OKMETIC

2024

Sustainability Report

Contents

Our year 2024

Report description 4
Publishing the report 4
President's review 5
Year 2024 in brief 6
This is Okmetic 7

Sustainability at Okmetic

Stakeholders 12
Fundamental themes 13
Sustainability program 14
Quality 15

Personnel and social responsibility

Okmetic as an employer 17
HR vision 18
Valuing work and developing competence 19
Competitive conditions of employment 20
Responsible working conditions 21
Healthy work community 23

Environmental responsibility

Environmental impacts being monitored 25
Efficient production and continuous improvement 27
Reducing the environmental impacts of our own operations 29
Risk identification and mitigation 32

Ethics

Maintaining good customer and partner relationships 34
Strong business ethics 35
A good corporate citizen 36

Sustainability management system

GRI index

Our year 2024

Report description	4
Publishing the report	4
President's review	5
Year 2024 in brief	6
This is Okmetic	7

RBA Code of Conduct

Labor	• Prohibition of Forced Labor • Young Workers • Working Hours • Wages and Benefits • Non-Discrimination/Non-Harassment/Humane Treatment • Freedom of Association and Collective Bargaining
Health and Safety	• Occupational Health and Safety • Emergency Preparedness • Occupational Injury and Illness • Industrial Hygiene • Physically Demanding Work • Machine Safeguarding • Sanitation, Food, and Housing • Health and Safety Communication
Ethics	• Business Integrity • No Improper Advantage • Disclosure of Information • Intellectual Property • Fair Business, Advertising and Competition • Protection of Identity and Non-Retaliation • Responsible Sourcing of Minerals • Privacy
Environment	• Environmental Permits and Reporting • Pollution Prevention and Resource Conservation • Hazardous Substances • Solid Waste • Air Emissions • Materials Restrictions • Water Management • Energy Consumption and Greenhouse Gas Emissions
Management System	• Company Commitment • Management Accountability and Responsibility • Legal and Customer Requirements • Risk Assessment and Risk Management • Improvement Objectives • Training • Communication • Worker/Stakeholder Engagement and Access to Remedy • Audits and Assessments • Corrective Action Process • Documentation and Records • Supplier Responsibility

Report description

Okmetic's sustainability report 2024 outlines the most central aspects and impacts of sustainability in the company operations, as well as ways to improve it in various areas. The content of the report covers Okmetic Group's operations. The Okmetic Group consists of Okmetic Oy, Okmetic Inc. and Okmetic K.K. This report's primary stakeholders are our customers, personnel, partners and other stakeholders in society and owners.

The report first briefly introduces Okmetic and its strategy and company values. It then outlines the targets, fundamentals, management model for sustainability, and the sustainability development program. Okmetic complies with the RBA (The Responsible Business Alliance) Code of Conduct, which is commonly used in its industry, so the sustainability report also utilizes the responsibility structure used by RBA. This Code of Conduct categorizes sustainability as follows: responsibility for personnel, responsibility for occupational safety and health, environmental policy, business ethics and management system. Principles, practices and development of sustainability, and achieved results are presented separately for each area.

The information presented is disclosed in a GRI table at the end of the report. Okmetic utilises the GRI index in developing its sustainability, but the information in the table is not yet comprehensive. Some of the information provided has been verified by the RBA and some has been audited by auditors, but the GRI index data has not been comprehensively verified by an external party.

Publishing the report

The report is published annually in English as a pdf document on the website (www.okmetic.com). It is not available as a printed version, but it can be printed from pdf. The previous sustainability report was published in June 2024, and the next report will be published in early 2026.

Talk with Kai Seikku, President and CEO

The semiconductor industry is currently experiencing one of the longest and most severe downturns in recorded history. As the downcycle extends well beyond two years, peak demand seen in 2021-2022 is a distant memory. Although overall semiconductor device production volumes have declined, the total semiconductor market value has grown, with a few key players in computing, memory, and AI seeing notable success. In contrast, automotive and consumer markets remain weak, reflecting slower recovery and demand due to economic challenges.

The year 2024 was also challenging for Okmetic. The company's net sales decreased for the second year in a row, amounting to 86 million Euro. Despite the prolonged downcycle, we remain confident in long-term growth prospects and are investing heavily in the future. In 2024, despite the challenges, we made recruitments to prepare for market recovery and growth of our capacity through the fab expansion. Our significant investment on fab expansion focusing on 200 mm SSP and DSP wafer needs is set to be operational in Q2 2025. With an extensive 150-200 mm silicon and SOI wafer portfolio and increased capacity, Okmetic is well positioned to drive and support our customers' growth.

Despite the challenging year, Okmetic adhered to its sustainability promises and ensured operations were aligned with them. The company continues to build a future-proof, profitable, and ethical business, acting responsibly towards personnel and other stakeholders while making environmentally responsible choices. We remain focused on our mission to develop and provide customers with high-quality silicon wafers that meet requirements for efficiency, accuracy, and safety.

Okmetic supplies customers with demanding, tailor-made high-performance silicon wafers that end up in smartphones and tablets, as part of automotive safety and electronic devices, as well as solutions related to industrial process control, medical electronics, and power supply improvement. Technology will play a key role in solving many of the challenges of the future, and advanced solutions will help create a smarter, safer and more energy-efficient tomorrow.

The quality and sustainability requirements of the semiconductor industry and its customers are constantly tightening, and Okmetic wants to be at the forefront of meeting these requirements. As a guideline, we use The Responsible Alliance (RBA) Code of Conduct, which is commonly used in the industry, and its approval is also expected from contract manufacturers and other suppliers.

We have set a goal to reduce direct emissions from our own operations and from purchased energy by 90 percent by 2030. In 2024, we purchased around 50% of the electricity as carbon neutral, reducing Scope 1&2 emissions by nearly 30%. This year, we will increase the share of carbon-neutral electricity to 80% to be in line with our roadmap towards our goal. Last June, we signed the commitment letter for the globally recognized Science Based Targets Initiative (SBTi). By committing to SBTi, we support the objectives of the Paris Agreement on climate change. We are committed to setting new targets by the first half of 2026 to further our efforts in reducing GHG emissions.

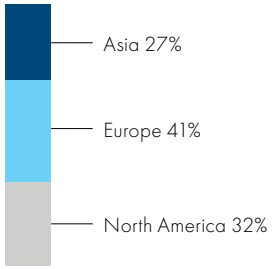
The largest investment in the company's history, the 400 million Euro fab expansion will be fully operational this year. The building has just been handed over to us at the time of writing. The first wafers are scheduled to be manufactured in Q2 2025. A huge amount of work has been done for the fab expansion and its ramp-up. I would like to thank everyone who has contributed to the commissioning of this great new fab.

I firmly believe that the difficult times have been overcome, and better times are ahead for the industry and Okmetic. In 2025, Okmetic celebrates its 40th anniversary. Over the past 40 years, a unique and internationally significant company has been built in Finland, employing many top-notch professionals. I want to thank all our employees, customers, and partners for their continuous support and invaluable contributions to our success.

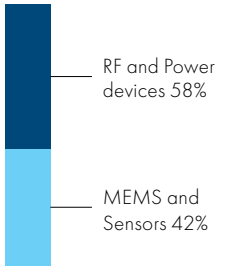
Kai Seikku
President and CEO

Year 2024 in brief

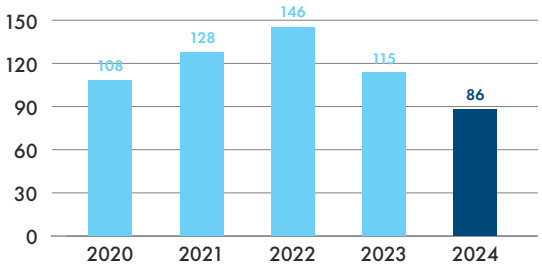
NET SALES PER MARKET AREA



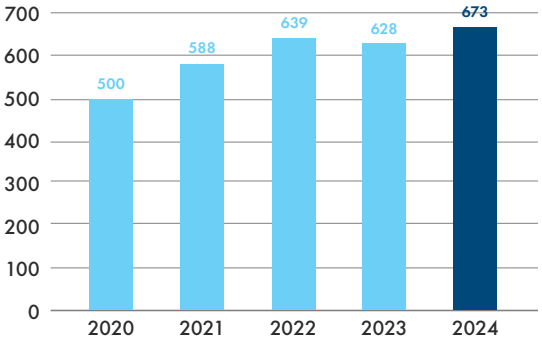
NET SALES PER CUSTOMER AREA



NET SALES
MILLION EURO



PERSONNEL
31 DECEMBER 2024



- In 2024, the semiconductor market saw overall growth, driven largely by the AI and memory sectors. However, the semiconductor markets in which Okmetic operates remained challenging, with particular softness in the 150-200 mm wafer segments due to high inventories. In preparation for the upcoming fab expansion, SSP shipments were strong throughout 2024. However, demand for SOI and DSP wafers was softer, which reflected in Okmetic net sales of 86 million Euro.
- Construction work on the fab expansion continued throughout the year. This investment of nearly 400 million Euro is planned to be in production use in the first half of 2025. Vantaa site will be catering all 150-200 mm silicon wafer needs.
- The number of personnel increased during the year as we prepared for the ramp-up of the new fab expansion in 2025. In 2024, we focused on fostering a people-oriented culture and engaging our employees to create a supportive and collaborative work environment that drives both personal and organizational growth.
- Okmetic's high-performance silicon wafers enabled innovation across MEMS, sensor, RF, and power devices. The proportion of net sales from RF and power device applications saw growth, while the MEMS and sensor market share remains significant, reflecting the continued demand for our advanced wafer solutions across multiple sectors.
- Okmetic's R&D efforts were supported by EU and national projects, collaboration with research centers, and close partnerships with customers, all aimed at advancing silicon and semiconductor solutions and driving innovations.
- We actively collaborated with other semiconductor companies operating in Finland to develop the industry and its attractiveness. We are also involved in the ECSA project to respond to the shortage of semiconductor professionals at EU level.
- We signed the commitment letter for the globally recognized Science Based Targets Initiative (SBTi) and are dedicated to setting new targets to decrease greenhouse gas emissions (GHG).
- We prepared for future sustainability reporting in accordance with the CSRD (Corporate Sustainability Reporting Directive) by conducting a double materiality assessment and thereby defining the material topics to be reported.

Okmetic headquarters and production are located in Vantaa, Finland. The fab focuses on 150-200 mm wafers. New fab expansion will be in production use in 2025 increasing the 200 mm wafer capacity significantly.

The largest investment in our history will be operational in 2025

Construction work on the fab expansion began at the end of 2022, with the first machines arriving on site and earthmoving work commencing. Drilled piling began in January 2023, and the foundations were cast by the end of February. Throughout 2023 and 2024, the large-scale construction project has progressed significantly, and production is set to begin in Q2 2025.

SPECIAL SOLUTIONS TO ENSURE HIGH-QUALITY SILICON WAFER PRODUCTION

The entire construction project was complicated as the construction project had to avoid disturbing operations of the existing fab premises. The production of silicon wafers is particularly sensitive to external vibrations, which had to be considered throughout the construction. Additionally, many other special features of silicon wafer production brought their own challenges to both design and construction.

Special solutions have been made for commodity systems. The electrical systems have had to be designed so that the fab remains operational in any situation. Functional ventilation is important in production, especially in cleanrooms and the crystal puller hall. Ventilation is provided by almost the entire ventilation machine room on the top floor. The production of silicon wafers requires ultrapure water, and for this purpose, a separate clean water plant was built in the fab expansion. Wastewater is also neutralized at the plant before it is discharged into the wastewater sewer.

