



SUSTAINABILITY REPORT 2025

Technology with Responsibility

Imprint

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EVATEC SUSTAINABILITY REPORT 2025

General information

This Sustainability Report presents Evatec’s environmental, social, and governance (ESG) performance for the 2025 reporting year with reference to the Global Reporting Initiative (GRI).

The report is published by Evatec AG, headquartered in Truebbach, Switzerland. While some sections focus specifically on the activities and performance of Evatec AG, others reflect the company’s global operations and overarching corporate strategies.

To support readability, a glossary is provided in the appendix, explaining the abbreviations and technical terms used throughout the report.

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1 MESSAGE FROM THE CEO





Andreas **Waelti**
CEO



1 Message from the CEO

Dear stakeholders,

Sustainability has always been closely linked to Evatec’s purpose through our vision to deliver thin film deposition solutions enabling technologies that support consumer devices used by millions of people around the globe. We prioritize making our systems more compact, resource- and energy-efficient.

As sustainability requires long-term dedication and continuous improvement, many of the commitments, priorities, and initiatives outlined in our first Sustainability Report remain just as relevant today as they did 12 months ago. In this report I am pleased to highlight a number of areas where we have made good progress. A significant milestone that reinforces our commitment to climate action is the successful validation of our Scope 1, 2 and 3 targets by the Science Based Targets initiative (SBTi).

Our second report enables us to compare our performance over time and assess the impact of our actions. Good data quality remains fundamental to meaningful sustainability management, and during 2025 we further enhanced the traceability and reliability of our data following the implementation of a new ERP platform. This stronger information base supports better decision-making, helps us focus our efforts where they matter most, and reinforces our commitment to continuous improvement across our business.

Enhancing the efficiency of our products during customer operation remains one of our most important sustainability priorities. More than 90% of our greenhouse gas emissions are associated with the use of our products sold, making product innovation our greatest opportunity to reduce emissions. Through ongoing investments in research and development, we will continue to enhance the performance and efficiency of our systems.

In addition to climate action, we remain committed to responsible business conduct, ethical behavior, employee wellbeing, and sustainable supply chain management as essential pillars of our sustainability strategy.

I am encouraged by the progress reflected in this report but know that the challenges ahead to meet and exceed our targets require innovation, collaboration, and long-term commitment. As part of this commitment, I am also pleased to announce the appointment of a dedicated “Project Leader Sustainability” working closely with executive management to coordinate activities across our company and support the delivery of our sustainability objectives.

Finally, I would like to thank our employees, customers, suppliers, and partners for their continued trust and support. While much work remains ahead of us, the progress outlined in this report gives us confidence that we are moving in the right direction.

Andreas Waelti
CEO and Co-Founder

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 locations in Europe, Asia, and North America, we provide comprehensive global support with local expertise.

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.

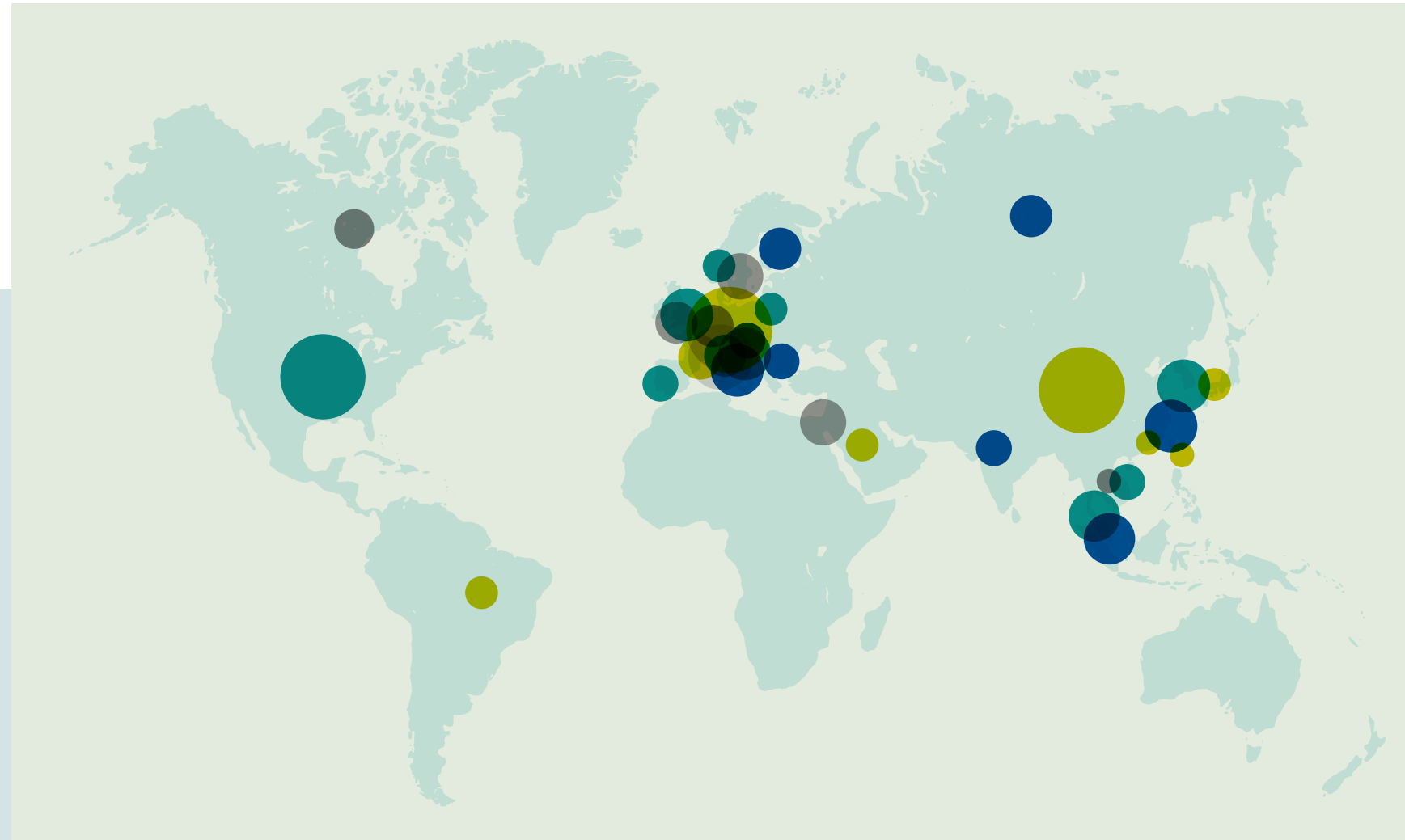
Every day, hundreds of millions of people benefit from devices made possible by Evatec's thin film know-how. ”

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 Evatec's products are coordinated from its headquarters in Switzerland and supported by a global network of sales and service organizations across 15 locations, including the USA, Germany, China, Taiwan, Malaysia, Singapore, and Japan. Local sales, service, and process specialists provide installation, training, technical support, upgrades, and relocation services, helping customers maintain high equipment availability and production performance throughout the product lifecycle.



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

15 locations

Including USA, Germany, China, Taiwan, Malaysia, Singapore, and Japan

2.3 Sustainability Strategy and Objectives

Sustainability strategy

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. Improved process control hardware and software have enabled more accurate layer thickness control, enhanced film thickness uniformity, and better run-to-run repeatability. As a result, customers may reduce the consumption of valuable materials during the operation of Evatec equipment. Environmentally friendly end-of-life disposal has also been considered as part of the initial product design process at Evatec.



Science Based Targets initiative (SBTi) validated goals

To further strengthen its climate strategy, Evatec joined the SBTi¹. The company's emissions reduction targets and associated action plan were submitted and validated in May 2025. Further details are provided in Chapter 6.2.

ISO 14001 certification

Evatec has been ISO² 14001 certified since 2014. The internationally recognized environmental management standard supports the systematic management of environmental aspects and the continuous improvement of environmental performance. Independent external audits regularly assess compliance with the standard and contribute to the ongoing development of Evatec's environmental management practices to reach our environmental goals.

The successful validation of our emissions reduction targets by SBTi marks an important milestone in our climate strategy.



Sustainability focus areas: products and operations

Evatec is currently focusing on sustainability improvements in both its products and the facilities at its headquarters in Truebbach. Two priority areas have been identified related to our products, and a third one for our own operations.



Improving system efficiency

Development activities focus on reducing resources and energy consumption during operation. These improvements can help lower operating costs for customers while reducing the environmental impact associated with the use of Evatec equipment.



Reducing system footprint

Reducing the physical footprint of equipment can lower material requirements during manufacturing and simplify transportation and installation. Smaller systems can be integrated more easily into existing production environments and reduce cleanroom space requirements, contributing to lower energy consumption and operating costs during initial manufacturing at Evatec and then operation at customer facilities.



Own operations

Evatec has initiated a project in collaboration with TBB Immobilien AG³ to install a photovoltaic system at its headquarters. The project is expected to increase the share of renewable electricity used at the site, with planned annual generation equivalent to approximately 10% of Evatec AG's current electricity consumption.



During 2025, the project reached an important milestone with the commencement of photovoltaic installation activities. As implementation is still in its initial phase, limited progress data is available for the reporting year. The project timeline is currently under review, with completion expected by the end of 2026.

¹ The Science Based Targets initiative (SBTi) is a global organization that supports companies in setting greenhouse gas emission reduction targets.
² International Organization for Standardization is an independent group creating quality guidelines.
³ TBB Immobilien AG is our building and facilities management company.

