

2025

SUSTAINABILITY REPORT



OKMETIC

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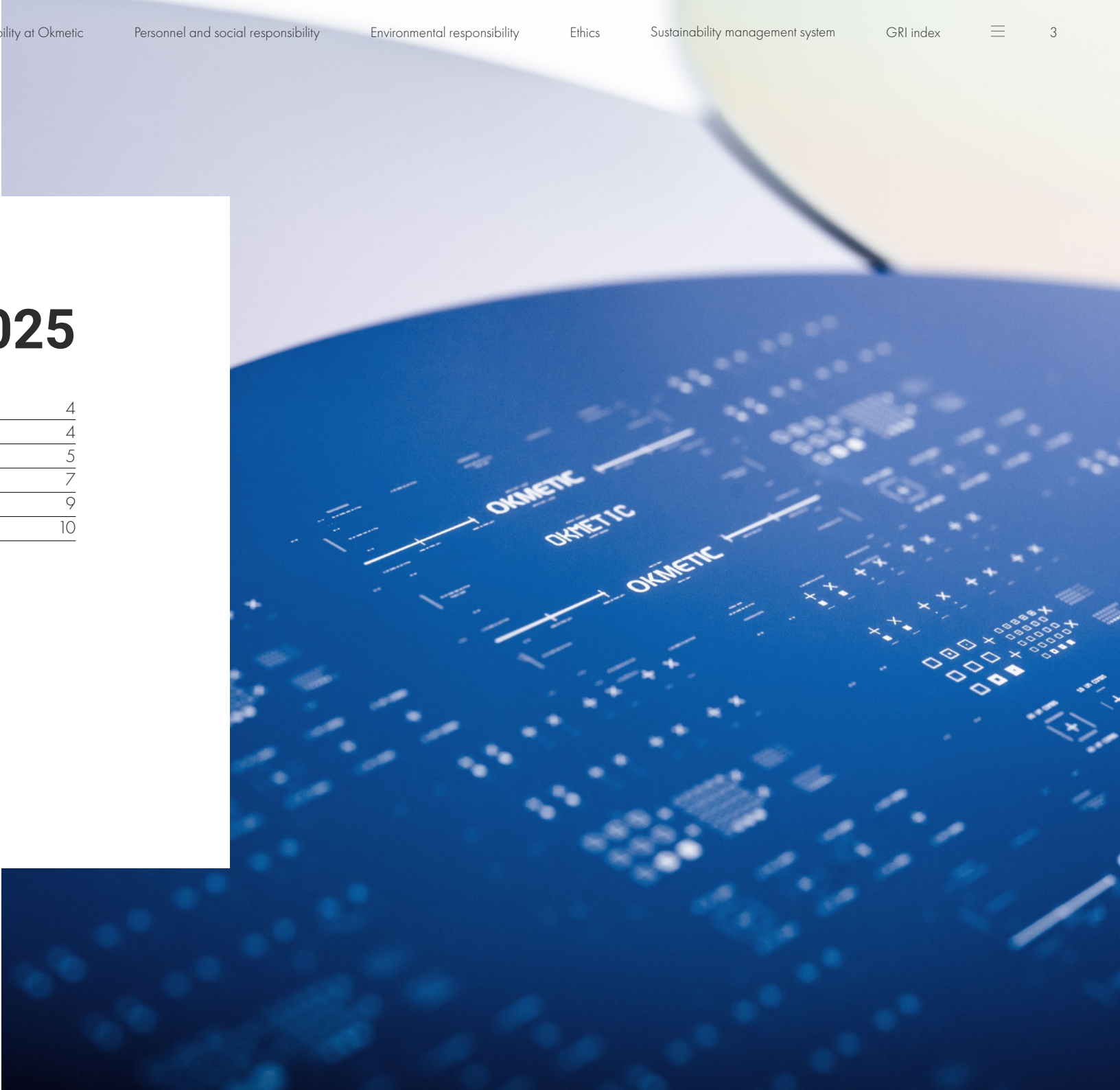
Sustainability management system

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Report description

Okmetic's Sustainability Report 2025 presents the company's most material sustainability impacts and describes how sustainability is integrated into business operations and long-term development. The report aims to support transparency and informed decision-making for Okmetic's key stakeholders, including customers, personnel, partners, owners and wider society.

The report introduces Okmetic's business, strategy and values, and explains how sustainability supports the company's long-term value creation. It outlines the key sustainability targets, guiding principles, governance model and development programme that steer sustainability work across the organisation.

Okmetic's sustainability management is aligned with the **Responsible Business Alliance (RBA) Code of Conduct**, which is widely applied within the semiconductor industry. Accordingly, the report follows the RBA responsibility structure, covering responsibility for personnel, occupational health and safety, environmental performance, business ethics and the management system. For each of these areas, the report describes key principles and practices, development actions, and achieved results.

The information disclosed in the report is supported by a Global Reporting Initiative (GRI) index presented at the end of the report. Okmetic uses the GRI framework to systematically develop its sustainability reporting and performance. While the current GRI disclosures are not yet comprehensive, selected information has been verified through RBA assessments and external audits. The scope and verification of sustainability data will continue to be developed in future reporting cycles.

Publishing the report

The Sustainability Report is published annually in English as a PDF document on Okmetic's website (www.okmetic.com). The report is not produced as a printed version, but it can be printed from the PDF if needed. The previous Sustainability Report was published in April 2025, and the next report is scheduled for publication in early 2027.

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

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, Internet of Things

(IoT) applications, and power supply and energy efficiency solutions. Okmetic is owned by NSIG, a Chinese stock listed company. We have over 690 employees, and our net sales in 2025 was 88 million Euro.

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



Close to customer worldwide

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, we have sales agents in South Korea and Taiwan. The majority of our silicon wafers are manufactured in Vantaa, Finland. We also have manufacturing partners in Asia. Major investments in recent years have expanded both the production capacity and technical capabilities of our Vantaa plant. The most recent investment in fab expansion was completed and commissioned in 2025. With this investment we increased our 200 mm polished wafer capacity significantly.

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 extensive wafer portfolio includes Bonded SOI, SSP and DSP wafers as well as Patterned and TSV wafers among others.

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 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, and 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.

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

SILICON CRUSH AS A STARTING MATERIAL



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

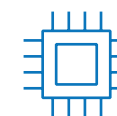


The processing of silicon wafers involves several additional steps. Finally, the wafers are inspected, packaged, and delivered to the customer as raw material for the manufacture of MEMS, sensor, RF and power devices.

AFTER PACKAGING THE WAFERS ARE SENT TO THE CUSTOMERS



SEMICONDUCTOR MANUFACTURERS



SYSTEM SUPPLIERS



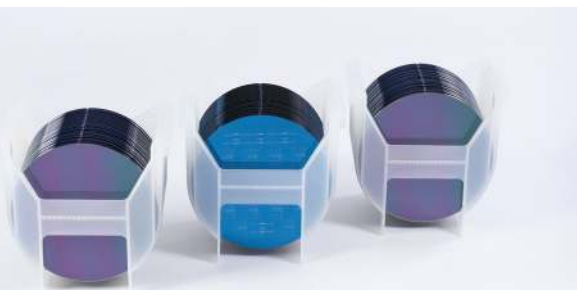
END PRODUCTS



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.

SILICON WAFERS

- MEMS 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)



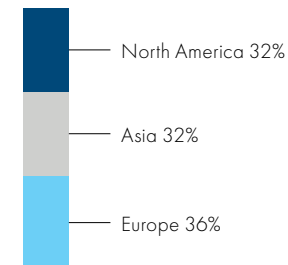
Year 2025 in brief

- In 2025, 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. Despite these headwinds, Okmetic's net sales increased slightly compared to the previous year, reaching 88 million Euros.
- The fab expansion, the largest investment in Okmetic's history, was commissioned in spring 2025. The first crystals were grown in the fab expansion in March, and the first wafers were produced in June. Operations entered a ramp-up phase in the second half of the year as production scaled toward volume production enabling the Vantaa site to cater to all 150–200 mm silicon wafer needs.
- Okmetic celebrated its 40th anniversary by honoring top-notch professionals (piinkovat ammattilaiset) from across the decades. The anniversary year culminated in a joint celebration with personnel in October.
- We completed the remaining recruitments required for commissioning the fab expansion. The orientation program for white-collar employees was further developed into a hybrid model combining e-learning and classroom training. The working time tracking, HR management, and payroll systems were renewed. A unified Code of Conduct was introduced by consolidating various policies and guidelines.
- We celebrated significant milestones in Silicon-On-Insulator wafer technology as Cavity SOI (C-SOI®) was launched 20 years ago,

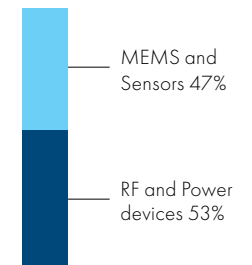
and Power Management SOI 10 years ago. As a foundational technology in MEMS manufacturing, our C-SOI® wafers enable streamlined production, reduced complexity, and enhanced efficiency. Our Power Management SOI wafers are cutting-edge power substrates that enable a high level of integration, reduced power losses, and increased yield.

- R&D activities focused on advanced crystal growth, specialty wafer process development, and substrate engineering supporting MEMS, RF, power, quantum, and advanced packaging applications. The work was carried out through EU and national programs, research collaborations, and customer partnerships.
- Okmetic published two white papers on GaN and RF substrate technologies, contributing to industry knowledge sharing and the development of next-generation semiconductor solutions.
- We actively collaborated with other semiconductor companies operating in Finland to develop the industry and its attractiveness. We are also involved in the European Chips Skills Academy (ECSA) project to respond to the shortage of semiconductor professionals at EU level.
- We took a significant step toward reducing our emissions by sourcing 80% of our electricity from renewable hydropower. As a result, we have already reduced our Scope 1 and 2 emissions by 54% compared to our 2022 baseline. This progress supports our SBTi-aligned target and clear roadmap to reduce Scope 1 and 2 emissions, covering direct emissions and purchased energy, by 90% by 2030.

