Sustainability Report

Enabling a Sustainable Future

2024

excelitas®

Contents

About this Report

Excelitas Technologies' Senior Executive Leadership Team, Board of Directors and Sustainability Management Committee are proud to release our 2024 Global Sustainability Report. We have developed sustainability goals to align with our newly rebranded Purpose, Mission, Vision, and Values. Our goals align with stakeholder expectations and are integrated into our internal operations to drive the sustainable development of our company.

This report is prepared in reference to the Global Reporting Initiative (GRI) Standards and has been reviewed and approved by our senior management team. Unless otherwise stated, the reporting period is from January 1, 2024, to December 31, 2024, and includes all Excelitas subsidiaries.

This 2024 report includes Excelitas' sustainability goals, progress in our sustainability initiatives, our alignment with the United Nations Sustainable Development Goals (SDGs), and our forward-looking plans for achieving our goals. The "forward-looking" statements in this report are based on management's views on future events and underlying assumptions. Forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from those expected or implied in such statements. The forward-looking statements contained in this report speak only as of the date of publication, and Excelitas does not assume any obligation to update them.

The topics covered in this report are based on the results of our double materiality assessment which is discussed in more detail on page 8.

For comments or questions, please contact us at: Sustainability@excelitas.com

We work to enable a more sustainable future for all.

Highlights from 2024

HONORED
with the 2024 Vision Systems Design Innovators Award – Bronze Honoree Status

EARNED
an EcoVadis Committed Badge in our 2025 submission

PUBLISHED
2023 Environmental, Social, and Governance Report Update

LAUNCHED
our new Purpose, Mission, Vision, and Values

COMPLETED
our first double materiality assessment

DEVELOPED
a new corporate sustainability strategy and roadmap

Throughout the year, we showcased and introduced our innovations and products at multiple worldwide events and conferences. A full list of product showcases can be found here.

In 2024, Excelitas prepared our first global submission to EcoVadis, a leading assessment for environmental, social, and ethical performance ratings for global supply chains. In March 2025, we earned a Committed Badge and are proud to be recognized for our sustainability achievements.

Message from the CEO

We have clarity on continuing to shape our future as a responsible business and a plan for how we will achieve it. This gives me great confidence in our ability—together with our customers, suppliers, and other stakeholders—to build a more sustainable future.

Over the past several months, Excelitas has seen significant changes, both in our internal operations and in our external business environment.

We began a significant transformation across our entire company last year to harmonize our various businesses and acquisitions under the umbrella of One Excelitas. This transformation, with several new faces on our leadership team, will position us for long-term success in the highly competitive markets we serve. At the core of this change are our new Purpose, Mission, Vision, and Values, which form the foundation of everything we do and guide us in our future direction. They are also reflected in our new sustainability strategy, which we will discuss further in this report and which defines how we grow the positive impact of our business handprint (improving human health and safety) while reducing any undesirable impacts of our business footprint (responsible production and sourcing).

We recognize that significant changes can be challenging as we establish new ways of working while delivering innovative products that push the boundaries of technology. Some of these changes involve transformational decisions to consolidate operations, streamline back-office processes, and enhance our market-facing front-end organization. Throughout this transition and beyond, we are committed to investing in technologies, innovation, and our team and to building the best and brightest future for Excelitas. Only with a high-performing team will we be able to achieve our goal of doubling our positive impact by 2030.

The uncertainties of the external business environment have created challenges to navigate, including varied market demands, supply chain inconsistencies, and new regulations and tariffs. I am proud of the way our team has responded and has positioned our company to thrive through resilience. It is times like these when our Purpose, Mission, Vision, and Values become even more important in defining who we are as a company and guiding the decisions we make.

As I look to the future, I feel a great sense of pride and excitement for what our team can accomplish as One Excelitas. We have clarity on continuing to shape our future as a responsible business and a plan for how we will achieve it. This gives me great confidence in our ability—together with our customers, suppliers, and other stakeholders—to build a more sustainable future.