2.4 Company Leadership

Mission, Vision and Values

The Executive Board – Meet the Team



Andreas Waelti
Chief Executive Officer (CEO)
and Co-Founder



Carlo Tosi
Chief Technology Officer (CTO)



Patric Schoch
Chief Financial Officer (CFO)



Ralph Zoberbier
Chief Market Officer (CMO)



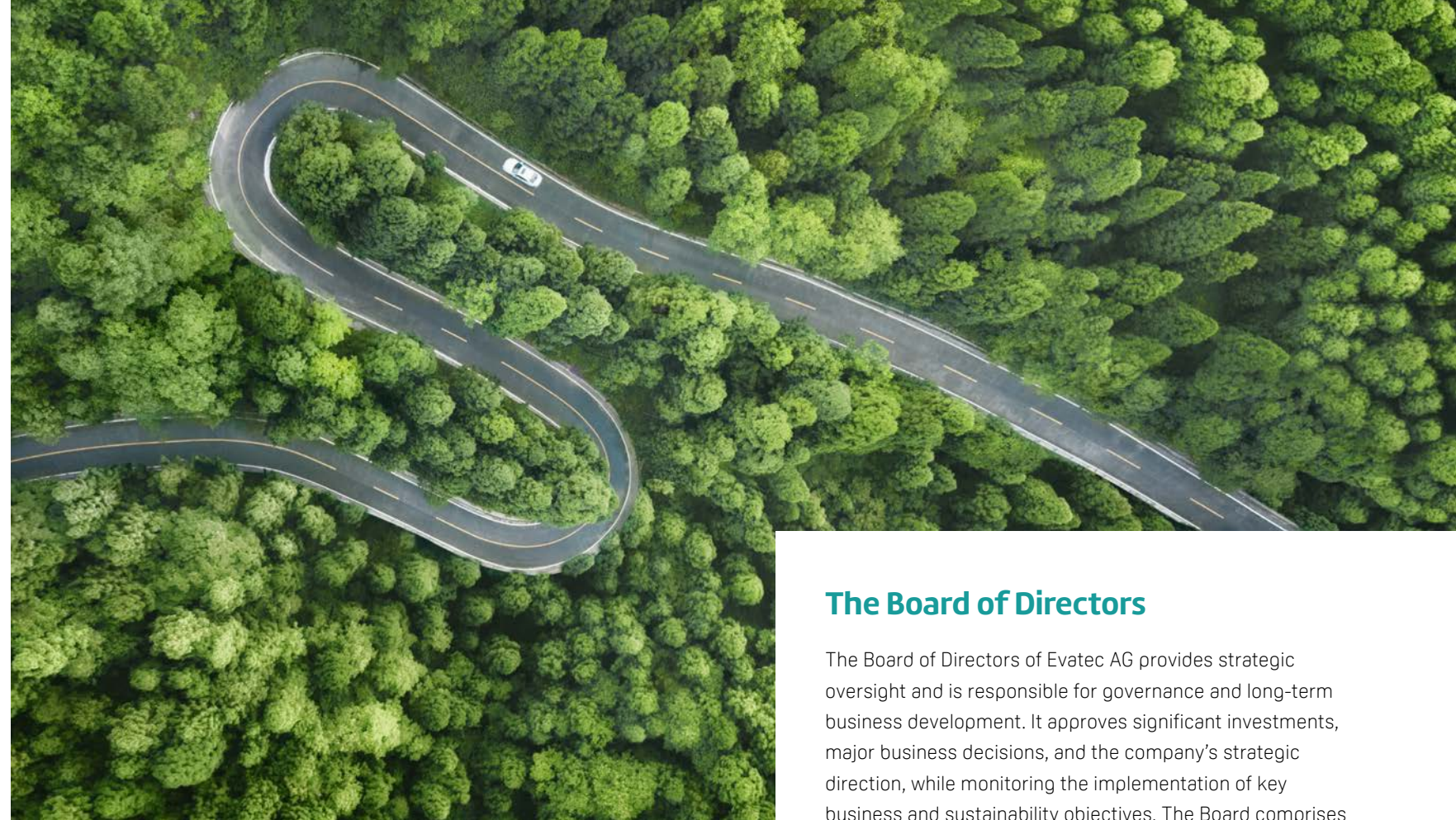
Stefan Marxer
Chief Operations Officer (COO)



Andreas Meyer
Chief Information Officer (CIO)



Marco Beutler
Chief Human Resources Officer (CHRO)



The Board of Directors

The Board of Directors of Evatec AG provides strategic oversight and is responsible for governance and long-term business development. It approves significant investments, major business decisions, and the company's strategic direction, while monitoring the implementation of key business and sustainability objectives. The Board comprises four members with experience spanning technology, industrial leadership, entrepreneurship, and corporate governance:

- **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. While the Board currently does not include gender diversity, its members bring a broad range of professional experience and perspectives. The Board 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.

The Executive Board

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 combines extensive experience in thin film technology, manufacturing, and business management. Drawing on more than 150 years of combined industry experience, the team is responsible for defining and implementing the company's strategy, overseeing operational performance, and supporting the long-term development of the business in line with Evatec's vision, mission, and values.

Environmental Social Governance (ESG)
Organizational Structure



Sustainability considerations are integrated into Evatec’s business operations and decision-making processes. To manage sustainability-related topics effectively, the company has established a defined organizational structure with clear responsibilities covering areas such as supply chain management, human resources, environmental management, and health and safety.

The cross-functional team coordinates external enquiries from customers, suppliers, and authorities, supports compliance with applicable legal requirements, and oversees sustainability-related reporting and activities across the organization. Evatec is supported in these efforts by Neosys AG, an external consultancy specializing in sustainability and corporate responsibility matters.

Certification

Evatec holds multiple ISO business certifications. These include 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. ISO certifications provide a structured framework to ensure clear responsibilities, defined processes, and the competencies required to consistently meet customer expectations.



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 and drive innovations within the megatrends for Energy Efficiency, Connectivity & Mobility, Data Processing and Smart Sensing.

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 defines the standards of responsible and ethical behavior expected from employees and business partners. It is binding throughout the organization and was last revised in 2024.



2.5 Risk Management

Effective risk management helps Evatec identify potential threats at an early stage, assess their potential impact, and implement appropriate mitigation measures. This helps to reduce the potential impact of risks on our business activities.



Enterprise risk management and business continuity



Evatec manages risks through a structured process overseen by the CFO. Identified risks are documented, assessed, and assigned appropriate mitigation measures, such as process adjustments and training programs. Risks are reviewed regularly with the CEO and discussed with the Board of Directors, supporting oversight and informed decision-making at both executive and board level.

Our risk management processes are designed to meet applicable legal requirements and include regular review and updating of risk assessments.

In addition to the central risk register, each department maintains its own risk register and is responsible for identifying, assessing, and mitigating risks within its area of responsibility.

To strengthen organizational resilience, Evatec has established a Business Continuity Plan. The plan defines measures to maintain critical business operations and supports the recovery of key processes following disruptive events, helping to minimize operational impacts.

Managing climate-related and geopolitical risks

Evatec recognizes the increasing importance of climate-related risks and the potential impacts of geopolitical and regulatory developments on our business. We use scenario analyses to assess climate-related risks, including energy supply volatility, resource scarcity, and evolving regulatory

requirements for low-carbon manufacturing. To strengthen our resilience to geopolitical and financial risks, we diversify our sourcing, expand regional supplier networks, and use financial instruments to manage foreign exchange exposure.

Key activities during 2025

In 2025, Evatec strengthened its risk management framework by implementing a centralized risk management platform, which also covers environmental considerations. The platform provides a company-wide overview of identified risks including their category, potential impact, likelihood, and expected development over time.

Each risk is assigned to an owner who is responsible for continuously monitoring the risk, implementing mitigation measures, and keeping its status up to date within the platform. This improves transparency, supports consistent risk prioritization, and enables more informed decision-making across the organization.



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 identify the sustainability topics most relevant to the company and its stakeholders.

The double materiality assessment considered both the impacts of Evatec's activities on people and the environment ("impact materiality") and the financial risks and opportunities arising from sustainability matters ("financial materiality"). Key topics were systematically evaluated based on corporate strategy, Global Reporting Initiative (GRI) guidelines, industry expertise, and incorporated the perspectives of employees, suppliers, customers, investors, authorities, research institutions, and competitors.

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.

Our sustainability report is prepared with reference to the GRI Standards to ensure transparency and comparability. This sustainability report is structured around the results of the materiality assessment, with dedicated chapters for each material topic including the corresponding management approach and metrics where applicable. Evatec will continue to publish its sustainability report annually to inform stakeholders about progress and challenges.

The following topics were evaluated:



Marketplace and Innovation

See Chapter 4

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



Workplace

See Chapter 5

- Employee Engagement
- Health and Safety
- Training and Development
- Diversity and Non-Discrimination



