Saving the required installation space for equipment means easier transport, and increased flexibility at customer sites. Systems with smaller footprints can be more easily integrated into existing production environments and contribute to sustainability through raw material savings, and also in the running cost of clean room facilities at both Evatec and customers.



Concerning Evatec facilities we have initiated a project in collaboration with our facility management TBB Immobilien to install a photovoltaic system.

We aim to contribute to the energy transition and significantly increase the share of renewable energy within our company. The expected output is 10% of EAG’s annual consumption. Initial steps have already been taken, including site analysis and a technical feasibility study. The current project timeline is under review with an initial goal of completion by the end of 2026.

2.4 Company Leadership

Mission, Vision and Values

The Executive Board Meet the Team



Andreas **Waelti**
CEO and co-founder



Carlo **Tosi**
CTO

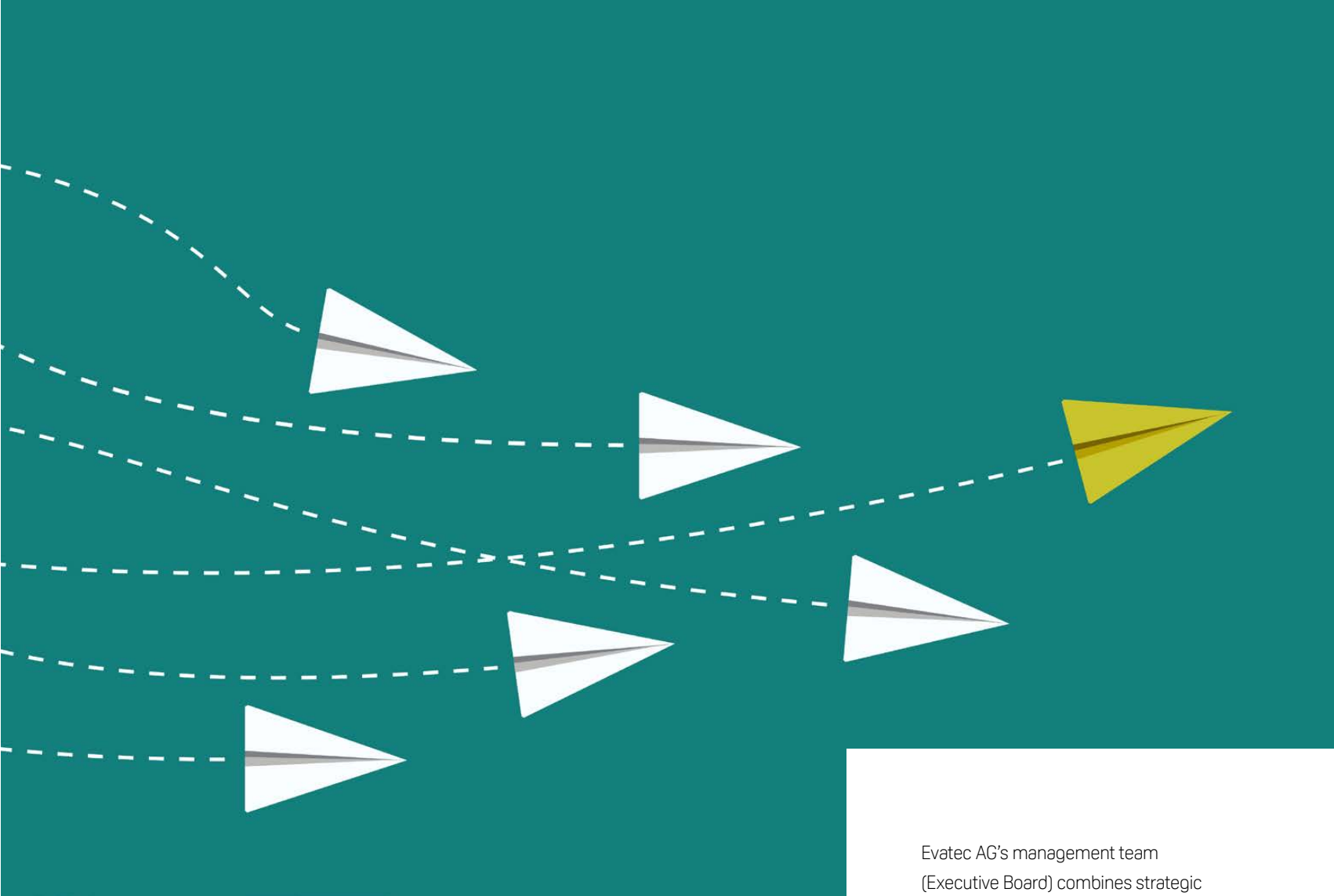


Patric **Schoch**
CFO



Ralph **Zoberbier**
Chief Market Officer
CMO

”
**Sustainability
is central to
our corporate
strategy
execution**



Stefan **Marxer**
Chief Operations Officer
COO



Andreas **Meyer**
Chief Information Officer
CIO



Marco **Beutler**
Chief Human Resources Officer
CHRO

Evatec AG’s management team (Executive Board) combines strategic leadership with deep technical expertise to drive innovation in thin film deposition technologies. The team consists of:

- » **Andreas Waelti** (CEO and co-founder)
- » **Carlo Tosi** (CTO)
- » **Patric Schoch** (CFO)
- » **Ralph Zoberbier** (CMO)
- » **Stefan Marxer** (COO)
- » **Andreas Meyer** (CIO)
- » **Marco Beutler** (CHRO)

The Executive Board (EB) draws on over 150 years of combined experience in thin film technology and manufacturing know-how to ensure that the company’s products and services deliver the highest value to customers. The company vision, mission and values are reflected in the strategy defined by the EB and the path to its successful execution.

The Board of Directors

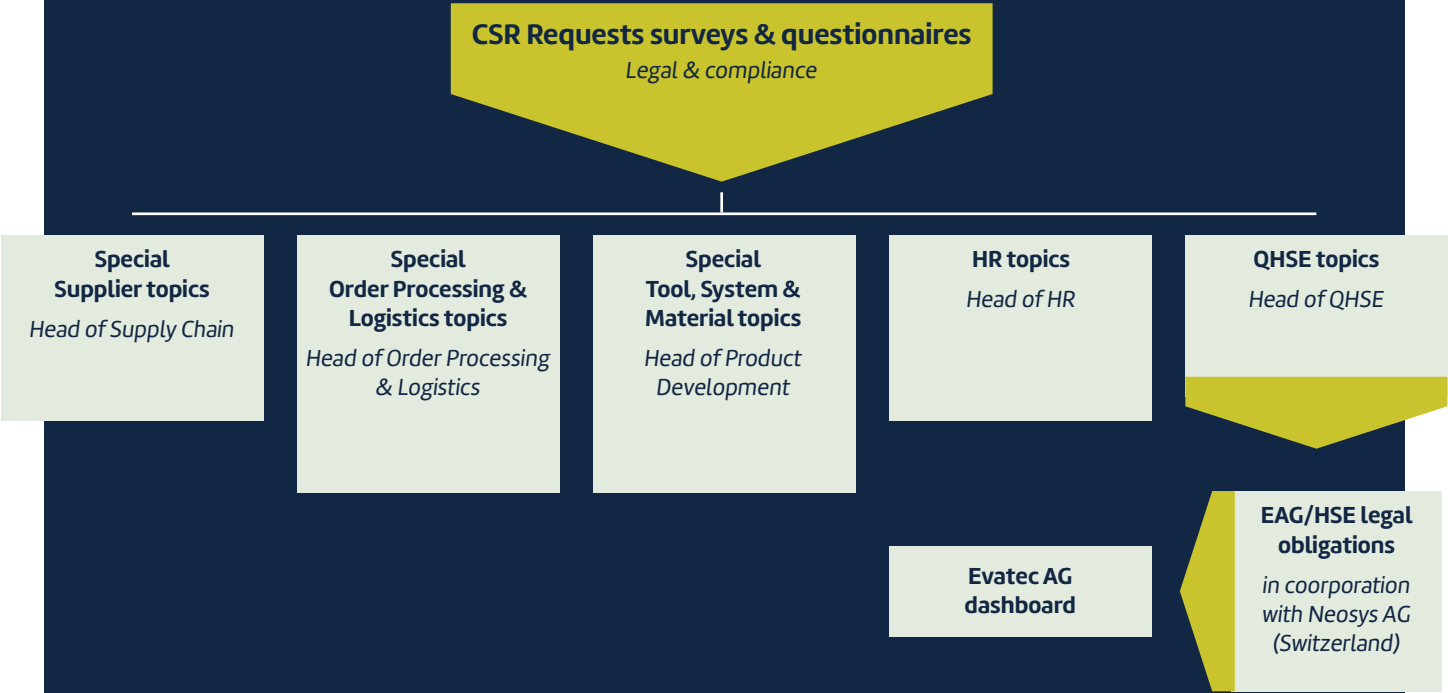
The Board of Directors of Evatec AG provides strategic oversight and plays a pivotal role in ensuring responsible governance, long-term resilience, and the sustainable development of the company. It approves significant investments, business decisions, and the overarching strategic direction, aligning executive actions with Evatec’s values and sustainability objectives. The Board comprises four members, each with expertise in technology, entrepreneurship, corporate governance, and industrial leadership:

- **Andreas Waelti**,
Co-Founder and CEO, has served as President of the Board since 2004
- **Niklaus Leuthold**,
appointed Vice President in 2023
- **Roland Siegwart**,
Board member since 2015
- **Oliver Dürr**,
Co-Founder, Board member since 2023

Three of the four board members are non-executive and independent of company operations. Although without any gender diversity at present, current board membership reflects diverse perspectives through professional experience and background. It convenes at least three times annually, with additional meetings scheduled as necessary to address emerging topics, including those pertaining to market dynamics, risk management, or sustainability performance. Environmental, Social, and Governance (ESG) topics are regularly reviewed at board level, either as standalone agenda items or as integral components of broader strategy discussions.

Through its guidance and collective leadership, the Board ensures that Evatec AG remains a responsible, forward-thinking, and sustainable technology leader committed to long-term value creation for all stakeholders.

Environmental Social Governance (ESG) Organigram



Sustainability is central to corporate strategy execution. To meet the wide-ranging requirements in the area of Corporate Social Responsibility we have established a clearly structured organizational framework. This identifies the responsibilities within the company for key sustainability topics, ranging from supply chain management and human resources to environmental, health, and safety aspects.

All external enquiries, including customer, supplier or government questions, as well as monitoring and ensuring compliance with legal obligations are coordinated within the team. We are supported in this work by our external partner, Neosys, a consultancy specialized in sustainability topics.

Certification

Evatec has held International Standard Organization (ISO) business certification – ISO 9001 since March 12, 2014, relating to its business processes and quality management system, ISO 14001 since April 13, 2014, relating to its environmental management system and ISO 45001 since March 13, 2023, relating to its management processes for health and safety at work.



Certified by the company **SGS**



Vision

We are the “Thin Film Powerhouse”! Our deep knowledge in Thin Film Deposition and Material science makes us the company of choice to enable the innovations following the megatrends for Energy Efficiency, Connectivity & Mobility, Data Processing and Smart Sensing. Our organization is smart, flexible, creative and ready to achieve outstanding revenues, profit and value.



Mission

We provide our Innovative Thin Film Production Solutions & Services in our selected business fields and market segments. We identify and exploit targeted opportunities in Advanced Packaging, Power Devices, Frontend, Wireless communication, Discrete LED/Laser, Wafer Level Optics, Precision Optics, Functional Coatings and MEMS. We constantly improve and create competitive advantages. Our Process Solutions convince through top performance, best cost of ownership (CoO) and no compromise in quality and reliability. We keep our commitments and deliver on time.



Values

Teamwork:

Only through cooperation and enthusiasm can top performance be achieved.

Innovation:

By constantly developing existing and new solutions, we work 2 generations ahead with our customers.

Responsibility:

We take responsibility in all areas to serve our customers in the best possible way.

Integrity:

We stand behind our words and actions at all times.

Commitment:

The pursuit of outstanding results is what drives us.

Code of Conduct

The Code of Conduct (CoC) is part of our commitment to responsible and ethical conduct. A binding Code of Conduct applies to all employees and business partners. The last revision of the CoC was in 2024.

2.5 Risk Managment

Effective risk management is essential in an increasingly complex and dynamic business environment. It enables Evatec to identify, assess, and evaluate appropriate measures to counter potential threats at an early stage. Risks can be minimized or even avoided altogether.

Current status

Risk management is managed by the CFO. Each risk area identified is documented/assessed and planned mitigation measures identified. Risks are regularly reviewed with the CEO to ensure that all relevant risks are known at the highest executive level and that appropriate decisions can be made. In addition, risk management is presented and discussed during the Board of Directors meetings. Evatec AG ensures that all legal requirements related to risk management are met. This includes the regular updating of risk lists and their assessment. In addition to centralized risk management, department-specific risks are managed in separate lists. Each department is responsible for identifying, assessing, and addressing its own risks. Beyond risk management, Evatec has developed a business continuity plan to ensure the continuation of operations in the event of a disaster. This plan is a further component of our sustainability strategy and aims to strengthen the company's resilience and minimize the impact of unexpected events. The plan ensures that Evatec remains operational even in extreme situations and can quickly resume its core processes.

Managing Climate Related and Geopolitical Risks

We recognize the increasing materiality of climate related risks, as well as the strategic implications of geopolitical and regulatory shifts. We conduct scenario analyses to evaluate the risks posed by climate change. This includes addressing energy supply volatility, resource scarcity and regulatory compliance in low-carbon manufacturing. Simultaneously, we increase our resilience to foreign exchange fluctuations and political risk by diversifying sourcing, expanding regional supplier networks, and using financial instruments to manage currency exposure.

Outlook for 2025

In 2025, the risk management process will be restructured and modernized. A new software tool will enable centralized management both at corporate and departmental levels, making proactive risk management more efficient and transparent. To support the implementation of the new risk management system, a workshop will be held with the Board of Directors to analyze, assess, and, if necessary, expand the existing risk portfolio. Continued active involvement of the entire C-level company management is key including the regular review and updating of the risk list, as well as the development and implementation of mitigation measures.

Risks must be minimized or even avoided altogether





3 SUSTAINABILITY REPORTING PRINCIPLES AND METHODOLOGY



→ Sustainability Reporting Principles and Methodology

In 2024, Evatec conducted a comprehensive double materiality analysis with an interdisciplinary team to systematically identify the sustainability topics most relevant to the company and its stakeholders. A central element of this process was the internal stakeholder analysis, which included staff, suppliers, customers, competitors, authorities, research and development institutes, investors, and the environment.

Key topics were identified based on a risk and opportunity assessment, corporate strategy, Global Reporting Initiative (GRI) guidelines, and industry expertise.