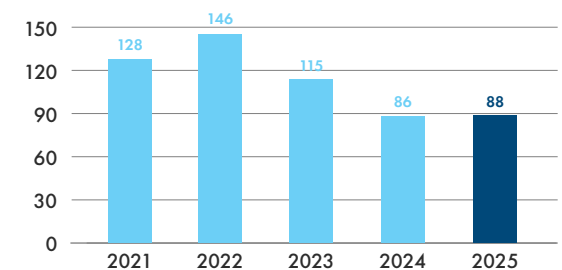
NET SALES PER MARKET AREA



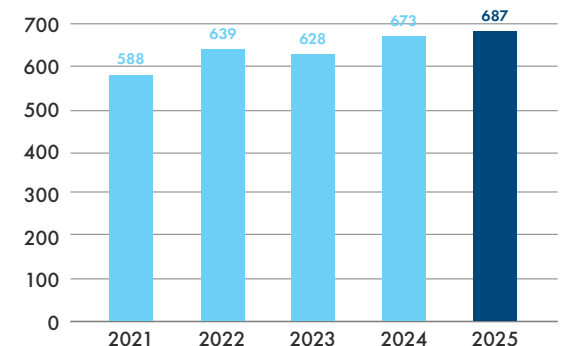
NET SALES PER CUSTOMER AREA



NET SALES MILLION EURO



PERSONNEL 31 DECEMBER 2025



Okmetic's 40th anniversary year was full of stories, encounters, and top-notch expertise

Okmetic celebrated its 40th anniversary in 2025, highlighting the milestone throughout the year with numerous events, publications, celebrations, and shared moments that brought together both former and current employees.

The year served as a tribute to four decades during which Okmetic has grown from a small, bold player into an internationally respected manufacturer of advanced silicon wafers.

BRINGING THE ANNIVERSARY TO LIFE VISUALLY

To celebrate the anniversary, a refreshed email signature and dedicated Teams backgrounds were released for use in all external contexts. The 40th anniversary logo featured prominently across various materials and videos, as well as in the overall visual identity of the year. For internal materials, a distinct anniversary logo, "40 vuotta Piinkovia Ammatilaisia (40 years of Top-notch Professionals)," was used.

40 years of top notch professionals

HONORING OKMETIC'S HISTORY AND THE PEOPLE BEHIND IT

The main theme of the anniversary year was people – the top-notch professionals who have built Okmetic's story. During the year, 12 employees who exemplify Okmetic's values were recognized, and monthly history stories were published on the intranet. These stories opened windows into Okmetic's different eras, from the early years in Espoo to the present day.

A history exhibition was also set up in the fab premises, featuring stories about the company's evolution and the employees who have contributed to it over the decades.

In addition, employees were able to capture the spirit of the anniversary year together with colleagues in a photobooth. To mark the occasion, all employees received special beanies featuring the anniversary logo.



Okmetic executive management group captured their anniversary moment in the photobooth.



Operator Mikko Koskinen and Production Engineer Sami Salonen at the photobooth.



The history exhibition was set up on the fab premises.



A SLICE OF CELEBRATION

The official anniversary date, May 9th – marking the day Okmetic was entered into the Trade Register 40 years earlier – was celebrated with coffee and cake at the Vantaa fab. The refreshments were served in the newly opened personnel restaurant in the fab expansion area.



Kerstin Schreiber, Sales Director Europe, received the Entrepreneur recognition. The recognition was presented by CCO Anna-Riikka Vuorikari-Antikainen.



Senior Product Development Engineer Juha Larismaa received the Positive recognition. The recognition was presented by CTO Atte Haapalinna together with Juha's supervisor R&D Director Heikki Holmberg.



A TOAST TO THE TOP-NOTCH PROFESSIONALS

The October Kekri party at the Clarion Hotel Helsinki Airport took on a special tone in honor of the 40th anniversary. Current and retired Okmetic employees, summer employees, and regular on-site partners were invited to the celebration.

Guests arrived along the blue carpet to a sparkling atmosphere and enjoyed a festive program, delicious food and drinks, dancing, music, and memorable conversations late into the night.

The evening opened with a history video, followed by a speech from CEO Kai Seikku and an interview with former EMG member and SVP Research Markku Tilli, reflecting on the company's growth, key turning points, and shared journey.



TOGETHER TOWARD THE NEXT DECADES

The message of the anniversary year was clear: at the heart of Okmetic's success are its people – the top-notch professionals whose expertise, courage, and collaboration have built a four-decade-long story. At the same time, the year laid the foundation for a future in which growth, innovation, responsibility, and working together remain firmly at the centre.

Talk with Kai Seikku, President and CEO

The year 2025 was a year of contrasts in Okmetic's history. On the one hand, it was a significant year as we reached several important milestones: we celebrated our 40th anniversary, completed a major fab expansion, and produced the first wafers from the expanded facility. On the other hand, the year was challenging due to prolonged weakness in Okmetic's core market segments, despite growth in the overall semiconductor market.

After navigating a challenging few years, the semiconductor industry has entered 2026 with emerging opportunities alongside continued uncertainty. While the overall semiconductor market is set to grow, growth is bifurcated: AI-related segments are experiencing phenomenal growth, whereas consumer electronics and automotive remain under pressure for the fourth consecutive year. Looking ahead, as the semiconductor cycle progresses, we expect market conditions to gradually improve and return to a healthier growth phase toward the latter part of the decade, as demand recovers across established semiconductor markets.

As we remain confident in the industry's long-term growth prospects, we are investing heavily in the future. In 2025, we continued to recruit to prepare for the recovery of the market and the growth of our own capacity through the fab expansion. In this environment, long-term commitment and reliability are more important than ever. At Okmetic, we operate with a clear long-term focus. While market conditions remain challenging, our priorities are unchanged: operational stability, disciplined investment, and reliable supply to support our customers.

Last year, we completed a major fab expansion that significantly increases our 200 mm polished wafer capacity from 2025 onward. Designed for decades of operation, the new facility is among the most modern 200 mm manufacturing environments globally and was planned with environmental



"Okmetic has over the past 40 years grown into one of the globally significant silicon wafer manufacturers, playing an important role in supporting the development of the international semiconductor industry."

responsibility in mind, supporting resource efficiency, emission reductions, and responsible waste and water management throughout its lifecycle. The expansion strengthens our capacity and market position in 200 mm, enabling high volume customer programs at a scale that was not previously possible. While industry investments remain focused on 300

mm manufacturing and much of the existing 200 mm capacity operates on legacy lines, Okmetic's modern 200 mm manufacturing, combined with a well established and actively supported 150 mm capability, represents a clear competitive advantage for the years ahead.

Despite several years of challenging market conditions, Okmetic has remained true to its sustainability commitments and ensured that its operations are fully aligned with them. Our skilled and motivated personnel are the cornerstone of future growth and success, and we have actively invested in employee well-being, occupational safety, and competence development. Reflecting our long-term commitment to our personnel, we have avoided measures to reduce the workforce for more than 15 years.

In terms of environmental responsibility, we took a significant step toward our emission reduction targets. We have set a goal to reduce direct emissions from our own operations and from purchased energy by 90 percent by 2030. In 2025, we increased the share of carbon neutral electricity to 80 percent of purchased electricity, in line with our emissions reduction roadmap. By the first half of 2026, we will set new science based targets in line with our commitment to the Science Based Targets initiative (SBTi) to further strengthen our efforts to reduce greenhouse gas emissions.

Okmetic has a long history as a Finnish silicon wafer manufacturer and as an integral part of the global semiconductor value chain. Founded in 1985 as a collaboration between Nokia and Outokumpu, the company has over the past 40 years grown into one of the globally significant silicon wafer manufacturers, playing an important role in supporting the development of the international semiconductor industry. In 2025, Okmetic marked its 40th anniversary, reflecting four decades of long-term commitment to technology advancement and close customer collaboration. I sincerely thank our customers, partners, and employees for their trust and dedication, and together we will continue to grow, innovate, and support the future of the semiconductor industry.

Kai Seikku
President and CEO

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 has repositioned 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 also supports its customers with high-volume 200 mm production.

VALUES

Values guide our everyday operations, including leadership, cooperation, and daily work. Our leadership practices are grounded in these values, and supervisors operate in line with shared leadership principles. In the same way, the Okmetician's principles guide how each of us interacts with others and works together across the organization.