Environment

See Chapter 6

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



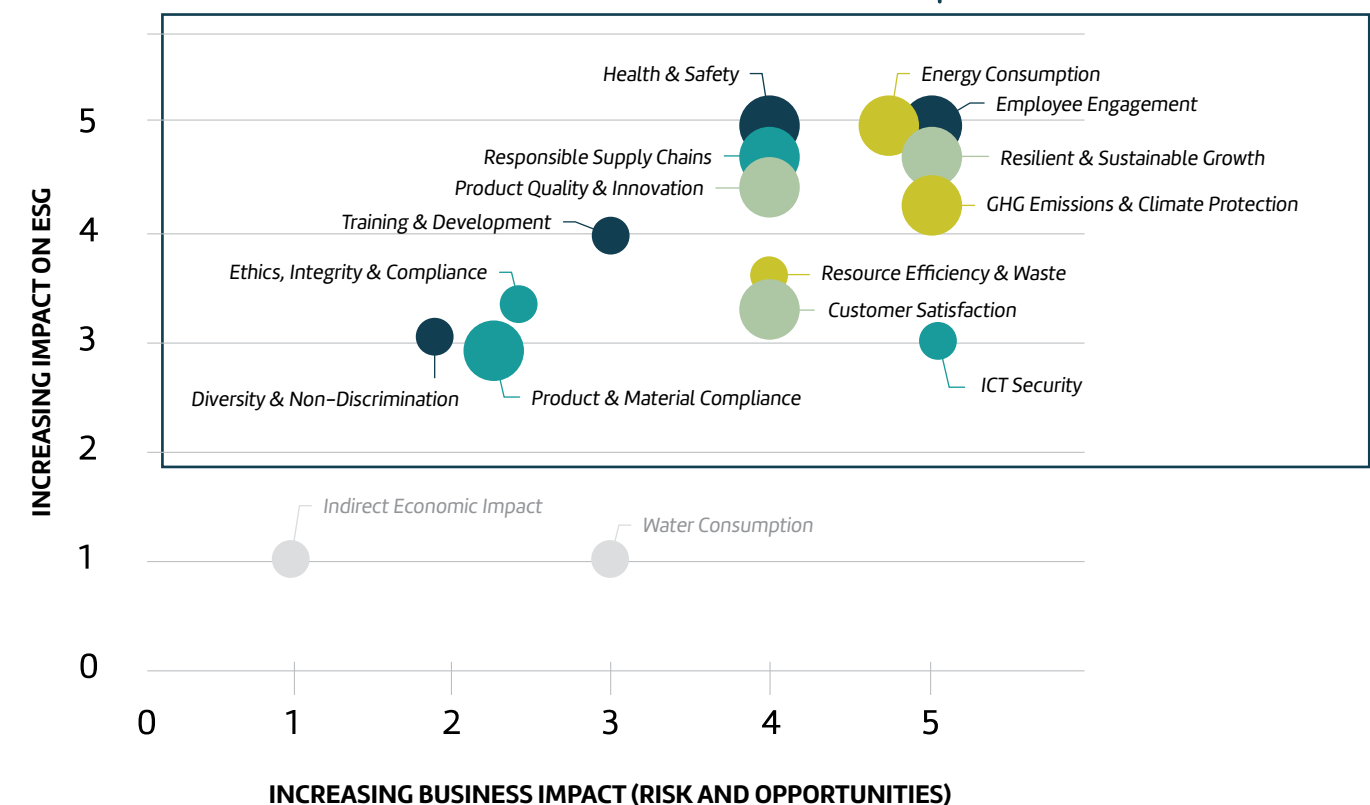
Responsible Business Practices and Compliance

See Chapter 7

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

Material topics covered in this report are highlighted in the top-right quadrant

Material topics



4 MARKETPLACE AND INNOVATION



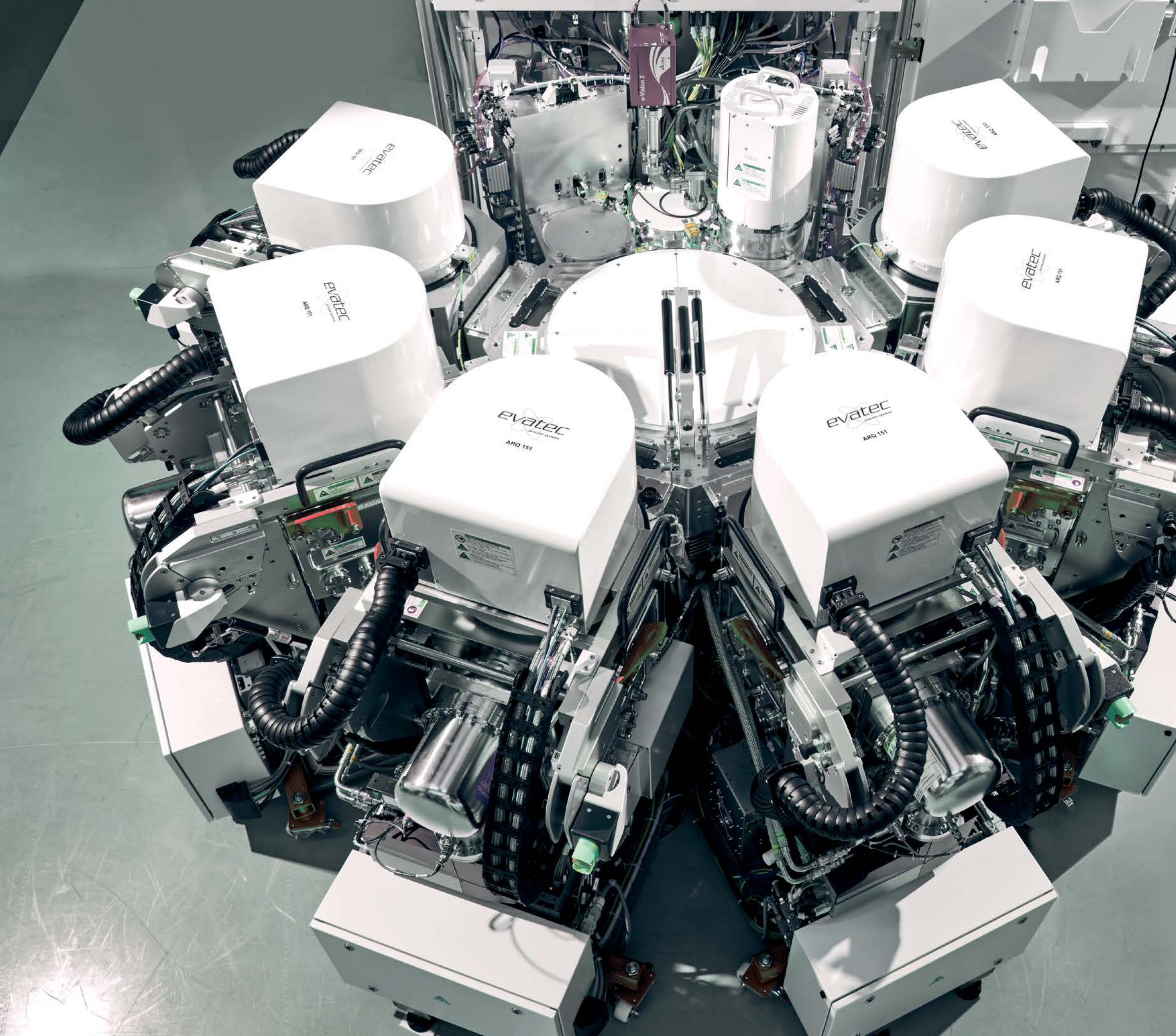
During 2025, strategic focus on resilient and sustainable growth continued to guide our operations and innovation activities.

As a supplier to the global semiconductor industry, we enable technologies that shape the future 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 operations to the wider long-term success of our partners and customers.

A key initiative started in 2024 was the development of a new software platform for our manufacturing systems. Expected to be launched in 2026, our solution aims to deliver the increasing production tool flexibility and customization required to support customers in the market, while maintaining maximum resilience amid geopolitical tensions and cybersecurity threats.

**Our responsibility extends
beyond our own operations
to the long-term success of
our customers and partners.**”



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.

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

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 2025 reflects the company's direct economic performance and forms an important foundation for the sustainable development of its business activities.

Market conditions remained challenging during the majority of 2025 resulting in continued strong price and delivery competition. We responded with continued product differentiation, focusing on throughput, process and 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 with their new approaches to automated substrate handling continue to offer competitive advantage through both throughput and yield, whilst decreasing operational energy consumption compared with conventional evaporators.

4.2 Product Quality and Innovation

Product quality is a key factor in Evatec's long-term success and directly influences customers' product manufacturing capability. This may include the consistency of the products they manufacture, the uptime of their complete manufacturing lines, or 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.



“**Evatec invests approximately 15% of its net sales in research and development each year.**”

Our commitment to quality and safety is reflected in the comprehensive certification of its products and management systems. All systems carry CE and/or UL markings and are designed to comply with relevant customer requirements and industry standards, including SEMI S2, SEMI S8, SEMI S10, and SEMI F47 for the semiconductor industry.

Research, development and innovation

Innovation drives our efforts to develop sustainable solutions for today's and tomorrow's challenges. Through continuous research and development, the company aims to improve the efficiency of its products and operations, helping to reduce

emissions, optimize resource use, and lower operating costs. Evatec invests approximately 15% of its net sales in research and development each year, supporting technological innovation and maintaining high product performance.

Effective system operation also depends on specialist expertise. To support this, Evatec provides training and knowledge development opportunities for both employees and customers. In 2025, we conducted 276 customer training days, strengthening customer capabilities through practical, hands-on learning. In parallel, Evatec's own Field Service Engineers received intensive training over 288 man-days.

4.3 Customer Satisfaction

Customer satisfaction is an important part of our corporate philosophy and central to our long-term success. By understanding and addressing customer requirements, the company builds long-term relationships based on trust, transparency, and reliability.

Data confidentiality

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.

	2024	2025
Customer satisfaction	3.8 / 5	4.2 / 5
On time delivery	94%	67%
Training days for customers	310	276

Customer satisfaction metrics

Several indicators are used to monitor the quality of Evatec’s products and services. Customer feedback is systematically collected following service visits to monitor service quality and identify opportunities for improvement. In 2025, Evatec achieved an average customer satisfaction score of 4.2 out of 5, an improvement compared with the previous year. This improvement reflects initiatives undertaken during the year to strengthen on-site customer engagement, enabling a better understanding of customer needs, faster response times, and earlier identification of improvement opportunities.

Customer feedback is actively reviewed and followed up. Low satisfaction scores trigger direct engagement by regional management to better understand customer concerns and define appropriate corrective actions. Exceptional customer feedback is recognized internally, acknowledging the contribution of local Sales and Service Organizations and on-site technicians in delivering a positive customer experience.

In addition, on-time delivery is monitored as a key performance indicator and was 67% in 2025. This reflects the temporary impact of the introduction of a new ERP system and associated migration activities at the start of the year. Following the stabilization of processes, the on-time delivery performance improved steadily throughout the year and reached levels of approximately 70-80% during the second half of the year.

Key activities during 2025

During 2025, Evatec scaled up its customer ramp-up support services. The service provides hands-on support from experienced engineers during the critical start-up phase, helping to accelerate qualification processes, optimize equipment performance, and resolve issues at an early stage. Support includes assistance with tool qualification, production ramp-up, customer-specific process adjustments, and rapid troubleshooting. Depending on customer requirements, the service is provided either on site or through dedicated support hotlines and is available for both newly installed and relocated equipment.