The result of this analysis was a detailed materiality matrix that maps the relevant sustainability aspects for Evatec. The size of the circles in the matrix indicates the level of relevance for stakeholders. This analysis serves

as a strategic management tool for our sustainability efforts, ensuring that we focus our resources on the topics that matter most to both the company and its stakeholders.

This sustainability report is prepared with reference to the GRI Standards to ensure transparency and comparability. Evatec will publish its sustainability report annually to inform stakeholders about progress and challenges.

The following topics were evaluated:

Marketplace and Innovation

- Resilient and sustainable Growth
- Product Quality and Innovation
- Customer Satisfaction

Workplace

- Workplace
- Health and Safety
- Training and Development
- Diversity and Non-discrimination

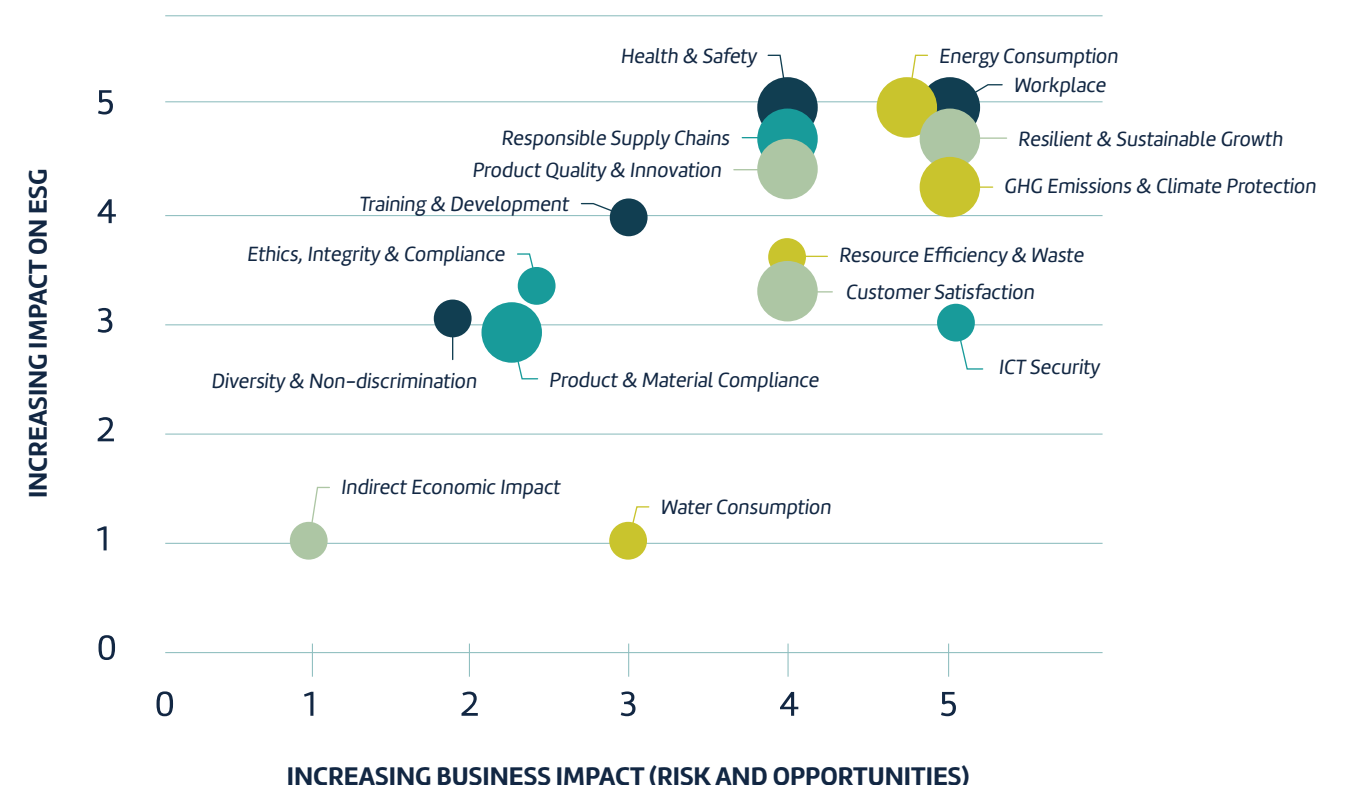
Environment

- Energy Consumption
- GHG Emissions and Climate Protection
- Resource Efficiency and Waste

Responsible Business Practices and Compliance

- Ethics, Integrity and Compliance
- Responsible Supply Chains
- ICT Security
- Product and Material Compliance

Material topics



4 MARKETPLACE AND INNOVATION



In 2024, strategic focus on resilient and sustainable growth remained at the heart of our operations and innovation activities.

As a supplier to the global semiconductor industry, we enable future-defining technologies while actively managing our environmental and socioeconomic impact.

Our thin film technology production systems help drive improved manufacturing, material, and energy efficiency across the semiconductor value chain. Our responsibility extends beyond our own internal operations to the wider long-term success of our partners and customers.

A key initiative, started in 2024 is the development of a new software platform for our manufacturing systems. Our solution will deliver the increasing production tool flexibility and customization required to support customers in the market, while also maintaining maximum resilience in a climate of geopolitical tensions and cybersecurity threats.

**A significant portion of the
generated economic value
is being reinvested**





Strategic Capital Allocation and Value Distribution

We continued to create and distribute economic value responsibly. Our capital allocation strategy prioritizes long-term R&D investment, decarbonization initiatives, advanced manufacturing capabilities and talent development.

We create and distribute economic value by paying fair wages, purchasing from suppliers, paying taxes, and supporting local communities through donations and initiatives. These contributions reflect our responsibilities both locally and globally.

A significant portion of the generated economic value is being reinvested into product innovation and sustainability-driven upgrades across tool platforms like our CLUSTERLINE®, HEXAGON and BAK systems.

Managing Climate-Related and Geopolitical Risks

We recognize the increasing materiality of climate-related risks, as well as the strategic implications of geopolitical and regulatory shifts. We conducted scenario analyses to evaluate the risks posed by climate change.

Simultaneously, we increased our resilience to foreign exchange fluctuations and political risk by diversifying sourcing, expanding regional supplier networks, and using financial instruments to manage currency exposure.

This included addressing energy supply volatility, resource scarcity and regulatory compliance in low-carbon manufacturing.

Financial Support and Innovation Incentives

Our participation in research initiatives and clean technology programs resulted in modest financial support from governmental bodies. These funds were primarily directed toward collaborative R&D and low-emission technology development.

We maintain transparency in how these funds are applied and ensure they are used to support long-term sustainability outcomes, particularly in early-stage technology development.

4.1 Resilient and sustainable Growth

Since its foundation in 2004, Evatec has continued on a path of long-term growth. The economic value generated in the reporting year 2024 reflects the company's direct economic performance and forms an important foundation for the sustainable development of its business activities. No financial support from public authorities was required, except the modest financial support from research initiatives.

Price competition in the semiconductor equipment market remained intense in 2024. We responded with continuous product differentiation, focusing on throughput, yield improvement, and total cost of ownership. Our systems integrate sustainability features that offer economic benefits to our customers. For example,

the BAK 911 and Multi BAK, developments of our well established BAK platforms, offer new approaches to automated substrate handling. This enables customers to increase both throughput and yield whilst decreasing operational energy consumption compared with conventional evaporators.

”

Our systems integrate sustainability features that offer economic benefits to our customers

4.2 Product Quality and Innovation

Delivering products that meet the highest quality standards is a core value at Evatec. High product quality is critical as it directly impacts our customers' own product manufacturing capability – be it the consistency of the products they manufacture, the uptime of their complete manufacturing lines, or for achieving the maximum working life of the equipment in their fab. We are committed to quality throughout every stage of the production process – from research and development to manufacturing and final inspection.