**CUSTOMER
ORIENTATION**



**CONTINUOUS
DEVELOPMENT**



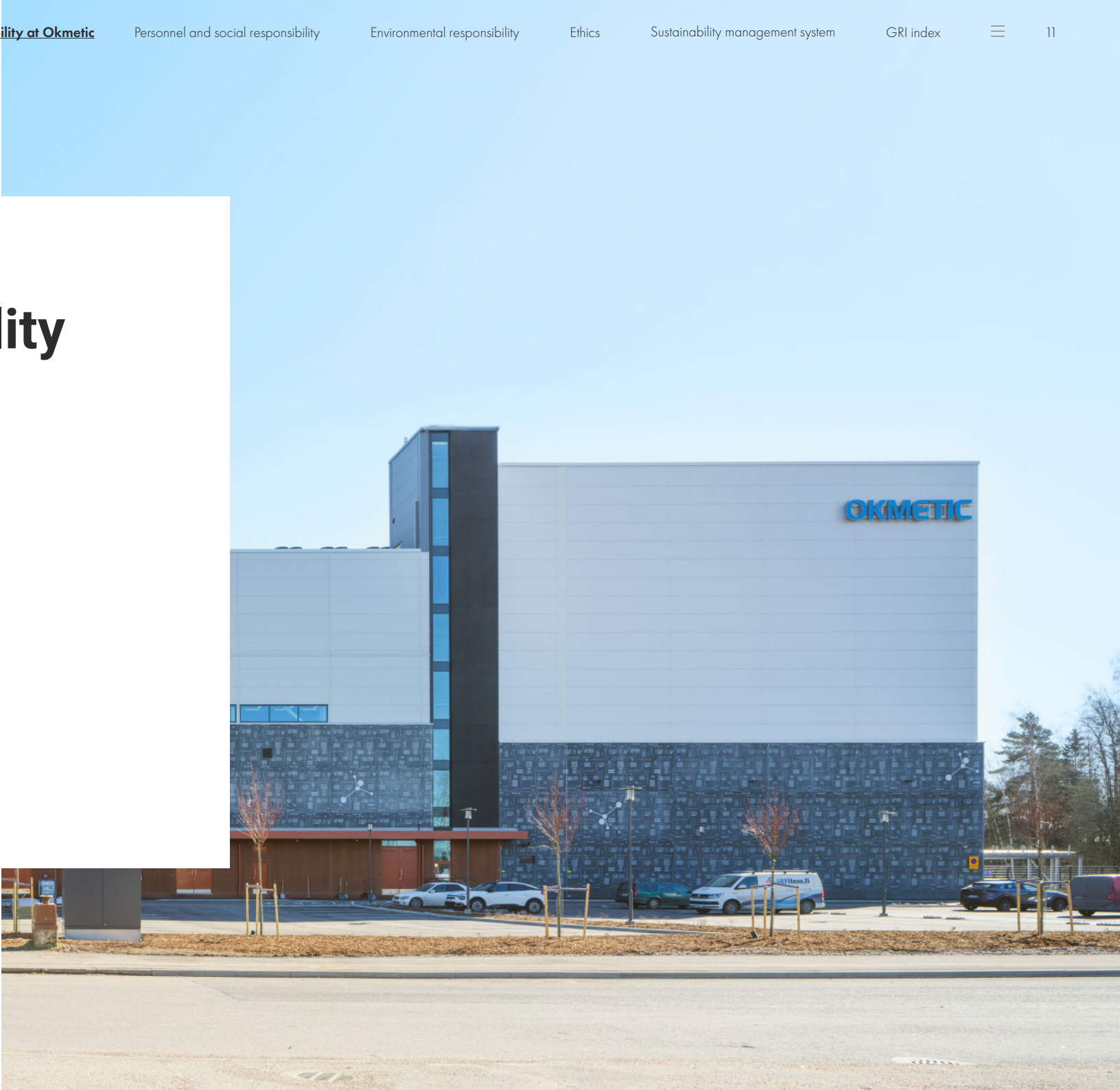
**SUSTAINABLE
GROWTH**



**RESPECT AND
VALUING
OTHERS**

Sustainability at Okmetic

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We are constantly striving to expand our positive impact

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

We aim to amplify our positive impact (handprint) on the world while simultaneously reducing the negative effects (footprint) of our operations. Our handprint is reflected in our silicon wafers, which serve as a platform for manufacturing MEMS, sensor, RF, and power devices. These devices are used in consumer and mobile devices, automotive electronics, industrial and healthcare systems, IoT devices, and renewable energy and electrification systems. Through our products, we contribute to building a smarter, safer, and more energy-efficient future.

Our footprint, in turn, is largely driven 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

Responsible operations and continuous improvement are fundamental to our success. By embedding sustainability into our daily operations, we meet the expectations of our stakeholders and build long-term value together.

We develop and supply high-performance silicon wafers for our customers. 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, manufacturing partners 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
- Manufacturing partners, 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 their wellbeing and the work community, as well as competence development at the individual, team, and company levels. We also ensure that all Okmetic employees have competitive conditions of employment and responsible working conditions.



RESPONSIBILITY FOR THE ENVIRONMENT

In terms of environmental responsibility, our operations emphasize the continuous development of production, both in terms of resource use and the reduction of environmental impacts. We also focus on identifying potential hazardous situations and avoiding risks across all our operations.



RESPONSIBILITY FOR PROFITABLE AND ETHICAL BUSINESS

For us, profitable and ethical business means being a stable and reliable company for our personnel, customers, and other stakeholders. Our focus is on maintaining a competitive offering, ensuring the profitability of our operations, and being a reliable partner.

Sustainability program

	OBJECTIVES	MEASURES	SCHEDULE	COMPLETED
PERSONNEL	Development of well-being at work	- Coaching-style supervisor work - Strengthening a sense of purpose and meaningful work - Embedding data-enabled, people-centred leadership into everyday decision-making and people development	2022-2026 2026-2028 2026-2028	
	Strong and robust company culture Better internal communication Modern and digital HR processes	- Building people-oriented company culture and strengthening communality - Development of communication to blue-collar workers - Digitalization of paper and manual processes - Introduction and utilization of modern working methods	2023-2025 2025-2026 2023-2026 2023-2025	X X
	Development of competence and expertise at the individual level and in teams	- High-quality recruitment and digital operator orientation - Digital induction of white-collar employees - Strengthening competence development through internal training and open knowledge sharing across the organization	2023-2025 2025 2026-2028	X X
HEALTH AND SAFETY	Improving occupational safety	- More efficient use of proactive occupational safety indicators - Increasing the occupational safety awareness of white-collar employees - Embedding a self-guiding safety and well-being culture	Continuous 2025- 2026- 2025-	
	Improving physical and process safety	Enhancing accident preparedness by increasing the training of the protection organization		
	Improving well-being at work and reducing the number of sick leaves	- Strengthening process safety as part of health and safety management - Well-being at work measurement and measures - Improving work ability and reducing blue-collar absence rates	2025- Continuous 2025-	
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	2024-2026	
	Reduce water consumption	Investigating ways to reduce water consumption of certain process tools	2023-2025	X
	More efficient sorting and recycling of waste	Analyzing the current situation and drawing up an efficiency plan	2024-2025	X
	Reduce the amount of plastic waste	Using recycled cassettes for internal processes	2025	X
	Reduce the amount of hazardous waste	Decreasing the amount of mixed acid waste generated in production by 15 percent per produced unit	2026-	
	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 - Reduction of special causes of crystal loss	2024-2025 2025-2026	X
ETHICS	Internalization and application of information security practices throughout the organization	Internal communication and training	2023-2025	X
	Strengthen ethical and consistent ways of working throughout the organization	A shared internal Code of Conduct that consolidates key guidelines and rules of conduct	2024-2026	
MANAGEMENT	Cooperation between personnel and management	Employee representation in management teams and functions	Continuous	
	Strengthening supplier sustainability performance and collaboration	- Updating supplier Code of Conduct - Strengthening supplier engagement and collaboration to deliver emissions reductions and support our SBTi targets	2026 2026-2028	

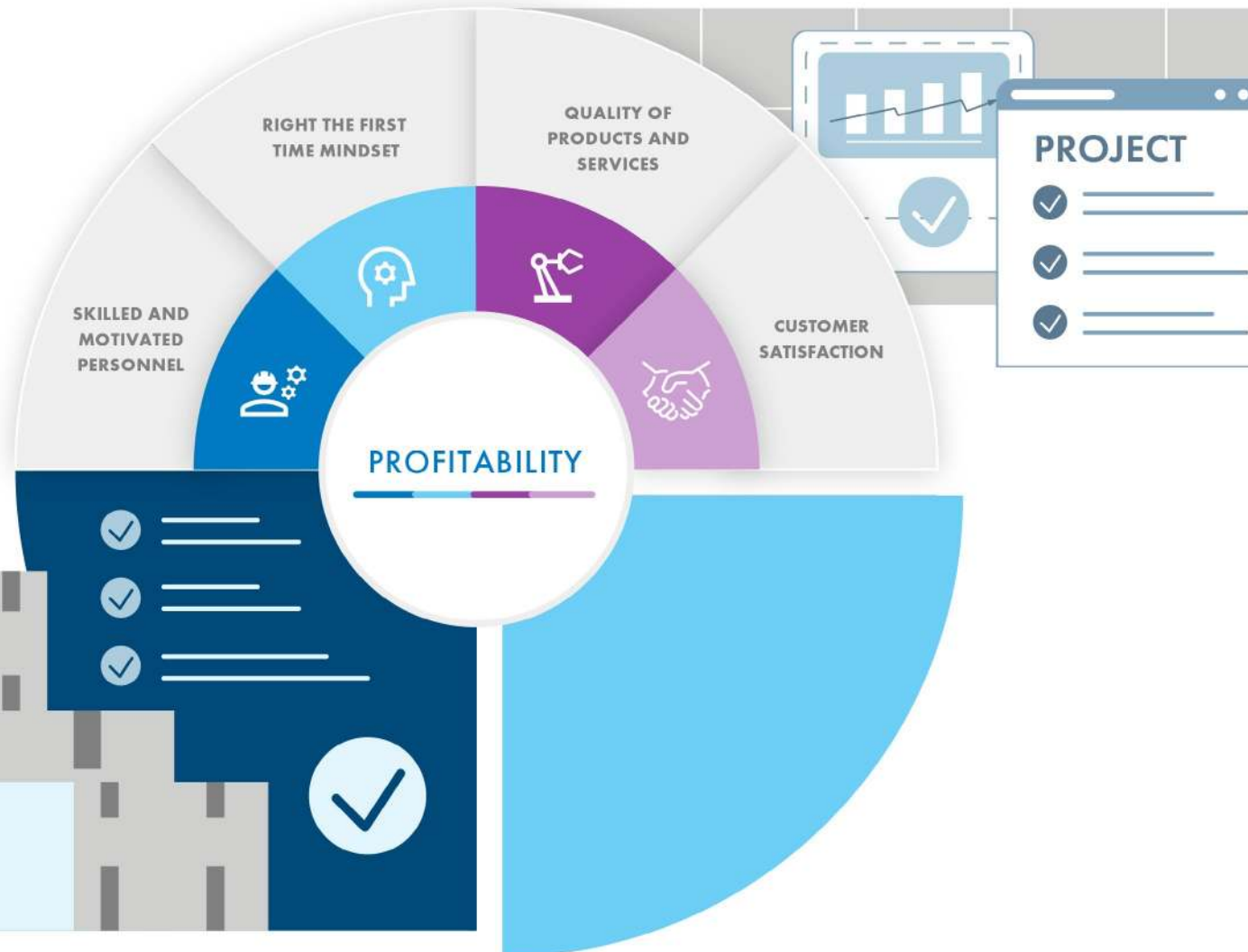
Quality

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

Our operations are founded on consistently high-quality standards in everyday work. Sustainable development principles and robust quality practices form the core of our operations and management system. Every employee is responsible for contributing to the company's quality and environmental objectives.