Ron Keating
President and CEO of Excelitas Technologies

About the Company

Excelitas Technologies Corp. ("Excelitas Technologies," "Excelitas," "the Company," "we," "us," and "our") is a privately owned, leading provider of advanced, life-enriching technologies that make a difference. We proudly serve global market leaders in the life sciences, advanced industrial, next-generation semiconductor, and avionics end markets.

Over the past year, we have rebranded our Purpose, Mission, Vision, and Values to more accurately reflect our company. Headquartered in Pittsburgh, PA, USA, Excelitas is an essential partner in the design, development, and manufacture of technologies, offering leading-edge innovation in sensing, detection, imaging, optics, and specialty illumination for customers worldwide.

Excelitas addresses many megatrends impacting the world today, including precision medicine, industrial automation, artificial intelligence, and connected devices.

Discover more about how we became the company we are today by visiting our website: Excelitas Heritage

Visit our various locations on our website: Excelitas Locations

More about what we do can be found on our website: Excelitas Technologies

Purpose

Enriching Life.
Innovation Driven.

Vision

The leading provider of advanced technologies that make a difference.

Mission

Excelitas Technologies will produce superior results for all stakeholders including our customers, employees and shareholders. We expect to double the reach of our business in the next five years. We produce best-in-class solutions for market leaders in Life Sciences, Advanced Industrial, next-generation Semiconductor Equipment.

Values

Integrity
Do What's Right

- Embrace safety
- Honest and reliable
- Act with courage

Customer Focus
Trusted Partner
Enabling Success

- Agile and responsive
- Transparent and accountable
- Intellectually curious
- Meet or exceed commitments

Collaboration
Working Together
Achieving Goals

- Value and encourage teamwork
- Trust and respect each other
- Communicate openly and listen actively
- Align and act decisively

Responsible
Own Our Actions

- Care for our people, communities and environment
- Act with compassion and respect
- Create value through diversity and inclusion
- Embrace sustainability

Materiality

In 2024, Excelitas completed its first double materiality assessment following the guidance of the European Sustainability Reporting Standards (ESRS) and GRI Standards. To determine our material topics, we worked with an independent, third-party consulting firm to help us identify and evaluate the most significant sustainability impacts, risks, and opportunities related to our business.

We gathered inputs from a combination of interviews with leaders across functions and business units; customer and competitor analysis; documentation and policy review; and comparisons with industry-specific sustainability standards. This assessment included our operations as well as related upstream and downstream activities in our value chain.

Based on these inputs, we identified relevant sustainability impacts, risks, and opportunities and evaluated them for financial and impact materiality. We categorized our impacts based on the affected stakeholders identified from the inputs above and employees, customers, end-users, suppliers, investors, local communities, natural resources, and environmental systems.

The topics related to impacts, risks, or opportunities that crossed a threshold for financial materiality, impact materiality, or both are listed in Figure 1 and form the basis for the content of this report.

Figure 1

MATERIAL Financial Only	MATERIAL Financial & Impact
• **GHG Emissions and Energy Management** • **Resource Use** • **Corporate Culture** • **Data Privacy and Security** • **Political Engagement**	• **Waste, Wastewater, and Pollution Management** • **Employee Health and Safety** • **Customer and End-User Health and Safety** • **Supplier Management and Due Diligence**

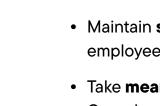■ **ENVIRONMENTAL**   ■ **SOCIAL**   ■ **GOVERNANCE**

Our Sustainability Strategy

At Excelitas, we envision that we are the leading provider of advanced technologies that make a difference. In 2024, we developed a new corporate sustainability strategy to define how we will realize that vision in a responsible way. Our strategy has six priority themes that focus on growing the positive impacts of our handprint and reducing the negative impacts of our footprint in the areas most relevant to our business:

Growing Our Handprint

- Enrich life through **innovative products** that improve human safety and quality of life.
- Build a **high-performing team** with diverse skills, talent, and perspectives to enable innovation.

