

# SUSTAINABILITY REPORT 2025



em microelectronic

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# MESSAGE FROM THE BOARD

At EM Microelectronic, sustainability is managed in line with our engineering principles, relying on facts, long-term perspective, and disciplined execution to support our role as a trusted technology partner.

In 2025, we focused on consolidating and applying the framework established in previous years, prioritizing consistency, deeper insight into our impacts, and stronger integration across operations. This reflects our approach: building robust foundations before scaling further actions.

In a complex industry such as semiconductor manufacturing, sustainability is closely tied to technical constraints, long development cycles, and evolving regulatory and customer requirements. Our 2030 roadmap provides direction, while we remain focused on pragmatic and technically sound progress.

The rapidly evolving regulatory landscape, particularly in the European Union, continues to shape expectations around compliance, transparency, and the management of critical substances. In response, we seek to anticipate requirements and proactively adapt our practices. We are, for example, closely monitoring developments related to PFAS and assessing their implications for our operations and products reflecting our commitment to a responsible and forward-looking approach aligned with regulatory expectations and long-term industry trends.

Recent volatility in global energy markets has further highlighted the importance of resilience. Our efforts to improve energy efficiency and progressively reduce dependency on external sources support not only our environmental objectives, but also the stability and predictability of our operations over time.

For our customers, this translates into reliable collaboration and alignment with growing expectations around compliance, transparency, and risk management. Sustainability is therefore embedded in how we manage operations, quality, and long-term performance.

We thank our employees, Swatch Group, our customers, suppliers, and partners for their continued engagement and constructive dialogue.

*The Management Board of EM Microelectronic Marin SA*



# ABOUT THIS REPORT

Aligned with Swatch Group's Sustainability Report 2025 — and to ensure data consistency — this edition covers the calendar year 2025 (January–December). However, some environmental indicators are based on data from October 1, 2024, to September 30, 2025, reflecting our alignment with the Swatch Group's data collection timing.

This report includes operations from our manufacturing sites in Marin, Switzerland (EM Microelectronic-Marin SA) and Bangkok, Thailand, whose facilities are owned and managed by our Swatch Group sister company ETA Thailand (ETA (THAILAND) Co., Ltd). Our design centers based in Prague and the United States are not owned by sister companies and are not significant in terms of environmental impact. They are therefore not included in this report.

As years before and to focus on our operations, emissions from the construction of our new buildings, which are dedicated to our sister-companies, are not included in this report.

## Restatements of Previously Reported Data (GRI 2-4)

Following a better distribution key to distribute our waste between the different companies on the Marin site, waste quantities for EM Marin changed from the figures presented in our 2024 report. As a consequence, the total non-hazardous waste changed from 129.04 tons to 136.69 tons while the valorization rate changed from 69.76 to 70.07%. This revision supports improved accuracy and year-on-year comparability.

For any questions on this report or other sustainability topics at EM, please contact us at [sustainability@emmicroelectronic.com](mailto:sustainability@emmicroelectronic.com).

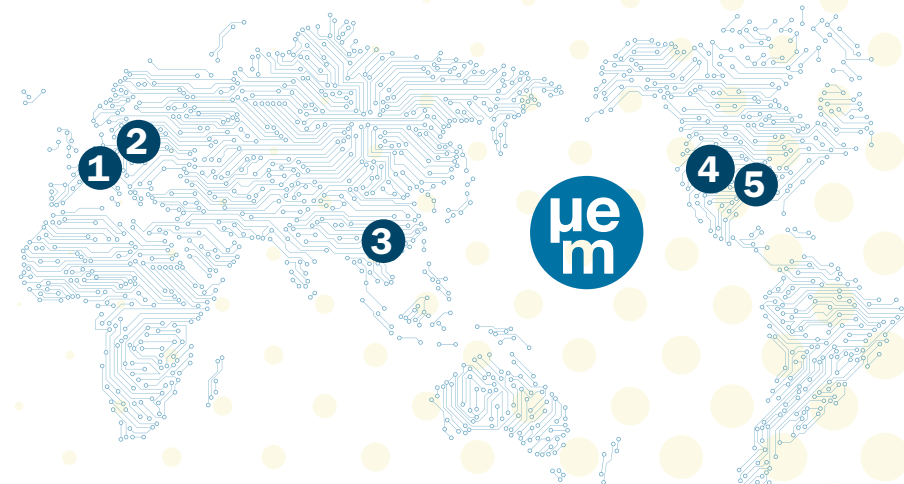
# OUR COMPANY

We, EM Microelectronic (EM), design and manufacture ultra-low power integrated circuits (ICs) for small portable devices and Green Internet of Things (GloT) applications, such as energy harvesting. In addition, we can address markets as diverse as Wearables, Healthcare & Wellness or Intelligent Buildings. We are committed to Swiss precision and innovation, focusing on long-term value creation through sustainable partnerships. Our products power high-performance, user-friendly devices with Swiss-quality microelectronics that strengthen our customers' value chains via perennial, sustainable partnerships and proximity.

EM Microelectronic is a fully owned subsidiary of Swatch Group, an international group active in the manufacturing of high-quality watches and jewelry. Within Swatch Group, we are part of the Electronic Systems segment. Together with our sister companies Micro Crystal and Renata, we provide complete solutions for various applications by merging individual expertise and synergies within the Group.



According to Swatch Group commitments to sustainability, our R&D and production sites integrate energy efficiency, responsible sourcing and circularity principles to align innovation with sustainability.



Our global team of 630 coworkers drives innovation across five sites, from Switzerland to the USA and Asia:

- |                                |                                                      |
|--------------------------------|------------------------------------------------------|
| 1. Marin, Switzerland .....    | Headquarters   Sales & marketing<br>R&D   Production |
| 2. Prague, Czech Republic..... | R&D                                                  |
| 3. Bangkok, Thailand .....     | Production                                           |
| 4. Colorado Springs, USA ..... | R&D                                                  |
| 5. Austin, USA .....           | R&D                                                  |



# OUR VALUES

## Respect for people

We value our coworkers, encourage their development, and reward their performance.

We foster an environment of collaboration. We have a long-term commitment to our employees based on trust, honesty, and integrity.

## Trustworthiness

We provide outstanding products and unsurpassed service that, together, deliver premium value to our customers.

We develop relationships that make a positive difference in our customers' lives. We are a reliable partner.

## Entrepreneurial teamwork

We work together in a hands-on way, across boundaries, to meet our customers' needs and help our company win.

We encourage entrepreneurship and a can-do attitude.

## Making a difference

We are never satisfied with "good enough". We are curious, adventurous, and creative. We honor our commitments. We observe, listen, understand, and assist.







# 2025 HIGHLIGHTS

## ECOVADIS



In 2025, EM Microelectronic was awarded the [EcoVadis Bronze Medal](#), placing us among **the top 35% of companies worldwide** assessed for sustainability performance. Within our industry (electronic components and boards), we rank in the **top 20% overall** and in the **top 6% for sustainable procurement** — demonstrating our strong commitment to responsible sourcing and ethical business practices.

## RENEWABLE ENERGY LEADERSHIP



**80% of the energy** consumed at our manufacturing sites came from renewable sources, with our headquarters in Marin powered by **100% Swiss hydropower**. This milestone underscores our dedication to reducing our carbon footprint and supporting the clean energy transition.

## WASTE CIRCULARITY



Over **52% of all waste generated** across our sites was **recycled in 2025**, reflecting continuous commitment toward circular economy practices and reducing our environmental impact.



# SUSTAINABILITY **STRATEGY**

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# MATERIALITY

Materiality assessment continues to be a cornerstone of our sustainability strategy. Each year, we systematically review our material topics to ensure they reflect our business priorities, stakeholder expectations, and regulatory developments. This process enables us to address both current impacts and future risks while aligning our actions with long-term value creation.

Our methodology combined both the **impact on EM operations** and the **importance for stakeholders**. This year, we add to our assessment the company's impact on the environment to broaden our perspective. The assessment is updated annually and validated by our Board of Directors. Internally, we gather insights from colleagues across our sites and from Swatch Group through interviews and workshops. Externally, we engage with customers, suppliers, local and cantonal authorities, and peers in the semiconductor industry. Opinions and trends are gathered by analyzing data such as customer requests or various public reports from our stakeholders. We also take into account regulatory developments, such as new European and Swiss circular economy legislation.

In 2025, the review highlighted **GHG emissions, energy use, water management, waste and health & safety** as material topics as well as prevention of pollution. This latter emerged with the worldwide concern around PFAS and the different legislations and prohibitions coming. Another topic that emerged as important was that of **Materials** reflecting both Swatch Group expectations around circular economy and the new released EU legislation on packaging (PPWR). The **expansion project** topic was removed from the analysis as we considered it to be now covered by all the other important topics.





# SUSTAINABILITY ROADMAP 2030

Our Sustainability Roadmap 2030 sets medium-term objectives aligned with the UN Sustainable Development Goals (SDGs). Established in 2019 as our baseline year, these targets are designed to be ambitious and measurable and to guide our continuous progress toward reducing our environmental impact. Each year, we assess our performance against these objectives and adjust our actions accordingly.

## Progress in 2025

In 2025 and as 2024, our results show a slowdown compared with 2023. This is still due to a combination of external factors, including economic conditions and operational realities. However, some work has been carried out to prepare for changes in our infrastructure and to integrate more sustainability into the company's day-to-day activities.

## Our response

To stay on track toward 2030, we are:

- **Investing in efficiency projects** to improve energy use and lower GHG emissions across our sites.
- **Strengthening waste management systems** to increase recycling and reduce landfill.
- **Launching water reduction initiatives** in Marin to manage higher withdrawal levels and scale up recycling solutions.
- **Enhancing monitoring tools** to better track performance and identifying corrective actions earlier.