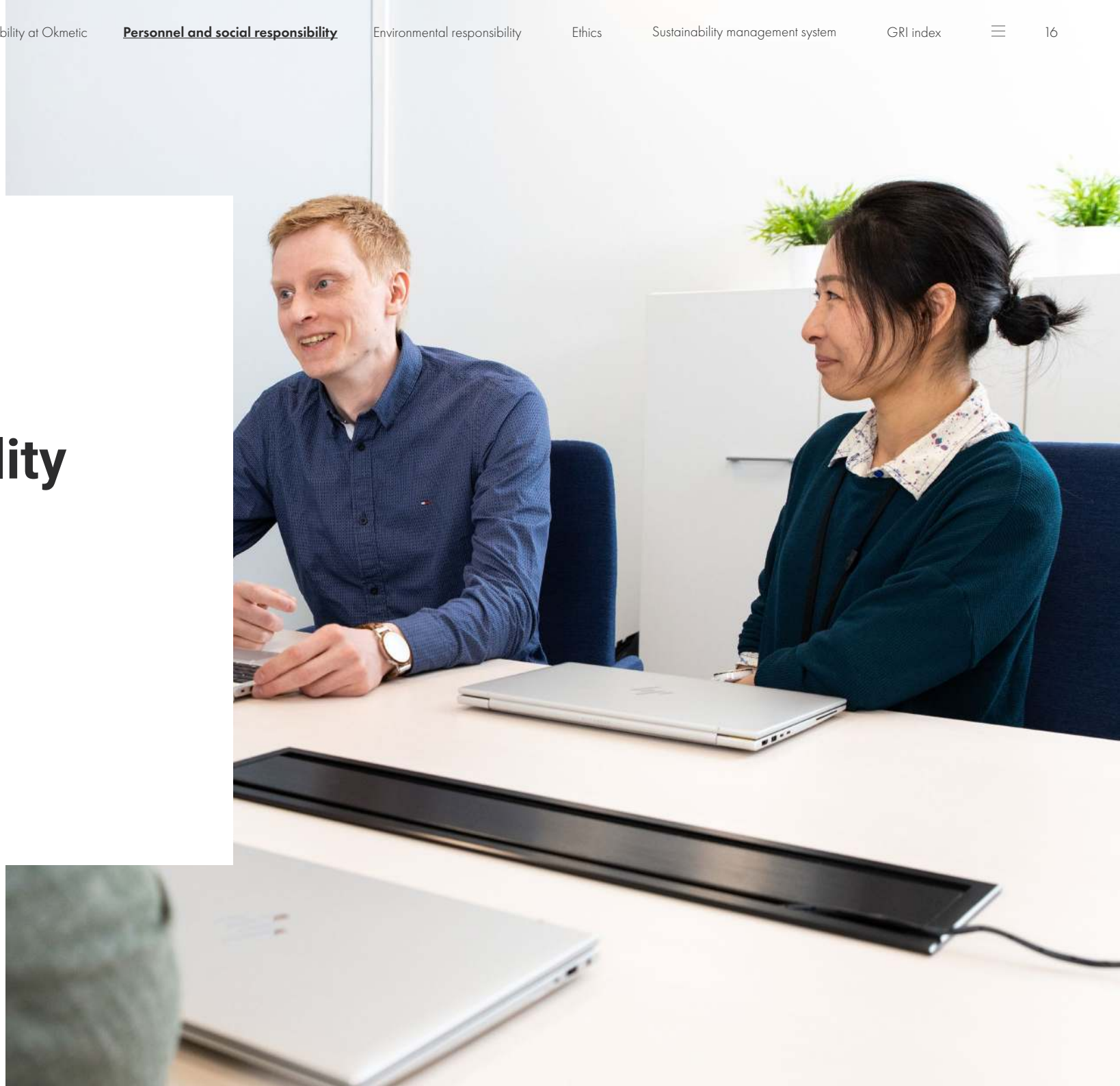
In our sustainability reporting, we apply the Responsible Business Alliance (RBA) Code of Conduct, which is widely recognized across the industry, and we require compliance from our contract manufacturers and other key suppliers. Our quality and environmental management is supported by certified management systems, continuous development projects, and systematic use of quality tools.

We operate in compliance with ISO 9001:2015, ISO 14001:2015, and IATF 16949:2016 standards.



Personnel and social responsibility

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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 and research institutes. 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 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 segments Okmetic operates in has faced headwinds. We believe in the market's long-term growth, and to meet future demand, we have invested heavily in capacity expansion. The Vantaa fab expansion will also enable significant growth in the number of personnel in the coming years. The company's HR processes are being further developed to operate on a larger scale as well.

In 2025, the average number of personnel was 689 (658). At the end of the year, we had 687 (673) employees. Of the personnel, 672 worked in Finland, seven in the US, seven in Japan and one in Germany, France and Singapore.

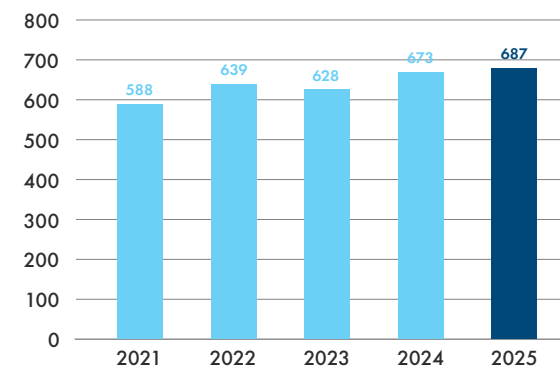
We want to be a reliable and stable employer. Although demand for our end products and the market situation fluctuates, thanks to long-term contracts and flexibility in our forecasting and operations, we have been able to offer a stable workplace. We have avoided measures to reduce the workforce for more than 15 years.

THE AVERAGE
LENGTH OF
EMPLOYMENT

10

years

NUMBER OF PERSONNEL 2021-2025



71 % Men
29 % Women

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



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

During 2025, we continued to invest in personnel skills development, safety, digitalization, and the overall well-being of our personnel, in line with the HR vision drawn up in 2022.

PEOPLE-ORIENTED COMPANY CULTURE

Our people-oriented company culture is built on valuing people alongside technology-driven ways of working. We focus on strengthening a sense of community across personnel groups, countries, and fab premises. At the core of our culture are value-based operations, everyday interaction, and coaching-style leadership.

During the year, we also celebrated Okmetic's 40th anniversary by highlighting our employees over the decades, as well as employees nominated by their colleagues for acting in accordance with our values. We deepened the coaching style leadership practices among our supervisors and implemented measures that strengthened employee engagement and our values-driven leadership culture.

DEVELOPMENT OF PERSONNEL

Investing in the development of personnel is a core part of our approach to people management. We aim to support the continuous development of skills and expertise for both individuals and teams, while ensuring high-quality onboarding for new employees. This is achieved through strong internal knowledge sharing, well-defined trainee paths, and systematic development of recruitment and orientation practices as the organization grows.

In 2025, we shifted our focus from external employer branding to strengthening the internal employee experience. During the year, we highlighted individuals who exemplify our company values and demonstrate top-notch professional qualities, as recognized by their colleagues. Building on the positive experiences from the blue-collar employees' e-learning platform, we further developed digital onboarding for white-collar employees and enhanced our occupational safety training.

MODERN DIGITAL PROCESSES

Modern digital processes play a key role in supporting efficient ways of working and easing the daily work of our personnel. Our aim is to continuously develop and renew electronic systems, replace manual and paper-based processes, and enable effective internal communication and collaboration through cloud-based solutions. The intranet serves as a shared platform for communication and access to information for all personnel.

At the end of 2025, we renewed our time tracking and HR management systems. These improvements support the automation of HR tasks and the digitalization of HR services. The renewal of the HR system also streamlines HR processes and improves managers' access to up-to-date reports, strengthening team leadership. In 2025, we also developed a more systematic approach to tracking and measuring key people performance indicators (KPIs), including turnover, recruitment progress, resourcing, absences, employee satisfaction, and the implementation of leadership practices.

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 at the same level of difficulty is paid equally.

To support the goal of a sustainable and diverse workplace, a unified Code of Conduct was finalized in 2025 by consolidating various policies and guidelines into a single framework defining clear principles for our sustainable operations. The Code of Conduct was introduced internally, and training was provided to support its implementation.

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 2025, we invested in several ways to ensure that production supervisors had more time for supervisory work. Through organizational changes, we aimed to reduce their workload related to other tasks, thereby supporting employee wellbeing and contributing to a reduction in sickness absences. We also actively promoted the implementation of new guidelines, risk assessments, and the development of the protection organization required by the fab expansion. This work was a key focus throughout the year as the fab expansion was commissioned.

At the end of 2025, we renewed our HR vision to guide our people related development efforts through 2028. Implemented from 2026 onwards, the HR vision is built around four focus areas that shape leadership, competence development, safety, and everyday ways of working across the organization.



WORK WITH PURPOSE

We promote meaningful work that is clearly connected to company goals. Purpose is strengthened through shared and transparent objectives, high-quality development discussions, and regular one-to-one dialogue between supervisors and employees. Leadership is increasingly supported by people data alongside process data, enabling more informed and people-centred decision-making. By strengthening understanding of the Okmetic story and the broader impact of semiconductors, we reinforce clarity of targets as well as a shared sense of identity and professional pride.

SELF-GUIDING SAFETY CULTURE

Safety and well-being are integral to everyday behavior and leadership. We foster a proactive safety mindset and embed safety into daily routines through clear instructions, regular safety sessions, and consistent communication. Early preventive measures support sustainable well-being, while supervisors lead early intervention and return-to-work processes, with HR supporting more complex cases. Together, these actions help reduce risks and maintain a sustainably low level of sick leave.

CONTINUOUS LEARNING

We foster an open knowledge sharing culture that replaces siloed ways of working. Digital onboarding and a digital learning environment provide a foundation for continuous competence development. Learning is embedded in everyday work that encourages teaching, peer learning, and team-level development. By focusing increasingly on internal knowledge sharing, we support internal competence growth and strengthen employee engagement.