ENERGY RECYCLING SUPPORTS OKMETIC'S EMISSION REDUCTION TARGETS

A comprehensive energy recycling system was specifically designed for the fab expansion. The system includes heat pumps that can recover nearly all waste heat generated from various processes, including crystal growing pullers, cooling, and ventilation.

The fab is designed to be energy-efficient in terms of heating and cooling, with the potential to sell excess heat to the district heating network. This initiative aims to improve our carbon handprint and support our emission reduction targets.

IMPROVED SYSTEMS FOR WASTE AND WASTEWATER MANAGEMENT

Waste management was taken into account in the design of the fab. Separate waste shaft rooms were built in the premises, which facilitate the processing, transport and sorting of waste. The fab expansion will also have more efficient systems for wastewater management.

PLENTY OF CHARGING STATIONS FOR PERSONNEL ELECTRIC CARS

The yard of the fab expansion will have plenty of parking spaces and 50 electric car charging stations. There are also plenty of sheltered storage spaces for bicycles.

VERSATILE FACILITIES FOR PERSONNEL

The ideas and wishes of the personnel were considered in the design of the premises, resulting in versatile social and break rooms in the fab expansion. The office spaces were designed to accommodate diverse needs and ensure a peaceful working environment. While most workstations are in the open-plan office, there are plenty of quiet working and retreat spaces. Additionally, the new fab expansion includes modern and spacious facilities for the personnel restaurant to serve the growing number of Okmetic employees in the future.

~400 MEUR investment

> 500 new jobs

More than double production capacity and net sales by 2030

> 40 000 m² fab expansion

Cleanroom 6 000 m²

Vantaa site:
Source for all 150-200 mm silicon wafers

FAB EXPANSION UNDERWAY, INCREASING 200 MM WAFER CAPACITY IN 2025!

Tomorrow's solutions are built on silicon

Okmetic, established in 1985, is part of the semiconductor industry value chain and a technological forerunner. We supply customized silicon wafers for the manufacture of MEMS, sensor, RF and power devices. Our customers are the world's leading semiconductor companies. Semiconductor devices manufactured by them are used, for example, in smartphones and portable devices, automotive electronics, industrial process control and medical devices, applications and devices related to the Internet of Things (IoT) and solutions related to power supply and efficiency improvement. Okmetic is owned by NSIG, a Chinese stock listed company. We have over 670 employees, and our net sales in 2024 were 86 million euros.

We are part of global technological development and involved in building a smarter, safer and more energy-efficient future.

Globally close to the customer

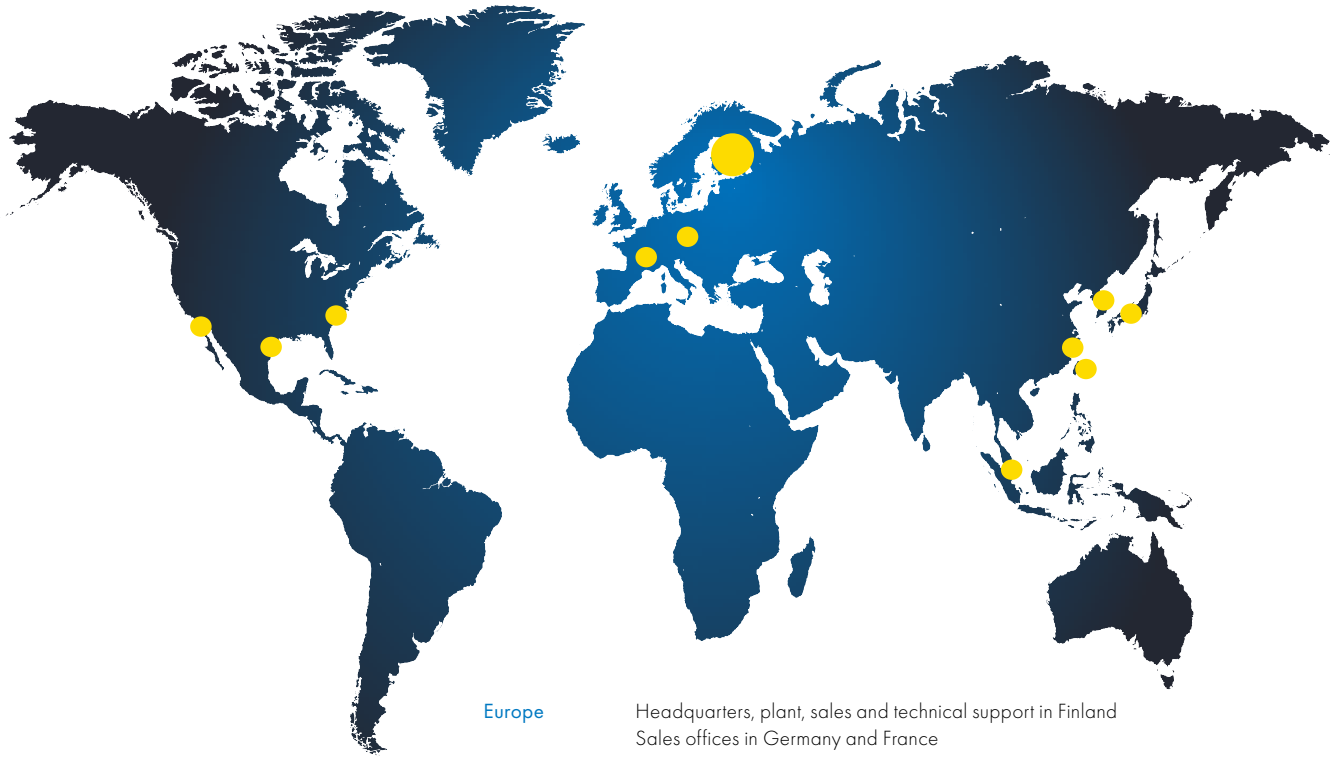
GLOBAL SERVICE NETWORK – PRODUCTION IN FINLAND

Okmetic has a global customer base and sales network based in Finland, Germany, France, the United States, Japan, Singapore, and China. In addition, the company has sales agents in South Korea and Taiwan. The majority of the company's silicon wafers are manufactured in Vantaa, Finland. The company also has contract manufacturing in Asia. The Vantaa plant has been expanded and its capabilities have been developed with major investments in recent years. The 400 million euro fab expansion to increase capacity will be in production use in Q2 of 2025.

THE WIDEST WAFER SELECTION ON THE MARKET

Okmetic supplies 150 to 200 mm silicon wafers optimized for MEMS, sensor, RF and power device needs. The vast wafer portfolio includes Bonded SOI, SSP and DSP wafers as well as Patterned and TSV wafers among others.

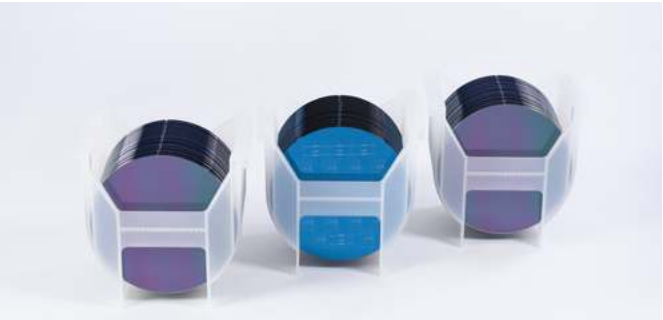
We are part of global technological development and involved in building a smarter, safer and more energy-efficient future.



Europe	Headquarters, plant, sales and technical support in Finland Sales offices in Germany and France
North America	US sales office and technical support
Asia-Pacific	China and Singapore sales offices Sales agents in South Korea and Taiwan Technical support in Japan and China
Japan	Japan sales office and technical support

CUSTOMIZATION ENABLES OPTIMUM SILICON WAFER PERFORMANCE

What makes Okmetic silicon wafers unique is that each batch is customized to the customer's product, process and technology needs and manufactured in volume production. The manufacturing process begins from crystal growing during which many of the wafer parameters are defined. Customer specific tailoring ensures optimum wafer performance, which can improve the customer's yield and streamline their process. Above all, customization enables the development of new, advanced devices with increased performance and functionality, shorter time-to-market as well as cost-effective volume production. In many cases, Okmetic collaborates with the customer from the early stages of their product development process throughout the life cycle of their products.



SILICON WAFERS

- MEMS and sensor wafer line
- High resistivity RFSi® wafer line
- Power device wafer line
- Bonded SOI wafers (Silicon-On-Insulator); BSOI, C-SOI® and E-SOI®
- SSP wafers (Single Side Polished)
- DSP wafers (Double Side Polished)
- Patterned wafers
- TSV wafers (Through Silicon Via)

The raw material is polysilicon, which is refined from quartz sand by removing 99.999999999% of other elements present.

THE START FROM A SILICON CRUSH

Crystal growing, which is one of Okmetic's core areas of expertise, involves growing a cylindrical single crystal out of melted polysilicon with a seed crystal.

MANUFACTURING PROCESS STARTS WITH CRYSTAL GROWING

The finished crystal is cut, polished and sawn into wafers according to the customer's specifications.

THE CRYSTAL IS CUT INTO WAFERS

The strength, thickness and surface uniformity of each wafer is ensured by mechanical and chemical processing. Big part of the process takes place in the cleanroom, since the most important quality criterion is cleanliness.

SIGNIFICANT PART OF THE PROCESS TAKES PLACE IN THE CLEANROOM

The processing of silicon wafers involves several additional steps. Finally, the wafers are inspected, packaged, and delivered to the customer as raw material for the manufacture of MEMS, sensor, RF and power devices.

AFTER PACKAGING THE WAFERS ARE SENT TO THE CUSTOMERS

SEMICONDUCTOR MANUFACTURERS

SYSTEM SUPPLIERS

Okmetic's customers manufacture their devices onto or inside our silicon wafers by mechanical and chemical methods. After testing, the wafers are cut into pieces, and a single wafer can be turned into hundreds or even tens of thousands of devices. The finished devices are packaged ready to be installed into modules or end-products.

END PRODUCTS

IoT, 5G, 6G, Green transfer, EV

Okmetic's goal is profitable and sustainable growth.

Strategy

We supply high value-added silicon wafers in high volumes to the largest players in the semiconductor industry for the manufacture of MEMS, sensor, RF and power devices. We provide our customers with solutions that boost their competitiveness and profitability. Our strategy aims for profitable growth based on our key core competencies and the commercialization of product development projects. The strategy's implementation is based on core competencies, such as crystal growing, producing advanced silicon wafers, and customer relationship management. The preconditions for the strategy's success and profitable growth are competent and motivated personnel, efficient and flexible in-house production with sufficient capacity, reliable contract manufacturers, and a global sales network. With the completion of our fab expansion focused on 200 mm silicon wafers, Okmetic repositions itself as a one-stop supplier for all 150 to 200 mm silicon wafer needs. In addition to offering highly specialized 150-200 mm wafer solutions, Okmetic will also support its customers with high-volume 200 mm production in the future.

Values

Values guide our everyday operations, including leadership, cooperation and daily work. In 2024, we defined the principles of leadership based on our values, according to which each supervisor operates. We also defined the okmetician's principles, according to which each of us acts in relation to others.

RESPECT AND VALUING OTHERS

CUSTOMER ORIENTATION

SUSTAINABLE GROWTH

CONTINUOUS DEVELOPMENT

Sustainability at Okmetic

Stakeholders	12
Fundamental themes	13
Sustainability program	14
Quality	15

We are constantly striving to expand our positive impact.

At Okmetic, sustainability goes beyond legal compliance. It encompasses a continuous commitment to people, the environment, and ethical business practices. We are dedicated to evolving as a responsible employer and partner for our customers and stakeholders.