## Our confidence

Our 2025 assessment showed that achieving all our goals by 2030 will be challenging and that some of the objectives defined in 2020 are no longer relevant. In 2026, we will rebuilt our roadmap with key indicators which will enable us to support the achievement of objectives that are always ambitious and better defined.

# Sustainability Roadmap 2030

|                                                                                     | MATERIAL TOPIC                                                                                                                                                        | TARGET 2030 (B. 2019)                                                                                                                          | PROGRESS                                                                                                                                                                          | COMMENTS FOR 2025                                                                                                                                                                                                              |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <b>Energy</b><br>EM Microelectronic actively applies measures to increase its energy efficiency.                                                                      | Decrease global energy consumption per production output by 35%.                                                                               |                                                                                                | Decrease of 3.1 % compared to 2019. We continue to improve the settings of our equipments and replace some of them. See Energy section.                                                                                        |
|    | <b>GHG emissions</b><br>EM Microelectronic actively applies measures to decrease its GHG emissions.                                                                   | Decrease global GHG emissions by 90% for scope 1 and 2.                                                                                        |                                                                                                | We achieved a reduction of 65.76 % which is a setback from 2024. The measures for reduction has been listed according to our contract with the Federal Energy Office.                                                          |
|    | <b>Waste</b><br>EM Microelectronic strives to reduce its non-valorized waste and its landfill waste.                                                                  | Increase the total valorization rate up to a minimum of 90%.<br><br>Limit the landfill rate to a maximum of 3% in Marin.                       | <br><br>    | We improved our rate up to 72.6%. We have implemented a system for sorting our plastic packaging.<br><br>Our landfill rate in Marin was 1.43%.                                                                                 |
|   | <b>Water</b><br>EM Microelectronic strives to decrease its water consumption in its manufacturing sites.                                                              | Increase the total recycling of water up to a minimum of 40% in Marin.<br><br>Decrease water withdrawal per production output by 20% in Marin. | <br><br> | The water recycling rate is still between 16-18%. We evaluate the possibility of recycling some of the water used during our back-end process.<br><br>7.03 m3/output wafer, confirming the downward trend observed since 2023. |
|  | <b>Sustainable products / Materials</b><br>EM Microelectronic products are optimized regarding their environmental impacts, social benefits, and resource efficiency. | Systematic introduction of sustainability indicators in product development and production.                                                    |                                                                                              | We are behind in defining our indicators for product development. By 2026, we plan to formalize a full indicator set across all R&D projects.                                                                                  |

# Sustainability Roadmap 2030

| MATERIAL TOPIC                                                                                                                                                                                                                                            | TARGET 2030 (B. 2019)                                                                                                                                                                                                                                                                              | PROGRESS                                                                                                                                                                                                                                                    | COMMENTS FOR 2025                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>Supply Chain</b></p> <p>EM Microelectronic suppliers comply with Swatch Group's Supplier Code of Conduct for socially and environmentally responsible supply.</p> | <p>100% of fulfilled self-assessment questionnaires from our operational suppliers.</p> <p>Define and implement improvement measures together with transport service providers and customers.</p> <p>Find alternatives to reduce packaging and introduce more sustainable packaging materials.</p> |    | <p>In 2025, we reached a 76% response rate. The rate is comparable to 2024, and we monitored 15 more suppliers based on country and industry risks.</p> <p>We constantly challenge our partners to find the best means of transport between our logistical constraints and our environmental impacts.</p> <p>By 2025, EM Microelectronic follows the Swatch Group Packaging Directives by reducing, reusing and recycling his packaging materials.</p> |
|  <p><b>Safety</b></p> <p>EM Microelectronic actively applies safety measures to a very low rate of work-related injuries.</p>                                            | <p>Maintain our absence rate and incident rate below local median values.</p> <p>Develop EHS training programs for all our coworkers.</p>                                                                                                                                                          |                                                                                      | <p>Our incidence rate of work-related injuries continues to be below Swiss average values.</p> <p>Training courses are already in place. The programs will be extended according to the identified needs, legal and company requirements.</p>                                                                                                                                                                                                          |
|  <p><b>Employee education</b></p> <p>EM supports the development and the engagement of its employees.</p>                                                              | <p>Encourage our coworkers to participate in training programs.</p>                                                                                                                                                                                                                                |                                                                                                                                                                        | <p>The average training hours of our coworkers decreased by 13,6%, compared to last year because of budget freeze.</p>                                                                                                                                                                                                                                                                                                                                 |



# GOVERNANCE

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# BOARD OVERSIGHT

Our highest operational governance body is the EM Management Board. The 7 members of the Board represent the highest management in all areas of EM: our CEO, our CFO, our Head of Human Resources, our VP Development, our VP IC Operations, VP Global Supply Chain & IT/IS and our VP Sales & Marketing. The Management Board, across their functions and teams, aims to consider the interests of both internal and external stakeholders in their decision-making.

As part of their tasks, the EM Management Board has the responsibility of making all strategic decisions for our operations and the approval of company policies, including our sustainability strategy and sustainability reports, by taking into account the feedback and concerns of our stakeholders. The Board is accountable for the impacts, both positive and negative, that these decisions can have on the economy, environment, and people.

Through an annual Management Review, the Board and other executives at EM evaluate the results from the preceding year and sets improvement proposals and objectives for the business plan, performance, business risks, as well as individual processes such as customer satisfaction, communication, environment, health and safety (EHS), and others. Moreover, the Board convenes on a weekly basis to assess day-to-day matters.

Since 2025, the Sustainability Officer has played a central role across all business areas, ensuring that projects related to sustainability are aligned, efficient, and consistently embedded throughout the company.

Our efforts are mainly driven by the Sustainability Roadmap 2030, and the Officer plays a pivotal role not only in consolidating information and providing the Board with the necessary insights for decision-making, but also in encouraging and motivating teams to advance their objectives. By supporting functions across R&D, operations, HR, supply chain, and sales, the Officer helps maintain momentum, fosters collaboration, and ensures that sustainability actions are translated into measurable progress.

Through this enhanced structure, the Board benefits from timely, structured oversight, while employees gain a clear point of guidance and motivation for achieving EM's sustainability goals.







# ENVIRONMENT

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# ENERGY MANAGEMENT

## Our Approach

Energy management is a central pillar of our Sustainability Roadmap 2030. Our approach rests on three pillars: responsible energy sourcing, careful monitoring of our consumption, and long-term investments in energy efficiency. Together, these actions form the foundation of our strategy to decouple business growth from environmental impact.

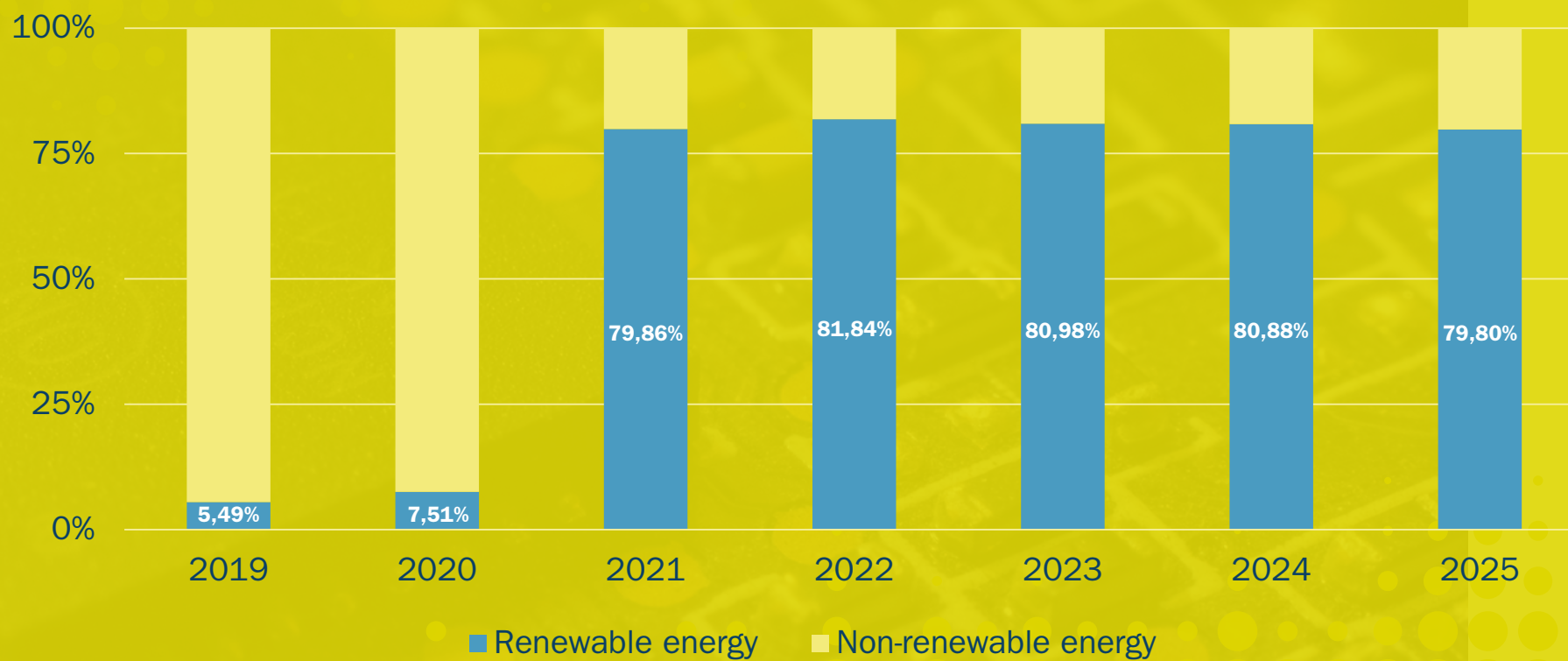
## Responsible Energy Sourcing

At our main site in Marin, Switzerland, **100% of the electricity we consume is sourced from Swiss hydropower plants**, certified by Guarantees of Origin. Starting in 2026, we will source our electricity from a mix of renewable and nuclear power. This change considers our economic reality and our commitment to remain competitive, without compromising our commitment to sourcing low-carbon electricity.