LEADING PEOPLE WITH DATA

Our leadership approach remains strongly people-centred while increasingly enabled by data and analytics. By strengthening data literacy, supervisors are better equipped to identify relevant insights, interpret information, and translate it into concrete actions to lead and support. This enables informed decision-making and improved performance across the organization.

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 onboarding and actively encourage on-the-job learning. In 2025, the average number of training days was 1.0 (1.2) per person. Training focused on preventing and addressing harassment and inappropriate behavior, production induction, first aid, as well as information security and data protection. It should be noted that not all short online training courses or informational sessions are included in these figures.

Production job guidance typically lasts three to six months and is carried out by a personal production trainer appointed for each new employee. Production employees always receive appropriate orientation for their tasks, preparing them for productive, high-quality, and safe industrial work. In 2025, training for production personnel focused on quality, environmental issues, cybersecurity, occupational safety, ethics, and sustainability.

For white-collar employees, a personal induction plan is prepared. Planning for competence development as an expert or supervisor often begins already at the recruitment stage. At the start of employment, we support new employees in understanding the technical skills required for their role and career development, identifying their strengths, and exploring development opportunities within the company. A personal competence development plan is drawn up annually for all white-collar employees. In addition, the performance review process was revised, and a new form was introduced to better support supervisors in conducting evaluations.

The fab expansion, commissioned in the first half of 2025, is expected to create significant employment opportunities in Vantaa, enabling 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 over 10 years still. Personnel survey and managerial skills pulse surveys are conducted regularly, and development projects based on results are communicated and monitored to improve visibility and trust in our development activities.

Okmetic has a recreation committee that organizes various events for personnel. Within the framework of recreational activities, any Okmetic employee can organize joint events and receive company support for them.

WE OFFER INTERSHIPS AND SUMMER JOBS FOR STUDENTS IN THE FIELD

Every year, we aim to 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 transparent 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 annual profitability, financial and operating targets of Okmetic Group, set by the board of directors. The Group's parent company, Okmetic Oy, complies with the collective labor agreements of the Technology Industries of Finland. In 2025, the total amount of wages and salaries was 46.4 (42.7) 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 which can be used to massage and dental care too. 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.

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 non-ergonomic 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 the 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

Risk assessment and the continuous development of related tools are an integral part of our operations. This work was further emphasized in 2025 through the continued use and development of a more comprehensive assessment tool covering 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 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 objective is to eliminate occupational safety hazards or replace them with safer alternatives, prioritizing technical control measures and, secondarily, personal protective equipment.

In 2024, we expanded our risk assessments to better cover chemical risks, particularly in production and water treatment facilities where chemicals hazardous to reproductive health are used. This work continued in 2025, with chemical risk assessments remaining an integral part of our occupational safety efforts. Through these assessments, we addressed the requirements of new regulations concerning work-related cancer and substances affecting reproductive health.

Process safety received increased attention following the introduction of the process safety self-assessment by Tukes (Finnish Safety and Chemicals Agency). This led to a stronger focus on understanding process safety, as well as on auditing and risk assessment. During the year, we invested in assessing process safety risks and strengthening organizational awareness. This work will be further developed going forward.

Cleanliness and order are fundamental to occupational safety. Our 5S+S management practices place safety at the core of a clean, orderly, and well-controlled working environment. Monthly 5S+S audits not only

ensure cleanliness and order, but also systematically identify safety risks, unsafe conditions, and improvement needs. Through these audits, safety observations are actively made and addressed, reinforcing a proactive safety culture and integrating safety into everyday work practices.

As device security improves, we aim to increase understanding of the safe use of devices. The main risks related to device security are associated with maintenance procedures and user-performed maintenance. 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 promoting safer ways of working. These proactive discussion sessions help make safety thinking an integral part of everyday 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 2025, all absences related to sickness or accidents accounted for 4.2% (4.6%) of the total working time.

In 2025, there were 30 (24) 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 2.8 (2.0). Okmetic's disability pension contribution remained in category one in 2025.

WE ACTIVELY COMMUNICATE ABOUT WORK-RELATED HEALTH AND SAFETY

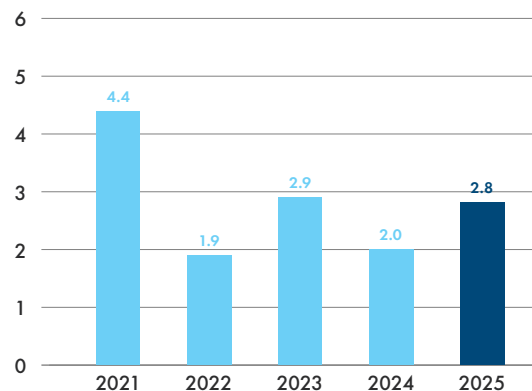
We are a member of the Nollis forum, a network of workplaces dedicated to continuously improving occupational safety and well-being, as well as sharing best practices. Additionally, we have taken a more active role in increasing the number of safety-related observations and raising general safety awareness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

In 2026, we will place increased emphasis on communication related to occupational safety and its various aspects. This is an integral part of developing our occupational safety culture.

WE DEVELOP OCCUPATIONAL HEALTH AND SAFETY TOGETHER WITH OUR PARTNERS

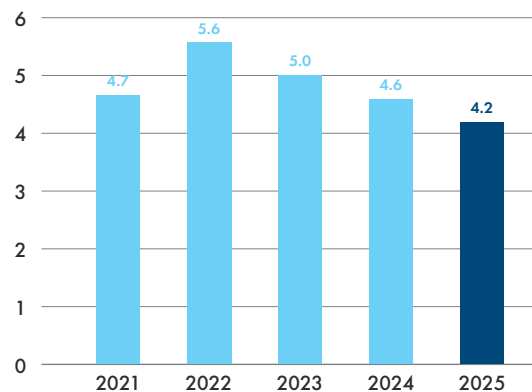
Our occupational health services are provided by an external service provider. Targets are set regarding employees' occupational health, the quality of services, and costs. Occupational health is monitored through quarterly reviews with the service provider. In occupational health care and cooperation with the partner, efforts have been made to develop a model of early support and active support. The 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.

WORKPLACE-RELATED INJURY FREQUENCY*

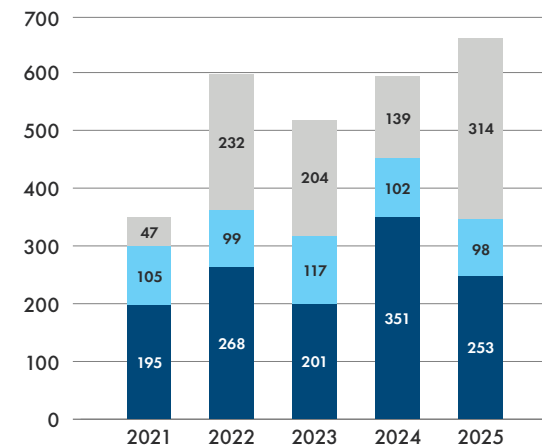


*Workplace-related injury frequency refers to the number of workplace-related injuries per million working hours that cause a sickness leave of longer than three days.

SICKNESS ABSENCES, % OF TOTAL WORKING TIME



SAFETY OBSERVATIONS, SAFETY SESSIONS AND 5S SAFETY OBSERVATIONS



- Safety observations
- Safety sessions*
- 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 ACCIDENTS IN 2025

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)	13
Reported accidents total	30

A healthy work community is the foundation of success

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

We measure the state of well-being at work through an annual survey and monitor development initiatives derived from the survey results. The well-being at work survey for 2025 was conducted in December 2025. While personnel survey satisfaction scores vary from year to year, overall results have remained at a good level with no major changes.

Among blue-collar employees, the NPS (Net Promoter Score) decreased by nine points but remains 20 points higher than two years ago. For white-collar employees, the NPS remained largely unchanged. Overall, the results can be regarded as very good. The outcomes reflect investments in people-oriented leadership, coaching-based supervisory work, the development of working practices, and overall employee well-being. The survey results were discussed in teams during spring 2026.

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

We build and maintain an open and interactive corporate culture through a variety of channels and practices. Our intranet plays a key role in this by highlighting our personnel, introducing teams, and sharing career stories across the organization. In early 2024, we launched the #TopnotchProfessionals (#PiinkovatAmmattilaiset) section on the intranet to introduce new employees and showcase news and stories related to our people. In 2025, as part of Okmetic's 40th anniversary celebrations, we highlighted employees from across the decades as well as colleagues nominated by their peers for acting in accordance with our values.

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 PROMOTE EQUALITY AND EQUAL RIGHTS

We are committed to respecting the human rights of our employees and treating everyone with dignity in accordance with international standards. We welcome everyone in our work community as they are and actively promote equality, diversity, and inclusion. We all play a role in creating an environment where diverse backgrounds, perspectives, and experiences are valued, and where individual differences and capabilities contribute to our business success. We do not tolerate any inappropriate or discriminatory behavior or treatment.

We offer equal opportunities for everyone, regardless of ethnic background, color, age, gender, sexual orientation, gender identity or its external expression, country of origin, disability, pregnancy, religion, political affiliation, union membership, military service history, genetic characteristics, marital status, or any other personal characteristic. Employees have the right to join and form trade unions of their choice, and we provide an anonymous feedback channel through which personnel can give feedback, ask questions, or make suggestions.

We pay equal wages for equal roles, performance, and competence, and support employees in different life situations. Our Equality and NonDiscrimination Policy and related plan define concrete measures to promote equality and prevent discrimination and harassment. These measures include clearly defined responsibilities, resources, implementation practices, monitoring, and follow-up to ensure equal treatment across the organization.



Environmental responsibility

Environmental impacts being monitored	26
Efficient production and continuous improvement	28
Reducing the environmental impacts of our own operations	30
Risk identification and mitigation	34



Enhancing our commitment to environmental sustainability

The environment and its protection in all forms are important to us. 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 organizations and individuals 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.