By supporting customers during the early stages of operation, ramp-up support aims to help reduce downtime, improve equipment efficiency, and strengthen customer teams’ know-how through knowledge transfer and training.



5 WORKPLACE

Attracting and retaining qualified professionals is an increasing challenge across many industries. Evatec is committed to providing an engaging work environment where individuals can contribute to technologies that support important global and industry developments.

Employees benefit from an international and multicultural work environment with flat hierarchies and an open culture. Teams work across countries and functions, enabling the exchange of knowledge, perspectives, and expertise while broadening both personal and professional horizons.

Employee development is supported through a range of training programs and workshops. New employees receive fundamental training covering our corporate culture, key processes, and our quality, health, safety, and environmental (QHSE) requirements.

In addition, employees have access to further education and training, which 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 needs.



“ Ideas from all employees are always welcome.”

5.1 Employee Engagement

Employee engagement is an important element of our workplace culture. Employees are encouraged to share ideas and provide feedback, supporting the continuous development of the organization.

Employee satisfaction is assessed through the annual Employee Performance Appraisal process, which includes feedback given to the manager across seven categories related to the employee experience. In 2025, employees reported the highest levels of satisfaction with their workplace environment, including office and laboratory facilities, as well as with their day-to-day responsibilities. The greatest potential for improvement was identified in the areas of IT infrastructure and the digital workplace as well as internal communication, in general, within and between teams. The results support discussions between employees and managers and help identify areas of focus for future action. Evatec is currently evaluating measures to further strengthen performance in both areas.

Employees are also represented by an elected Workers Commission, which serves as a formal channel of communication with the Executive Board. The Commission helps ensure that employee perspectives are considered in company decision-making and provides a structured mechanism for consultation on workplace-related matters. Executive management informs the Workers Commission at least annually about the impact of business performance on employment and employees, with additional meetings taking place as needed to discuss relevant topics and concerns.



Key activities during 2025

In 2025, Evatec introduced a new Continuous Improvement Platform (CIP) that enables employees to submit ideas for improvements across the organization. Proposals are regularly reviewed by a cross-functional management team and, when approved, implemented through dedicated projects. The platform provides transparent feedback and status updates, ensuring visibility of progress and outcomes for all employees. By encouraging employee participation and capturing improvement ideas systematically, the platform supports a culture of continuous improvement across the company.

5.2 Health and Safety

Preventing workplace accidents and protecting employee health are key priorities for Evatec. The company’s occupational health and safety approach combines preventive safety measures, emergency preparedness and response, as well as continuous learning from accidents and near misses to reduce workplace risks.

Preventive safety measures

Preventing workplace accidents starts with ensuring that employees understand workplace hazards and the measures required to work safely. All employees receive safety training when joining the company and are expected to comply with established safety requirements. Compliance with these requirements is monitored through regular internal audits and annual ISO audits. In addition, workplace organization and safety standards are reviewed through periodic 5S audits across various departments throughout the year.

Workplace assessments are carried out regularly to identify potential hazards and opportunities for improvement. Targeted measures have been implemented based on the findings, including enhancements to assembly workstations aimed at further improving workplace safety and ergonomics.

Personal protective equipment, such as safety shoes and safety goggles as well as gloves, are provided where required and form an additional safeguard against workplace injuries.

Emergency preparedness

Evatec aims to conduct evacuation drills on an annual basis to test emergency procedures and help ensure that employees understand how to respond appropriately in emergency situations, contributing to the reduction of injury risks. The drills are organized and executed by the Evacuation team, whose members receive regular training to maintain their emergency response capabilities.



Emergency response and first aid

Emergency response capabilities are supported by an internal occupational first aid service that provides immediate assistance in the event of workplace accidents or medical emergencies. To strengthen internal emergency response capabilities, 11 employees successfully completed the First Aid Level 1 IVR training in 2025.

Well-equipped first aid stations are maintained across the site, with equipment regularly inspected and updated as needed. Trained first aid responders are available to provide immediate support in emergencies.

To maintain a high level of preparedness, the first aid team receives regular training from external specialists, including the Samariterverein Wartau. In 2025, a total of 10 training sessions were conducted, combining theoretical refreshers with practical exercises to strengthen emergency response capabilities.

Near-miss management and continuous improvement

In addition to preventive measures, Evatec uses near-miss reporting to identify potential hazards and strengthen workplace safety. A near miss is defined as an incident that does not result in harm but could have led to an injury under slightly different circumstances. Such incidents are required to be reported promptly to the Head of QHSE. Each case is analyzed, documented, and followed by appropriate risk mitigation measures. The findings support the continuous improvement of occupational safety and are shared across the organization to raise awareness of potential hazards and prevent similar incidents.

Health and safety metrics

In 2025, no work-related fatalities, no work-related injuries with severe consequences and no work-related illnesses were recorded. One minor work-related injury, related to a logistics handling activity during warehouse operations, was reported. The incident was documented, investigated, and followed up with appropriate corrective actions.

Key activities during 2025

In addition to workplace safety measures, Evatec continues to invest in facilities that promote employee health, employee wellbeing, and workplace support. During the reporting year, Evatec commenced a major renovation of one of its medical rooms. Once completed, the upgraded facility will provide dedicated infrastructure for first aid and the treatment of minor medical incidents, further supporting occupational health and safety at the site. The facility is expected to become operational in 2026.



Safety first

	2024		2025	
	Employees	Workers who are not employees	Employees	Workers who are not employees
Fatalities due to work-related injuries	0	0	0	0
Work-related injuries with severe consequences	0	0	0	0
Work-related injuries	6	0	1	0
Work-related illness	0	0	0	0

5.3 Training and Development

Well-trained and highly qualified employees are a key factor in our long-term success.

The company supports continuous professional and personal development through training, education, and skills development initiatives. By investing in employee learning and expertise, Evatec strengthens individual career opportunities while building the capabilities needed to support innovation, operational excellence, and sustainable business growth.

Employees have access to a wide range of internal and external training and development opportunities and can request additional training aligned with their professional needs and responsibilities.

Training and development metrics	2024	2025
Average training hours per employee ¹	23.3	24.7
Proportion of employees undergoing an annual review	100%	100%

¹ Includes apprentices and excludes degree programs.

” Investing in our people is the basis for success.

100%

Percentage of employees receiving an annual performance and career development review



Key activities during 2025

Compared with industry peers of a similar size, Evatec continues to invest significantly in employee learning and development. In 2025, more than 300,000 CHF has been invested in training, education and professional development aimed at strengthening employees' skills and supporting their ability to adapt to evolving technologies, changing business needs and future workforce requirements. This represents a substantial increase compared with the previous year and is reflected in a higher average number of training hours per employee.

A key milestone during the reporting year was the introduction of a comprehensive leadership development program. The program provides tailored learning pathways for different

management levels, helping leaders strengthen their capabilities, enhance organizational performance and foster a culture of continuous improvement.

In addition, Evatec launched a comprehensive Employee Development Plan to support individual growth and long-term employability. This program includes a structured development workbook featuring practical exercises, self-reflection tools, and a 360-degree feedback process. Combined with clearly defined career pathways, these resources empower employees to take ownership of their professional development while maintaining alignment with evolving job requirements and technological advancements.

5.4 Diversity and Non-Discrimination

Evatec recognizes that a diverse workforce strengthens creativity, problem-solving, and business performance. In 2025, Evatec AG employed 369 staff members and worked with 151 non-employed collaborators, bringing together employees with diverse backgrounds, experiences, and perspectives.

The company is committed to providing an inclusive and respectful workplace where discrimination of any kind is not tolerated. 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. No incidents of discrimination were reported in 2025.

Evatec's international presence and diverse workforce foster the exchange of perspectives, knowledge, and expertise across cultures. This diversity strengthens collaboration, enhances problem-solving capabilities, and supports innovation throughout the organization. Sales and Service Organizations in the USA, Germany, China, Taiwan, Malaysia, Singapore, and Japan connect employees across the global network, enabling effective cooperation and the successful delivery of projects worldwide.

Gender diversity

Gender diversity contributes to balanced decision-making and a broader range of perspectives within the organization, thus supporting innovation. Evatec is committed to providing equal opportunities and an inclusive work environment where all employees are treated with respect and can contribute to their full potential. The company encourages applications from all genders and, where possible, supports working arrangements that help employees balance professional and family responsibilities.

Evatec AG successfully passed the L&M-Aba-R¹ audit process for pay equity and received the corresponding certification. The audit confirmed compliance with the applicable requirements for equal pay.

¹ L&M-Aba-R[®] is a certified method developed by Landolt & Mächler Consultants AG for conducting equal pay analyses in Switzerland.

Employee metrics

WORKFORCE BY GENDER	2024	2025
Male	320	326
Female	31	42
Other / non-reported	0	1
Total	351	369

BOARD BY GENDER	2024	2025
Board of Directors, Male	4	4
Board of Directors, Female	0	0
Board of Directors, Other/non-reported	0	0
Total	4	4

WORKFORCE BY TYPE OF EMPLOYEE CONTRACT	2024	2025
Non-temporary, Male	294	310
Non-temporary, Female	29	39
Non-temporary, Other/non-reported	0	1
Temporary, Male	26	16
Temporary, Female	2	3
Temporary, Other/non-reported	0	0
Total	351	369

Employee metrics

WORKFORCE BY EMPLOYMENT LEVEL OR BY WORKING HOURS	2024	2025
Full-time, Male	285	286
Full-time, Female	23	29
Full-time, Other/non-reported	0	1
Part-time, Male	36	40
Part-time, Female	7	13
Part-time, Other/non-reported	0	0
Total	351	369

Evatec employs people almost equally across different age groups, creating a workforce with a broad range of experience and perspectives. This diversity supports generational knowledge transfer and fosters innovation.

WORKFORCE BY AGE GROUP	2024	2025
<30	86 ¹	86 ¹
30-50	158	172
>50	107	111
Total	351	369

¹ Including 19 apprentices

The company also supports employees during important life events.