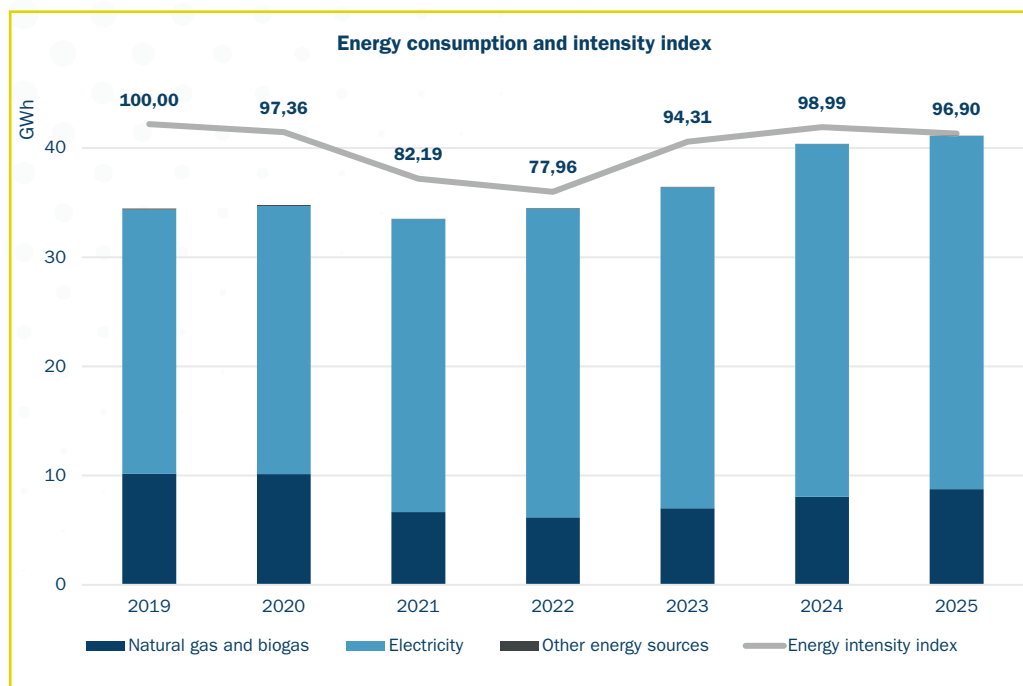
Our Bangkok site, the second largest of our operations, is also advancing in renewable energy use. In 2025, **30.5% of its electricity was derived from renewable sources**, a figure that includes both the photovoltaic electricity generated by ETA Thailand's rooftop solar installation and the renewable share of the local grid mix.



## Share of renewable and non-renewable energy







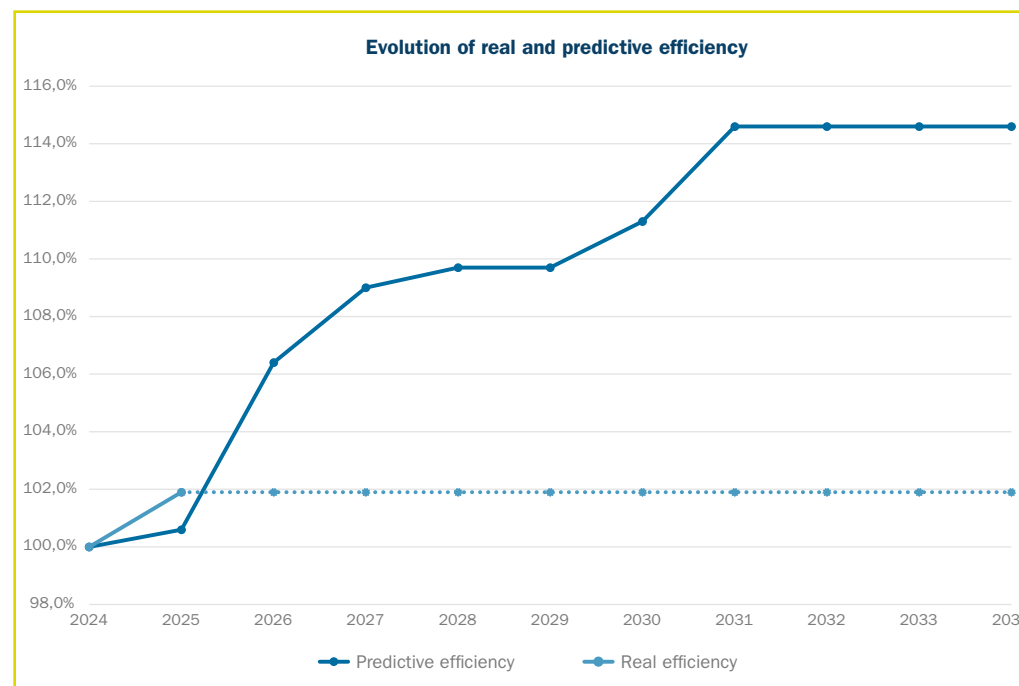
## Energy Consumption

In 2025, our total energy consumption increased slightly by 1.82%. Our total electricity use remained stable (+0.26% in Marin and -5.27% in Bangkok) while our natural gas consumption increased by 8.66% during the same period. These changes in our natural gas consumption can be attributed to a breakdown in our heat-pump during several weeks. In total, electricity continued to account for the largest share of our energy consumption, representing **78.6%**, followed by gases at **21.4%**.

## Energy Efficiency and reduction measures

In recent years, efficiency levels have been stable, confirming the tendency mentioned in our previous report. The new measures implemented during 2025 are beginning to take effect with a better efficiency level in 2025 compared to 2024. As several of these measures (like the optimization of the operating settings for our scrubbers and pumps) were taken at the end of 2025, we are confident that this trend will be confirmed in 2026.

Furthermore, our expansion project is designed to deliver substantial efficiency gains in the medium term. The new facilities, which will include **state-of-the-art heat pumps and highly efficient buildings**, are expected to show their first measurable results in 2026, when employees from our sister companies move into these upgraded premises.



## Targets and outlooks

Looking forward, we remain committed to our **2030 target of reducing global energy consumption per unit of production by 35% compared to our 2019 baseline**. We have renewed our performance agreement with the Federal Office of Energy. With the support of their experts, several areas for improvement have been identified, some of which have already been addressed, allowing us to stay on track toward our goal.

Our journey demonstrates both the challenges and opportunities inherent in energy management for a technology-intensive industry. By combining renewable sourcing, efficiency measures, and innovation in infrastructure, we are building the foundations to achieve our long-term energy and climate objectives.

# GREEN HOUSE GAS EMISSIONS

## Our Approach

Greenhouse gas (GHG) reduction is central to EM Microelectronic's long-term sustainability roadmap. We measure and manage emissions across our entire value chain in line with the **GHG Protocol** and using internationally recognized methodologies such as the **IPCC 2019 Refinement Guidelines** and industry-specific approaches for process gases. Our accounting relies on emission factors from leading sources including the ecoinvent database, the UK Government, the IPCC Sixth Assessment Report, national authorities in Switzerland and Thailand, and data directly from suppliers. Aligned with the **Swatch Group's climate roadmap**, our objective is to achieve climate neutrality for **Scopes 1 and 2 by 2050**. For Scope 3, where most of our impact lies, we are still in the process of defining a long-term target.

## 2025 Emissions Overview

In 2025, EM Microelectronic's total emissions amounted to **25,270 metric tons CO<sub>2</sub>eq**. As in previous years, Scope 3 emissions dominated, representing **more than 90% of the total**, while Scope 1 accounted for **9.3%** and Scope 2 for less than **0.73%**. The largest single contributor was the category "Purchased goods and services," reflecting the nature of our semiconductor manufacturing supply chain.

# BREAKDOWN OF GHG EMISSIONS IN 2025 25 270 METRIC TONS CO2EQTION, IN MWH



- Natural gas

■ Waste generated in operations

■ Biogas

■ Process gases
- Fuel oil

■ Downstream transportation

■ Vehicle fleet

■ Refrigerants
- Electricity Marin (market-based)

■ Electricity Bangkok (location-based)