ENVIRONMENTAL IMPACTS ARE CONTINUOUSLY MONITORED

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. In addition, our products meet the requirements of the REACH regulation and the RoHS directive.

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 well positioned in our industry while protecting the planet for future generations.

WE ARE COMMITTED TO SIGNIFICANTLY REDUCE OUR GHG EMISSIONS

We have set a goal to reduce our Scope 1 and 2 emissions by 90 percent by 2030, using 2022 emissions as the baseline. In 2025, we have reduced our scope 1 and 2 emissions by 54% from baseline year 2022. In 2024, almost 50 percent of our electricity was carbon neutral. In 2025, we took a significant step forward by increasing this share to 80 percent through the purchase of renewable hydropower.

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 (GHG) emissions. 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, including the formulation of a target for reducing Scope 3 emissions across our value chain.

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

**90
percent**



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 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 actively minimize these impacts through continuous development of our production processes and other environmentally friendly choices.

We are committed to the following:



In 2025, we achieved a C rating from the Carbon Disclosure Project (CDP) as a Small and Medium-sized Enterprise (SME), reflecting the awareness level in identifying and disclosing climate-related impacts and risks.

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.



REGULATORY COMPLIANCE

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



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



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.

We invest in resource-efficient production and its continuous improvement

OPTIMIZATION OF RAW MATERIAL, 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.

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 recycled by our partner.

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.

ADVANCING RESOURCE EFFICIENCY THROUGH MATERIAL AND WATER MANAGEMENT

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 of all polysilicon used in our crystal growing. We successfully achieved an 8.5 percent share in 2024 and a 7.3 percent share in 2025. Our efforts to improve this matter are ongoing. In addition, we recycle pure parts of silicon waste through an external partner. In 2025, we increased the recycling rate of silicon waste to 51 percent from 35 percent of the previous year.

In 2025, we implemented an environmental project aimed at reducing special causes of crystal loss, thereby decreasing the use of silicon material and the amount of silicon ending up as waste. During the year, several measures were introduced to minimize crystal loss, resulting in significant improvements. As a result of these actions, the loss rate related to special causes of crystal loss was reduced by more than 50%.

Based on a study conducted in 2022 on water use in production, we identified opportunities to reduce water consumption. Water-saving measures were introduced in 2023 and further developed throughout 2024 and 2025. Further improvements will continue to be explored in 2026.

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 sets requirements for the raw materials we use. We monitor changes in laws and requirements 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.

IMPACT OF THE COMMISSIONING OF THE NEW FAB EXPANSION ON RESOURCE USE

During the reporting year, Okmetic's total energy consumption and water use increased compared to previous years. The increase in resource consumption was anticipated and was primarily due to the commissioning and ramp-up of a new production facility. At this stage, electricity and water consumption were not yet directly proportional to production volumes, as production had not reached full capacity. The fab expansion enables business growth and responds to increased demand over the long term.

Although total resource consumption increased during the reporting year, the fab expansion is structurally more energy-efficient and utilizes modern technology that improves resource efficiency per unit of production. Energy and water use relative to production volumes is expected to develop positively in line with increasing production volumes.

INTEGRATING ENVIRONMENTAL RESPONSIBILITY INTO THE FAB EXPANSION

Environmental considerations were an integral part of the planning and implementation of the new fab expansion. The facility was designed to support resource efficiency, emission reductions, and responsible waste and water management throughout its lifecycle, reflecting Okmetic's commitment to environmentally responsible operations.

An extensive energy recycling system was tailored for the fab expansion. Heat pumps can be used to recover waste heat from processes, crystal growing furnaces, cooling and ventilation.

The fab expansion is almost energy self-sufficient in terms of heating and cooling, and in the future, it is possible to sell excess heat to the district heating network. This supports our emission reduction targets.

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 also has more efficient systems for wastewater management. The entire Vantaa site cleans and neutralizes its wastewater before discharging it into the municipal sewer.

The yard of the fab expansion has 50 electric car charging stations.

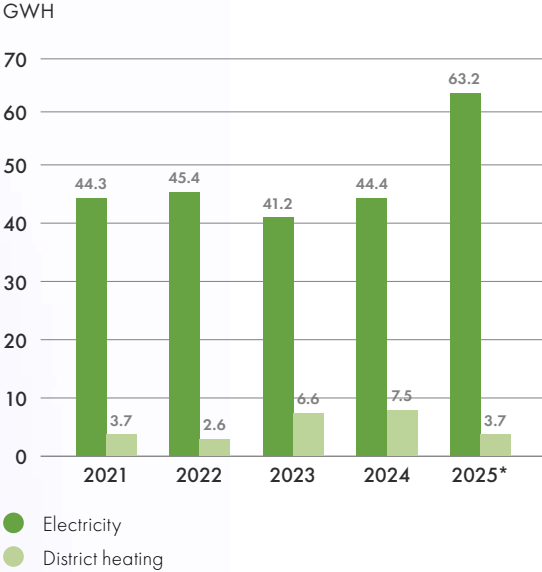


In 2025, we used a total of 63.2 GWh (gigawatt-hours) of electricity and 3.7 GWh of district heating in our production site and office.

Water consumption was 1,311 thousand m³ in 2025.

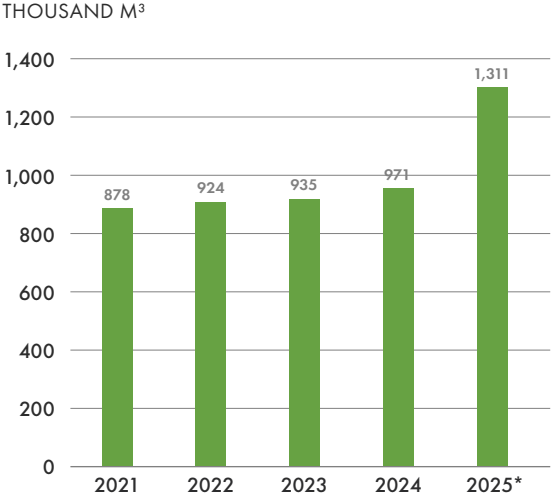
The increase in electricity and water consumption was affected by the commissioning of the fab expansion during 2025.

ELECTRICITY AND DISTRICT HEATING CONSUMPTION



*Fab expansion impacting energy consumption 2025 onwards

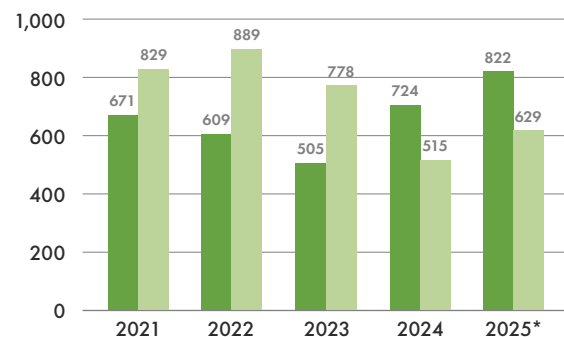
WATER CONSUMPTION



*Fab expansion impacting water consumption 2025 onwards

AMOUNT OF WASTE

TONS



● Hazardous waste

● Non-hazardous waste

*Fab expansion impacting waste volumes 2025 onwards

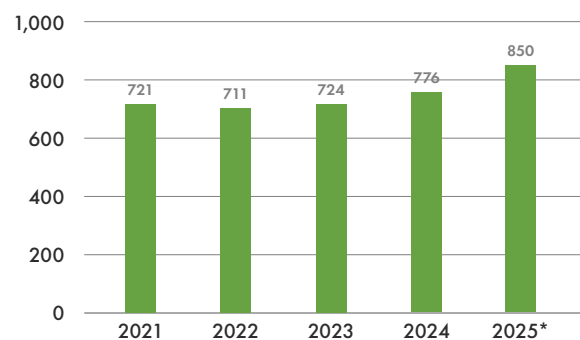
The total amount of waste in 2025 was 1,451 tons. The amount of non-hazardous waste was 629 tons, and the amount of hazardous waste was 822 tons. The ratio of non-hazardous and hazardous waste changed during 2024, as the classification of some of the waste we produce changed from non-hazardous to hazardous.

In 2025, our operations produced 850 thousand m³ of wastewater.

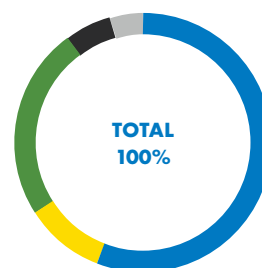
Both waste and wastewater volumes increased as a result of the commissioning of the fab expansion during 2025.

The utilization rate of waste in 2025 was 34 percent.

At the beginning of 2026, we launched an environmental project aimed at reducing the amount of hazardous waste by decreasing the amount of mixed acid waste generated in production by 15 percent per produced unit.

WASTEWATERTHOUSAND M³

*Fab expansion impacting wastewater volumes 2025 onwards

WASTE MANAGEMENT METHODS

■ Physico-chemical treatment 56%

■ Energy recovery 10%

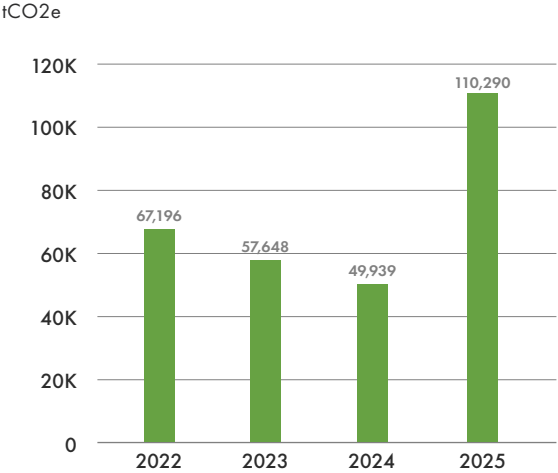
■ Material recovery 24%

■ Landfill 6%

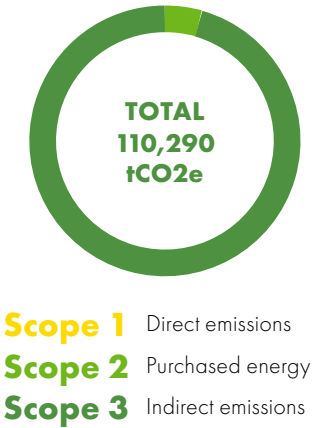
■ Other 4%



TOTAL EMISSIONS (SCOPE 1 & 2 & 3)



Total greenhouse gas emissions increased primarily due to a rise in Scope 3 emissions, driven by significant investments in capital goods related to the commissioning of the fab expansion. Emissions from the Scope 3 Capital goods category were 72,082, representing approximately 65% of total emissions.