NUMBER OF EMPLOYEES TAKING LEAVE / NUMBER OF EMPLOYEES ENTITLED TO LEAVE	2024	2025
Maternity leave	2/2	1/1
Paternity leave	12/12	7/7





6 ENVIRONMENT

6.1 Energy Consumption

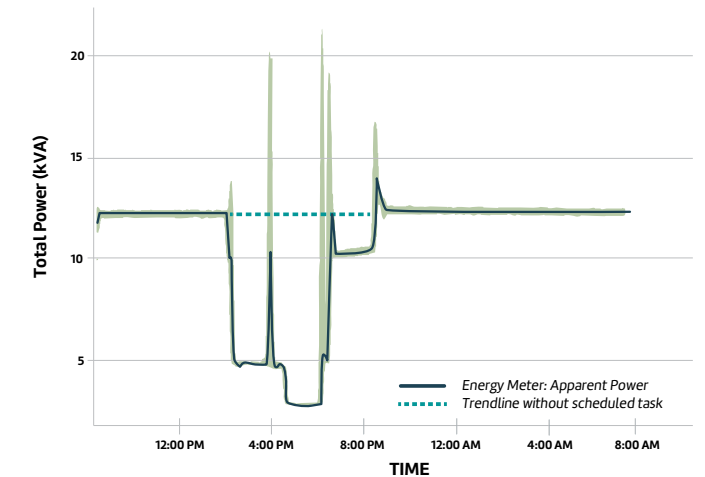
As a manufacturing company, and one that also operates its own equipment in a laboratory setting for the development of new processes, we are fully aware that our activities involve high energy consumption. We aim to keep energy usage as low as possible while maximizing the efficiency of our processes.

Pilot assessment: Operational energy efficiency of the BAK product line

As highlighted in our previous Sustainability Report, we launched a project to reduce energy consumption during the use phase of the BAK product line, our leading solution for selected applications in power electronics, wireless communications, LEDs, MEMS, and photonics. A roadmap identifying energy-saving opportunities has been established, and in 2025 several improvement measures were implemented, including scheduled tasks and ECO mode for vacuum pumps.

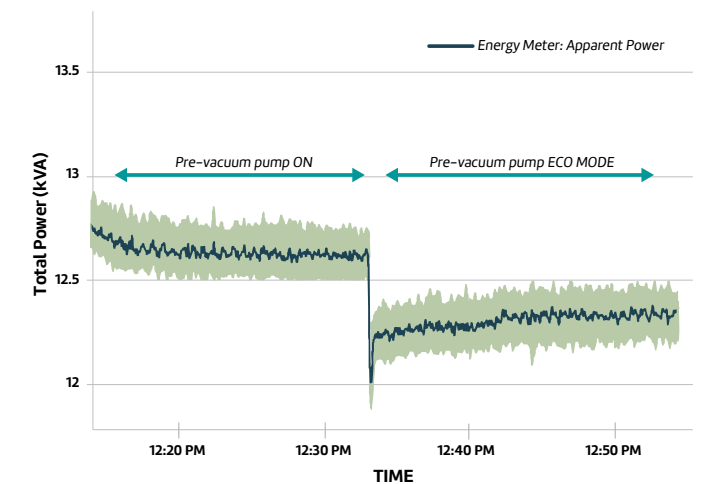
Scheduled tasks functionality

Scheduled tasks enable customers to define and automate shutdown, regeneration, and restart sequences for tool components such as cryogenic and turbomolecular vacuum pumps. To quantify the potential impact, we analyzed this functionality on a BAK 911E system. The example on the right illustrates the energy savings achieved during a seven-hour production standby period when the cryogenic pump, compressor, and turbomolecular pump are switched off and restarted using the scheduled tasks feature. In this configuration, energy consumption is reduced by up to 40 kWh. As larger systems contain multiple pump sets, the potential savings on a fully equipped Multi BAK 941E could be up to four times higher.



Eco mode for vacuum pumps

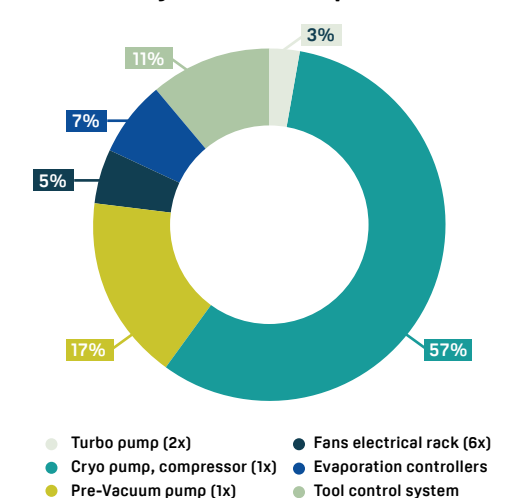
Another example to improve efficiency across the full BAK range is the automatic activation of ECO mode for pre-vacuum pumps after a defined period of inactivity. The pumps can also be configured to shut down completely when not in use. The figure on the right compares power consumption in standard operating mode with ECO mode, illustrating the potential for additional energy savings.



Outlook for further product efficiency

As our work progresses, we will provide updates on additional product energy efficiency initiatives in future Sustainability Reports. A key area of analysis has been standby power consumption across the BAK range. After identifying the system components that contribute most to standby power use (see graphic on the right), we are implementing measures to further reduce energy consumption. As standby power consumption varies depending on the tool type and installed components, the opportunities for optimization differ across systems.

Standby Power Composition



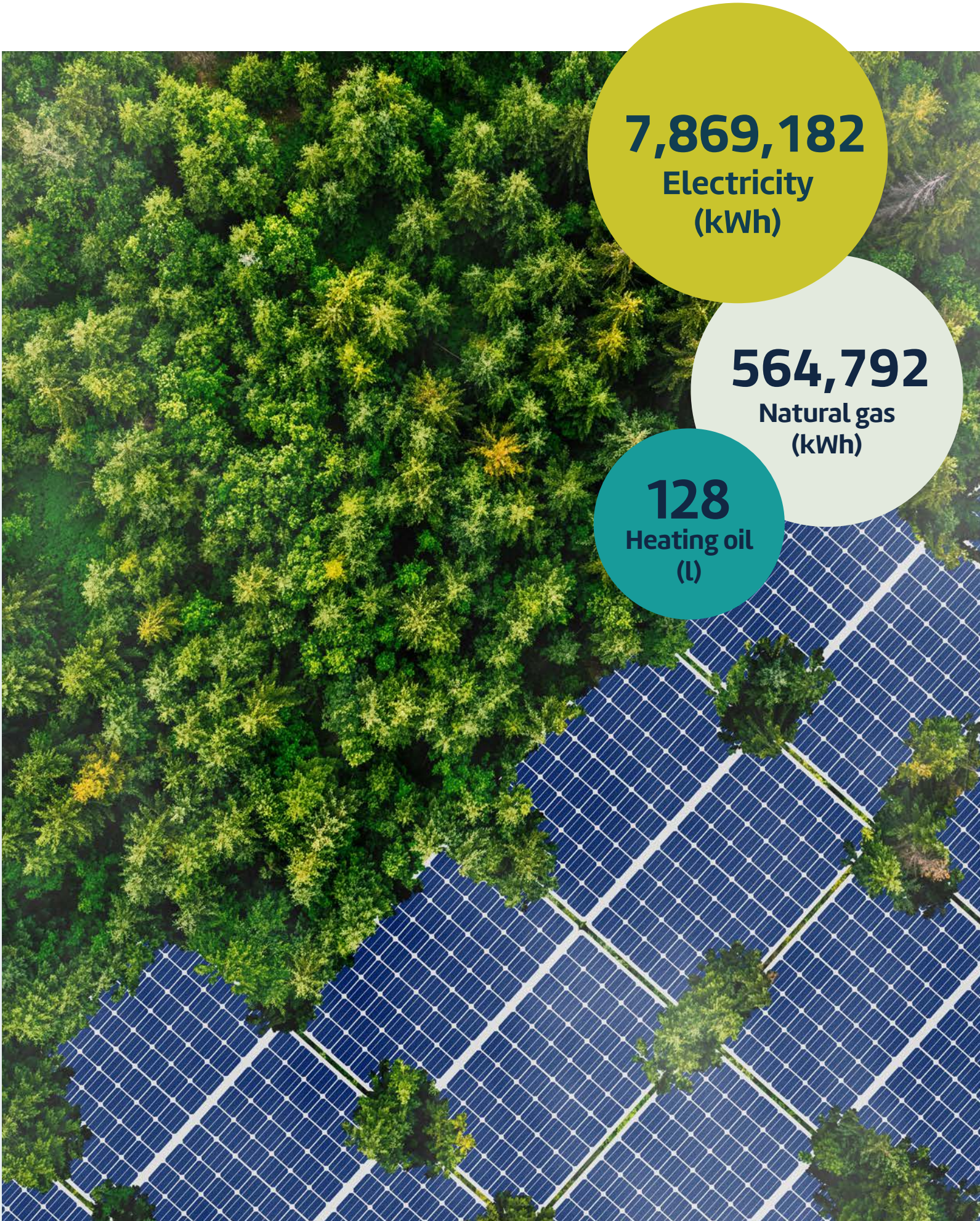
Large Energy Consumers initiative

Evatec participates in the EnAW¹ Large Energy Consumers initiative and contributes to measures to reduce energy consumption and improve energy efficiency of its own production sites. The certification received through this program reflects the company's progress and commitment to continuous energy performance improvement.

Energy consumption metrics within the organization²

	Unit	2024	2025	2025/2024
Electricity	kWh	8,678,418	7,869,182	-9%
Heating oil	l	217	128	-41%
Natural gas	kWh	715,988	564,792	-21%
Total energy consumption	MJ	33'828'142	30,367,190	-10%
Renewable energy consumption	MJ	-	2,937,148	-
Non-Renewable energy consumption	MJ	-	27,430,042	-
Energy intensity per employee	MJ	66,283	47,539	-28%

¹ Energie-Agentur der Wirtschaft (Energy Agency of the Economy), a Swiss organization to help companies improve energy efficiency and reduce CO₂ emissions.
² Metrics for 2024 currently cover only the Truebbach site. Selected comparative data for 2024 is not available, as this metric was not disclosed at the same level of detail in the previous reporting period. Data collection processes for other locations are being progressively enhanced.