” **Innovation is at the heart of our efforts to develop sustainable solutions for today's and tomorrow's challenges**

Our dedication to quality and safety is reflected in the comprehensive certification of our products. All our systems carry CE and/or UL markings. In addition, we comply with customer-specific SEMI standards such as SEMI S2, SEMI S8, SEMI S10, and SEMI F47 for the semiconductor industry.

Evatec AG is certified according to ISO 9001, ISO 14001, and ISO 45001. These certifications help build and strengthen customer trust by ensuring that all responsibilities are clearly defined within our certified quality system and that our employees are qualified for the required competencies.

Innovation is at the heart of our efforts to develop sustainable solutions for today's and tomorrow's challenges. Through continuous research and

development, we leverage new technologies to make our products and processes more efficient. Our innovation strategy focuses on reducing emissions, increasing cost efficiency, and optimizing resource use. In doing so, we contribute to environmental protection and also create long-term value for our customers and society. Each year, Evatec invests approximately 15% of its net sales in R&D.

Top product performance in the field is not only the result of excellent engineering but also of deep expertise in operating our systems. We place great importance on training, both for our customers and our own specialists. In 2024, we conducted a total of 310 training days for customers, providing hands-on knowledge to help them help themselves. In parallel, Evatec's own Field Service Engineers received intensive training over 229-man days.



4.3 Customer Satisfaction

Customer satisfaction is a central part of our corporate philosophy and a key factor in our long-term success. Listening, understanding, and shaping our products and services to meet the needs and expectations of our customers helps us build long-term, trust-based relationships founded on transparency, reliability, and mutual respect.

Facts:

	2024
Customer satisfaction	3.75 / 5
On time delivery	94%
Average material warranty share of system revenue	2.16%
Training days for customers	310

“
Being a reliable partner helps build long term sustainable relationships

To ensure the protection of confidential data, we use standardized Non-Disclosure Agreements (NDAs). These NDAs obligate all parties to maintain confidentiality regarding business-critical, personal, or innovation-related information. Projects with a high level of confidentiality are handled in isolated environments, ensuring that individuals without a signed NDA have neither access to nor visual contact with project-related content.

To continuously monitor the quality of our services, our employees complete a so-called visit report after customer visits. This report includes a customer satisfaction rating and an assessment of the meeting atmosphere on a scale from 1 to 5. In 2024, we achieved an average satisfaction score of 3.75 points.

Another indicator of the quality of our products and services is the share of system revenue spent on material warranties. In 2024, this share was just 2.16%.

Ensuring a stable and reliable supply chain is a key component of our sustainable business strategy. During the reporting period, we achieved an on-time delivery rate of 94%.

Particularly encouraging is the development in the service segment. Revenue in this area increased by 38% compared to the previous year, primarily driven by on-site service contracts. This not only highlights our customers’ trust in our service capabilities but also underlines the growing importance of this segment for our sustainable business model.

5 WORKPLACE



Finding qualified professionals is a growing challenge and one that Evatec has embraced. We are fully committed to being an attractive employer offering an exciting work environment where employees can see the connection between what we do and the successful implementation of technologies enabling global megatrends.

Through the continuous improvement of thin film technologies, Evatec contributes to groundbreaking innovations that impact the lives of people every day. This opens numerous opportunities for personal and professional development.

Evatec is dedicated to employee personal growth through a wide range of training programs and workshops. Every new employee receives basic training upon joining, providing essential knowledge about our corporate culture, processes, and our standards in quality, health, safety, and environmental protection (QHSE). In addition, all employees have access to a broad selection of further education opportunities.

These trainings cover various areas of competence including:

- Leadership
- Professional development
- QHSE
- Soft skills
- Languages
- Technology

Participation in these training programs is closely coordinated with each employee's manager to support individual development goals while aligning with the company's strategic objectives.

New employees joining us can expect a diverse, challenging, and multicultural work environment with flat hierarchies and an open culture. We work in multicultural teams across the globe, collaborating and exchanging knowledge across national and cultural boundaries and allowing employees to broaden both their personal and professional horizons.

We are fully committed to being an attractive employer



5.1 Workplace

Evatec is committed to being a great workplace for its employees. At the heart of this ambition is the active involvement of employees in shaping their work environment. Their ideas, opinions, and perspectives are a central part of the continuous development of our corporate culture.

To systematically assess and actively promote employee satisfaction, our employees have the opportunity to give feedback in their annual Employee Performance Appraisal, where they are asked to rate their satisfaction across seven different categories. The results serve as the basis for individual discussions with their respective managers.

In addition, all employees have access to an elected Workers Commission where they can raise any concerns. The commission collects and consolidates these topics and represents the interests of employees to the Executive Board.



5.2 Health and Safety

Our goal is to completely prevent workplace accidents with serious consequences. Active accident and near miss management aims to identify and minimize risks at an early stage.

A *near miss* refers to an incident that did not result in harm but could have led to an accident under slightly different circumstances. To detect and prevent potential hazards early, every near miss incident is immediately reported to the Head of QHSE. The incident is analyzed, documented in a report, and appropriate risk mitigation measures are initiated. The report learnings serve as a basis for continuous improvement in occupational safety. In addition, all employees are informed about the incident to raise awareness of safety risks and help prevent similar situations in the future.

At the start of employment, every employee receives safety training. This training covers all existing safety regulations and how to apply them. We place great importance on ensuring that all employees understand and consistently follow safety precautions. Compliance is verified through an annual ISO audit and three major internal audits. In addition, weekly random 5S audits are conducted throughout the year in various departments.

A key element of our safety concept is the personal protective equipment provided to every employee, which plays a crucial role in minimizing the risk of injury.

Workplace assessments have also been carried out to identify potential risks. Based on the findings, targeted measures were implemented, including improvements in the assembly stations to ensure the safety and well-being of our employees.



Our consistent efforts in occupational safety are showing clear results. In 2024, we recorded no fatalities due to work-related injuries and no serious work-related injuries. A total of six work-related injuries were reported, all of which were classified as minor. These incidents were recorded in the accident reporting system, analyzed, and followed up with appropriate corrective actions.

Safety first

	Employees	Workers who are not employees
Fatalities due to work-related injuries	0	0
Work-related injuries with severe consequences	0	0
Work-related injuries	6	0
Work-related illness	0	0

Emergency Drill

To be prepared in the event of an emergency, Evatec conducts an annual evacuation drill to simulate a real-life emergency situation. This ensures that all employees know how to act in such a case to minimize the risk of injury. The emergency drill is organized and carried out by the Evacuation team called EVAC organization. The EVAC team itself is trained through various sessions to be ready for emergencies.

Occupational First Aid

A key component of our safety concept is our internal occupational first aid service to provide fast and effective first aid in the event of accidents or medical emergencies. Our first aid stations are kept up to date and well-equipped at all times. The equipment is regularly inspected and replaced if necessary. The occupational first aid team is always ready to provide prompt and competent assistance in emergencies.

The first aid team receives regular training by external specialists from the Samariterverein Wartau. Through various exercises, we ensure that the team possesses the necessary knowledge and skills to respond appropriately in real-life situations. In 2024, a total of 11 training sessions were conducted. These included both theoretical refreshers and practical exercises to continuously strengthen the confidence and competence of our first aid responders.

5.3 Training and Development

Well-trained and highly qualified employees are the key to any company's success.