SCOPE 1 DIRECT EMISSIONS - PRODUCTION PLANT AND COMPANY OWNED VEHICLES	
Combustion and process gas emissions	74
Leased vehicle use	27
Total	101
SCOPE 2 PURCHASED ENERGY - ELECTRICITY AND HEAT	
Electricity	4,557
Heat	529
Total	5,086
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	25,584
Capital goods	72,082
Fuel- and energy-related activities	3,144
Transportation and distribution	1,648
Waste generated in operations	639
Business travel	736
Employee commuting	575
Leased assets	252
Downstream	
Transportation and distribution	443
Total	105,103
Total emissions (Scope 1,2 & 3)	110,290

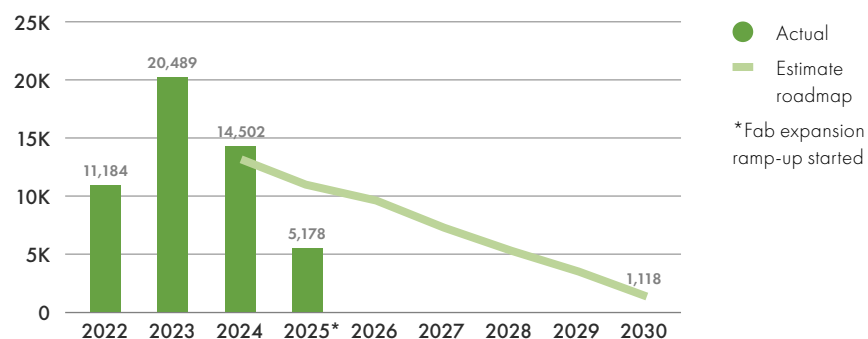
CARBON FOOTPRINT IN 2025

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 2025 calculated based on the information provided by Okmetic Oy.

The total amount of all emissions in 2025 (Scope 1, 2 & 3) was 110,290 tCO₂e.

The amount of direct emissions (Scope 1) was 101 (25) tCO₂e and the amount of purchased energy (Scope 2) was 5,086 (14,477) tCO₂e. Indirect emissions (Scope 3) amounted to 105,103 (35,368) tCO₂e. Scope 3 emissions increased as the commissioning of the new fab expansion involved significant investments in capital goods.

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.

EMISSION REDUCTION ROADMAP (SCOPE 1 AND 2)tCO₂e

We have defined a roadmap for reducing emissions

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.

Electricity consumption accounts for most of the Scope 1 and 2 emissions. In 2024, almost 50 percent of our electricity was carbon neutral. In 2025, we took a significant step toward reducing our emissions by sourcing 80% of our electricity from renewable hydropower. As a result, we have already reduced our Scope 1 and 2 emissions by 54% compared to our 2022 baseline. This progress supports our SBTi-aligned target and clear roadmap to reduce Scope 1 and 2 emissions, covering direct emissions and purchased energy, by 90% by 2030.



We invest in risk identification and mitigation

CAREFUL HANDLING OF HAZARDOUS SUBSTANCES IS IMPORTANT

We improve our operations by strengthening safe working practices with hazardous chemicals, conducting joint exercises with authorities, and continuously assessing and reducing risks. During 2025, we invested in process safety by renewing equipment, directing resources and training personnel.

WE MEET THE REGULATORY REQUIREMENTS

Okmetic has a valid environmental permit. In 2025, 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. The energy audit is carried out in line with EU Energy Efficiency Directive and this approach is recognized as ISO 50001 aligned according to the directive.

Environmental risks are assessed continuously in accordance with the plan.

Ethics

Maintaining good customer and partner relationships	36
Strong business ethics	37
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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 is built on understanding and serving our customers. We actively listen to our customers and seek to understand their needs in order to provide the best possible silicon-based solutions for their device and process requirements. In our operations, we aim to deliver an excellent customer experience through high quality, customer orientation, solution-driven approaches and effective communication. Our customers can 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.

Customers' expectations are shaped by their unique business requirements, our customer promise, our shared history and competitor activities. These factors influence how customers perceive the quality of their overall experience. Customer experience is not determined solely by product quality and delivery reliability; it also depends on smooth collaboration and effective communication. In addition to prioritizing product quality and punctuality, we place particular emphasis on streamlining processes and continuously improving customer interactions.

TAILORED CUSTOMER SOLUTIONS

Each batch of Okmetic's silicon wafers is customized according to the customer's device, process and technology requirements and produced in volume production. Customer-specific tailoring ensures optimal wafer performance and delivers several benefits, including improved device performance and functionality, increased design flexibility, higher yields and smooth, cost-effective manufacturing. These improvements also support environmental sustainability 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 customer relationships and promote open communication. Each customer is supported by a dedicated team or account manager. Service conceptualization helps us deepen our understanding of customer needs and ensures that we can meet those needs as effectively 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, extortion and embezzlement.

In 2025, we consolidated our internal rules of conduct and ethical guidelines into a comprehensive internal Code of Conduct, which guides the actions of all Okmetic employees across the Group. Extensive training on the Code of Conduct was also provided during the year.

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 customers, suppliers and personnel. We process all confidential data in accordance with EU laws and regulations. We use non-disclosure agreements with our customers and other partners as part of our business agreements.

Customer data, intellectual property, and related documentation are stored and process exclusively within Okmetic secure IT environment in Finland. Access to confidential information is restricted to authorized personnel only.

WE INVEST IN DATA SECURITY

In 2025, we continued to invest in information security. The information security management system guides the maintenance of databases, devices, systems, and connections, as well as the regular review of documentation and software related to information security and data protection.

Development targets in information security were aimed at ensuring compliance with the NIS2 Directive and relevant Finnish legislation.

Okmetic's IT environment is protected with centralized identity and access management, endpoint detection and response, network segmentation, and next generation firewalls. Continuous monitoring by our Security Operations Center and Managed Detection & Response services enhances threat detection and response.

Employees receive regular training to reinforce secure behaviour and awareness of cybersecurity threats.

OUR STAKEHOLDERS HAVE THE RIGHT TO REPORT VIOLATIONS AND SUSPICIONS

Okmetic's personnel have the right to raise concerns related to business ethics anonymously and without fear of retaliation or punitive measures. Other stakeholders have the same right. To support this, Okmetic provides an electronic reporting channel maintained by an external partner, through which reports can be submitted anonymously. In 2025, no reports 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 2025, the Without Us campaign, launched in 2023, continued to raise awareness of the semiconductor industry among young people. The campaign was further strengthened by the launch of the ChipsFinland Instagram account. Without Us aims to increase the visibility and attractiveness of the semiconductor sector among younger audiences by highlighting the vital role semiconductors play in everyday life, the educational pathways available in the field, and the wide range of career opportunities the industry offers.

As part of this national collaboration, we participated for the third time in the Semi-Summer campaign with other semiconductor companies in Finland. As part of the campaign, participating companies made a donation to Aalto University, which offered summer jobs in the School of Electrical Engineering, the School of Chemical Engineering and the School of Science.

At the European level, we 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 while tackling the acute skills shortage in the sector. One of the highlights of 2025 was taking part in a virtual student visit, during which two Okmetic employees introduced their work to students through a “my day”-style presentation, offering a practical and engaging insight into everyday roles within the industry.

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 that became operational in 2025, we will strengthen our competitiveness in the industry and create new jobs in Finland. We have avoided workforce reductions for more than 15 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 sustainability development are led by the CEO together with the Executive Management Group (EMG). Within the EMG, responsibility for sustainability lies with the Senior Vice President, Human Resources, Sustainability and Communications.

Practical implementation and responsibilities are defined through policies approved by the Board of Directors or the EMG, as well as through the sustainability program. The program sets objectives and defines measures to achieve them, based on a materiality analysis. The management team updates the program as needed and monitors the achievement of targets. Sustainability measures are implemented at different levels of the organization.

Sustainability communications and reporting are the shared responsibility of relevant stakeholders across the organization. A responsible member of the Executive Management Group (EMG), together with Okmetic's communications team, has overall responsibility for coordinating sustainability communications and reporting. The aim is to ensure that employees and partners have accurate and sufficient information about sustainability objectives, enabling them to actively participate in developing products and operations in a more sustainable direction. Information is shared through both internal and external channels, and progress and achievements are regularly reported to stakeholders.

Okmetic's Code of Conduct, which describes all aspects of responsibility together with their principles and practices, is part of the induction program for all new employees.

The environmental management team is responsible for the practical implementation of environmental responsibility management and the environmental management system. Okmetic's occupational health and safety committee oversees cooperation related to occupational health and safety. The HR department is responsible for employee well-being, maintaining optimal working conditions, training and overseeing personnel matters.

Okmetic updates its equality plan every two years and conducts the related statistical survey annually. The implementation of the equality plan is monitored in cooperation with shop stewards and safety committee.

A corporate social responsibility agreement has been signed with key 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 key objectives for many of our global customers, who expect the same commitment 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. In 2025, we also strengthened our focus on managing process safety related risks. The goal is to further improve and expand our risk assessments.

SUSTAINABILITY COMMUNICATIONS

Through our intranet, all Okmetic employees have access to information about our sustainability principles. We also publish internal and external news related to sustainability. Customers are provided with information about our sustainability practices, objectives, and progress through external channels, such as customer newsletters. The annually published sustainability report plays a central role in Okmetic's sustainability communications.

SUSTAINABILITY PROGRAM AND DEVELOPMENT TARGETS

Personnel

The key objectives of our sustainability program related to personnel are to develop well-being at work, build an even stronger and more people-oriented company culture, enhance internal communication and workflows, develop modern digital tools, and ensure competence and expertise across the organization.