6.2 Greenhouse Gas (GHG) Emissions and Climate Protection

SBTi target and base year calculation

Evatec decided to join the *Science Based Targets initiative (SBTi)*. Evatec’s near term targets with the aim of reducing absolute Scope 1 & 2 emissions by 42% and Scope 3 emissions by 25% by 2030 have been officially validated by the SBTi in May 2025.

Base year calculations of the greenhouse gas emissions have been conducted for the base year 2022. The results show that our emissions were 374 tCO₂e in Scope 1, 66 tCO₂e in Scope 2 using a market-based approach¹ and 1,204,525 tCO₂e in Scope 3. This means that 99.9% of our total emissions are Scope 3.

The base year data was subject to a limited recalculation following improvements in data quality, data availability, and calculation methodology. The updated figures provide a more accurate representation of Evatec’s emissions profile and enhance the consistency and reliability of year-on-year comparisons. The recalculation resulted in a change of less than 5% in total base year emissions and therefore did not trigger a formal base year recalculation under the applicable target-setting requirements.

Climate transition plan

Evatec is currently developing a comprehensive climate transition plan, which will be disclosed in future reports. The key decarbonization levers outlined on the right side have already been identified and will form the foundation of our climate transition strategy.

99.9% of our greenhouse gas emissions are Scope 3 emissions.

Measures to reduce Scope 1 & 2 emissions	Measures to reduce Scope 3 emissions
» Transition of the company-owned vehicle fleet to lower CO₂ mobility » Replacement of the fossil-fuel-powered heating boiler	» Analysis of transport and distribution efficiency in upstream and downstream processes » Increase product energy efficiency (e.g. reducing standby power consumption)

¹ Scope 2 emissions using the location-based approach amounted to 226 tCO₂e in the base year 2022.

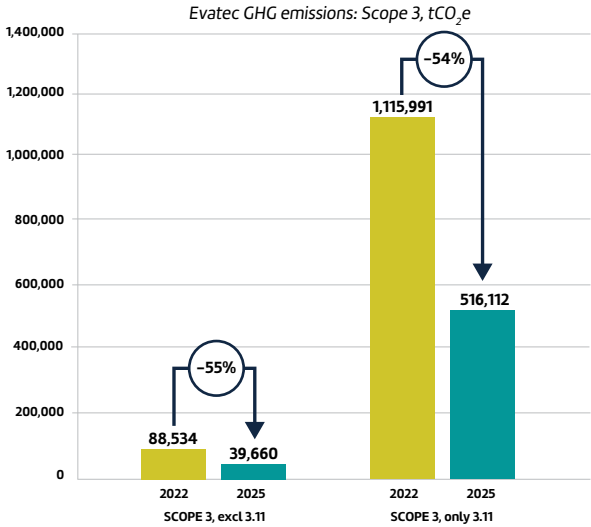
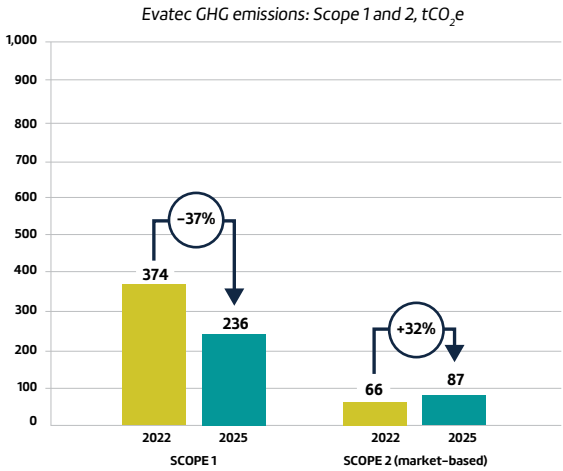
Climate metrics

	2022 ¹ in tCO ₂ e	2025 in tCO ₂ e	2025/2022 in %
Total Scope 1	374	236	-37%
Total Scope 2 (Location-based)	226	230	2%
Total Scope 2 (Market-based)	66	87	32%
3.1 Purchased Goods and Services	65,017	29,647	-54%
3.2 Capital Goods	6,276	2,307	-63%
3.3 Fuel- and Energy-Related Activities	197	156	-21%
3.4 Upstream Transportation and Distribution	15,407	5,905	-62%
3.5 Waste Generated in Operations	53	44	-17%
3.6 Business Travel	1,000	1,088	9%
3.7 Employee Commuting	573	504	-12%
3.8 Upstream Leased Assets	0	0	-
3.9 Downstream Transportation and Distribution	7	6	-14%
3.11 Use of Sold Products	1,115,991	516,112	-54%
3.12 End-of-Life Treatment of Sold Products	3	2	-33%
Total Scope 3	1,204,525	555,772	-54%
Total Scope 1,2 (Location-based), 3	1,205,125	556,237	-54%
Total Scope 1,2 (Market-based), 3	1,204,965	556,095	-54%

¹ Base year emissions have been updated to reflect improved data quality and refined calculation methodologies. The resulting change in total emissions was 2% and therefore does not constitute a material base year recalculation. In line with the operational control approach of the GHG Protocol, natural gas used for heating is now reported under Scope 1 rather than Scope 3, resulting in a reallocation of emissions between categories.



Greenhouse gas emissions inventory:
Evatec 2022 & 2025, tCO₂e



Key activities during 2025

Evatec placed a clear focus on improving data quality in 2025. A key milestone was the successful implementation of a new ERP system, which provides a strong foundation for consistent, transparent, and reliable sustainability data. While significant progress has been made, further enhancing data quality and reporting processes will remain an important focus in the years ahead.

Scope 1 emissions decreased in 2025 compared to 2022, primarily due to lower fuel consumption in company vehicles and reduced heating oil use at the Truebbach site following the refurbishment of the heating system.

Scope 2 emissions increased during the reporting year due to higher electricity demand associated with the expansion of our electric vehicle fleet. However, electricity consumption at our facilities decreased across most locations, reflecting ongoing energy efficiency improvements. While emissions from electric vehicles are accounted for under Scope 2, they contribute to a corresponding reduction in Scope 1 emissions by replacing conventional fuel use.

Scope 3 emissions decreased across most categories and the largest contribution continued to arise from Category 11 “Use of Sold Products”. Emissions in this category were 54% lower in 2025 than in the base year and are primarily influenced by sales volumes, product mix, and the energy efficiency of our products. Compared with the relatively strong sales year represented by the base year, significantly fewer systems were sold in 2025, contributing to the overall reduction in Scope 3 emissions.

Despite these year-on-year fluctuations, improving the energy efficiency of products during their operational lifetime remains Evatec’s most significant lever for reducing greenhouse gas emissions. Accordingly, the company continues to focus on innovation and product design aimed at lowering product energy consumption, while also advancing decarbonization initiatives throughout the value chain.

6.3 Resource Efficiency and Waste

Waste is generated through both manufacturing activities and general business operations. Evatec aims to minimize waste generation and maximize the recovery and recycling of materials wherever possible.

The company follows the principles of waste prevention, reuse, and responsible disposal, supported by clearly designated collection points across its sites to facilitate effective waste segregation and recycling.

Waste management

Effective waste segregation is supported through employee awareness and training. Employees receive information about our waste management practices as part of their onboarding, with a particular emphasis on personal responsibility. External personnel are also instructed on site-specific environmental requirements through training materials provided by TBB Immobilien AG, supporting consistent and responsible waste handling practices.

Circular economy

We enable circular economy through the design of our machines. Circular economy principles are applied through modular system design, targeted retrofits, and the reuse of equipment and components, helping to extend product lifetime and improve resource efficiency.

Modular system architecture allows equipment to be adapted and upgraded as customer requirements evolve, helping to maximize asset longevity and reduce resource consumption. For example, when a customer switches from a hot to a cold process on a CLUSTERLINE® system, only the chuck within the process module needs to be replaced, avoiding the need for a new module or system.

Retrofit and upgrade solutions delivered by Evatec’s global service organization further extend equipment lifetimes and maintain system performance. In some cases, retrofits enable the continued operation of systems for which certain third-party components are no longer available.

Reuse is another important element of Evatec’s circular economy approach. Internal laboratory systems are resold in their existing condition or upgraded to meet specific customer requirements, enabling continued use and avoiding unnecessary disposal. The same principle is applied in logistics, where transport fixtures used for CLUSTERLINE® 200 deliveries are returned and reused multiple times.

” Extending product lifetime makes a significant contribution to reducing environmental impact.

¹ Water-related and resource consumption metrics currently cover only the Truebbach site. Data collection processes for other locations are being progressively enhanced.

Water, resource consumption, and waste metrics¹

	Unit	2024	2025	% 2025/2024
Water				
Water withdrawal	m³	233,827	181,245	-22%
Water discharge	m³	18,687	15,837	-15%
Water consumption	m³	215,140	165,408	-23%
Resources consumption				
Recycling	t	99	112	+13%
Operational waste	t	52	43	-18%
Nitrogen consumption	m³	336,766	241,213	-28%
Hazardous waste				
Chemical lab waste	t	0.77	0.77	0%
Batteries	t	0.26	0.11	-57%
Fluorescent tubes	t	0.21	0.00	-100%

Key activities during 2025

In 2025, an Evatec employee successfully completed training as a Dangerous Goods Safety Advisor. This qualification strengthens the company’s capability to ensure the safe and legally compliant handling and transport of dangerous goods. The role supports compliance with applicable national and international regulations, advises on the classification and documentation of dangerous goods shipments, conducts internal reviews, and recommends appropriate safety measures.

7 RESPONSIBLE BUSINESS PRACTICES AND COMPLIANCE



7.1 Ethics, Integrity and Compliance

Ethics, integrity, and compliance are fundamental to Evatec's business conduct. Responsible and transparent behavior supports effective governance, regulatory compliance, and long-term business success.