Reducing Our Footprint

- Maintain **safe, efficient, and clean operations** that eliminate employee harm and minimize our impact on natural resources.
- Take **meaningful action on climate change** and reduce our Greenhouse Gas (GHG) emissions.
- Cultivate a **responsible supply chain** by prioritizing suppliers that demonstrate responsible business practices.
- Act with **integrity** in our daily decisions, engagement with stakeholders, and protection of stakeholder data.

With the support of our Sustainability Committee and Executive Leadership Team, we created a global sustainability plan to guide our implementation of this strategy. This plan sets specific sustainability goals, like evaluating opportunities to reduce our GHG emissions, that we will address in future reports. These efforts also support our compliance with applicable regulations, such as the California climate-disclosure rules, Corporate Sustainability Reporting Directive (European Union), and others.

Governance Structure and Composition

Our Board

Our Board of Directors ("the Board") comprises members with diverse backgrounds and experiences, bringing their unique perspectives to foster a healthy and balanced representation of our various stakeholders. These perspectives include automotive, photonic, corporate finance and accounting, strategic planning, investments, and global manufacturing knowledge. The Board is chaired by an independent, non-executive director. In 2025, we added a new director to our Board that will add significant, positive contributions to our organization. The Board of Directors is responsible for strategic oversight of the organization, which includes setting the long-term vision and goals of Excelitas, including those related to sustainable development. The Board aligns the organization's strategy, shaping our culture and values. Additionally, it ensures that the right resources are available to execute our strategy and monitors management's performance against targets.

Board Committees

In addition to the Board, we have multiple Board committees that are responsible for decision-making and overseeing organizational activities. These include the Executive Committee, Compensation Committee, and Audit Committee. The Audit Committee is our highest governing body, and the chair of this Committee is independent of the Executive Leadership Team.

Table 1

Board Management Breakdown	Number
Board Members – Independent	4
Board Members – Female	1
Board Members – Male	7
Board Members – Executives	1
Board Members – Non-Executives	7

Sustainability Committee

The Sustainability Committee and sustainability program at Excelitas are sponsored at the Executive-Vice-President-level. The Sustainability Committee is a management committee, not a Board-level committee. Management works with external consultants and customers to make recommendations on strategic goals, policies, and processes related to sustainable development, which are aligned and then monitored by the Board. Our Sustainability Committee includes key business leaders who are responsible for the oversight and progress of our sustainability strategy, goals, and plan.

On a monthly basis, our Sustainability Committee reviews Excelitas' sustainability initiatives, policies, programs, and actions to monitor our progress. Our Sustainability Committee is composed of the following leadership team members:

- **Senior Vice President and General Counsel – Executive Sponsor**
- **Vice President, Investor Relations and Communications**
- **Vice President and Chief Accounting Officer**
- **Vice President, Internal Audit**
- **Vice President, International Controller**
- **Vice President, Global Strategic Sourcing**
- **Vice President, Global Environmental, Health, and Safety and Regulatory Affairs**
- **Vice Presidents, Deputy General Counsel**
- **Director, Insurance and Enterprise Risk Management**
- **Director, Human Resources**

Conflicts of Interest

Excelitas has adopted a Related Party Transactions policy and process to prevent and mitigate conflicts of interest and to ensure compliance with the Financial Accounting Standards Board (FASB) standards. Additionally, our Standards of Business Conduct require employees, officers, and directors to avoid any activity or personal interest that presents a conflict of interest, which occurs when private interests interfere with the company's interests. Examples include financial interests in suppliers or competitors, consulting relationships, receipt of significant gifts, and outside business activities that compete with the company. Any potential conflict must be disclosed to the General Counsel to determine if it can be structured to avoid interference with job performance or if a waiver is needed.

Specifically, Excelitas, in coordination with its owner, AEA Investors, monitors the enumerated types of relationships for our Board members as part of the Related Party disclosures. Potential conflicts of interest are reported to the General Counsel in accordance with the Conflicts of Interest requirements outlined in the Standards of Business Conduct.

Critical Concerns

Critical concerns are escalated by the CEO, CFO, and/or General Counsel as they arise, based on the nature of the issues. As necessary at the discretion of management, concerns may be raised to the full Board or a committee of the Chair. In addition, based on the nature of the concern, outside parties such as external auditors or legal counsel may become involved. In 2024, no critical concerns were reported.