Employee well-being is a key priority for us, and it is continuously developed. Well-being at work is regularly monitored through employee well-being surveys. A key goal has been and will continue to be to raise a people-oriented operating culture alongside technology-based thinking. We have invested in coaching-style leadership for several years, and this focus will remain strong. In accordance with our renewed HR vision, we will further strengthen the sense of purpose and meaningful work and support data-enabled people-centred leadership in 2026 through various initiatives.

We promote meaningful work that is clearly connected to company goals. Purpose is strengthened through shared and transparent objectives, high quality development discussions, and regular one-to-one dialogue between supervisors and employees. Our Work with Purpose approach emphasizes understanding the impact of one's own work and how individual contributions support Okmetic's success. By strengthening understanding of the Okmetic story and the broader impact of semiconductors, we reinforce clarity of targets as well as a shared sense of identity, professional pride, and engagement.

Our leadership approach is increasingly guided by the Leading people with data theme, combining people centred leadership with data and analytics to support informed decision making and effective people development.

We launched a new intranet in 2023 and an English version in 2024 to support internal communications across the work community. The intranet has enabled the shared dissemination of information, stories, and articles related to common themes. In 2025, we developed production communications by launching regular management information sessions in production. In 2026, we will continue to further develop production communications.

Over the past few years, we have digitized and further developed many manual and paper-based systems and processes, including induction and training, development discussions and other HR processes.

In 2025, we introduced new ID cards, renewed our working time tracking and access control systems, and updated our HR management system. We also continued our efforts to make more efficient use of modern cloud-based tools that had already been introduced. In 2026, this work will continue with a stronger focus on automating selected HR processes.

Over the past few years, we have undertaken extensive efforts to increase the company's visibility and strengthen our employer brand in order to support future growth and attract the best talent. The results of this work are reflected in the growing number of applicants in recruitment. In 2025, the onboarding of white-collar employees was digitalized into an electronic learning platform.

We foster an open knowledge sharing culture that replaces siloed ways of working. Digital onboarding and a digital learning environment provide a strong foundation for continuous competence development. Learning is embedded in everyday work that encourages teaching, peer learning, and team-level development. In line with our renewed HR vision, Continuous Learning is a key theme, and in 2026 we will place increased emphasis on developing learning practices and strengthening competence development through internal knowledge sharing. By focusing increasingly on learning in everyday work, we support internal competence growth and strengthen employee engagement.

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 as well as physical and process safety, develop well-being at work, reduce sickness absences, and anticipate and manage risks.

We work in close cooperation with occupational health care. The Health Management Program for 2026–2028 was prepared together with occupational health care in 2025. The program will be further developed and implemented in close cooperation with occupational health care in the coming years. Topics related to occupational safety and well-being are constantly discussed and developed in cooperation with personnel representatives.

In 2025, the awareness and competence of white-collar employees related to occupational safety were further developed. Mandatory

occupational safety training was delivered through an electronic learning platform.

In line with our renewed HR vision, a self-guiding safety culture will be a key theme guiding our approach to safety and wellbeing. Safety and wellbeing are integral to everyday behavior and leadership, and we foster a proactive safety mindset by embedding safety into daily routines through clear instructions, regular safety sessions, and consistent communication. Early preventive measures support sustainable wellbeing, while supervisors lead early intervention and return-to-work processes, with HR supporting more complex cases. Together, these actions help reduce risks and maintain a sustainably low level of sick leave.

In 2025, we invested in strengthening physical safety and placed increased emphasis on process safety. Accident and emergency preparedness was further developed through training of the protection organization, which is carried out annually in accordance with the internal rescue plan. Process safety received increased attention, leading to a stronger focus on process safety awareness as well as auditing and risk assessment.

In 2025, we invested in several ways to ensure that production supervisors had more time for supervisory work. Through organizational changes, we aimed to reduce their workload related to other tasks, thereby enabling supervisors to focus more on work ability management, supporting employee wellbeing, and contributing to a reduction in sickness absences.

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 a target to reduce Scope 1 and 2 emissions by 90 percent by 2030, using 2022 emissions as the baseline. In 2024, nearly 50 percent of our electricity purchases were carbon neutral. In 2025, we took a significant step forward by increasing this share to 80 percent through the purchase of renewable hydropower. As a result, Scope 1 and 2 emissions decreased significantly, from 14,502 tCO₂e in 2024 to 5,146 tCO₂e in 2025. In addition, we signed the commitment letter for

the globally recognized Science Based Targets initiative (SBTi) in 2024. We are committed to setting new targets by the first half of 2026 to further advance our efforts to reduce greenhouse gas emissions.

Based on a study conducted in 2022 on water use in production, we identified opportunities to reduce water consumption. Water saving measures were introduced in 2023 and further developed throughout 2024 and 2025. Further improvements will continue to be explored in 2026.

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 continued to guide and motivate personnel to recycle.

At the beginning of 2025, we launched a project aimed at reducing the amount of plastic waste by using recycled plastic cassettes in our internal wafer processes. The goal of the project is to reduce the use of prime cassettes by 7 percent. During the year, new guidelines and practices were introduced, and the use of cassettes is actively monitored.

At the beginning of 2026, we launched an environmental project aimed at reducing the amount of hazardous waste by decreasing the amount of mixed acid waste generated in production by 15 percent per produced unit.

We have also invested in improving the efficiency of polysilicon material usage. 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 in our crystal growing. We achieved an 8.5 percent share in 2024 and a 7.3 percent share in 2025. Our efforts to improve this matter are ongoing.

In 2025, we implemented an environmental project aimed at reducing special causes of crystal loss, thereby decreasing the use of silicon material and the amount of silicon ending up as waste. During the year, several measures were introduced to minimize crystal loss, resulting in significant improvements. As a result of these actions, the loss rate related to special causes of crystal loss was reduced by more than 50%.

Ethics

In 2025, we continued to invest in information security. The information security management system guides the maintenance of databases, devices, systems, and connections, as well as the regular review of documentation and software related to information security and data protection. Information security training was introduced as an e learning solution in 2024, and its development was continued in 2025. The training is mandatory for all employees.

To support the goal of a sustainable and diverse workplace, the development of a unified Code of Conduct began in 2024. The Code of Conduct was finalized in 2025 by consolidating various policies and guidelines into a single framework defining clear principles for our sustainable operations. It was introduced internally, and training was provided to support its implementation. Training and implementation will continue throughout 2026.

Management system

The aim is to continuously improve and develop cooperation between personnel and management. At the beginning of 2023, an elected employee representative became a member of the Executive Management Group. Elections for a new employee representative were held at the end of 2025, and the newly elected representative joined the Executive Management Group at the beginning of 2026. In 2025, personnel representatives participated in several working groups, for example in planning and implementing the new break room.

To better meet sustainability requirements across our entire value chain, we will strengthen close collaboration with our suppliers on sustainability. This collaboration will focus in particular on emissions reductions and progress toward our Science Based Targets initiative (SBTi) targets. In 2026, we will prepare an updated Code of Conduct that further reinforces and deepens supplier collaboration on sustainability.

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, covering the entire Vantaa site.

Our products also meet the requirements of the REACH Regulation and RoHS Directive. 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 legislation 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 2025 utilises the Global Reporting Initiative (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	5	Okmetic worldwide	
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	5-6	Okmetic worldwide	
2-7	Employees	16-24	Personnel and social responsibility	
2-9	Governance structure and composition	39	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	39	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	37	Strong business ethics	
2-27	Compliance with laws and regulations	37	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	7	Year 2025 in brief	Total wages and salaries in 2025 were 46.4 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	25-34	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	28	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	30	Environmental responsibility	
GRI 305: EMISSIONS				
305-1	Direct (Scope 1) GHG emissions	32	Environmental responsibility	
305-2	Energy indirect (Scope 2) GHG emissions	32	Environmental responsibility	
305-3	Other indirect (Scope 3) GHG emissions	32	Environmental responsibility	
305-5	Reduction of GHG emissions	26, 32-33	Environmental responsibility	
GRI 306: WASTE				
306-1	Waste generation and significant waste-related impacts	31	Environmental responsibility	
306-2	Management of significant waste-related impacts	31	Environmental responsibility	
306-3	Waste generated	31	Environmental responsibility	
306-4	Waste diverted from disposal	31	Environmental responsibility	
306-5	Waste directed to disposal	31	Environmental responsibility	
GRI 401: EMPLOYMENT				
401-1	New employee hires and employee turnover	7, 17	Year 2025 in brief, personnel and social responsibility	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	21	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	22-23	Safe and responsible working conditions	
403-2	Hazard identification, risk assessment, and incident investigation	22-23	Safe and responsible working conditions	
403-3	Occupational health services	22-23	Safe and responsible working conditions	
403-4	Worker participation, consultation, and communication on occupational health and safety	22-23	Safe and responsible working conditions	
403-5	Worker training on occupational health and safety	22-23	Safe and responsible working conditions	
403-6	Promotion of worker health	22-23	Safe and responsible working conditions	
403-8	Workers covered by an occupational health and safety management system	22-23	Safe and responsible working conditions	
403-9	Work-related injuries	22-23	Safe and responsible working conditions	
403-10	Work-related ill health	22-23	Safe and responsible working conditions	
GRI 404: TRAINING AND EDUCATION				
404-1	Average hours of training per year per employee	20	We appreciate the contributions of all our employees	
GRI 413: LOCAL COMMUNITIES				
413-2	Operations with significant actual and potential negative impacts on local communities	34	We invest in risk identification and mitigation	
GRI 415: PUBLIC POLICY				
415-1	Political contributions			Okmetic does not support political parties

OKMETIC

ADVANCED SILICON WAFERS SINCE 1985

OKMETIC OY

P.O. Box 44, FI-01301 Vantaa, Finland
Piitie 2, FI-01510 Vantaa, Finland
Tel. +358 9 502 800

Sustainability:

sustainability@okmetic.com

Communications:

communications@okmetic.com

Follow us:



www.okmetic.com