The company promotes responsible and transparent behavior through a framework of policies and guidelines, including its employee regulations and the Directive on the Protection of Personal Integrity. In addition, the Code of Conduct, which is publicly available on our website, outlines our commitments to business ethics, diversity, equity and inclusion, environmental responsibility, quality management, occupational health and safety, anti-corruption and anti-bribery, anti-competitive behavior, the management of conflicts of interest, and data protection and privacy. Together, these frameworks define the standards expected of all employees and provide guidance on responsible business conduct.

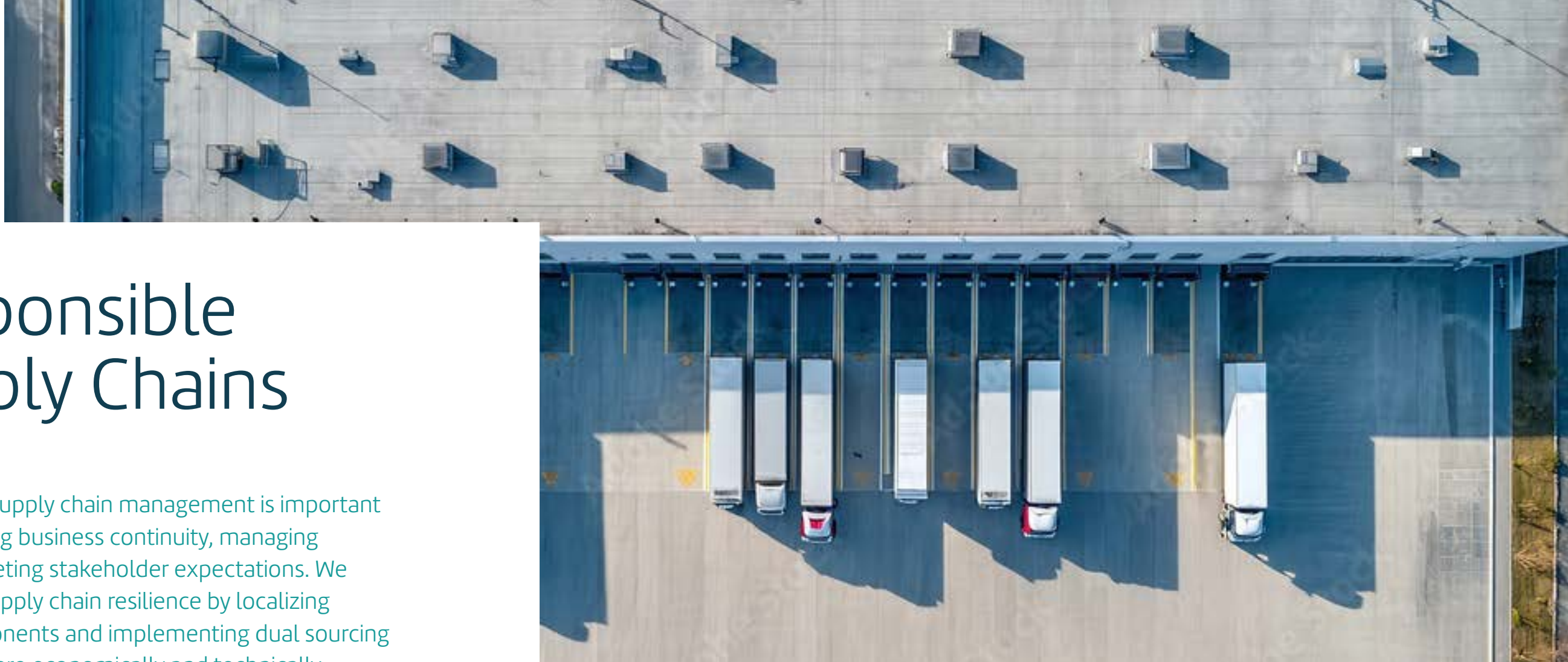
Evatec also expects high standards of integrity and professional conduct throughout its value chain. The Supplier Code of Conduct defines the minimum requirements for suppliers regarding business ethics, legal compliance, and adherence to internationally recognized standards. It is a key instrument for communicating supplier expectations regarding ethics, compliance, and responsible business conduct.

Evatec maintains an internal contact and complaints office, including a designated contact person for reporting concerns related to potential misconduct, unethical behavior, or violations of applicable policies and regulations.

Compliance metrics

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





7.2 Responsible Supply Chains

Responsible supply chain management is important for maintaining business continuity, managing risks, and meeting stakeholder expectations. We strengthen supply chain resilience by localizing critical components and implementing dual sourcing strategies where economically and technically feasible. These measures help reduce dependency on single sources and mitigate the impact of external disruptions.

Supplier selection and audits

New suppliers undergo a structured evaluation process. Each supplier is required to complete a questionnaire covering company structure, environmental and social practices, certifications, and relevant governance aspects. The information provided supports ESG screening and risk assessments throughout the supply chain, helping to identify and address potential risks at an early stage. It also serves as an important input for supplier selection and ongoing supplier management.

In addition, selected suppliers are subject to audits that provide further insight into operational performance, quality standards, and sustainability-related practices. These audits help validate information obtained during the assessment process and support continuous improvement and supplier development.

Supplier audits are planned annually and prioritized based on factors such as supplier relevance, previous assessment results, audit history, and business volume. Audit teams are assembled according to the required expertise and audit scope.

Key activities during 2025

In 2025, Evatec completed a project with OST University of Applied Sciences (Switzerland) to assess its policies and processes against internationally recognized ESG criteria, with a particular focus on conflict minerals and child labor requirements under the VSoTr regulation¹.

The assessment confirmed that ESG and sustainable supply chain considerations are integrated into Evatec's relevant decision-making processes and that applicable regulatory requirements were met and, in some areas, exceeded. At the same time, opportunities were identified to further strengthen documentation processes and make more effective use of existing data and reporting structures.

The project team's recommendations are currently being reviewed and prioritized to support the continued development of Evatec's ESG governance framework and supply chain due diligence processes.

Strong supplier partnerships are key to long-term resilience.

”

¹ The VSoTr regulation stands for "Verordnung über Sorgfaltspflichten und Transparenz bezüglich Mineralien und Metallen aus Konfliktgebieten und Kinderarbeit"

7.3 ICT Security

Evatec's ICT security measures are implemented to protect the confidentiality, integrity, and availability of company and customer data. To support this, we combine cloud-based security services, on-premises security solutions, and capabilities provided through the Microsoft 365 security platform.

Training and awareness

New employees receive information on security and data protection requirements as part of the onboarding process. Relevant policies, guidelines, and emergency procedures are available through the internal IT portal. Awareness is further supported through regular employee communications, including quarterly briefings and intranet updates.

In addition, employees participate in online training programs that provide guidance on cyber threats, common attack methods, and appropriate response measures. These training activities strengthen awareness of information security risks, enhance cybersecurity competencies, and support the early identification of potential threats.

Risk and incident management

ICT-related risks are integrated into Evatec's enterprise risk management framework. Key risks such as IT system outages and cyber threats are reviewed annually by management, and preventive measures, including internal testing and security assessments, are implemented. Further details are not disclosed for confidentiality reasons.

Evatec monitors, documents, and assesses all types of security-related alerts. If an alert is classified as an incident, it is promptly escalated and managed through established response procedures to support timely mitigation and resolution.

ICT security metrics

During the reporting year, no substantiated complaints regarding data protection breaches or losses of customer data were recorded. Although numerous cyberattack attempts were detected in 2025, none resulted in a significant operational impact. Key metrics remained unchanged compared with the previous year, indicating a continued level of performance in data protection and information security. Looking ahead, Evatec will continue to regularly review and enhance its information security measures to address emerging threats and evolving security requirements.

0 Number of substantiated complaints in 2025

	2024	2025
Total attacks	Ca. 2,000	Ca. 2,000
Attacks classified as incidents, but successfully prevented	Ca. 100	Ca. 100
Attacks that caused significant damage	0	0

7.4 Product and Material Compliance

Evatec products are certified and assessed against applicable regulatory, safety, and industry requirements. Depending on the target market, Evatec products carry CE¹ and/or UL markings², demonstrating conformity with applicable regulatory and safety requirements. Compliance is verified through independent assessments conducted by TÜV SÜD³.

Evatec applies relevant semiconductor industry standards, including SEMI S2, SEMI S8, SEMI S10, and SEMI F47. These standards support the safe, reliable, and efficient operation of semiconductor manufacturing equipment. Adherence to applicable SEMI standards is also independently assessed and confirmed by TÜV SÜD.

We also comply with the requirements of the RoHS Directive⁴ and the REACH Regulation⁵. Information on chemical substances used in products and operations is maintained through internal chemical inventories and safety data sheets accessible to relevant employees. This helps to ensure the safe handling of materials throughout operations.

During the reporting year, no material product compliance violations, significant product safety incidents, and regulatory non-conformities were identified.

¹ Conformité Européenne / European Conformity is a certification mark that indicates a product complies with EU safety, health, and environmental protection standards.

² Underwriters Laboratories is a globally recognized independent safety certification organization based in the United States.

³ 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.

⁴ The EU Restriction of Hazardous Substances (RoHS) Directive restricts the use of certain hazardous substances in electrical and electronic equipment.

⁵ The Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation is the central EU regulation for the management of chemicals.