Continuous training and development of employees is a central part of our corporate strategy. Our employees are encouraged in both their professional and personal development. We firmly believe that continuous learning and growth are essential for a successful career and for the success of the company.

We offer our employees support for further education that enhances their skills and expertise, empowering them on their career paths. Every employee

has the opportunity to submit a training request. Compared to similarly sized companies in the same industry, Evatec contributes above average. Over the past two years we have invested more than CHF 100'000 in courses, training, and further education.

These investments in our employees demonstrate our commitment to their development and our belief in their abilities and contribution to our success.



In the reporting year, 100% of employees received a structured assessment of their job performance as part of a transparent feedback culture promoting individual development, and continuous improvement.



5.4 Diversity and Non-discrimination

In 2024, Evatec AG (EAG) employed a total of 351 staff members and 155 non-employed collaborators.

We foster an inclusive and respectful work environment where any form of discrimination is strictly prohibited. Our policies and practices are designed to ensure that all employees are treated equally, regardless of age, gender, origin, religion, sexual orientation, or other personal characteristics. We are actively committed to creating a workplace defined by respect and equality and are pleased to confirm no reported incidents of discrimination in 2024.

Cultural diversity enriches our organization and is a source of innovation and creativity in how we approach challenges and projects. With additional Evatec Sales and Service Organizations (SSOs) in the USA, Germany, China, Taiwan, Malaysia, Singapore, and Japan, we are proud to tackle a wide range of projects in global teams.

Balanced gender ratio is not only a matter of fairness and equality but also has a direct positive impact on our business performance. It enables us to respond flexibly and adaptively to the challenges of an ever-changing market. Moreover, gender diversity contributes to creating an inclusive and respectful work environment where all employees feel valued and supported. We encourage job applications from all genders and are open to working practices and solutions that support family life wherever possible.

Evatec AG (EAG) successfully passed the L&M-Aba-R audit process for pay equity and was awarded the corresponding certificate. This recognition underscores our commitment to fair and non-discriminatory compensation within the company.

Cultural diversity
enriches our organization

COMPOSITION		2024
	MALE	FEMALE
Evatec AG Total	320	31
Workforce by type of employment contract		
Not temporary	294	29
Temporary	26	2
Workforce by employment level or Workforce by working hours		
Full-time	285	23
Part-time	36	7
Board of Directors	4	

Employing people of all age groups ensures access to a wide spectrum of talents, skills, and experiences. This benefits our company, integrating the strengths and perspectives of every generation, fostering innovative and sustainable business development.

Workforce by age group		2024
< 30		86*
30-50		158
>50		107
Board of Directors		
< 30		
30-50		
>50		4

* including 19 apprentices

In the reporting year, two female employees took maternity leave, and twelve male employees took paternity leave.

Number of employees entitled to leave / Number of employees taking leave	
Maternity leave	2 / 2
Paternity leave	12 / 12



6 ENVIRONMENT

6.1 Energy Consumption

Resource Consumption

As a manufacturing company, and one that also operates its own equipment in a laboratory setting for the development of new processes, we are fully aware that our activities involve high energy consumption. We aim to keep energy usage as low as possible while maximizing the efficiency of our processes.

A project to make our equipment more energy-efficient was launched in 2024. This initiative helps reduce our own environmental footprint and also that of our customers.

For example, one project was initiated in 2024 to improve the efficiency of one of the BAK product lines. With high flexibility and new levels of process control, the BAK evaporator is a leader in selected applications across power electronics, wireless communication, LED, MEMS, and photonics. There are different BAK types and sizes for each use case – from the “manually loaded” compact BAK501 for universities and research institutions carrying out development work to the “fully automated cassette-to-cassette” Multi BAK 941E for high-volume production.

Evatec is committed to minimizing the environmental impact of our tools during assembly, testing, processing, and customer use. The ongoing process to reduce the energy consumption of BAK tools has been supported by removing or redesigning redundant components and implementing new software solutions. An energy savings roadmap for the BAK E tool was defined, including milestones, and the first changes were implemented.

Analyses have shown that the greatest energy savings can be achieved by reducing the tool’s standby energy consumption when not in use for production. Tool components such as vacuum pumps, pump compressors, or electric drives that are not needed in a specific tool state switch to “ECO” mode or shut down. A software solution with scheduled tasks to power down tool components when not in use was added to help our customers minimize standby energy consumption.

In the case of the BAK911 and Multi BAK 941 the changes in design architecture also bring additional energy savings through reduced overall need for pump down.



EnAW Project in Collaboration with TBB Immobilien

Our Facility Management team is part of the EnAW Large Energy Consumers project.

Evatec is actively involved in this initiative. As a large-scale energy consumer, we contribute to the implementation of measures aimed at reducing energy consumption and increasing energy efficiency. Recognition through the awarding of the certificate is proof of our ongoing efforts and achievements in this area.

We are driving down energy consumption of our products



8,584,670
Electricity
(kWh)

18,687
Wastewater
(m³)

217
Heating oil
(l)

233,827
Water
(m³)

336,766
Nitrogen
(m³)

6.2 Greenhouse Gas (GHG) Emissions and Climate Protection

Commitment to the Science Based Targets initiative

Clearly defined goals are the foundation of every success. Evatec decided to join the *Science Based Targets initiative (SBTi)*. Measures for validation were submitted in December 2024 with the aim of reducing absolute Scope 1 & 2 emissions by 42% and Scope 3 emissions by 25% by 2030.

Upon validation by the SBTi, reduction measures will be implemented over the next five years. The primary focus in 2025 will be on improving data quality.

A one-time calculation of greenhouse gas (GHG) emissions was carried out in the year 2022. In the following years, consistent and reliable calculations were not possible due to insufficient data availability. However, with the introduction of our new ERP system, in 2025 we expect a significant improvement in data quality and availability. As a result, it will be possible to produce a complete GHG inventory again starting in 2025.

We calculated our greenhouse gas emissions for the year 2022. The results show that our emissions were 187 tCO₂e in Scope 1, 57 tCO₂e in Scope 2, and 1,228,072 tCO₂e in Scope 3. This means that 99.98% of our total emissions fall under Scope 3.

- Measures to Reduce Scope 1 & 2 Emissions

- Transition of the company-owned vehicle fleet to lower CO₂ mobility.
- Measures to Reduce Scope 3 Emissions

- Analysis of transport and distribution efficiency in upstream and downstream processes
 - Replacement of the fossil-fuel-powered heating boiler
 - Reduction of electricity consumption of systems

	Emissions [tCO ₂ e]	Part [%]
Scope 1	187	0.02
Scope 2	57	0.00
Scope 3	1,228,072	99.98

Clearly defined goals are the foundation of every success

6.3 Resource Efficiency and Waste

As a company manufacturing “products” and providing working and office places for employees, we inevitably generate waste.

We aim to keep waste volumes as low as possible and to recycle materials efficiently. We follow the well-established principle: avoid, reuse, and dispose of waste in an environmentally responsible manner.

Recycling stations for all types of waste are installed throughout the Evatec premises to ensure easy access for all employees.

As part of the onboarding sessions, new employees receive comprehensive information about our waste management practices. Emphasis is placed on personal responsibility in environmental protection. External personnel are given appropriate instructions via training videos upon arrival, provided by our building and facilities management company TBB Immobilien AG, to ensure correct and environmentally conscious behavior.

A central element of our sustainability strategy is the promotion of a circular economy through modular product design, targeted retrofits to extend product lifetime, and product reuse.

By increasingly designing our systems with a modular structure, we enable flexible and later upgrades to support changing customer needs during use, while simultaneously extending the working lifespan of our equipment at the customers’ facilities.