As a responsible company, we aim to amplify our positive impact (handprint) on the world while simultaneously reducing the negative effects (footprint) of our operations. Our handprint is represented by our silicon wafers, which serve as a platform for the manufacture of MEMS, sensor, RF and power devices. These devices are used, among others, in smartphones and other portable devices, game consoles, automotive electronics, industrial process control, medical and Internet of Things (IoT) applications. With our products, we are involved in building a smarter, safer and more energy-efficient future. Our footprint, on the other hand, is largely caused by energy consumption, the use of polysilicon, mixed acid waste, and water and chemical consumption.

Stakeholders

WE TAKE ALL STAKEHOLDERS INTO ACCOUNT IN OUR RESPONSIBLE OPERATIONS

Fulfilling our responsibilities in operations and continuously improving them are the foundations of our success. Compliance with sustainability fulfills the demands of all our stakeholders.

We develop and offer our customers high-performance silicon wafers. Our promise of responsibility is based on the careful performance of this task. We are a technological pioneer and the best partner for our customers, contract manufacturers and suppliers. Our goal is to provide customers with high-quality and customized solutions that enable the efficiency of their products. On the other hand, we invest in the precise use of all resources in our own operations and strive to minimize negative environmental impacts. We ensure ethical practices throughout our supply chain and take care of the safety and well-being of our personnel.

WHO ARE THE STAKEHOLDERS?

- Customers
- Personnel and potential new employees
- Contract manufacturers, raw material suppliers, equipment manufacturers and other partners such as financiers and insurance companies
- Surrounding society, public authorities, educational and research institutes and immediate neighborhood
- Owner

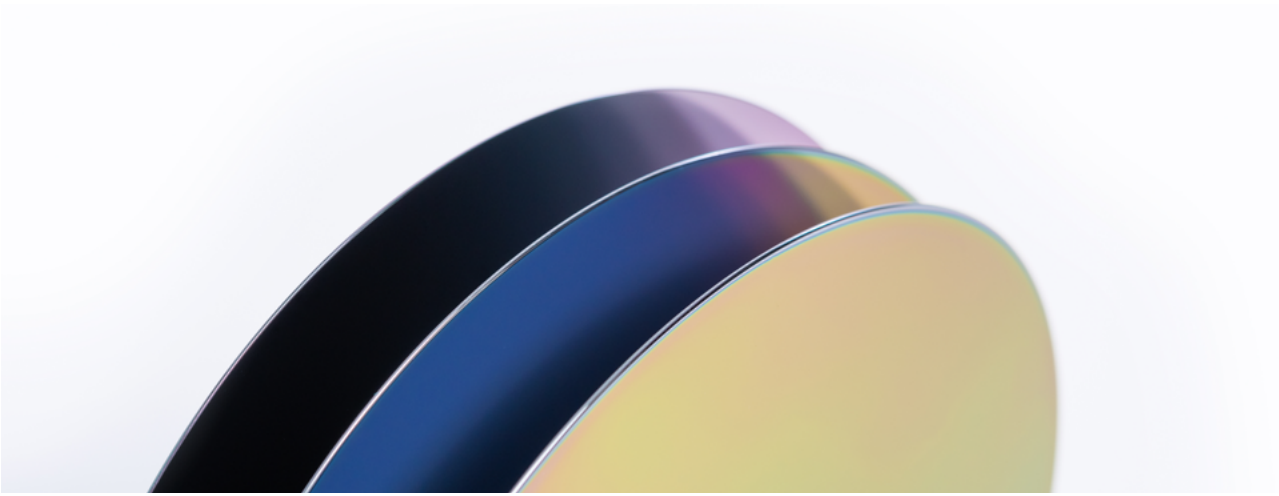
Fundamental themes

WE TAKE RESPONSIBILITY FOR OUR PERSONNEL, THE ENVIRONMENT AND BUSINESS

We have defined the most essential factors of our sustainability:

- responsibility for personnel
- responsibility for the environment
- responsibility for profitable and ethical business

We have chosen The Responsible Business Alliance's (RBA) Code of Conduct as the guidelines for our sustainable operations, according to which our operations are audited by an external party every two years. The most recent audit was in March 2025 and Okmetic Vantaa plant received RBA VAP Recognition Platinum. The recognition is valid from April 6th 2025 - March 4th 2027.



RESPONSIBILITY FOR PERSONNEL

Our personnel are our most important resource, and we take care of the well-being of our personnel and the work community, as well as competence development at the individual, team and company level. We also ensure that all Okmetic employees have competitive conditions of employment and responsible working conditions.

RESPONSIBILITY FOR PROFITABLE AND ETHICAL BUSINESS

For us, profitable and ethical business means that we are a stable and reliable company for our personnel, customers and other stakeholders. Our focus is on maintaining our offering and competitiveness, ensuring the profitability of our own operations and reliability as a partner.

RESPONSIBILITY FOR THE ENVIRONMENT

In terms of environmental responsibility, our operations emphasize the continuous development of production, both in terms of resources use and the harm caused, as well as identifying potential hazardous situations and avoiding risks in all our operations.

SUSTAINABILITY PROGRAM

	OBJECTIVES	MEASURES	SCHEDULE	COMPLETED
Personnel	Development of well-being at work	• Coaching-style supervisor work	2022-2026	
	Strong and robust company culture	• Building people-oriented company culture and strengthening communality	2023-2025	
	Better internal communication	• Development of communication to production workers	2025-2026	
	Digitalization of processes and promotion of workflow	• Digitalization of paper and manual processes	2023-2026	
		• Introduction and utilization of modern working methods	2023-2025	
	Enabling access to resources, ensuring growth and profitability	• Developing awareness and the image of the employer	2022-2024	X
	Finding talents for jobs, internships and theses	• Strengthening student cooperation	2021-2024	X
	Development of competence and expertise at the individual level and in teams	• Supporting internal knowledge sharing	2023-2024	X
		• High-quality recruitment and digital operator orientation	2023-2024	X
		• Digital induction of white-collar employees	2025-	
Health and safety	Improving occupational safety	• More efficient use of proactive occupational safety indicators	Continuous	
		• Increasing the occupational safety awareness of white-collar employees	2025-	
		• Enhancing accident preparedness by increasing the training of the protection organization	2025-	
	Improving well-being at work and reducing the number of sick leaves	• Well-being at work measurement and measures	Continuous	
		• Harassment and inappropriate behavior prevention training for supervisors	2024-2025	
		• Establishing the self-notification policy	2024	X
		• Increasing supervisor competence in mental health issues	2024	X
	Better anticipation and management of risks	• Establishing a channel for reporting occupational safety incidents as part of daily operations	2023-2024	X
Environment	Reduce direct and purchased energy emission	• Plan to reach the emission reduction target	2023-2030	
	Reduce scope 1, 2 and 3 emissions	• Commitment to SBTi and setting targets	2024-	
	Reduce water consumption	• Investigating ways to reduce water consumption of certain process tools	2023-2025	
	Reduce the use of chemicals in the silicon wafer manufacturing process	• Reducing material waste and chemical use in the process phase of two-sided grinding	2023-2024	X
	More efficient sorting and recycling of waste	• Analyzing the current situation and drawing up an efficiency plan	2024-2025	
	Reduce the amount of plastic waste	• Using recycled cassettes for internal processes	2025-	
	More efficient use and recycling of polysilicon materials in our own production and external recycling	• Increasing the proportion of recycled silicon to 10% of polysilicon used	2024-	
		• More efficient sorting and recycling of silicon waste	2024	X
		• Reduction of special causes of crystal loss	2025-	
Ethics	Internalization and application of information security practices throughout the organization	• Internal communication and training	2023-	
		• Develop the capability of continuous data security	2024-	
	Ensuring data protection	• Data protection training for supervisors	2023-	
Management	Development of cooperation between personnel and management	• Reorganization of employee representation in management teams and functions	2023-	

Quality

HIGH QUALITY OF WAFERS AND OPERATIONS IS A PREREQUISITE FOR OUR SUCCESS

Our operations are based on fulfilling high quality standards on a daily basis. The principles of sustainable development and quality practices are the core aspects of our operations and management system. Each employee knows that they are responsible fore fulfilling the company's quality and environmental objectives.

In our sustainability reporting, we use The Responsible Alliance (RBA) Code of Conduct, which is commonly used in the industry, and we also expect approval from contract manufacturers and our other suppliers.

Our quality and environmental management is based on certified operational systems, development projects, and the use of quality tools. We use quality and environmental systems compliant with the ISO 9001:2015, ISO 14001:2015, and IATF 16949:2016 standards. We require our key contract manufacturers and suppliers to be certified to ISO 9001 and to comply with The Responsible Business Alliance (RBA) Code of Conduct. Our operations also fulfill the requirements of the REACH regulation, RoHS directive, and GADSL.

Personnel and social responsibility

Okmetic as an employer	17
HR vision	18
Valuing work and developing competence	19
Competitive conditions of employment	20
Responsible working conditions	21
Healthy work community	23

Personnel as the cornerstone of our success

Okmetic's corporate culture has been refined over several decades and is based on customer orientation, respect and valuing others, continuous improvement, and sustainable growth. We have developed our unique technology expertise with the help of our competent personnel. Customer needs have been considered in the development of technology, and this work has been done in cooperation with universities, research institutes, and customers. We have always been ready to innovate and take our business operations to the next level. Learning new things, solving problems, and adapting to changing situations have given the organization a strong belief that we can respond to customer needs in the future as well. Our strengths include long experience and expertise in the industry, flexibility even in challenging situations, and the ability to solve issues together with our personnel. As a growing, globally operating technology company, we constantly offer interesting jobs to both long-time employees and newcomers.

THE AVERAGE LENGTH OF EMPLOYMENT 10 years

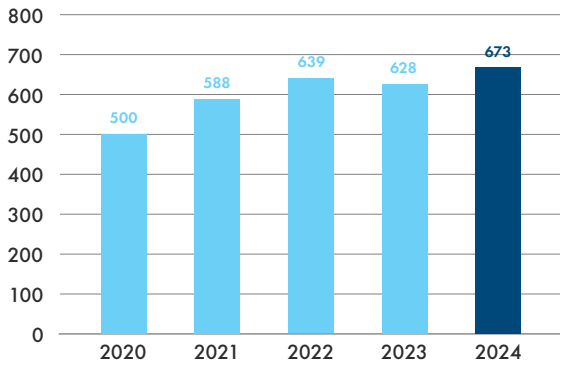
The number of personnel is expected to increase significantly in the coming years

The global semiconductor market has been growing for years, but since the end of 2022, the market has experienced a strong downturn. We believe in the long-term growth of the market, and to meet demand, we have invested heavily in capacity expansion. The Vantaa fab expansion will significantly increase the number of employees over the coming years. The recruitments made in 2023 and 2024 are building blocks for our growth when we prepare for the recovery of the market situation and the growth of our own capacity through the fab expansion.

In 2024, the average number of personnel was 658 (652). At the end of the year, we had 673 (628) employees. Of the personnel, 658 worked in Finland, seven in the US, seven in Japan and one in Germany.

We want to be a reliable and stable employer. Although demand for our end products and the market situation fluctuate, thanks to long-term contracts and flexibility in our forecasting and operations, we have been able to offer a stable workplace. We have avoided measures to reduce the workforce for more than 10 years.

NUMBER OF PERSONNEL 2020-2024



70 % Men
30 % Women

White-collar employees **45 %**
Blue-collar employees **55 %**

PEOPLE-ORIENTED COMPANY CULTURE

Building a people-oriented company culture is based on the need to elevate people-oriented thinking alongside technology-based operating methods. Without people, there would be no business, innovation, technology, or products. Our goal is to create and strengthen a sense of community between different personnel groups, different countries, and, in 2025, also those working in different fab premises. At the core of the people-oriented operating culture are daily encounters, a value-based operating culture, and coaching-style leadership by supervisors.