8 GRI CONTENT INDEX



Statement of use	Evatec AG has reported the information cited in this GRI content index for the period 01.01.2025 - 31.12.2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Non-applicable

GRI STANDARD/ EVATEC'S OWN KPIS	DISCLOSURE	LOCATION AND COMMENTS
GENERAL DISCLOSURES		
The Organization and its Reporting Practices		
GRI 2: General Disclosures 2021	2-1 Organizational Details	General Information p. 3 2.1 Organizational Profile p. 9 2.2 Markets Served p. 10 4.1 Resilient and Sustainable Growth p. 28
	2-2 Entities included in the Organization's Sustainability Reporting	2.1 Organizational Profile p. 9
	2-3 Reporting Period, Frequency and Contact Point	Imprint p. 2 General Information p. 3 1 Message from the CEO p. 7 3 Sustainability Reporting Principles and Methodology p. 22-23
	2-4 Restatements of Information	<i>Renamed material topic "Workplace" to "Employee Engagement"</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
	2-7 Employees	5.4 Diversity and Non-Discrimination p. 44-46
	2-8 Workers who are not Employees	5.4 Diversity and Non-Discrimination p. 44-46
Governance		
GRI 2: General Disclosures 2021	2-9 Governance Structure and Composition	2.4 Company Leadership, Mission, Vision and Values p. 14-16
	2-12 Role of the highest Governance body in overseeing the Management of Impacts	2.4 Company Leadership, Mission, Vision and Values p. 14-16
	2-13 Delegation of Responsibility for managing Impacts	2.4 Company Leadership, Mission, Vision and Values p. 14-16
	2-14 Role of the highest Governance body in Sustainability reporting	2.4 Company Leadership, Mission, Vision and Values p. 14-16
	2-15 Conflicts of Interest	7.1 Ethics, Integrity and Compliance p. 62 <i>Conflicts of interest are addressed in Evatec's Code of Conduct</i>
	2-16 Communication of Critical Concerns	2.5 Risk Management p. 18-19 7.1 Ethics, Integrity and Compliance p. 62 7.3 ICT Security p. 66-67

GRI STANDARD/ EVATEC'S OWN KPIS	DISCLOSURE	LOCATION AND COMMENTS
GENERAL DISCLOSURES		
Strategy, Policies and Practices		
	2-22 Statement on sustainable Development Strategy	1 Message from the CEO p. 7 2.2 Markets Served p. 10 2.4 Company Leadership, Mission, Vision and Values p. 12
	2-23 Policy Commitments	2.4 Company Leadership, Mission, Vision and Values p. 17 7.1 Ethics, Integrity and Compliance p. 62 <i>Further addressed in Evatec's Code of Conduct.</i>
	2-24 Embedding Policy Commitments	2.4 Company Leadership, Mission, Vision and Values p. 14-16 7.1 Ethics, Integrity and Compliance p. 62 <i>Further addressed in Evatec's Code of Conduct.</i>
	2-27 Compliance with Laws and Regulations	7.1 Ethics, Integrity and Compliance p. 62
Strategy, Policies and Practices		
GRI 2: General Disclosures 2021	2-29 Approach to Stakeholder Engagement	3 Sustainability Reporting Principles and Methodology p. 22-23

GRI STANDARD/ EVATEC'S OWN KPIS	DISCLOSURE	LOCATION AND COMMENTS
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine Material Topics	3 Sustainability Reporting Principles and Methodology p. 22-23
	3-2 List of Material Topics	3 Sustainability Reporting Principles and Methodology p. 22-23
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 - On-time Delivery Rate - NDA Confidentiality Protection - Visit Reports	4.3 Customer Satisfaction p. 32-33
Product Quality and Innovation		
Own KPIs	- CE/UL certified Products - Compliance with Semiconductor Standards - ISO Certification - Customer Training Days - Training Days for Field Service Engineers	4.2 Product Quality and Innovation p. 30-31

GRI STANDARD/ EVATEC'S OWN KPIS	DISCLOSURE	LOCATION AND COMMENTS
ENVIRONMENT		
Resource Efficiency and Waste		
GRI 303: Water and Effluents 2018	303-3 Water Withdrawal	6.3 Resource Efficiency and Waste p. 59
	303-3 Water Discharge	6.3 Resource Efficiency and Waste p. 59
	303-3 Water Consumption	6.3 Resource Efficiency and Waste p. 59
GRI 306: Waste 2020	306-2 Management of significant Waste-related Impacts	6.3 Resource Efficiency and Waste p. 59
	306-3 Waste generated	6.3 Resource Efficiency and Waste p. 59
	306-4 Waste diverted from Disposal	6.3 Resource Efficiency and Waste p. 59
Energy consumption		
GRI 103: Energy 2025	103-1 Energy Policies and Commitments	6.1 Energy Consumption p. 52
	103-2 Energy Consumption and Self-generation within the Organization	6.1 Energy Consumption p. 52
	103-5 Reduction of Energy Consumption	6.1 Energy Consumption p. 52
Own KPIS	- Participation in EnAW large-scale Energy Consumer Project with TBB	6.1 Energy Consumption p. 52
GHG emissions and climate protection		
GRI 102: Climate Change 2025	102-1 Transition Plan for Climate Change Mitigation	6.2 Greenhouse Gas (GHG) Emissions and Climate Protection p. 54-55 <i>The transition plan is currently being prepared and may be published in the coming reports.</i>
	102-4 GHG Emissions Reduction Targets and Progress	6.2 Greenhouse Gas (GHG) Emissions and Climate Protection p. 54-55 <i>The transition plan is currently being prepared and may be published in the coming reports.</i>
	102-5 Scope 1 GHG Emissions	6.2 Greenhouse Gas (GHG) Emissions and Climate Protection p. 56
	102-6 Scope 2 GHG Emissions	6.2 Greenhouse Gas (GHG) Emissions and Climate Protection p. 56
	102-7 Scope 3 GHG Emissions	6.2 Greenhouse Gas (GHG) Emissions and Climate Protection p. 56
Own KPIS	- Commitment to SBTi Targets - ISO 14001 certified - ERP System Implementation to enable full GHG Accounting	2.2 Sustainability Strategy and Objectives p. 12 6.2 Greenhouse Gas (GHG) Emissions and Climate Protection p. 54-57

GRI STANDARD/ EVATEC'S OWN KPIS	DISCLOSURE	LOCATION AND COMMENTS
WORKPLACE		
Employee Engagement		
Own KPIS	- Continuous Improvement Platform (CIP)	5.1 Employee Engagement p. 36-37 <i>Further KPIS are still in development</i>
Health and Safety		
GRI 401: Employment 2016	401-3 Parental Leave	5.4 Diversity and Non-Discrimination p. 46
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	5.2 Health and Safety p. 38-41
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	5.2 Health and Safety p. 38-41
	403-3 Occupational Health Services	5.2 Health and Safety p. 38-41
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	5.2 Health and Safety p. 38-41
	403-5 Worker Training on Occupational Health and Safety	5.2 Health and Safety p. 38-41
	403-6 Promotion of Worker Health	5.2 Health and Safety p. 38-41
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	403-9 Work-related Injuries	5.2 Health and Safety p. 41
	403-10 Work-related Ill Health	5.2 Health and Safety p. 41
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. 42
	404-2 Programs for upgrading Employee Skills and Transition Assistance Programs	5.1 Employee Engagement p. 36-37 5.3 Training and Development p. 42-43
	404-3 Percentage of Employees receiving Regular Performance and Career Development Reviews	5.3 Training and Development p. 42
Own KPIS	- Financial Investments in Training - Open Training Request Policy	5.3 Training and Development p. 42-43
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. 45
GRI 406: Non-Discrimination 2016	406-1 Incidents of Discrimination and Corrective Actions taken	5.4 Diversity and Non-Discrimination p. 44
Own KPIS	- Discrimination Cases reported - Certified for Equal pay L&M-Aba-R Audit	5.4 Diversity and Non-Discrimination p. 44

GRI STANDARD/ EVATEC'S OWN KPIS	DISCLOSURE	LOCATION AND COMMENTS
RESPONSIBLE BUSINESS PRACTICES		
Ethics, Integrity and Compliance		
Own KPIS	- Corruption Cases reported - Compliance Violations recorded - Fines or Sanctions imposed - Development of Mandatory Customer Satisfaction Surveys	7.1 Ethics, Integrity and Compliance p. 62
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 may be published in coming reports.</i>
	414-2 Negative Social Impacts in the Supply Chain and Actions taken	
Own KPIS	- Supplier onboarding ESG Questionnaire - Targeted Supplier Audits - ESG Project launched with OST University of Applied Sciences	7.2 Responsible Supply Chains p. 64-65
Product and Material Compliance		
GRI 416: Customer Health and Safety 2016	416-2 Incidents of Non-Compliance concerning the Health and Safety impacts of Products and Services	7.4 Product and Material Compliance p. 68
Own KPIS	- Percentage of Products with CE/UL Certification - Maintained ISO Certifications - SEMI Standards for Products	7.4 Product and Material Compliance p. 68
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. 67
Own KPIS	- Management of IT security - Number of Cyber Threats detected and prevented - Number of Customer Complaints	7.3 ICT Security p. 66-67

9 GLOSSARY

Glossary	
CH 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.
EnAW	Energie-Agentur der Wirtschaft (Energy Agency of the Economy), a Swiss organization to help companies improve energy efficiency and reduce CO ₂ emissions.
EU CE	Conformité Européenne / European Conformity is a certification mark that indicates a product complies with EU safety, health, and environmental protection standards.
GHG	The release of greenhouse gases (GHG) into the atmosphere from natural or human activities. These emissions contribute to climate change by increasing the concentration of heat-trapping gases in the atmosphere.
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 Performance. It helps organizations report on how they create and distribute economic value to stakeholders.
ISO	International Organization for Standardization (ISO) business certification.
ISO 14001	Environmental management system.
ISO 45001	Management processes for health and safety at work.
ISO 9001	Business processes and quality management system.
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.
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.
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.
RoHS	The EU RoHS Directive restricts the use of certain hazardous substances in electrical and electronic equipment.
SBTi	The Science Based Targets initiative (SBTi) is a global organization that supports companies in setting greenhouse gas emission reduction targets. These targets are aligned with the findings of the Intergovernmental Panel on Climate Change (IPCC) and aim to ensure that companies 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.
SEMI	SEMI refers to Semiconductor Equipment and Materials International, which publishes global standards for semiconductor manufacturing.
TBB Immobilien	Evatec AG's building and facilities management company in Truebbach, Switzerland.
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.
UL	Underwriters Laboratories, a globally recognized independent safety certification organization based in the United States.