For example, when a customer wants to switch from a hot to a cold process, only the “chuck” within a process module on one of our CLUSTERLINE® tools needs to be replaced without requiring a complete new module or even a new system.



Such cases are examples of how our global service team upgrades existing systems around the world each year with the latest technologies to enhance their performance. Other retrofit solutions allowing continued use of systems where spare parts are no longer available due to discontinued products from our own suppliers are examples of how we extend working product lifetime for the best customer satisfaction.

“Reuse” is a further contribution to the circular economy. Our own internal laboratory systems are resold “as is” or upgraded to meet exact customer needs for reuse instead of remaining idle or being disposed of. A reuse philosophy also applies when it comes to our logistics. For instance, the transport fixtures used for CLUSTERLINE® 200 shipments to customers are returned to Evatec after that so they can be reused.

Maximizing working lifetime of our products increases customer value and reduces waste

7 RESPONSIBLE BUSINESS PRACTICES



7.1 Ethics, Integrity and Compliance

Ethics, integrity, and compliance are core values that guide our actions and business processes. We believe that sustainable success can only be achieved through responsible and transparent conduct.

Evatec employees are expected to uphold the highest standards of personal and professional integrity. This commitment is clearly outlined in our employee regulations and in the document *“Directive on the Protection of Personal Integrity.”* By adhering to these guidelines, we ensure that our business practices remain ethical and responsible at all times.

We are also committed to maintaining high ethical standards in our relationships with other stakeholders. Our suppliers are asked to uphold the same standards of professional conduct and integrity in their

dealings with Evatec, their employees, subcontractors, customers, suppliers, competitors, communities, governments, and the environment. The Evatec Supplier Code of Conduct was updated in 2024. It defines the minimum requirements we expect from our suppliers in terms of business ethics and compliance with laws, regulations, and internationally recognized standards.

During the reporting period, there were no cases of corruption or other compliance violations. Likewise, no fines or sanctions were imposed on Evatec AG due to legal infringements.

Transparent business processes, responsible conduct and industry standard compliant products are our foundation



7.2

Responsible Supply Chains

Ensuring a responsible and sustainable supply chain is a key part of our corporate responsibility. When selecting new suppliers we follow a structured evaluation process.

Each supplier is required to complete a questionnaire that gathers information on company structure, environmental and social standards, and existing certifications. The completed questionnaires are documented internally and serve as the basis for further collaboration.

Following the initial screening via the supplier questionnaire, targeted audits are conducted with selected suppliers. These audits are designed to verify the information provided in the questionnaire and to gain deeper insights into operational processes, quality standards, and environmental and social practices on site.

At the beginning of each year, an audit plan is created for the existing supplier base. The selection of suppliers to be audited takes into account factors such as previous audit results, the supplier's relevance to our value chains, the timing of the last audit, and order volume. The

planned audits are carried out throughout the year. Depending on the focus and objectives of the audit, the make up of the audit team is decided specifically to ensure that the relevant expertise is represented, and a thorough evaluation can be conducted.

In 2024, we introduced enhanced ESG screening and risk assessment across our entire supply chain. These measures enable us to identify and address environmental, social, and governance risks at an early stage. In parallel, we intensified efforts to localize critical components and adopted dual sourcing strategies where economically and technically feasible. These steps significantly contribute to increasing the resilience of our supply chain against external disruptions.

To further develop in this area, we launched a project in collaboration with OST University of Applied Sciences in Buchs, Switzerland.

The goal of this project is to analyze and enhance our existing policies and processes in line with internationally recognized ESG criteria in the area of social responsibility. The project began in 2024 and will continue into 2025. As part of the project, the internationally relevant standards for ESG compliance in social responsibility applicable to Evatec will first be identified. Our existing personnel regulations and policies will be reviewed against these standards. Another key focus is the examination of processes along the supply chain, particularly with regard to potential risks such as child labor and the handling of conflict minerals. At the end of the project, the project team will provide recommendations on how to ensure compliance with legal due diligence obligations in accordance with the VSoTr.

Additionally, a recommendation will be made for the design of a further updated Supplier Code of Conduct to ensure compliance with applicable regulations.

In 2024, we introduced enhanced ESG screening and risk assessment across our entire supply chain

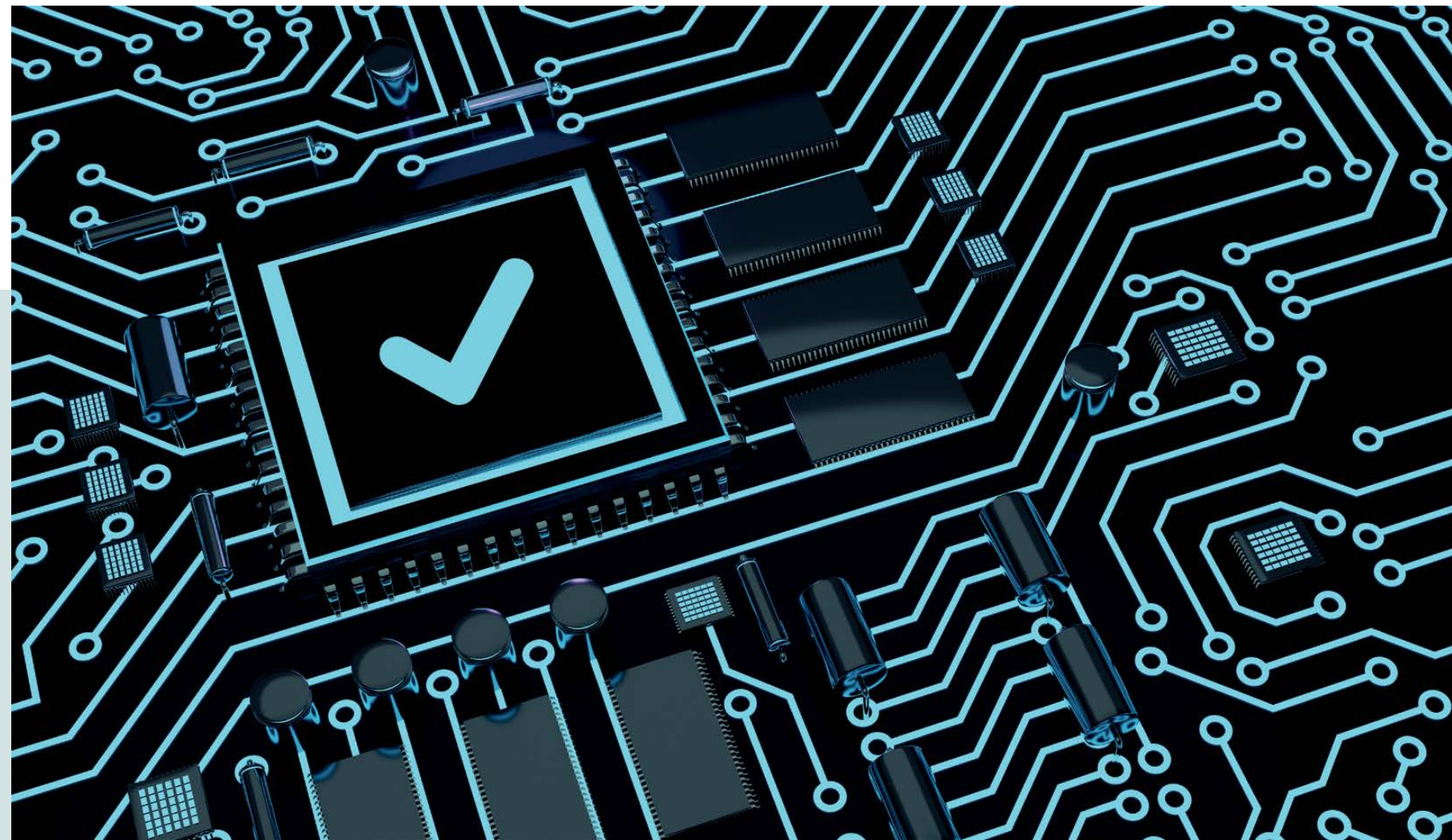
7.3 ICT Security

Our IT security measures are designed to ensure confidentiality, integrity, and availability of data at all times. We leverage support from security cloud partners, on-premises security solutions, and the Microsoft 365 security stack.