In 2024, employee turnover decreased compared to previous years, and job satisfaction increased according to the personnel survey. The work to build a people-oriented company culture continues based on the survey results conducted for the entire personnel in the fall of 2024. In 2025, we will celebrate Okmetic's 40th anniversary by highlighting our employees over the years.

MODERN DIGITAL PROCESSES

With the introduction of modern digital processes, we aim to streamline processes and lighten the work of all Okmetic employees. In the coming years, our goal is to develop new or replace old electronic systems and digitalize paper or manual processes. Internal communication, teamwork and daily work are enhanced by adopting modern cloud-based methods. The intranet provides a platform for joint communication and enables access to information for the entire personnel.

In 2024, we started updating the working time tracking system and planned and prepared for the change of the HR system version. These systems better support automated payroll and paperless HR processes. Individual processes, such as development discussions and sick leave notifications, were also digitalized.

ACTIVE AND PARTICIPATORY MANAGEMENT OF WORK ABILITY AND OCCUPATIONAL SAFETY

Through active and participatory management of work ability and occupational safety, we aim to foster a healthy work community. Our goal is to reduce work-related sickness absences and further improve occupational safety. Measures include reforming the active support model and training supervisors in work ability management. We will continue to develop work ability and safety to establish high-quality practices within our corporate culture. We aim to minimize occupational safety risks by integrating the occupational safety incident reporting channel into our daily operations and enhancing the use of proactive occupational safety indicators. In 2024, we strengthened the safety organization by hiring a safety engineer responsible for ensuring chemical safety and participating in premises safety. This has also reinforced our ability to meet future higher requirements related to our fab expansion.

DEVELOPMENT OF PERSONNEL

Investing in the development of personnel is a crucial part of our HR strategy. Our goal in the coming years is to support the development of the world's best skills and expertise for both teams and individuals, while ensuring high-quality orientation for new Okmetic employees. To achieve this, we actively support internal knowledge sharing, develop trainee paths, strengthen our employer brand, and invest in high-quality recruitment and orientation training as our personnel numbers grow.

We have made significant efforts to build a strong employer brand both internally and externally. This was evident in the recruitment activities throughout the year and the increase in the number of applicants. Our e-learning platform has been very well received and serves as a valuable tool for providing better quality orientation and versatile learning opportunities. The establishment of Production Trainer positions and the creation of digital induction programs have significantly enhanced the induction processes for new Okmetic employees. Additionally, we organized training sessions for experts focused on the development of expertise and the sharing of knowledge.

SUSTAINABLE AND DIVERSE WORKPLACE

Okmetic is committed to respecting the human rights of employees and treating them in a respectful manner. We do not tolerate any kind of inappropriate or unequal behavior, discrimination, or treatment contrary to human values. Eliminating and preventing all forms of harassment and discrimination is an important common goal.

We want to guarantee everyone an equal opportunity to apply for and be selected for more demanding or diverse positions. Additionally, we ensure that work of the same level of difficulty is paid equally.

To support the goal of a sustainable and diverse workplace, we started developing a code of conduct in 2024, which defines clear principles for our sustainable operations. We also organized training for supervisors on how to work against harassment and inappropriate behavior and developed orientation in an inclusive direction. Additionally, we have included the promotion of bilingualism (Finnish-English) into our operating culture.

We continuously invest in the well-being and development of our personnel

During 2024, we continued to invest in the development and well-being of our personnel, as well as in the company's growth and digitalization, in line with the HR vision drawn up in 2022, with a long-term commitment to fostering development and well-being.

We appreciate the contributions of all our employees and are committed to enhancing our collective expertise

WE HAVE OPPORTUNITIES FOR PERSONAL DEVELOPMENT AND CAREER ADVANCEMENTS

Our goal is to provide our personnel with good development opportunities. We pay special attention to job orientation and actively encourage on-the-job learning. In 2024, the average number of training days was 1.2 (1.5) per person. It is important to note that not all short online trainings or informational sessions are included in these figures.

Production job guidance typically lasts 3-6 months and is carried out by a personal production trainer appointed for the new employee. Production workers always receive appropriate orientation for their tasks, which prepares them for productive, high-quality, and safe industrial work. In 2024, the training of production employees focused on quality, environment, production systems, development of cooperation, and well-being. Additionally, annual cyber security training was arranged for the production.

We draw up a personal induction plan for the new white-collar employee. Planning for competence development as an expert or supervisor often begins at the recruitment stage. At the beginning of employment, we help the new employee understand the technical skills needed for the position and career, identify their strengths, and provide tips for development with us. A personal competence development plan is drawn up annually for all white-collar employees.

The fab expansion, which will be in production use in the first half of 2025, is expected to create more than 500 new jobs in Vantaa. This will enable us to offer a wide range of career and development opportunities in the future as well.

WE INVEST IN JOB SATISFACTION

Motivated and satisfied employees create the preconditions for Okmetic's growth and success. We actively invest in well-being at work and good team spirit through various measures, which is evident in the long careers of our employees. The average duration of employment with us is 10 years. In 2024, our personnel survey satisfaction score was higher than in previous years, indicating strong trust in the employer even during economic downturns. In our teams, we draw up an annual well-being plan based on a personnel survey. We also cover each Okmetic employee's work and its contents, as well as team cooperation and working methods, as part of our annual development discussions.

Okmetic has a recreation committee that organizes various events for personnel, such as harvesting parties (Kekri-juhlat). Within the framework of recreational activities, any Okmetic employee can organize joint events and receive company support for them.

WE OFFER INTERNSHIPS AND SUMMER JOBS FOR STUDENTS IN THE FIELD

Every year, we offer summer production trainee positions and engineering internships. These serve as a good springboard for the industry.

We offer our personnel competitive terms of employment

WE ALL HAVE AN INCENTIVE SALARY

One of Okmetic's competitive factors is fair and motivating remuneration. Salary is based on the complexity of work among all groups of personnel, and each group is also part of an incentive scheme. Blue-collar employees are paid a monthly productivity bonus for achieving set targets. The incentive scheme bonuses for white-collar employees are based on profitability, financial and operating targets of Okmetic Group, which are adopted annually for a year at a time by the board of directors. The Group's parent company complies with the collective labor agreements of the Technology Industries of Finland. In 2024, the total amount of wages and salaries was 42.7 (42.8) million Euro.

WE OFFER COMPREHENSIVE EMPLOYEE BENEFITS FOR ALL PERSONNEL

As employee benefits, we offer the entire personnel a sports, culture, and well-being benefit, as well as a company bike benefit. At the Vantaa fab, we have our own personnel restaurant, where we serve a healthy and tasty lunch at an affordable price. Our employees have access to extensive occupational health services, professional services for internal occupational well-being and work ability, and our own gym.

TOTAL WAGES AND SALARIES IN 2024

42,7 million Euro

Safe and responsible working conditions are everyone's right

WE PAY CONSTANT ATTENTION TO OCCUPATIONAL SAFETY RISKS AND HOW TO PREPARE FOR THEM

Our goal is to prevent accidents by continuously updating production risk assessments and ensuring our personnel are aware of occupational safety requirements. Our production involves various work phases, each presenting different types and levels of occupational safety hazards. These hazards include physical, chemical and psychosocial stress factors.

Physical stress factors include standing work, moving and lifting silicon crystals, momentary unergonomic working positions related to wafer processing, and numerous manual movements. The aim is to reduce physical strain through ergonomic working postures, assistive devices, and lighteners, as well as providing guidance on correct working methods and postures.

Many different chemicals are involved in the processing of silicon wafers. Although chemicals are used in closed processes, their use always involves risks. Understanding risks of chemicals used in working areas has proven to be useful. The hazards of chemicals are taken into account, and risk factors related to chemicals are reduced through technical solutions. Necessary instructions and personal protective equipment are kept up to date.

Psychosocial workload is caused by factors related to work organization, teamwork, instructions and work management. By conducting workplace well-being surveys, workplace surveys and workstation-specific risk assessments, we aim to identify areas for improvement highlighted by our personnel. Supervisor training focuses on coaching in a more humane way.

For specialists outside of production, the workload factors are primarily related to psychosocial workload factors.

WE DEVELOP SYSTEMS THAT SUPPORT AND IMPROVE OCCUPATIONAL SAFETY

In 2024, we continued to use a more comprehensive tool for assessing both personal and environmental risks.

Our goal is to further refine and improve the scope and coverage of risk assessments on a work area-specific basis. At the same time, we are strengthening our supervisors' awareness of occupational safety risks. Risk assessments are carried out together with personnel and experts, supported by workplace surveys conducted by occupational health care. Through these assessments, we aim to reduce risks and manage residual risks. Ultimately, our goal is to eliminate occupational safety hazards completely or replace them with less dangerous alternatives. Primarily, we focus on technical means of control, and secondarily, on personal protective equipment.

In 2024, we expanded our risk assessments to better cover chemical risks. We began conducting these assessments in production and water treatment facilities where reproductive hazardous chemicals are used. At the same time, we are better addressing the obligations brought by the new regulation concerning work-related cancer and chemicals affecting reproductive health.

Cleanliness and order are essential parts of occupational safety. Our 5S management methods create and maintain cleanliness and order. Monthly 5S audits ensure order and highlight suggestions for improvement. Additionally, we make safety observations through 5S audits.

As device security improves, we aim to increase understanding of the safe use of devices. The biggest risks related to device security are maintenance procedures and maintenance performed by the user. These tasks are included in risk assessments. Work strain is identified, assessed, and reduced based on our own risk assessments and in cooperation with occupational health care experts.

Safety sessions in production and maintenance play an important role in highlighting safety-related aspects and teaching safer ways to work. These discussion events related to proactive occupational safety make safety thinking commonplace at work.

WE CONTINUOUSLY MONITOR THE NUMBER OF ACCIDENTS AND ILLNESSES

We track the development of occupational health and safety by monitoring sickness absences and accidents. The safety situation is constantly observed at different operational levels. Near-misses and occupational accidents are investigated, and the occupational safety and health committee conducts safety tours in the workspaces according to the advanced plan.

The number of sickness absences decreased compared to the previous two years. In 2024, all absences related to sickness or accidents accounted for 4.6% (5.0%) of the total working time.

In 2024, there were 24 (25) accidents at work that resulted in absence. Workplace-related injury frequency, which refers to the number of workplace-related injuries per million working hours that cause a sickness leave of longer than three days, was 2.0 (2.9). Okmetic's disability pension contribution remained in category one in 2024.

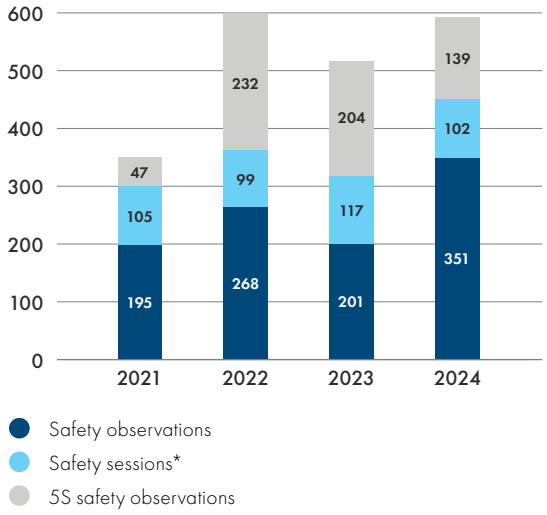
WE ACTIVELY COMMUNICATE ABOUT WORK-RELATED HEALTH AND SAFETY

We are a member of the Nollis forum, a network of workplaces dedicated to continuously improving occupational safety and well-being, as well as sharing best practices. Additionally, we have taken a more active role in increasing the number of safety-related observations and raising general safety awareness at every level of the organization.