■ Fuel- and energy-related activities

■ Total scope 2
- Purchased goods and services

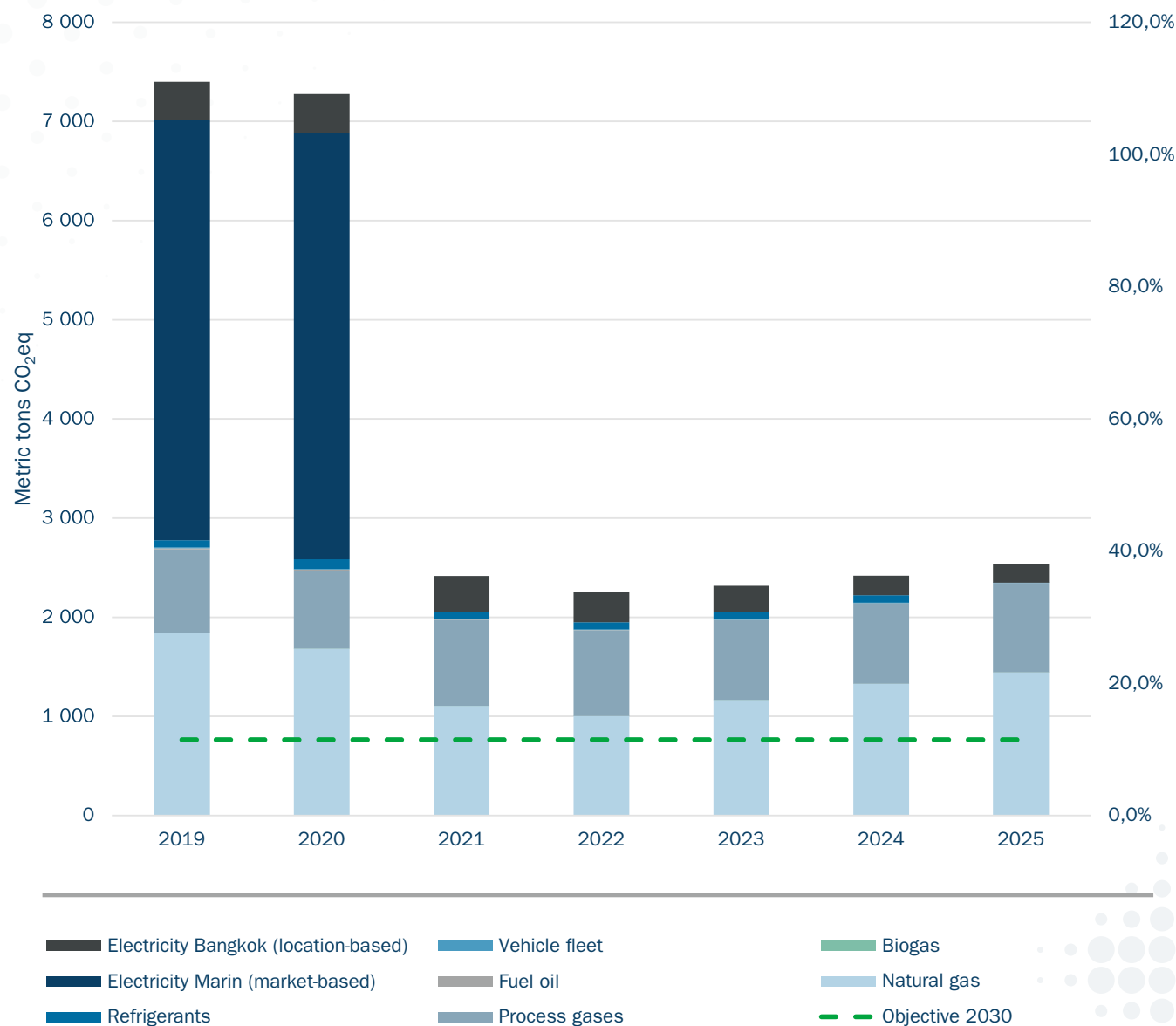
■ Business travel

■ Employee commuting

Aligned with Swatch Group's GHG reduction roadmap, we aim to be climate neutral for scope 1 and 2 emissions by 2050. Reduction of our Scope 3 emissions is a target we still have to define.



## GHG EMISSIONS (SCOPE 1 & 2)



### Scope 1 and 2

Natural gas and process gases remain the main contributors to our Scope 1 and 2 footprint, with **natural gas representing 61.5% and semiconductor process gases (PFCs, HFCs, SF<sub>6</sub>, NF<sub>3</sub>, N<sub>2</sub>O) representing 36.5%**. Other contributors include grid electricity in Bangkok, refrigerants in heating, ventilation and air conditioning (HVAC) systems, and our vehicle fleet.

Since 2019, we have achieved a **65.8% reduction in Scope 1 and 2 emissions** thanks to investments in renewable electricity procurement and the commissioning of a heat pump at Marin. However, in 2025, emissions from these scopes rose by **4.7% compared with 2024, driven by a 8.6% increase in natural gas use** and a **11.2% increase in process gas use**. For this latter one, the increase might be attributed to a production increase.

Accordingly, our **normalized intensity index for Scope 1 and 2 has remained stable since 2021**, even as production capacity expanded. We expect this trend to reverse after 2026, when new **heat pumps and steam generation systems** from the Marin expansion project become operational. To prepare for this, we carried out an optimization study with an energy specialist in 2024, identifying concrete opportunities for efficiency gains. Building on these insights, we have renewed our **AEeNEC (Energy Agency for the Economy) commitment for 2025–2034**, with an ambitious trajectory for reducing Scope 1 and 2 emissions.

Some of the listed measures named “Energy Efficiency Initiatives” have already been implemented according to a defined action plan with AEeNEC.

### Normalized Emission intensity index for scope 1 & 2



### Scope 3

As expected, Scope 3 remains the most material dimension of our footprint, particularly **Purchased goods and services (20,569 t CO<sub>2</sub>eq)**. This category alone exceeds our total Scope 1 and 2 emissions combined, with **processed wafers from external foundries accounting for 90.8%**, followed by bare wafers (6.4%) and chemicals and gases (1.2%). We maintained our assessment scope from 2023 to track year-on-year evolution, and we plan to extend coverage in the coming years, notably to OSAT (Outsourced Semiconductor Assembly and Test) suppliers and to our Connected Modules and Displays business line.

Other contributors to Scope 3 include:

- **Employee commuting (758 t CO<sub>2</sub>eq)**: calculated through employee surveys, mainly at our Marin site. Thanks to our 2023 mobility plan promoting public transport, carpooling, and cycling, **12% of employees reported changing their commuting habits**, lowering the associated impact.

- **Upstream transportation (503 t CO<sub>2</sub>eq)**: emissions decreased compared to 2023 due to lower order volumes and shorter transport distances, with some advanced IC packaging now taking place in Europe.
- **Fuel- and energy-related activities (605 t CO<sub>2</sub>eq)**: linked to upstream generation and transmission losses. These will be reduced over time as we cut fossil fuel reliance and improve overall energy efficiency.

### Climate-Related Risks and Opportunities

Climate risks are integrated into our broader **Internal Control System (ICS)**, overseen by our Management Board and led by the CFO. We identify potential medium- and long-term risks particularly in relation to raw material supply, energy availability (notably hydropower in Switzerland), and water resources. Climate change could exacerbate volatility in these inputs, especially through droughts and changing grid mixes. We also recognize risks within our global supply chain, as impacts vary across geographies.

At the same time, we see important opportunities: reducing natural resource use, cutting our carbon footprint, collaborating with suppliers on aligned reduction pathways, and designing products that reduce energy consumption for end-users. These levers allow us not only to mitigate risks but also to support a transition toward a more resource-efficient, low-carbon economy.

### Outlook

While we face short-term fluctuations in Scope 1 and 2 emissions and are only at the beginning of tackling Scope 3, our strategy is clear. Continued investments in clean technologies, stronger supplier engagement, and enhanced employee mobility programs will progressively reduce our footprint. We reaffirm our **climate neutrality target for Scope 1 and 2 by 2050**, and we are working toward defining a robust Scope 3 reduction pathway in collaboration with our supply chain.

# WATER AND EFFLUENTS MANAGEMENT

## Our Approach

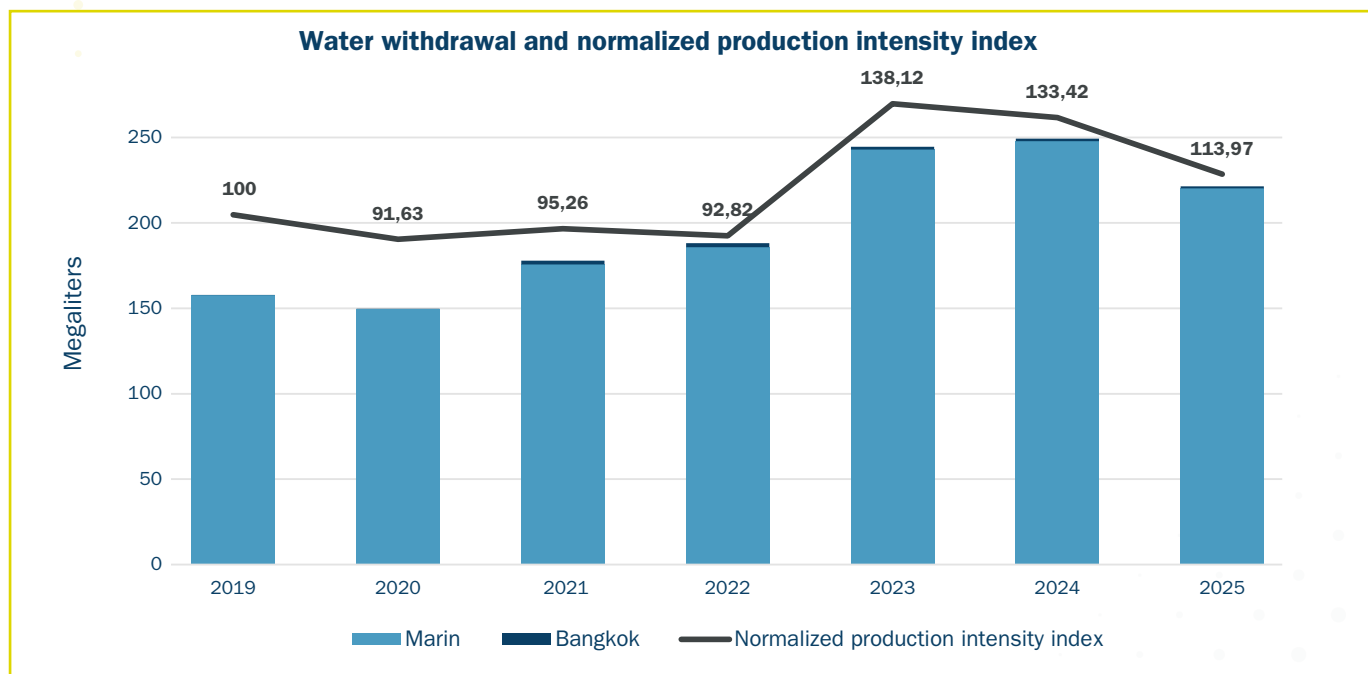
Water is essential to our manufacturing processes, particularly for producing **ultrapure water (UPW)** used in wafer rinsing during photolithography. While neither of our sites is located in a water-stressed region (FAO Aquastat), we recognize that climate change could increase the likelihood of conflicts over water use in the future. As highlighted in our materiality assessment, **the importance of water management is increasing**, both due to stakeholder expectations and the regulatory landscape. We are therefore committed to reducing our water footprint by improving efficiency, increasing recycling, and ensuring the highest standards of wastewater treatment.