All types of alerts are recorded and documented. If an alert is classified as an incident, it is immediately forwarded to the IT security personnel responsible. Incidents are categorized into three escalation levels and are handled by the internal IT team.

New employees are informed about internal security policies during the onboarding process. All IT related guidelines are available on the internal IT portal, including policies for using IT infrastructure and procedures to follow in case of an emergency. Employees are continuously reminded of the importance of data protection and the corresponding security measures, whether through quarterly employee briefings or informational posts on the internal intranet.

In addition, all employees complete online training sessions that raise awareness about cyber threats and the tactics used by attackers. These trainings teach employees how to protect themselves against cyberattacks and how to respond appropriately in an emergency. Through regular training and awareness programs, we ensure that all employees possess the necessary knowledge and skills to act securely and identify potential risks at an early stage.



During the reporting year, there were no complaints due to confirmed violations of data protection or loss of customer data. This confirms the effectiveness of our internal data protection policies and technical security measures.

Despite numerous attacks, we did not have any incidents in 2024 that caused major damage. This success shows that we have taken the right measures to prevent such incidents to date. However, we are aware of the increasingly sophisticated nature of external attacks and will continue to improve and develop our security system to detect and prevent future attacks at an early stage.

0

Number of substantiated complaints in 2024

Total Attacks	Circa 2000
Attacks classified as incidents but successfully prevented	100
Attacks that caused significant damage	0

7.4 Product and Material Compliance

Our commitment to quality and safety is reflected in the comprehensive certification of our products. All our products are marked with CE and/or UL labels, depending on the target market. Compliance with these standards is verified by TÜV SÜD.

TÜV SÜD is a globally active testing, inspection and certification company headquartered in Munich. With over 25,000 employees in around 50 countries, TÜV SÜD supports companies in ensuring quality, safety, and sustainability throughout their entire value chain.

In addition, we implement “SEMI” standards such as SEMI S2, SEMI S8, SEMI S10, and SEMI F47 for the semiconductor industry. These standards are essential for safety and efficiency in semiconductor manufacturing. TÜV SÜD also monitors compliance with these standards and confirms that our products meet the stringent requirements of the semiconductor industry.

Evatec also complies with the RoHS Directive and the REACH Regulation. The EU RoHS Directive restricts the use of certain hazardous substances in electrical and electronic equipment. The REACH Regulation is the central EU regulation for the management of chemicals. It requires companies to collect and manage information on the properties and risks of the chemical substances they use. At Evatec, this is ensured through an internal chemical list and associated safety data sheets, both of which are easily accessible to all employees.



8 GRI CONTENT INDEX



Statement of use	Evatec AG has reported the information cited in this GRI content index for the period 01.01.2024 - 31.12.2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Non- applicable

GRI STANDARD/ EVATECS OWN KPIS	DISCLOSURE	LOCATION AND COMMENTS
GENERAL DISCLOSURES		
The Organization and its Reporting Practices		
GRI 2: General Disclosures 2021	2-1 Organizational Details	2.1 Organizational Profile, p. 9 2.2 Markets Served, p. 10 4.1 Resilient and Sustainable Growth, p. 28 Impressum, p.2
	2-2 Entities included in the Organization's Sustainability Reporting	2.1 Organisationsal Profile, p. 9
	2-3 Reporting Period, Frequency, and Contact Point	1 Introduction, p. 7 3 Sustainability Reporting Principles and Methodology, p. 22 Impressum, p.2
	2-4 Restatements of Information	<i>Not applicable, as this is the first Sustainability Report published</i>
	2-5 External Assurance	<i>No external assurance was obtained for this report</i>
Activities and Workers		
GRI 2: General Disclosures 2021	2-6 Activities, Value Chain, and other Business Relationships	2.1 Organizational Profile, p. 9 2.2 Markets Served, p. 10-11
	2-7 Employees	5.4 Diversity and Non-discrimination, p. 43
	2-8 Workers who are not Employees	5.4 Diversity and Non-discrimination, p. 43
Governance		
GRI 2: General Disclosures 2021	2-9 Governance Structure and Composition	2.4 Company Leadership – Mission, Vision and Values, p. 14-15
	2-12 Role of the highest Governance Body in overseeing the Management of Impacts	2.4 Company Leadership – Mission, Vision and Values, p. 16-17
	2-13 Delegation of Responsibility for managing Impacts	2.4 Company Leadership – Mission, Vision and Values, p. 17
	2-14 Role of the highest Governance Body in Sustainability Reporting	2.4 Company Leadership – Mission, Vision and Values, p. 16-17
	2-15 Conflicts of Interest	7.1 Ethics, Integrity and Compliance, p. 54 <i>Conflicts of interest are addressed in Evatec's Code of Conduct</i>
	2-16 Communication of Critical Concerns	2.5 Risk Management, p. 19 7.1 Ethics, Integrity, and Compliance, p. 54 7.3 ICT Security, p. 59

Strategy, Policies, and Practices			
	2-22 Statement on sustainable Development Strategy	1	Introduction, p. 7 2.2 Markets served, p. 10 2.4 Company Leadership – Mission, Vision and Values, p. 16
	2-23 Policy Commitments	2.4	Company Leadership – Mission, Vision and Values, p. 16 7.1 Ethics, Integrity, and Compliance, p. 54 <i>Further addressed in Evatec’s Code of Conduct.</i>
	2-24 Embedding Policy Commitments	2.4	Company Leadership – Mission, vision and values, p. 14 7.1 Ethics, Integrity, and Compliance, p. 54 <i>Further addressed in Evatec’s Code of Conduct.</i>
	2-27 Compliance with Laws and Regulations	7.1	Ethics, Integrity, and Compliance, p. 54
Stakeholder Engagement			
GRI 2: General Disclosures 2021	2-29 Approach to Stakeholder Engagement	3	Sustainability Reporting Principles and Methodology, p. 22

MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine Material Topics	3	Sustainability Reporting Principles and Methodology, p. 22
	3-2 List of Material Topics	3	Sustainability Reporting Principles and Methodology, p. 23
MARKETPLACE AND INNOVATION			
Resilient and sustainable Growth			
GRI 201: Economic Performance 2016	201-1 Direct economic Value generated and distributed		<i>Not disclosed for confidentiality reasons</i>
Own KPIs			<i>KPIs are still in development</i>
Customer Satisfaction			
Own KPIs	- Customer Satisfaction - Material Warranty Cost - On-time Delivery Rate - Service Revenue Growth - NDA confidentiality Protection - Visit Reports	4.2	Product Quality and Innovation, p. 30-31 4.3 Customer Satisfaction, p. 32-33
Product Quality and Innovation			
Own KPIs	- CE/UL certified Products - Compliance with Semiconductor Standards - ISO Certification - Percentage of Revenue invest in R&D - Customer Training Days - Training Days for Field Service Engineers	4.2	Product Quality and Innovation, p. 30-31