WE DEVELOP OCCUPATIONAL HEALTH AND SAFETY TOGETHER WITH OUR PARTNERS

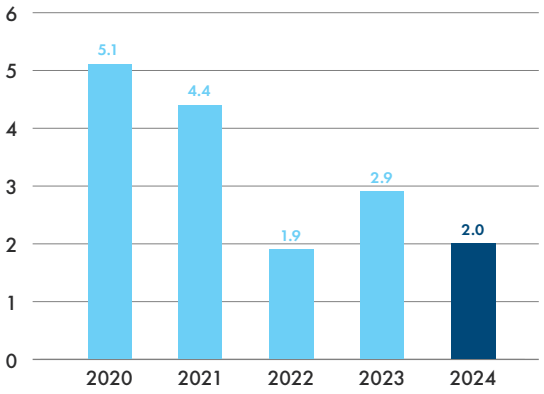
Our occupational health services are provided by an external service provider. Targets are set regarding employees' occupational health, the quality of services, and costs. Occupational health is monitored through quarterly reviews with the service provider. In occupational health care and cooperation with the partner, efforts have been made to develop a model of early support and active support. The main focus areas are the prevention of musculoskeletal disorders and the management of psychological work ability. We cooperate continuously with occupational health service providers and earnings-related pension providers. The aim of this cooperation is the preventive management of work ability. Efforts are constantly being made to improve working conditions, for example, by investing in work ergonomics.

SAFETY OBSERVATIONS, SAFETY SESSIONS AND 5S SAFETY OBSERVATIONS



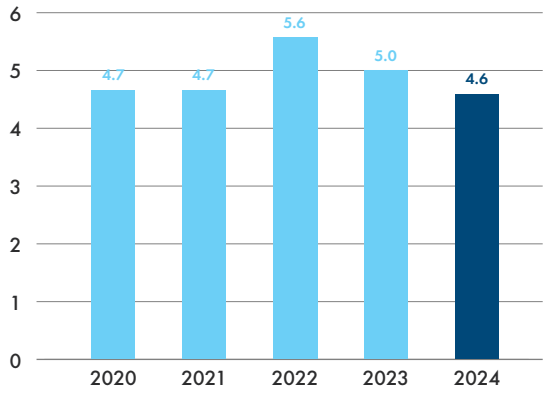
*Safety sessions are short discussions about safety. Topics include near-misses and accident investigations, pre-selected safety topics and regional safety issues.

WORKPLACE-RELATED INJURY FREQUENCY



*Workplace-related injury frequency refers to the number of workplace-related injuries per million working hours that cause a sickness leave of longer than three days.

SICKNESS ABSENCES, % OF TOTAL WORKING TIME



WORKPLACE ACCIDENTS IN 2024

Lti 30 (30 days or more)	1
Lti 4 (4 days or more)	2
Lti 1 (1 day or more)	14
Mti, treatment needed (absence less than one day)	10
Reported accidents total	**24**

A healthy work community is the foundation of everything

WE MONITOR THE DEVELOPMENT OF WELL-BEING AT WORK WITH CONTINUOUS MEASUREMENT

We measure the state of well-being at work with an annual survey. The well-being at work survey for 2024 was carried out in December 2024. The personnel survey satisfaction score was higher than in previous years. For blue-collar employees, the NPS (net promoter score) increased by 26 units, while for white-collar employees, the NPS remained almost the same. The NPS results were very good, considering the company's challenging financial situation over the past two years. The results were influenced by investments in people-oriented leadership and coaching supervisory work, as well as in the well-being of the personnel. The results of the survey were discussed in teams during spring 2025.

WE INVEST IN ACTIVITIES THAT BUILD A SENSE OF COMMUNITY AND GOOD TEAM SPIRIT

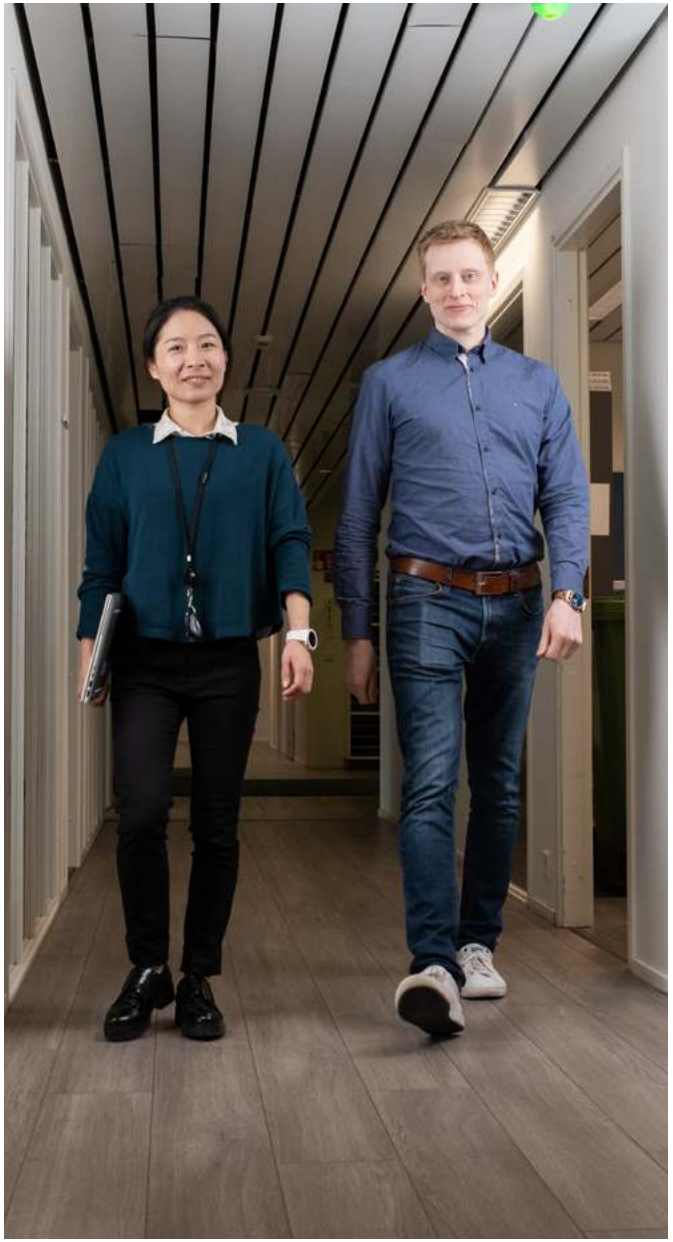
We build and maintain an open and interactive corporate culture in many ways. On our intranet, we highlight our personnel, present teams, and share career stories at Okmetic. At the beginning of 2024, we launched the #TopnotchProfessionals (#PiinkovatAmmattilaiset) site on our intranet, which introduces new Okmetic employees and highlights news related to our personnel.

Dialogue between management and personnel takes place actively in the personnel forum held four times a year, in monthly cooperation meetings, in the occupational safety and health committee, and in each personnel group. Okmetic's Executive Management Group has an elected representative of the personnel.

Okmetic holds a personnel forum quarterly, which is comprehensively attended by both employee and employer representatives to discuss common issues. Anyone can bring up topics for discussion in the personnel forum, where the topics stipulated in the co-operation legislation are also reviewed quarterly. In addition, regular weekly and monthly meetings are organized with personnel representatives to promote the flow of information and rapid processing of issues.

WE ARE ALL EQUAL, AND EVERYONE IS GUARANTEED EQUAL RIGHTS

We are committed to respecting the human rights of our employees and treating them with respect in accordance with international standards. We do not tolerate any inappropriate or discriminatory behavior or treatment contrary to human rights. Employees have the right to join and form trade unions of their choice. We have a feedback channel through which personnel can give feedback about the company anonymously, ask questions, or make suggestions. We have drawn up an equality and non-discrimination plan, which is reviewed annually with the working group and management team and updated every other year. The goal is to ensure that everyone has an equal opportunity to apply for and be selected for more demanding or diverse positions and that equal compensation is given for all work at the same demand levels. Eliminating and preventing all forms of harassment and inappropriate behavior is an important third objective. Measures, responsible parties, schedules, and follow-ups have been defined for these objectives.



Environmental responsibility

Environmental impacts being monitored 25

Efficient production and continuous improvement 27

Reducing the environmental impacts of our own operations 29

Identification and avoidance of risks 32

Enhancing our commitment to environmental sustainability

In today's world, the significance of taking care of the environment is more critical than ever. As we face the challenges of climate change, resource depletion, and pollution, it becomes imperative for individuals and organizations to take proactive measures to protect our planet. We recognize the growing importance of environmental responsibility and are committed to being part of the solution.

OUR GOAL IS TO REDUCE CO2 EMISSIONS BY 90% BY 2030 (SCOPE 1 AND 2)

-90 percent

ENVIRONMENTAL IMPACTS ARE CONTINUOUSLY MONITORED

The environment and its protection in all forms are important to us. We continuously identify, evaluate, and monitor factors affecting the environment. The environmental impacts of our operations are mainly generated in our production processes. The consumption of energy, water, and chemicals, the procurement and use of raw materials, and the generation of certain hazardous waste have been identified as the most significant environmental factors. We strive to minimize these impacts through continuous development of our production processes and other environmentally friendly choices.

ISO 14001 CERTIFICATION PROVIDES A FRAMEWORK FOR SETTING ENVIRONMENTAL TARGETS AND MANAGING RISKS

To ensure that our efforts are effective and aligned with best practices, we maintain a documented environmental management system. This system provides a framework for setting and monitoring environmental targets, drawing up annual environmental programs, and investing in preventive planning for environmental risk management. Our operations are ISO 14001 certified, reflecting our commitment to high environmental standards.

ENVIRONMENTAL POLICY GUIDES OUR OPERATIONS

We steer our operations with our environmental policy. The environmental policy is based on five basic principles: regulatory compliance, minimizing environmental impacts, risk identification and prevention, continuous improvement and cooperation with partners.

WE DEVELOP OUR ENVIRONMENTALLY RESPONSIBLE OPERATIONS TOGETHER WITH OUR STAKEHOLDERS AND WITHIN THE VALUE CHAIN

We understand that our commitment to environmental responsibility is shaped not only by our own initiatives but also by the expectations and requirements of our customers, personnel, and other stakeholders. We actively engage in open dialogue with our stakeholders to ensure that our operations align with their environmental values and aspirations. This collaborative approach allows us to continuously develop and enhance our environmentally friendly practices.

We leverage the insights gained from customer audits to refine our operations and make them more sustainable. By taking environmental impacts into account within the value chain, we work closely with suppliers, customers and other partners to minimize negative environmental effects.

Sustainable development is not just a responsibility but also a strategic advantage. By prioritizing environmentally friendly practices, we support our competitiveness and profitability, ensuring that we remain a leader in our industry while protecting the planet for future generations.

WE ARE COMMITTED TO SIGNIFICANTLY REDUCE OUR GHG EMISSIONS

We have set our goal to reduce Scope 1 and 2 emissions by 90 percent by 2030, using 2022 emissions as the baseline. In 2024, we purchased almost 50 percent of our electricity as carbon neutral. In 2025, we will increase this share to 80 percent.

In 2024, we signed the commitment letter for the globally recognized Science Based Targets Initiative (SBTi), demonstrating our dedication to setting new targets to decrease greenhouse gas emissions (GHG). By committing to SBTi, we support the objectives of the Paris Agreement on climate change. We are committed to setting new targets by the first half of 2026 to further our efforts in reducing GHG emissions.