## 2025 Performance

In 2025, total water withdrawal decreased compared with previous years, largely due to a better setting of our equipment's. We achieved a **14.7% reduction in water use per unit of production**, demonstrating that the efficiency of our measures. Overall, water withdrawals at our Marin and Bangkok sites continue to be sourced exclusively from local municipal supplies.

## Water Recycling

Recycling water is a key priority for reducing future withdrawals. In 2024, our recycling rate reached 18%, a modest improvement but still well below our **2030 target of 40%**. To accelerate progress, we launched both **general stream assessments and specific process-level studies in 2025**, aimed at identifying where recycling can be scaled up most effectively.



## Wastewater Treatment and Discharge

Although water used in production encounters chemicals, **all wastewater undergoes treatment before being discharged into local sewage networks**. Compliance with regulations is ensured through regular monitoring. Once a year, we test for pollutants including ammonium, fluorides, nitrates, and sulfates. We also conduct heavy metal testing, which in 2024 confirmed that elements such as lead, nickel, and cadmium were not detected in our wastewater. These results confirm that our discharge does not contribute to local water body pollution.

## Outlook and targets

Looking ahead, our main objectives are to:

- Increase our water recycling rate step by step toward **40% by 2030**.
- Reduce water withdrawal intensity year-on-year, despite growing production demand, to achieve a 20% reduction based on our 2019 baseline.
- Strengthen monitoring and treatment practices to ensure regulatory compliance and minimize environmental risks.

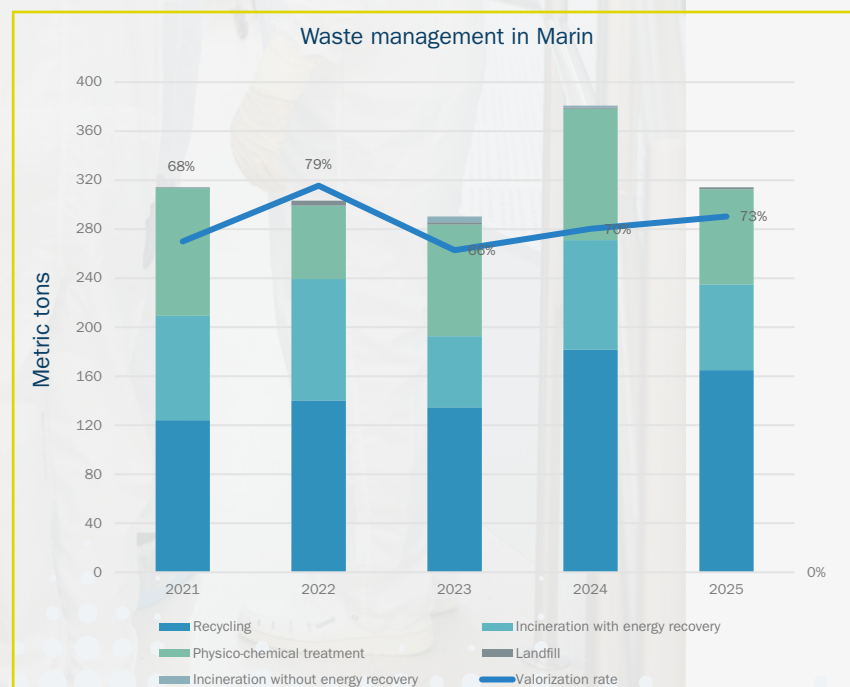
Through these measures, we aim to balance the needs of our operations with the responsible management of water as a shared resource.



# WASTE MANAGEMENT

## Our Approach

Waste management plays a growing role in our environmental strategy, both to reduce our footprint and to preserve valuable resources as well as to comply with the upcoming **Swiss and EU regulatory context around circular economy**. Aligned with the Swatch Group's commitments, our objective is to maximize **the valorization of waste** through recycling and energy recovery, while minimizing the share sent to landfill or incineration. Beyond technical solutions, we also emphasize the role of our employees by raising awareness about reducing waste at source and improving sorting practices.



## 2025 Performance

In 2025, our manufacturing sites generated **362.65 metric tons of waste**, representing a decrease of **7.22% compared with 2024**. For the Marin site alone, 314.27 tons were generated. This reduction is attributable to a decrease in urban and bulky waste streams, added to a reduction in our hydro-fluoric acid. If the second category could be considered cyclical, the reduction of our urban waste is the consequence of our awareness campaign around waste and material consumption.

Waste generation remains highly concentrated in our Marin site, which accounts for **86.7% of the total**, while the Bangkok site represents just **13.3%**. For this reason, most of our actions are currently focused on Marin.

## Waste Treatment and Valorization

We continued to prioritize recycling and energy recovery as our main treatment methods. In Marin, **74.7% of waste was valorized in 2025 — 52.47% recycled and 22.22% recovered as energy**. In 2025, we identified new opportunities to improve sorting and implemented measures to segregate **polypropylene wafer boxes and PET transport trays which are now recycled rather than incinerated**. Only for polypropylene boxes, it was more than 4 tons of waste redirected to higher-value treatment. As these improvements were implemented in late 2025, we expect to see this value to increase in 2026.

## Ongoing and Future Actions

Looking forward, we plan to set up additional **waste sorting stations at our Marin site**, combined with an **awareness campaign** for employees on the importance of proper sorting and waste reduction. Over and above our commitment, these measures will bring us into line with our sister companies on the Marin campus, who have already adopted such measures, and make our waste processing more efficient.

## Outlook and Targets

Our long-term target, as defined in the **Sustainability Roadmap 2030**, is to reach a **90% waste valorization rate** at Marin and to **limit landfill waste to below 3%**. In 2025, we achieved a valorization rate of 74.2% and kept landfill well below this threshold, showing that we are on track but with further progress required. The initiatives launched in 2024—better sorting, increased recycling streams, and employee engagement—will help us close the gap in the coming years.

# MATERIALS & SUSTAINABLE PRODUCTS

## Designing for energy efficiency

EM Microelectronic develops ultra-low-power integrated circuits (ICs) designed to reduce energy consumption and extend the operational lifetime of connected devices. In applications such as access control systems, this enables reliable, always-on functionality while helping to limit maintenance requirements and battery replacements. Our own facilities use such systems in daily operations, providing practical insight into their performance and efficiency.

## Energy harvesting solutions

EM Microelectronic develops energy harvesting technologies that capture and convert ambient energy sources—such as light, motion, or radio frequency—into usable electrical power. These solutions can reduce reliance on conventional battery power in certain applications.

By supporting longer operational lifetimes and lowering maintenance needs, energy harvesting contributes to more efficient use of resources and can help reduce battery-related waste. These technologies are designed for applications such as wireless sensors, asset tracking, and smart building systems, where long-term operation with limited intervention is required.

## Product circularity

For several years, our Connected Module & Displays BU has offered customers PCR (post-consumer resin) potting for its beacon products. This option enables the integration of recycled materials into product design and supports efforts to reduce the use of virgin plastics. This initiative contributes to improving the material profile of our products and reflects our ongoing approach to integrating circularity considerations into product development.

## Outlook and Targets

In 2025, we initiated a project to evaluate our projects from a sustainability perspective. We expect it to be finalized in 2026 for deployment in 2027.

Then, we will be able to set up a series of indicators to set our objectives in terms of sustainable products.

This tool will allow us to guide our project choices and anchor sustainability in our developments by soliciting our teams and making them more aware of their potential impacts.



# PEOPLE

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# EMPLOYMENT AND DIVERSITY

PEOPLE



## Performance Management and Communication

We encourage direct and open communication so that the professional and personal needs of coworkers can be addressed. Each year, employees participate in a **personal appraisal** in which they assess their own performance, evaluate their supervisor, and provide feedback on the company overall. This dialogue highlights both strengths and areas for improvement for all three.

We also place importance on building team spirit and cohesion. Team-building events are organized throughout the year, such as our annual Christmas dinner, our summer barbecue, and regular Town Hall meetings with our subsidiaries. These activities foster collaboration, transparency, and internal development.

## Diversity and equal opportunity

At the end of 2025, EM employed **548 people** across our two main sites, with **431 coworkers in Switzerland** and **117 in Thailand**. Women represented **36.9% of the total workforce** and held **20% of management positions**, while men represented 63.1%.

Our **Principles of Conduct** explicitly prohibit discrimination in hiring, pay, promotion, training, and career development, regardless of race, age, gender, sexual orientation, gender identity and expression, ethnicity, pregnancy, religion, or national origin. To strengthen this commitment, we have implemented a **whistleblower procedure** to report and address cases of mobbing or harassment.

Swiss law requires all companies with 100 or more employees to conduct a **wage equality analysis** using a scientifically validated method. EM participated in the latest assessment, conducted between 2023 and 2024 and consolidated at Swatch Group level. Results showed no evidence of wage discrimination above the legal tolerance threshold, and for the **Electronic Systems division (including EM Microelectronic)**, the wage gap did not exceed **2%**.

For more detailed information on these results, please refer to the [Swatch Group Sustainability Report 2025](#).

## Targets & Outlook

Looking ahead, we want to build on our strong social foundations and further strengthen our people practices.