ENVIRONMENT			
Resource Efficiency and Waste			
	306-2 Management of significant waste-related Impacts	6.3	Ressource efficiency and Waste, p. 50-51
	306-3 Waste generated	6.3	Ressource efficiency and Waste, p. 50-51
	306-4 Waste diverted from Disposal	6.3	Ressource efficiency and Waste, p. 50-51
Energy Consumption			
GRI 302: Energy 2016	302-1 Energy Consumption within the Organization	6.1	Energy Consumption, p. 47
	302-4 Reduction of Energy Consumption	6.1	Energy Consumption, p. 46-47
	302-5 Reductions in Energy Requirements of Products and Services	6.1	Energy Consumption, p. 46-47
Own KPIs	Participation in EnAW large-scale Energy Consumer Project with TBB	6.1	Energy Consumption, p. 47
GHG Emissions and Climate Protection			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<i>A collection and calculation of the energy performance indicators is currently in preparation and will be published in the next report.</i>	
	305-2 Energy indirect (Scope 2) GHG Emissions		
	305-3 Other indirect (Scope 3) GHG Emissions		
Own KPIs	- Commitment to SBTi Targets - ISO 14001 certified - ERP System Implementation to enable full GHG Accounting	2.3	Sustainability Strategy and Objectives, p. 12-13 6.2 Greenhouse Gas (GHG) Emissions and Climate Protection, p. 48
WORKPLACE			
Workplace			
Own KPIs			<i>KPIs are still in development</i>
Health and Safety			
GRI 401: Employment 2016	401-3 Parental Leave	5.4	Diversity and Non-discrimination, p. 43
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	5.2	Health and Safety, p. 38-39
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	5.2	Health and Safety, p. 38-39
	403-3 Occupational Health Services	5.2	Health and Safety, p. 38-39
	403-4 Worker Participation, Consultation, and Communication on occupational Health and Safety	5.2	Health and Safety, p. 38-39
	403-5 Worker Training on occupational Health and Safety	5.2	Health and Safety, p. 38-39
	403-6 Promotion of Worker Health	5.2	Health and Safety, p. 38-39
	403-8 Workers covered by an occupational Health and Safety Management System	5.2	Health and Safety, p. 38-39
	403-9 Work-related injuries	5.2	Health and Safety, p. 38-39
	403-10 Work-related ill Health	5.2	Health and Safety, p. 38-39

Training and Development			
GRI 404: Training and Education 2016	404-1 Average Hours of training per Year per Employee		5.3 Training and Development, p. 40 <i>Further KPIs in development</i>
	404-2 Programs for upgrading employee Skills and Transition Assistance Programs		5.1 Workplace, p. 36 5.3 Training and Development, p. 40
	404-3 Percentage of Employees receiving regular Performance and Career Development Reviews		5.3 Training and Development, p. 40
Own KPI	- Financial Investments in Training - Open Training Request Policy		5.3 Training and Development, p. 41
Diversity and Non-discrimination			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of Governance Bodies and Employees	5.4 Diversity and Non-discrimination, p. 43
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective Actions taken	5.4 Diversity and Non-discrimination, p. 42
Own KPI	- Discrimination Cases reported - Certified for equal Pay L&M-Aba-R Audit		5.4 Diversity and Non-discrimination, p. 42
RESPONSIBLE BUSINESS PRACTICES			
Ethics, Integrity, and Compliance			
Own KPI	- Corruption Cases reported - Compliance Violations recorded - Fines or Sanctions imposed - Development of mandatory Customer Satisfaction Surveys		7.1 Ethics, Integrity, and Compliance, p. 54
Responsible Supply Chains			
GRI 414: Supplier Social Assessment 2016	414-1	New Suppliers that were screened using social Criteria	<i>The data collection process is currently being prepared and will be published in the next report.</i>
	414-2	Negative social impacts in the Supply Chain and Actions taken	
Own KPI	- Supplier onboarding ESG Questionnaire - Targeted Supplier Audits - ESG Project launched with OST University of Applied Sciences		7.2 Responsible Supply Chains, p. 56-57
Product and Material Compliance			
Own KPI	- Percentage of Products with CE/UL Certification - Maintained ISO Certifications - SEMI Standards for Products		7.4 Product and Material Compliance, p. 60
ICT Security			
GRI 418: Customer Privacy 2016	418-1	Substantiated Complaints concerning Breaches of Customer Privacy and Losses of Customer Data	7.3 ICT Security, p. 59
Own KPI	- Managment of IT Security - Number of Cyber Threats detected and prevented - Number of Customer Complaints		7.3 ICT Security, p. 58-59

9 APPENDIX / GLOSSARY

EAG	Evatec AG, Truebbach, Switzerland.
SSO	Sales and Service Organizations of Evatec.
SBTi	The Science Based Targets initiative (SBTi) is a global organization that supports compa- nies in setting science-based climate targets. These targets are aligned with the findings of the Intergovernmental Panel on Climate Change (IPCC) and aim to ensure that compa- nies contribute to limiting global warming to below 1.5 °C.
Scope 1	Direct Emissions from owned or controlled sources.
Scope 2	Indirect Emissions from purchased electricity, steam, heating or cooling.
Scope 3	All other indirect emissions in the value chain.
ISO	International Standard Organization (ISO) business certification.
ISO 9001	Business processes and quality management system.
ISO 14001	Environmental management system.
ISO 45001	Management processes for health and safety at work.
TBB Immobilien	Evatec AG's building and facilities management company in Trübbach, Switzerland
Neosys	Neosys AG is a Swiss consulting firm that specializes in sustainability, safety, and legal compliance. Neosys is our external partner for the Sustainability Report.
GRI 201-1	GRI 201-1: Direct Economic Value Generated and Distributed is a disclosure under the Global Reporting Initiative (GRI) Standards, specifically part of GRI 201: Economic Perfor- mance. It helps organizations report on how they create and distribute economic value to stakeholders.
CE	EU CE marking means Conformité Européenne / European Conformity and is a certifica- tion mark that indicates a product complies with EU safety, health, and environmental protection standards.
UL	Underwriters Laboratories, a globally recognized independent safety certification organi- zation based in the United States.
SEMI	SEMI refers to Semiconductor Equipment and Materials International, which publishes global standards for semiconductor manufacturing.
L&M-Aba-R	L&M-Aba-R® is a certified method developed by Landolt & Mächler Consultants AG for conducting equal pay analyses in Switzerland. It's designed to ensure compliance with the Swiss Federal Constitution and the Gender Equality Act (GIG), which mandates equal pay for equal work between men and women.
EnAW	Energie-Agentur der Wirtschaft (Energy Agency of the Economy), a Swiss organization founded in 1999 by business associations to help companies improve energy efficiency and reduce CO ₂ emissions.
VSoTr	CH VSoTr stands for Verordnung über Sorgfaltspflichten und Transparenz — the Swiss Ordinance on Due Diligence and Transparency in the areas of conflict minerals and child labor.
TÜV SÜD	TÜV SÜD is a globally active testing, inspection, and certification company headquarte- red in Munich. With over 25,000 employees in around 50 countries, TÜV SÜD supports companies in ensuring quality, safety, and sustainability throughout their entire value chain.
RoHS	The EU RoHS Directive restricts the use of certain hazardous substances in electrical and electronic equipment.
REACH	The REACH Regulation is the central EU regulation for the management of chemicals. It requires companies to collect and manage information on the properties and risks of the chemical substances they use.