We are already mapping the carbon footprint of our value chain, encompassing our own operations, supply chain, and the products we deliver to customers. By committing to the SBTi, we will further elevate our goals and formulate a target for Scope 3 emissions reduction.

WE ARE PREPARED FOR THE UPCOMING SUSTAINABILITY REPORTING IN ACCORDANCE WITH THE CSRD DIRECTIVE

In 2024, we prepared for future reporting in accordance with the EU CSRD (Corporate Sustainability Reporting Directive) by conducting a double materiality assessment and defining the material topics to be reported.

Regulatory changes that have not yet been confirmed at the time of publishing the report may postpone Okmetic's reporting obligation until 2027. We monitor the development of regulations and are prepared to develop our reporting practices with the aim of achieving an operating method in accordance with the existing and final CSRD regulations.

In terms of the environment, the material topics are:

E1 CLIMATE CHANGE

- Climate change mitigation
- Energy

E2 POLLUTION

- Pollution of air, water and soil
- Substances of (very high) concern

E3 WATER AND MARINE RESOURCES

- Water consumption
- Water withdrawals
- Water discharges

E5 RESOURCE USE AND CIRCULAR ECONOMY

- Resource inflows, including resource use
- Resource outflows related to products and services
- Waste

Environmental policy

The environment and its preservation in all forms is important for us. We are dedicated to operating in a manner that demonstrates true leadership in environmental management. We continuously identify, evaluate, and monitor factors affecting the environment. The environment impacts of our operations are mainly generated in our production processes. The consumption of energy, water, and chemicals, the procurement and use of raw materials, and the generation of certain hazardous waste have been identified as the most significant environmental factors. We strive to actively minimize these impacts through continuous development of our production processes and other environmentally friendly choices.

We are commited to the following:

MINIMIZING ENVIRONMENTAL IMPACTS OF OUR OPERATIONS

- Reducing emissions - we have set targets for reducing emissions and are striving to achieve them
- Optimizing resource usage - we aim to optimize the consumption of raw materials, energy and water in relation to production volume
- Improving waste management - we continuously strive to develop waste recycling

REGULATORY COMPLIANCE

Meeting or exceeding applicable and relevant regulatory requirements and other industry standards and guidelines to which we subscribe.

RISK IDENTIFICATION AND PREVENTION

We identify, minimize and eliminate risks in our operations.

CONTINUOUS IMPROVEMENT

We search new ways to improve the company's environmental performance throughout the organization.

COOPERATION WITH PARTNERS

We collaborate closely with our partners in the value chain to ensure regulatory compliance and minimization of environmental impacts.

In 2024, we achieved a B rating in the Carbon Disclosure Project (CDP) as a Small and Medium-sized Enterprise (SME). B was the highest level attainable.

We have implemented and maintained a documented Environmental Management System (EMS) that provides the framework for setting and reviewing environmental objectives and targets. These objectives and targets are reviewed on an annual basis to ensure the continuing suitability, adequacy, and effectiveness of our EMS.

We invest in resource-efficient production and its continuous improvement

OPTIMIZATION OF RAW MATERIALS, ENERGY AND WATER CONSUMPTION IN RELATION TO PRODUCTION VOLUME

Our goal is to optimize the consumption of raw materials, energy, and water in relation to production volume through efficient production and continuous improvement.

The energy consumption of crystal growing and other wafer manufacturing depends primarily on the efficiency of the manufacturing processes and the effective use of the grown silicon crystals. Our aim is to improve both through continuous process development.

In our energy usage development, we leverage an external energy audit, which provides actionable recommendations. The audit covers the monitoring of electricity, energy and water consumption. Based on the review, crystal growing and wafer processing take up the majority of the electricity consumed as they are energy-intensive processes. In addition, electricity is used for ventilation and lighting, among other things. District heating is mainly used for heating the building and process water. Most of the water is also consumed in actual production.

Among the raw materials we use, the use of polysilicon has been identified as a significant environmental factor in our operations. We strive to minimize the amount of polysilicon that ends up as waste by optimizing crystal growing processes. In addition, we produce recycled silicon from the unused parts of silicon crystals, which we can still utilize in our production, and a significant portion of the silicon waste is being recycled by our partner.

We initiated an environmental project at the beginning of 2024 to enhance the efficiency of polysilicon material usage in both our production and external recycling processes. Our goal was to increase the share of recycled silicon to 10 percent of all polysilicon used by the end of 2024. Although we fell slightly short of this target, achieving an 8.5 percent share in 2024, the development work will continue in 2025. Additionally, we investigated the recyclability of silicon material that ends up as waste. In collaboration with our partner, we discovered that pure parts of silicon waste are recyclable. In 2024, nearly 35% of silicon waste was recycled.

Based on a study conducted in 2022 related to water use in production, we identified areas where it is possible to reduce water consumption. We began implementing water-saving measures in 2023 and continued these efforts in 2024. The savings achieved in 2024 amounted to 4,400 m³ of pure DI water, which reduced both water and energy consumption. New measures to save water will be investigated in 2025.

Our electricity consumption in 2024 increased by 8 percent and district heat consumption by 14 percent compared to the previous year. When comparing electricity and district heat consumption, it must be taken into account that in 2024, electricity and district heat were also used at the construction site of the new fab expansion. Water consumption increased by 4 percent. Water consumption in production is not directly proportional to production volumes, as many devices use water when in standby mode.

ENSURING THE QUALITY OF RAW MATERIALS AND THEIR EFFICIENT USE

Ensuring the quality of the raw materials and materials used is part of ensuring our competitiveness. The quality of the materials is ensured by defining the specifications that suppliers must comply with. Both national and international environmental and chemical legislation set requirements for the raw materials we use. We monitor changes in laws and regulations in order to adapt our operations to the tightening regulations. The efficient use of raw materials is one of the key factors in terms of cost-efficiency and competitiveness of wafer manufacturing. The pertinent indicators are constantly monitored, and efforts are being made to reduce material waste through process development in areas selected based on effectiveness.

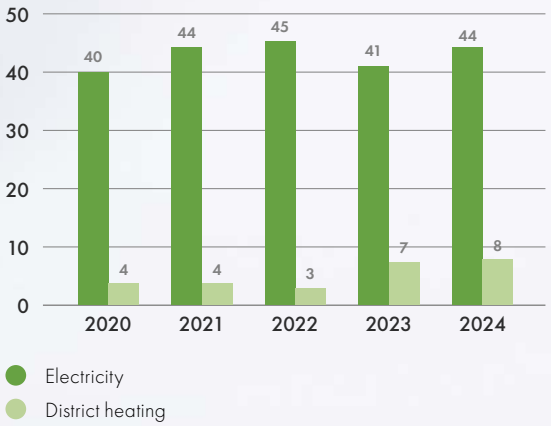
RESOURCES USED IN 2024: ELECTRICITY, DISTRICT HEATING AND WATER

In 2024, we used a total of 44.4 GWh (gigawatt-hours) of electricity and 7.5 GWh of district heating in our production facility and office. Both electricity and district heating consumption increased compared to the previous year. However, the figures are not fully comparable to the previous years, as they include the energy used at the fab expansion construction site.

Water consumption was 971 TM3 in 2024. It increased by 4 percent from the previous year due to increase in production volumes.

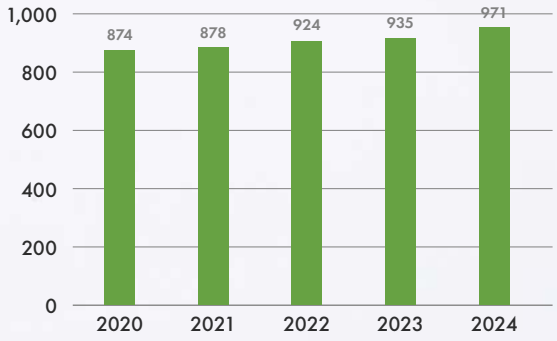
ELECTRICITY AND DISTRICT HEATING CONSUMPTION

GWH



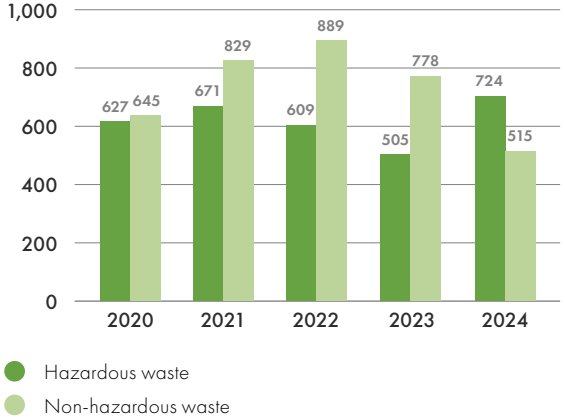
WATER CONSUMPTION

TM3

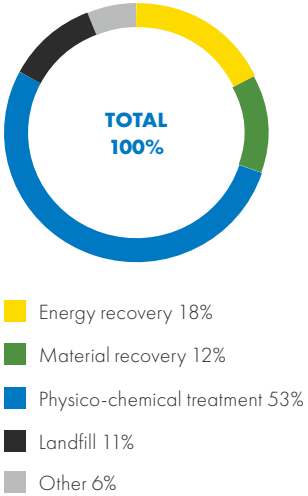


AMOUNT OF WASTE

TN



WASTE RECYCLING RATE



SORTING AND RECYCLING OF WASTE WAS ENHANCED IN ALL OPERATIONS

At the beginning of 2024, we initiated an environmental project aimed at enhancing and improving the sorting and recycling of waste in production, warehouse, office premises, and the personnel restaurant. Throughout the year, we defined the starting point, created development plans, and implemented these plans.

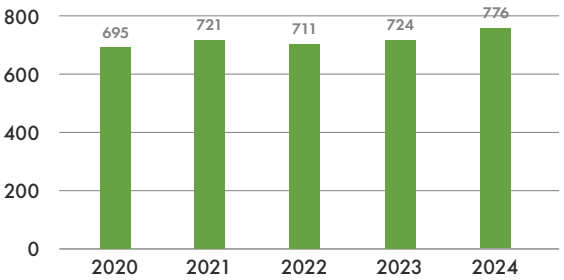
The most significant changes in the production area involved the recycling of plastic and silicon, as well as the enhancement of metal recycling. New waste categories were introduced for plastic and silicon recycling, and metal recycling was made more efficient by adding sorting points in production. Additionally, the markings on the containers were improved.

New sorting bins for plastic, cardboard, paper, glass, metal, biowaste, and mixed waste were installed in the offices and personnel restaurant. Clear instructions for waste sorting were also provided. In 2025, we will continue to invest in recycling and sorting by guiding and encouraging personnel.

The project also defined procedures for waste sorting and recycling in the new fab expansion.

WASTE WATER

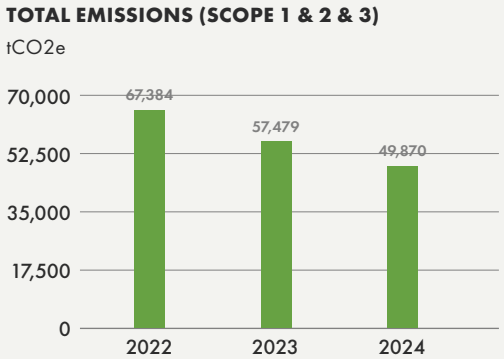
TM3



The total amount of waste in 2024 was 1,239 tons, which was about 4 percent less than in the previous year. The amount of non-hazardous waste was 515 tons, and the amount hazardous waste was 724 tons. The ratio of non-hazardous and hazardous waste changed during last year, as the classification of some of the waste types we produce changed from non-hazardous to hazardous.