- **Corporate Labor and Human Rights:** Continue ensuring that 100% of our workforce remains covered by collective agreements and strengthen the role of the Works

Council in Marin by promoting active participation of employees in the 2024–2028 term.

- **Performance Management and Communication:** Enhance the appraisal process by integrating development planning and expanding opportunities for two-way feedback. Continue organizing team events and Town Hall meetings to foster collaboration and transparency.
- **Diversity and Equal Opportunity:** Increase the share of women in management positions beyond the current 20%, by encouraging female talent development and supporting career progression. Maintain our gender pay gap well below the 5% legal tolerance, with annual monitoring and corrective measures if needed.

Through these measures, we aim to make EM Microelectronic an inclusive, fair, and engaging workplace where every coworker can thrive and contribute to our long-term success.

# TRAINING AND EDUCATION

## Our Approach

Aligned with Swatch Group's training and education policies, EM attaches great importance to offering courses and training opportunities tailored to the professional needs of our coworkers. Continuous learning not only enhances the skills and employability of our employees but also strengthens our company's competitiveness in a fast-evolving industry. Each year, training needs are discussed during the **annual staff interview**, where coworkers and their supervisors jointly identify development priorities. These plans are consolidated by Human Resources into the training program for the following year.

## Performance 2025

In 2025, we continued to face a challenging economic climate and kept **the training activities** to a minimum in order to focus resources on maintaining operations. As a result, the number of training hours per employee remained to **4.84 hours on average**, a significant decrease compared with 2023 (13.65 hours). While this was a setback, we ensured that **mandatory trainings** - such as safety training for all employees - continued without interruption, safeguarding workplace health and safety.

At the same time, some key programs were maintained. For instance, **language courses in French and English** remain an important part of our offering, supporting good communication between staff across different sites and functions. In addition, our **Sustainability Officer** continued to participate in the **Swatch Group Sustainability School**, completing new modules focused on product development and eco-design. Insights from this training will serve as a foundation for rolling out tailored sustainability courses to coworkers with relevant roles and responsibilities in the coming years.

## Targets & Outlook

Looking forward, we are committed to **resuming normal training programs from 2026**, including broader access to language courses and technical upskilling. Our objectives are to:

- Restore and progressively increase the average number of **training hours per employee** after the 2024 reduction.
- Expand participation in the **Swatch Group Sustainability School**, with the goal of building sustainability competencies across functions.
- Ensure that all employees continue to have access to **mandatory training programs** in safety, compliance, and job-specific requirements.

Through these actions, we aim to reinforce our culture of continuous improvement and ensure that our coworkers are well equipped to grow personally and professionally, while contributing to EM's long-term success.



# OCCUPATIONAL HEALTH AND SAFETY

## Our Approach

Our occupational health and safety system in Marin follows the requirements of the **Swiss Federal Coordination Commission for Occupational Safety (CFST)**, the **Swiss National Accident Insurance Fund (SUVA)**, and the **Swiss Watch Industry Employers' Association (CPIH)**. This framework covers all coworkers at our Marin site, as well as the two other Swatch Group subsidiaries located on the premises. At our Bangkok site, occupational health and safety is managed under the system implemented by ETA Thailand.

### Promoting health and safety outside of our workplace

Seasonal flu vaccines in local pharmacies, participation in soft mobility initiatives, such as the Bike to Work campaign in the summer (where 24 of our coworkers biked 8'076 kilometers during the summer of 2025) and the BCN Tour, as well as one-off actions before summer and winter, such as ski gear or bike safety checkups.

Oversight is coordinated by our **Safety Officer** in Marin, who supervises compliance and implementation. The Safety Officer works closely with our **Environment, Health and Safety (EHS) Committee**, which convenes two to three times per year depending on events and operational needs.

Through this forum, safety leaders manage risks and incidents, exchange best practices, and share lessons learned to continually minimize future risks.

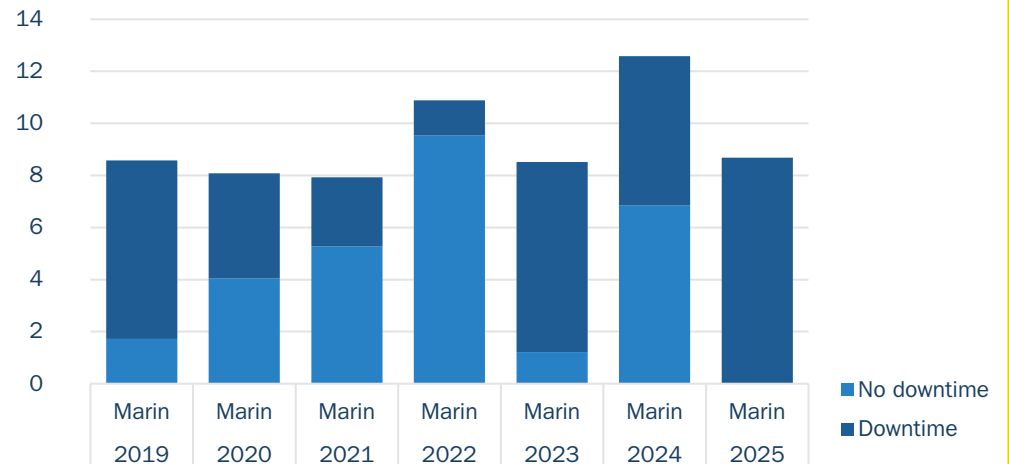
Our company's **EHS regulations** establish clear principles for hygiene, accident prevention, conduct in the workplace, and environmental protection. Hazards are identified and corresponding personal protective equipment (PPE) is prescribed. These rules apply to all coworkers as well as externals, including contractors and visitors, who receive dedicated safety instructions and training before accessing our sites.

Safety training is mandatory for all new employees during onboarding, ensuring that every coworker understands core safety rules from the start. Every three years, all staff complete follow-up training to refresh knowledge and integrate any updates to systems or infrastructure. In addition, specialized safety training is provided for employees whose functions involve specific risks or exposure to hazardous equipment.

## Performance 2025

In 2025, the number of **work-related injuries at Marin decreased to 6 cases**, better than the last 3 years. In 2025, our **incidence rate per million hours worked remains below the Swiss benchmark** for companies in the watchmaking and micro-technology sector and decreased compared to 2024.

Incidence rate of work related injuries per million hours worked



At our Bangkok site, occupational safety performance was excellent, with **one work-related injuries with downtime reported during 2025**.

## Targets & Outlook

Looking forward, we remain committed to strengthening our occupational health and safety performance. Our objectives are to:

- Maintain an incidence rate consistently **below the sector benchmark**.
- Reinforce prevention by increasing the frequency of awareness campaigns and safety reminders across all sites.
- Expand the role of the EHS Committee in analyzing root causes of incidents and implementing corrective measures.
- Continue ensuring 100% of coworkers receive mandatory training, including onboarding, triennial refreshers, and specialized courses for risk-exposed functions.

Through these actions, we aim to sustain a culture of safety across all sites, ensuring that every coworker, visitor, and contractor returns home safely each day.



# SUPPLY CHAIN & RESPONSIBLE SOURCING

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# SUPPLY CHAIN & RESPONSIBLE SOURCING

## Our Sustainable Procurement vision

In 2023, our Procurement team and members of our Logistics team participated in a series of workshops to better understand the sustainability risks and areas of opportunities along our supply chain, putting in place a layer of engagement with our suppliers that was previously not properly defined.

In these workshops, we established our Sustainable Procurement vision for 2025:

**By 2025, we achieve sustainable purchasing, reducing environmental and social impacts and increasing our accountability through transparent communication.**

# SUPPLIER ASSESSMENTS

## Our Approach

As a global player in the semiconductor industry, EM is committed to ensuring that our supply chain and products comply with the highest standards of environmental and social responsibility. Our approach rests on three pillars: **supplier sustainability assessments, product safety and regulatory compliance, and responsible sourcing of minerals.** These commitments align with Swatch Group's Supplier Code of Conduct, the Swiss Code of Obligations (Art. 964 on conflict minerals and child labor), and international frameworks such as the OECD Due Diligence Guidance.

## SUPPLIER SUSTAINABILITY ASSESSMENTS

### Performance 2025

#### Supplier Sustainability Assessments

In 2025, we invited **121 operational suppliers**, representing nearly **90% of our spending**, to complete **self-assessment questionnaires (SAQs)** covering environmental protection, human rights and labor, health and safety, supply chain responsibility, and anti-bribery. By the end of the year, **92 suppliers had responded**. Based on their submissions, we assigned ESG risk categories: **45 suppliers low risk, 17 medium risk, and 30 high risk**. In most medium- and high-risk cases, the classification was due to incomplete data or missing certifications. We followed up directly with these suppliers to obtain additional information. Besides this, we work closely with **Swatch Group's Far-East Procurement Service (FEPS)** to monitor our high-risk suppliers and to ensure that the risks are not non-conformities regarding our standards.

By the end of 2025, we expanded our supplier monitoring framework to include an additional 15 suppliers, selected on the basis of geographical and sector specific risk factors rather than spend criteria alone.

From 2026 onwards, we will further refine this approach by prioritizing the engagement of suppliers identified as presenting heightened environmental and social risks. We are confident that this risk based monitoring strategy will enhance the effectiveness of our oversight and strengthen our ability to anticipate and prevent potential environmental or social non compliances.

## ON-SITE AUDITS

Beyond questionnaires, we collaborate with **FEPS** to conduct **on-site audits** of suppliers in East and Southeast Asia. These audits cover labor and human rights, health and safety, environmental protection, and business ethics. Non-conformities trigger corrective action plans and follow-up audits within 3 months to 2 years depending on severity. FEPS also engages suppliers through training and development to strengthen alignment with Swatch Group's Supplier Code of Conduct.



# PRODUCT COMPLIANCE AND CONFLICT MINERALS

## Product Safety and Compliance

Our products require the use of a wide range of minerals, metals, and chemical substances, which obliges us to carefully manage compliance with global chemical and product regulations. In 2025, we ensured compliance with **EU REACH (SVHC and Annex XVII)**, the **EU Restriction of Hazardous Substances (RoHS)** directive, the **Stockholm Convention on Persistent Organic Pollutants (POPs)**, and the **US TSCA (Toxic Substances Control Act)**.

A growing area of attention is **per- and poly-fluoroalkyl substances (PFAS)**, widely used in the semiconductor industry as surfactants, lubricants, and etching agents. At EM, PFAS are carefully abated in our scrubbers, ensuring safe treatment before release. With new restrictions emerging, such as under Canada's **CEPA 1999**, we launched an evaluation of PFAS in our products in 2024. Although PFAS are present in very small quantities in certain packaging, they remain below regulatory thresholds. In parallel, we are **working with suppliers to identify PFAS-free alternatives** to stay ahead of future bans and minimize environmental impact.

## Responsible Minerals Sourcing

Our products also contain **conflict minerals** such as gold, tin, tungsten, tantalum (3TG), and cobalt. In line with the Swiss Code of Obligations, the EU Conflict Minerals Regulation, and the US Dodd-Frank Act, we conduct due diligence to ensure responsible sourcing. Each year, we participate in the **Responsible Minerals Initiative (RMI)** with the help of our suppliers, ensuring that only conformant or active smelters are part of our supply chain.

Through this process, we provide our customers with an annual **Conflict Minerals Reporting Template (CMRT)** and **Extended Minerals Reporting Template (EMRT)**. At the end of 2023, all smelters in our supply chain were verified as conformant or active. In cases where non-conformant smelters are identified, we follow up with suppliers to support the **phase-out of these smelters**.



## Targets & Outlook

Looking ahead, we will continue to strengthen responsible sourcing by:

- Achieving **100% supplier coverage with SAQs by 2025**, supported by direct follow-ups for high-risk suppliers.
- Extending **on-site audit coverage** and capacity-building programs in collaboration with FEPS.
- Continuing proactive compliance with global regulations, with a particular focus on **PFAS substitution** and monitoring of emerging substance restrictions. We commit to excluding PFAS from our IC packaging by 2027.
- Maintaining full participation in the **RMI** and ensuring that all minerals in our supply chain come from **conformant or active smelters**, in line with Swiss and international due diligence laws.

Through these efforts, we aim to secure a responsible, transparent, and resilient supply chain that meets both regulatory obligations and stakeholder expectations.

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# DATA

This section presents a breakdown in table form of all the data collected and estimated for the material topics presented in this report. Most of the data was presented in either graph form or references throughout the different sections.

| ENERGY CONSUMPTION, IN MWH                   |               |               |               |               |               |               |               |
|----------------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Source                                       | 2025          | 2024          | 2023          | 2022          | 2021          | 2020          | 2019          |
| Natural gas <sup>a</sup>                     | 8 768         | 7 262         | 6 321         | 5 572         | 5 996         | 9 129         | 10 027        |
| Biogas <sup>a</sup>                          | 0             | 807           | 702           | 619           | 666           | 1 014         | 144           |
| Fuel oil <sup>a</sup>                        | 0             | 9             | 5             | 22            | 5             | 60            | 44            |
| Vehicle fleet <sup>a</sup>                   | 10            | 18            | 45            | 24            | 21            | 23            | 32            |
| Electricity Marin                            | 31 796        | 31 712        | 28 650        | 27 472        | 25 998        | 23 663        | 23 334        |
| Electricity Bangkok                          | 539           | 569           | 731           | 786           | 834           | 894           | 871           |
| <b>Total</b>                                 | <b>41 113</b> | <b>40 377</b> | <b>36 454</b> | <b>34 495</b> | <b>33 521</b> | <b>34 783</b> | <b>34 451</b> |
| <b>Annual change</b>                         | <b>1.82%</b>  | <b>10.76%</b> | <b>5.68%</b>  | <b>2.90%</b>  | <b>-3.63%</b> | <b>0.96%</b>  | <b>-</b>      |
| <b>Change from 2019</b>                      | <b>19.34%</b> | <b>17.20%</b> | <b>5.81%</b>  | <b>0.13%</b>  | <b>-2.70%</b> | <b>0.96%</b>  | <b>-</b>      |
| <b>Normalized production intensity index</b> | <b>96.90</b>  | <b>98.99</b>  | <b>94.31</b>  | <b>77.96</b>  | <b>82.19</b>  | <b>97.36</b>  | <b>100</b>    |
| Renewable energy                             | 31 931        | 32 668        | 29 519        | 28 229        | 26 770        | 2 614         | 1 891         |
| Share of renewable energy                    | 77.67%        | 80.91%        | 80.98%        | 81.84%        | 79.86%        | 7.51%         | 5.49%         |

<sup>a</sup>Based on gross calorific value



## GHG EMISSIONS, IN METRIC TONS CO2E

| Source                                                | Scope | 2025          | 2024           | 2023           | 2022           | 2021           | 2020          | 2019         | Emission factor source                     |
|-------------------------------------------------------|-------|---------------|----------------|----------------|----------------|----------------|---------------|--------------|--------------------------------------------|
| Natural gas <sup>a</sup>                              | 1     | 1 603         | 1 328          | 1 165          | 1 003          | 1 106          | 1 685         | 1 843        | UK Government                              |
| Biogas <sup>a,b</sup>                                 | 1     | 0             | 0.19           | 0.15           | 0.14           | 0.15           | 0.21          | 0.03         | UK Government                              |
| Process gases                                         | 1     | 902           | 811            | 805            | 861            | 870            | 779           | 840          | IPCC AR6                                   |
| Fuel oil <sup>a</sup>                                 | 1     | 0.0           | 2.5            | 1.5            | 5.9            | 1.5            | 16.2          | 12           | UK Government                              |
| Vehicle fleet <sup>a</sup>                            | 1     | 2.6           | 4.4            | 10.2           | 5.6            | 4.9            | 5.5           | 8            | UK Government                              |
| Refrigerants                                          | 1     | 0.03          | 77             | 73             | 73             | 73             | 101           | 73           | IPCC AR6                                   |
| Electricity Marin (market-based)                      | 2     | 0             | 0              | 0              | 0              | 0              | 4 295         | 4 235        | Electricity supplier                       |
| Location-based                                        | 2     | 184           | 183            | 73             | 70             | 302            | 273           | 238          | Association of Issuing Bodies              |
| Electricity Bangkok (location-based and market-based) | 2     | 185           | 196            | 260            | 307            | 361            | 395           | 387          | Thai Government                            |
| Purchased goods and services                          | 3     | 20 569        | 12 380         | 28 012         | -              | -              | -             | -            | Suppliers, ecoinvent v3.9 cut-off          |
| Fuel- and energy-related activities                   | 3     | 605           | 588            | 497            | 474            | 513            | -             | -            | ecoinvent v3.9 cut-off, UK Government, IEA |
| Upstream transportation <sup>c</sup>                  | 3     | 503           | 496            | 921            | 1 010          | 727            | -             | -            | Transport services suppliers               |
| Waste generated in operations                         | 3     | 31            | 28             | 23             | -              | -              | -             | -            | ecoinvent v3.9 cut-off                     |
| Business travel                                       | 3     | 372           | 206            | 186            | 72             | 16             | -             | -            | ecoinvent v3.9 cut-off                     |
| Employee commuting                                    | 3     | 758           | 891            | 1 006          | 736            | 629            | -             | -            | ecoinvent v3.9 cut-off                     |
| Downstream transportation <sup>c</sup>                | 3     | 84            | 103            | 120            | -              | -              | -             | -            | Transport services suppliers               |
| <b>Scope 1</b>                                        |       | <b>2 509</b>  | <b>2 223</b>   | <b>2 056</b>   | <b>1 949</b>   | <b>2 056</b>   | <b>2 586</b>  | <b>2 777</b> |                                            |
| <b>Scope 2 <sup>d</sup></b>                           |       | <b>185</b>    | <b>196</b>     | <b>260</b>     | <b>307</b>     | <b>361</b>     | <b>4 690</b>  | <b>4 622</b> |                                            |
| <b>Scope 3</b>                                        |       | <b>22 922</b> | <b>14 692</b>  | <b>30 765</b>  | <b>2 293</b>   | <b>1 886</b>   | -             | -            |                                            |
| <b>Total scope 1+2</b>                                |       | <b>2 694</b>  | <b>2 419</b>   | <b>2 316</b>   | <b>2 256</b>   | <b>2 417</b>   | <b>7 276</b>  | <b>7 399</b> |                                            |
| <b>Annual change</b>                                  |       | <b>11.3%</b>  | <b>4.46%</b>   | <b>2.64%</b>   | <b>-6.64%</b>  | <b>-66.78%</b> | <b>-1.67%</b> | -            |                                            |
| <b>Change from 2019</b>                               |       | <b>-63.6%</b> | <b>-67.31%</b> | <b>-68.70%</b> | <b>-69.51%</b> | <b>-67.34%</b> | <b>-1.67%</b> | -            |                                            |
| <b>Normalized production intensity index</b>          |       | <b>29.56</b>  | <b>27.62</b>   | <b>27.90</b>   | <b>23.74</b>   | <b>27.59</b>   | <b>94.82</b>  | <b>100</b>   |                                            |

<sup>a</sup> Based on gross calorific value; <sup>b</sup> only including effect from methane and nitrous oxide, with biogenic CO2 (140 t CO2) outside of scope; <sup>c</sup> categories of upstream and downstream transportation were reported together before 2023; <sup>d</sup> market-based