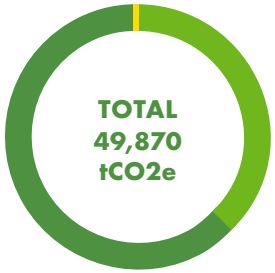
In 2024, our operations produced 776 tm³ of waste water, which is approximately 7 percent more than in the previous year. The amount of wastewater increased due to increased production volumes.

TOTAL AMOUNT OF WASTE DECREASED BY -4%



OUR GREENHOUSE GAS EMISSIONS DECREASED BY 13% COMPARED TO THE PREVIOUS YEAR

-13%



Scope 1 Direct emissions
Scope 2 Purchased energy
Scope 3 Indirect emissions

SCOPE 1
DIRECT EMISSIONS - PRODUCTION PLANT AND COMPANY OWNED VEHICLES

Combustion of propane	6
Use of leasing cars	19
Total	**25**

SCOPE 2
PURCHASED ENERGY - ELECTRICITY AND HEAT

Electricity	12,985
Heat	1,492
Total	**14,477**

SCOPE 3
INDIRECT EMISSIONS, ARISING FROM THE COMPANY'S VALUE CHAIN

Indirect emissions are divided into two phases according to whether they occur before or after the company's own operations. Emissions generated before the company's operations are called upstream emissions, and emissions generated after the company's own operations are called downstream emissions.

Upstream	
Purchased goods and services	24,483
Capital goods	2,870
Fuel- and energy-related activities	2,701
Transportation and distribution	1,912
Waste generated in operations	655
Business travel	1,265
Employee commuting	594
Leased assets	448
Downstream	
Transportation and distribution	440
Total	**35,368**
Total emissions (Scope 1,2 & 3)	**49,870**

CARBON FOOTPRINT IN 2024

Carbon footprint calculations have been made following the company standard of the greenhouse gas protocol (GHG Protocol). Emission calculations have been made for the operations of the entire Okmetic Group. The results represent potential GHG emissions of the company in 2024 calculated based on the information provided by Okmetic Oy.

The total amount of all emissions in 2024 (Scope 1, 2 & 3) was 49,870 tCO2e, which represents a 13.2 percent decrease from the 2023 figures (57,479).

The amount of direct emissions (Scope 1) was 25 (23) tCO2e and the amount of purchased energy (Scope 2) was 14,477 (20,466) tCO2e. Indirect emissions (Scope 3) amounted to 35,368 (36,303) tCO2e.

Scope 3 does not take into account emissions from category 10 (processing of sold products). It has not been possible to reliably calculate emissions in this category.

We have defined a roadmap for reducing emissions

Our goal is to reduce CO2 emissions* by 90% by 2030

*Scope 1 and 2

At the beginning of 2023, we set an emissions reduction target to reduce our CO2 emissions (scope 1 and 2) by 90% by 2030. The baseline year for the reduction target is 2022.

In 2022, the total emissions from Scope 1 and 2 were 11,147 tCO2e.

In 2023, the combined emissions of Scope 1 and 2 were 20,489 tCO2e.

In 2024, the combined emissions of Scope 1 and 2 were 14,502 tCO2e.

Electricity consumption accounts for most of the Scope 1 and 2 emissions. In 2024, we purchased almost 50 percent of our electricity as carbon neutral. In 2025, we will increase this share to 80 percent.

We invest in risk identification and mitigation

CAREFUL HANDLING OF HAZARDOUS SUBSTANCES IS IMPORTANT

Significant environmental risks are posed by the use of hazardous substances, such as acids and alkalis. Strict regulations have been established for their storage and use. The Finnish Safety and Chemicals Agency (TUKES) has defined the maximum permitted storage quantities for the most hazardous chemicals. TUKES conducts an annual inspection of Okmetic.

WE MEET THE REGULATORY REQUIREMENTS

Okmetic has a valid environmental permit. The annual report in accordance with the environmental permit has been submitted to The Environment Centre of Vantaa in March 2024. In 2024, Okmetic reported waste information to the YLVA system, which is national environmental protection reporting service, for the first time. In 2024, there were no deviations related to the terms of the environmental permit. The energy audit is carried out every four years and the latest one was conducted in 2024. The next energy audit will be carried out in 2028. Environmental risks are assessed continuously in accordance with the plan.

Ethics

Maintaining good customer and partner relationships	34
Strong business ethics	35
A good corporate citizen	36

Ethically sustainable business

For us, ethical business means that all our operations are transparent and ethically sustainable. Our ethical principles guide our work and apply to the entire organization. We also require our partners to commit to ethical business practices and ensure ethical standards throughout our supply chain.

Maintaining good customer and partner relationships

At Okmetic, our business revolves around understanding and serving our customers. It is very important for us to listen to our customers and understand their needs so that we can offer the best possible silicon-based solutions for their device and process requirements. In our operations, we aim to provide an excellent customer experience through high quality, customer orientation, solution-driven approaches, and effective communication. Our customers can also trust us to act responsibly and ethically.

QUALITY OF CUSTOMER EXPERIENCE AS A COMPETITIVE FACTOR

We operate in an industry where customers' quality requirements are constantly tightening, and quality is one of the most important competitive factors. Okmetic consistently develops its operations on a long-term basis to meet and exceed customers' evolving quality requirements and expectations.

Our customers' expectations are shaped by their unique business requirements, our customer promise, our shared history, and competitor activities. These factors influence how they perceive the quality of their customer experience. This experience isn't solely determined by product quality and timely deliveries; it also hinges on smooth collaboration and effective communication. At Okmetic, in addition to prioritizing product quality and punctuality, we place particular emphasis on streamlining processes and enhancing the quality of customer encounters.

TAILORED CUSTOMER SOLUTIONS

Each batch of Okmetic's silicon wafers is customized according to the customer's device, process and technology needs, and produced in volume production. Customer-specific tailoring ensures the best possible wafer performance, leading to several customer benefits: improved device performance and functionality, increased design possibilities, better yields, and smooth, cost-effective manufacturing. These improvements also benefit the environment by enhancing energy efficiency and reducing material use.

CUSTOMER SEGMENTATION AND SERVICE CONCEPTUALIZATION BENEFIT ALL CUSTOMERS

Like many companies, we use customer segmentation and service conceptualization to steer our operations. Our aim is to establish long-term relationships with our customers and promote open communication. We have appointed a dedicated team or account manager for each customer. Service conceptualization helps us deepen our understanding of the customer's needs and ensures that we can meet each customer's needs as well as possible.

Strong business ethics

Okmetic is managed in accordance with Finnish corporate legislation, the Accounting Act, the Articles of Association, and generally accepted ethical principles. We have zero tolerance for bribery, corruption, coercion and embezzlement.

WE MAKE PURCHASES RESPONSIBLY

As a guideline for our socially responsible operations, we follow the widely recognized Code of Conduct of The Responsible Business Alliance (RBA). We expect our suppliers and business partners to do the same. We ensure that those working at Okmetic's premises and/or premises designated by Okmetic fulfill the obligations of the Contractor's Obligations and Liability Act.

WE HANDLE ALL CONFIDENTIAL INFORMATION APPROPRIATELY

We respect the intellectual property rights and privacy of our suppliers, customers, and personnel. We process all personal data in accordance with EU laws and regulations. We use non-disclosure agreements with our customers as part of our business agreements..

WE INVEST IN DATA SECURITY

In 2024, we continued to invest in information security. Information security management system guides the maintenance of, among other things, databases of devices, systems and connections, as well as regular reviews of documentation and software related to information security and data protection.

The capability of continuous information security monitoring was further developed by investing in new endpoint detection and response solution and renewed firewalls in IT and OT networks. Information security awareness training was also renewed and deployed as an e-learning solution for Okmetic personnel.

OUR STAKEHOLDERS HAVE THE RIGHT TO REPORT VIOLATIONS AND SUSPICIONS

Okmetic's personnel have the right to raise their concerns related to business ethics anonymously and without fear of counter or punitive measures. Other stakeholders also have the same right. For this purpose, there is an electronic reporting channel maintained by an external partner, where cases can be reported anonymously. In 2024, no notifications were received through the reporting channel.

WE COMPLY WITH THE FOLLOWING ETHICAL PRINCIPLES IN OUR BUSINESS:

- Our business decisions and trade methods are transparent and ethically sustainable
- We follow good business practices in business, advertising and competition
- We are committed to maintain and transmit only accurate information
- We manage confidential information in a manner that confidentiality is maintained
- We respect intellectual property rights
- We source minerals from responsible sources and do not use conflict minerals
- We protect our registry information in accordance with rules and legislation

A good corporate citizen

WE ACTIVELY COLLABORATE WITH COMPANIES AND EDUCATIONAL INSTITUTIONS TO PROMOTE THE SEMICONDUCTOR INDUSTRY

We cooperate with semiconductor companies operating in Finland to increase awareness of the industry and promote jobs for students in the field. In 2024, the 'Without Us' campaign, launched in 2023, continued to raise awareness of the semiconductor industry among young people. Additionally, we participated in the 'Semi-Summer' campaign with other semiconductor companies in Finland. As part of this campaign, companies made a donation to Aalto University, which offered exciting summer jobs in the School of Electrical Engineering, the School of Chemical Engineering, and the School of Science.

We also participated in the European Chips Skills Academy (ECSA) project, which aims to promote the microelectronics industry in Europe and address current industrial challenges by bridging the gap between education and industry and addressing the acute skills gap in Europe.

WE INVEST IN GROWTH AND ENSURE CONTINUITY

The semiconductor industry is cyclical, but in the long term, it is growing, and we want to be part of that growth. With the new fab expansion becoming operational in 2025, we will ensure our competitiveness in the industry and create new jobs in Finland. We have avoided workforce reductions for more than 10 years.

Sustainability management system

We are committed to developing sustainability

MANAGEMENT SYSTEM

Sustainability is an integral part of our strategy and values, which include respect and valuing others, customer orientation, continuous development, and sustainable growth. Acting sustainably is the duty of every Okmetic employee.

Compliance and the development of sustainability are led by the CEO together with the Executive Management Group. Among the members of the EMG, sustainability is the responsibility of the director of human resources, communications, and sustainability. The practical implementation and areas of responsibility are guided by policies approved by the Board of Directors or the EMG and the sustainability program, in which objectives are set and achieved through the measures described. The program has been created based on a materiality analysis, and the management team updates it when necessary and monitors the achievement of targets. Measures to promote sustainability development are implemented at different levels of the organization.

A responsible member of the EMG and Okmetic's communications team are responsible for sustainability communications and reporting. The aim is to ensure that employees and partners have accurate and sufficient information about the objectives, so that they can be involved in developing products and operations in a more sustainable direction. Information is shared through internal and external channels, and achievements are regularly reported to all stakeholders. Reviewing the Corporate Social Responsibility Manual, which contains a description of Okmetic's sustainable principles and practices, is part of the induction program for every employee.

The environmental management team is responsible for the practical implementation of environmental responsibility management and the environmental system. Okmetic's occupational health and safety committee oversees occupational health and safety cooperation. The HR department ensures the well-being of employees, maintains optimal working conditions, and oversees personnel matters.

Okmetic updates the equality plan every three years and its statistical survey annually. The equality plan is monitored in cooperation with shop stewards.

A corporate social responsibility agreement has been signed with the main contract manufacturers and suppliers.

CUSTOMER EXPECTATIONS

In the semiconductor industry, customer expectations and demands for quality and sustainability have increased significantly in recent years. Environmental responsibility and emission reduction, in particular, are the goals of many of our global customers, and they expect the same from their suppliers. We strive to meet or exceed customer expectations in many ways, both now and in the future.