## WATER WITHDRAWAL, IN M<sup>3</sup>

| Indicator                                    | 2025           | 2024           | 2023           | 2022           | 2021           | 2020           | 2019           |
|----------------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Marin                                        | 220188         | 247889         | 242 913        | 185 831        | 175 720        | 149 839        | 157 739        |
| Bangkok                                      | 1277           | 1357           | 1 623          | 2 265          | 2 217          | 100            | 52             |
| <b>Total</b>                                 | <b>221 465</b> | <b>249 246</b> | <b>244 536</b> | <b>188 096</b> | <b>177 937</b> | <b>149 939</b> | <b>157 791</b> |
| <b>Annual change</b>                         | <b>-11.15%</b> | <b>1.93%</b>   | <b>30.01%</b>  | <b>5.71%</b>   | <b>18.67%</b>  | <b>-4.98%</b>  | <b>-</b>       |
| <b>Normalized production intensity index</b> | <b>138.12</b>  | <b>133.42</b>  | <b>138.12</b>  | <b>92.82</b>   | <b>95.26</b>   | <b>91.63</b>   | <b>100</b>     |

## WASTE CATEGORIES AND TREATMENT METHODS

| Waste category                        | Recycling     | Energy recovery | Physico-chemical treatment | Landfill     | Incineration <sup>a</sup> | 2025          | 2024          | 2021          |
|---------------------------------------|---------------|-----------------|----------------------------|--------------|---------------------------|---------------|---------------|---------------|
| Hazardous waste                       | 116.72        | 28.70           | 77.55                      | 0.25         | 0.41                      | 223.62        | 254.18        | 173.52        |
| Non-hazardous waste                   | 74.17         | 41.18           | 0.00                       | 23.68        | 0.00                      | 148.13        | 136.69        | 155.67        |
| <b>Total</b>                          | <b>190.89</b> | <b>69.87</b>    | <b>77.55</b>               | <b>23.93</b> | <b>0.41</b>               | <b>362.65</b> | <b>390.87</b> | <b>329.19</b> |
| <b>Proportion</b>                     | <b>52.64%</b> | <b>19.27%</b>   | <b>21.39%</b>              | <b>6.60%</b> | <b>0.11%</b>              |               |               | <b>-</b>      |
| <b>Annual change</b>                  |               |                 |                            |              |                           | <b>-7.22%</b> | <b>11.24%</b> | <b>-</b>      |
| <b>Valorization rate <sup>b</sup></b> |               |                 |                            |              |                           | <b>71.90%</b> | <b>70.07%</b> | <b>67.51%</b> |
| <b>Landfill rate</b>                  |               |                 |                            |              |                           | <b>6.44%</b>  | <b>2.21%</b>  | <b>0.82%</b>  |

<sup>a</sup> Without energy recovery; <sup>b</sup> through recycling or energy recovery

## WORKFORCE BREAKDOWN

| Employee category             | 2025  |       |         | 2024  |       |         | 2023 | 2022 | 2021 |
|-------------------------------|-------|-------|---------|-------|-------|---------|------|------|------|
|                               | Total | Marin | Bangkok | Total | Marin | Bangkok |      |      |      |
| Women                         | 190   | 104   | 86      | 200   | 104   | 96      | 190  | 211  | 209  |
| Men                           | 364   | 333   | 31      | 375   | 345   | 30      | 361  | 336  | 304  |
| Under 30 years old            | 53    | 36    | 17      | 78    | 58    | 20      | 77   | 54   | 52   |
| Between 30 and 50 years old   | 332   | 251   | 81      | 327   | 235   | 92      | 328  | 330  | 318  |
| Over 50 years old             | 169   | 150   | 19      | 170   | 156   | 14      | 146  | 163  | 143  |
| All employees                 | 554   | 437   | 117     | 575   | 449   | 126     | 551  | 547  | 513  |
| Women in management positions | 14    | 7     | 7       |       |       |         |      |      |      |
| Women in the Board            | 0     | 0     | 0       |       |       |         |      |      |      |
| Employees covered by CLA      |       |       |         |       |       |         |      |      |      |

## TRAINING HOURS STATISTICS

| Employee category    | 2025  |       |         | 2024  |       |         | 2023  | 2022  | 2021  |
|----------------------|-------|-------|---------|-------|-------|---------|-------|-------|-------|
|                      | Total | Marin | Bangkok | Total | Marin | Bangkok |       |       |       |
| Hours of training    | 2679  | 1957  | 722     | 3217  | 2575  | 642     | 7 522 | 6 446 | 3 367 |
| Average per employee | 4.84  | 4.48  | 6.17    | 5.59  | 5.73  | 5.10    | 13.65 | 11.78 | 6.56  |

## OCCUPATIONAL HEALTH AND SAFETY STATISTICS

| Incident                                | Marin   |         |         |         |         | Bangkok |         |         |         |         |
|-----------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                         | 2025    | 2024    | 2023    | 2022    | 2021    | 2025    | 2024    | 2023    | 2022    | 2021    |
| Work-related injuries without downtime  | 1       | 6       | 1       | 7       | 4       | 1       | 0       | 0       | 0       | 0       |
| Work-related injuries with downtime     | 7       | 5       | 6       | 1       | 2       | 1       | 0       | 1       | 0       | 0       |
| Fatalities                              | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |
| Work-related ill-health                 | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |
| Hours worked                            | 691 423 | 874 534 | 822 138 | 734 554 | 757 197 | 254 937 | 256 320 | 303 346 | 336 220 | 361 090 |
| Incidence rate per million hours worked | 11.57   | 12.58   | 8.51    | 10.89   | 7.92    | 7.85    | 0       | 3.3     | 0       | 0       |



# GRI INDEX

**Statement of use** EM Microelectronic has reported the information cited in this GRI content index for the period 01.01.2025 to 31.12.2025 with reference to the GRI Standards.

**GRI 1 used** GRI 1: Foundation 2021

| GRI Standard                    | Disclosure                                                                       | Location                                                                            |
|---------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details                                                       | 6, 7                                                                                |
|                                 | 2-2 Entities included in the organization's sustainability reporting             | 5                                                                                   |
|                                 | 2-3 Reporting period, frequency and contact point                                | 5                                                                                   |
|                                 | 2-4 Restatements of information                                                  | 5                                                                                   |
|                                 | 2-6 Activities, value chain and other business relationships                     | 6                                                                                   |
|                                 | 2-7 Employees                                                                    | 6, 30, 41                                                                           |
|                                 | 2-9 Governance structure and composition                                         | 17                                                                                  |
|                                 | 2-11 Chair of the highest governance body                                        | 16                                                                                  |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts | 16                                                                                  |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | 16                                                                                  |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | 16                                                                                  |
|                                 | 2-22 Statement on sustainable development strategy                               | 5, 12-14                                                                            |
|                                 | 2-23 Policy commitments                                                          | 16                                                                                  |
|                                 | 2-27 Compliance with laws and regulations                                        | Zero instances of non-compliance with laws and regulations in the reporting period. |
|                                 | 2-29 Approach to stakeholder management                                          | 11                                                                                  |
|                                 | 2-30 Collective bargaining agreements                                            | 30, 41                                                                              |
| GRI 3: Material Topics 2021     | 3-1 Process to determine material topics                                         | 11                                                                                  |
|                                 | 3-2 List of material topics                                                      | 11                                                                                  |
|                                 | 3-3 Management of material topics                                                | Each material topic section                                                         |
| GRI 205: Anti-corruption 2016   | 205-3 Confirmed incidents of corruption and actions taken                        | Zero confirmed corruption incidents in the reporting period.                        |
| GRI 302: Energy 2016            | 302-1 Energy consumption within the organization                                 | 19-21, 38                                                                           |
|                                 | 302-4 Reduction of energy consumption                                            | 21, 38                                                                              |

| GRI Standard                                  | Disclosure                                                                                    | Location      |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------|---------------|
| GRI 303: Water and Effluents 2018             | 303-1 Interactions with water as a shared resource                                            | 26            |
|                                               | 303-2 Management of water discharge-related impacts                                           | 26            |
|                                               | 303-3 Water withdrawal                                                                        | 26, 40        |
| GRI 305: Emissions 2016                       | 305-1 Direct (Scope 1) GHG emissions                                                          | 22, 24-25, 39 |
|                                               | 305-2 Energy indirect (Scope 2) GHG emissions                                                 | 22, 24-25, 39 |
|                                               | 305-3 Other indirect (Scope 3) GHG emissions                                                  | 22-23, 25, 39 |
|                                               | 305-5 Reduction of GHG emissions                                                              | 22-25, 39     |
| GRI 306: Waste 2020                           | 306-1 Waste generation and significant waste-related impacts                                  | 27            |
|                                               | 306-2 Management of significant waste-related impacts                                         | 27            |
|                                               | 306-3 Waste generated                                                                         | 27, 40        |
|                                               | 306-4 Waste diverted from disposal                                                            | 27, 40        |
|                                               | 306-5 Waste directed to disposal                                                              | 27, 40        |
| GRI 403: Occupational Health and Safety 2018  | 403-1 Occupational health and safety management system                                        | 32            |
|                                               | 403-2 Hazard identification, risk assessment, and incident investigation                      | 32            |
|                                               | 403-3 Occupational health services                                                            | 32            |
|                                               | 403-4 Worker participation, consultation, and communication on occupational health and safety | 32            |
|                                               | 403-5 Worker training on occupational health and safety                                       | 32            |
|                                               | 403-6 Promotion of worker health                                                              | 32            |
|                                               | 403-8 Workers covered by an occupational health and safety management system                  | 32            |
|                                               | 403-9 Work-related injuries                                                                   | 32, 41        |
|                                               | 403-10 Work-related ill health                                                                | 32, 41        |
| GRI 404: Training and Education 2016          | 404-1 Average hours of training per year per employee                                         | 31, 41        |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees                                            | 30, 41        |



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