RISKS AND RISK MANAGEMENT

In 2022, we developed risk assessment by introducing a new tool for risk assessments for both safety and environmental risks. In 2024, risk assessments were expanded to better cover chemical risks. The goal is to further improve and expand our risk assessments.

SUSTAINABILITY COMMUNICATIONS

Through our intranet, every Okmetic employee can read about our sustainability principles. We also publish internal and external news related to sustainability.

SUSTAINABILITY PROGRAM AND DEVELOPMENT TARGETS

Personnel

The key objectives of our sustainability program regarding personnel are to develop well-being at work, build an even stronger and more people-oriented company culture, enhance internal communication and workflow, and ensure competence and expertise within the company.

We have further developed well-being at work by investing in coaching for supervisors from the perspectives of coaching leadership and value-based leadership. In 2025, we will continue to support the coaching and value-based leadership of supervisors and implement the principles of leadership. A key goal has been and will continue to be to raise a people-oriented operating culture alongside technology-based thinking. In 2024, we launched the #TopnotchProfessionals (#PiinkovatAmmattilaiset) concept to support both external and internal employer image. In 2025, we will celebrate Okmetic's 40th anniversary with this theme, raise awareness of Okmetic employees, and strengthen the sense of community.

We launched a new intranet in 2023 and an English version in 2024 to support work community communications. From 2025 onwards, we will focus on developing communications within production. Over the past few years, we have digitized and developed many manual and paper-based systems and processes, such as induction and training, development discussions, working time tracking, and other HR processes. In 2025, we will introduce new ID cards, renew our working time tracking and access control systems, and update our HR management system. We will also continue our development work to make more efficient use of modern cloud-based tools that have already been introduced.

Over the past few years, we have done a lot of work to increase the company's awareness and strengthen the employer image, to ensure future growth and recruit the best talent. The results of this work have been reflected in the growing number of applicants in connection with recruitment. We have also strengthened student cooperation by actively participating in various student events and offering internships and thesis opportunities to students. We were also involved with other semiconductor companies operating in Finland in developing the awareness and attractiveness of the industry. Examples of these in 2024 were the Semi-Summer summer job campaign and the Without Us attraction campaign.

Health and safety

Occupational health and safety are very important to us, and the measures and methods promoting them are constantly being developed. The most prominent goals are to improve occupational safety, develop well-being at work, reduce sickness absences, and anticipate and manage risks. We work in close cooperation with occupational health care. In 2024, we prepared the introduction of a new occupational health management program together with occupational health care and in 2025 we will continue the development work together with occupational health care. In 2023, we made the decision to concentrate our expertise in occupational health and safety, and a new position of a Safety Engineer was established at the beginning of 2024. In 2025 we will continue with the HS team to promote the new guidelines, risk assessments and development of the protection organization required by the fab expansion. In the big picture, with the fab expansion, the personnel's awareness of occupational safety and the development of the safety culture is a priority. Topics related to occupational safety and well-being are constantly discussed and developed in cooperation with personnel representatives.

Environment

Our key goals in terms of environmental responsibility are to reduce our emissions according to the roadmap we have drawn up, decrease energy, water, and chemical consumption, sort and recycle waste more efficiently, and improve the use of raw materials, such as polysilicon.

We have set our goal to reduce Scope 1 and 2 emissions by 90 percent by 2030, using 2022 emissions as the baseline. In 2024, we purchased almost 50 percent of our electricity as carbon neutral, which was close to the annual target. Scope 1 and 2 emissions in 2024 were 14,502 tCO2e, when the target was 13,000 tCO2e. In 2025, we will increase the share of carbon neutral electricity to 80 percent. In 2024, we also signed the commitment letter for the globally recognized Science Based Targets Initiative (SBTi). We are committed to setting new targets by the first half of 2026 to further our efforts in reducing GHG emissions.

Based on a study conducted in 2022 related to water use in production, we identified areas where it is possible to reduce water consumption. We began implementing water-saving measures in 2023 and continued these efforts in 2024. The savings achieved in 2024 amounted to 4,400 m³ of pure DI water, which reduced both water and energy consumption. New measures to save water will be investigated in 2025.

During 2023, we started to develop a new alternative work phase for the double-sided wafer process, which can be used to reduce the chemical consumption of the process phase and the amount of mixed acid waste generated. This project was continued in 2024, and the process was completed, but the method has not yet been implemented.

At the beginning of 2024, we started an environmental project to develop and enhance waste sorting and recycling throughout the fab, including office, warehouse, restaurant, and kitchen facilities. The project was completed in January 2025, and in 2025 we will continue to guide and motivate personnel to recycle. At the beginning of 2025, we started a project that aims to reduce the amount of plastic waste by using recycled plastic cassettes in our internal wafer processes. The goal is to reduce the use of prime cassettes by 7%.

We have also invested in improving the efficiency of polysilicon material usage. Our aim is to increase the relative share of recycled silicon to 10 percent of the total silicon used. In 2024, we achieved 8.5 percent. Additionally, we investigated the recyclability of silicon material that ends up as waste. In collaboration with our partner, we discovered that pure parts of silicon waste are recyclable. In 2024, nearly 35 percent of silicon waste was recycled. In 2025, we launched also a project aimed at reducing crystal loss through various measures.

Ethics

In 2024, we continued to invest in information security. Information security management system guides the maintenance of, among other things, databases of devices, systems and connections, as well as regular reviews of documentation and software related to information security and data protection. The capability of continuous information security monitoring was further developed by investing in new endpoint detection and response solution and renewed firewalls in IT and OT networks. Information security awareness training was also renewed and deployed as an e-learning solution.

Management

The aim is to continuously improve and develop cooperation between personnel and management. At the beginning of 2023, an elected employee representative started as a member of the Executive Management Group. Personnel representation is also included in several other function-specific management and project groups, such as the planning groups for the premises and functions of the new fab extension.

AUDITS AND CERTIFICATIONS

We comply with the RBA's Code of Conduct in terms of responsibility and reporting, according to which an external party audits our responsible operations.

We have quality and environmental management systems in accordance with ISO 9001:2015, ISO 14001:2015, and IATF 16949:2016 standards.

Our operations also meet the requirements of the REACH Regulation, RoHS Directive, and GADSL. The quality and environmental management system is audited by an external certification body. Internal audits are also organized regularly, and we have auditors specifically trained for internal audits.

In our administration, we comply with Finnish laws and regulations as well as our Articles of Association. We are subject to an audit in accordance with the Finnish Companies Act, and separate financial statements are prepared for each operating period.

GRI

Okmetic's sustainability reporting for 2024 utilises the GRI standard, although it does not cover all of its information requirements. Some of the information in the report has been verified by an external party.

GRI-NUMBER	GRI-TITLE	PAGE	REPORT TITLE	ADDITIONAL INFORMATION
GR2: GENERAL DISCLOSURES				
2–1	Organizational details	8	Okmetic	
2–2	Entities included in the organization's sustainability reporting	4	Report description	
2–3	Reporting period, frequency and contact point	4	Publishing the report	
2–4	Restatements of information			No changes
2–5	External assurance	4	Report description	
2–6	Activities, value chain and other business relationships	8-9	Okmetic	
2–7	Employees	16-23	Personnel and sustainability	
2–9	Governance structure and composition	37	Sustainability management system	In accordance with the Finnish Limited Liability Companies Act and Okmetic's Articles of Association
2–12	Role of the highest governance body in overseeing the management of impacts	37	Sustainability management system	
2–13	Delegation of responsibility for managing impacts	11-15	Sustainability at Okmetic	
2–22	Statement on sustainable development strategy	10	Strategy	
2–23	Policy commitments	11-15	Sustainability at Okmetic	The Responsible Alliancen (RBA) Code of Conduct
2–25	Processes to remediate negative impacts	14	Sustainability program	
2–26	Mechanisms for seeking advice and raising concerns	35	Strong business ethics	
2–27	Compliance with laws and regulations	35	Strong business ethics	
2–28	Membership associations			Teknologiateollisuus ry, Helsingin kauppakamari, Suomen Laatuyhdistys ry, SEMI org., ISES Global, Techcet, Silicon Saxony
2–29	Approach to stakeholder engagement	12	Stakeholders	
2–30	Collective bargaining agreements			All personnel
GR3: MATERIAL TOPICS				
3–2	List of material topics	13	Fundamental themes	
3–3	Management of material topics	14	Sustainability program	
GRI 201: ECONOMIC PERFORMANCE				
201–1	Direct economic value generated and distributed	6	Year 2024 in brief	Total wages and salaries in 2024 were 42.7 M€
GRI 205: ANTI-CORRUPTION				
205–3	Confirmed incidents of corruption and actions taken			No cases
GRI 206: ANTI-COMPETITIVE BEHAVIOR				
206–1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			No cases
GRI 301: MATERIALS				
301–1	Materials used by weight or volume	24-32	Environmental responsibility	
GRI 302: ENERGY				
302–1	Energy consumption within the organization	24-32	Environmental responsibility	
302–3	Energy intensity			The energy intensity of Okmetic's operations is low
302–4	Reduction of energy consumption	27	Optimization of raw material, energy and water consumption	

GRI-NUMBER	GRI-TITLE	PAGE	REPORT TITLE	ADDITIONAL INFORMATION
GRI 303: WATER AND EFFLUENTS				
303–5	Water consumption	28	Environmental responsibility	
GRI 305: EMISSIONS				
305–1	Direct (Scope 1) GHG emissions	30	Environmental responsibility	
305–2	Energy indirect (Scope 2) GHG emissions	30	Environmental responsibility	
305–3	Other indirect (Scope 3) GHG emissions	30	Environmental responsibility	
305–5	Reduction of GHG emissions	29-32	Environmental responsibility	
GRI 306: WASTE				
306–1	Waste generation and significant waste-related impacts	29	Environmental responsibility	
306–2	Management of significant waste-related impacts	29	Environmental responsibility	
306–3	Waste generated	29	Environmental responsibility	
306–4	Waste diverted from disposal	29	Environmental responsibility	
306–5	Waste directed to disposal	29	Environmental responsibility	
GRI 401: EMPLOYMENT				
401–1	New employee hires and employee turnover	6, 17	Year 2024 in brief, personnel and sustainability	
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	20	Personnel and sustainability	
401–3	Parental leave			In Finland, statutory
GRI 402: LABOR/MANAGEMENT RELATIONS				
402–1	Minimum notice periods regarding operational changes			In Finland, statutory
GRI 403: OCCUPATIONAL HEALTH AND SAFETY				
403–1	Occupational health and safety management system	21-22	Safe and responsible working conditions	
403–2	Hazard identification, risk assessment, and incident investigation	21-22	Safe and responsible working conditions	
403–3	Occupational health services	21-22	Safe and responsible working conditions	
403–4	Worker participation, consultation, and communication on occupational health and safety	21-22	Safe and responsible working conditions	
403–5	Worker training on occupational health and safety	21-22	Safe and responsible working conditions	
403–6	Promotion of worker health	21-22	Safe and responsible working conditions	
403–8	Workers covered by an occupational health and safety management system	21-22	Safe and responsible working conditions	
403–9	Work-related injuries	21-22	Safe and responsible working conditions	
403–10	Work-related ill health	21-22	Safe and responsible working conditions	
GRI 404: TRAINING AND EDUCATION				
404–1	Average hours of training per year per employee	17	We value everyone's contribution	
GRI 413: LOCAL COMMUNITIES				
413–2	Operations with significant actual and potential negative impacts on local communities	32	We invest in identifying potential dangerous situations and avoiding risks	
GRI 415: PUBLIC POLICY				
415–1	Political contributions			Okmetic does not support political parties

OKMETIC

ADVANCED SILICON WAFERS SINCE 1985

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