United Nations Sustainable Development Goals

The Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015 as a call to action for both developed and developing countries to end poverty, protect the planet, and ensure all people could enjoy peace and prosperity by 2030. There are 17 SDGs, each with specific targets that can be measured, allowing all progress made towards these goals to be tracked.

Excelitas aligns our material topics with the SDGs to demonstrate our commitment to these areas. Throughout this report, we align our material topics with the corresponding goals, highlighting the internal initiatives we have established to meet our internal objectives and support the SDGs.
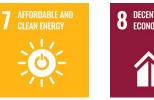
1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS	SUSTAINABLE DEVELOPMENT GOALS

Environmental

Greenhouse Gas Emissions and Energy Management

Waste, Wastewater, and Pollution Management

Resource Use

Management Approach

Excelitas Technologies recognizes our products' and operations' impact on the environment. Where possible, we seek to reduce our organization's environmental impacts and promote the sustainable development of our products. Our environmental material topics include GHGs, energy efficiency, waste, pollution, water management, and resource use. For our operations, our Vice President of Global Environmental, Health, and Safety (EHS) and Regulatory Affairs is responsible for managing environmental risks and impacts across our environmental material topics at the corporate level. At the facility level, our plant managers are responsible for implementing policies and processes related to our environmental material topics and identifying opportunities for improvement in those areas. Our EHS Policy is administered to all employees at all sites. It is reviewed annually and, if necessary, updated regularly by our Sustainability Committee, Vice President of Global EHS and Regulatory Affairs, and Executive Vice President and President, Advanced Industrial Segment for Excelitas Technologies.

In 2024, to mitigate environmental risks and improve how we conduct business, we expanded our ISO 14001 environmental management system certification to our Singapore site. Our ISO 14001 certification enables compliance with environmental regulations and laws, and monitors GHG and air emissions and discharges. We also adhere to the RBA (Responsible Business Alliance)-Online compliance program at the following sites: Batam, Boulder, Feldkirchen, Göttingen, Hamble, Manila, Singapore, and Regen.

We have set the following goals in our environmental pillar:

- **Continue to make scope 1 and 2 emissions reductions in 2025 where feasible and practicable**
- **Set a scope 1 and 2 global reduction target by the end of 2025**
- **Train 100% of our employees in our new EHS Policy by the end of 2025**
- **Eliminate 100% of the use of n-propyl-bromide (NPB) at our Boulder site by the end of 2026**
- **At the Boulder site, eliminate 80% of Leksol used by the end of 2025 and 100% by the end of 2026**

Table 2

Location	Number of ISO 14001 Certified Sites	Number of RBA-Compliant Sites
North America	5	1
Asia	3	3
Europe	1	4
Total	9	8
Percent of Sites ISO 14001 Certified or RBA-Compliant	47%	42%

Table 3

Location	Number of ISO 50001 Certified Sites
North America	0
Asia	0
Europe	3
Total	3
Percent of Sites ISO 50001 Certified	16%

Greenhouse Gas Emissions and Energy Management

As a leading advanced technologies innovator, we recognize that the energy-intensive activities caused by the manufacturing of our products can produce GHG emissions. GHG emissions are material to our business because the effects of climate change and related regulatory responses may adversely impact our business. We are committed to taking a proactive approach to implementing effective environmental management systems to manage our GHG emissions. Since 2021, we have identified electricity generation sources for all sites as part of our scope 1 and 2 analysis to better understand our GHG emissions impact. This effort helped us baseline our GHG emissions and continue to evaluate options for a reduction of our organization-wide scope 1 and 2 GHG emissions where feasible and applicable.

Increasing the Use of Renewable Energy

Our commitment to promoting environmental sustainability initiatives includes reducing our use of and reliance on fossil fuels. In 2023, we continued our transition to solar power at our major manufacturing sites, including completion of a solar panel initiative at both our Göttingen and Singapore sites. Energy generated by these solar panel installations will satisfy approximately 8-10% of our needs at both sites. To expand our solar investments, in 2024, we successfully completed solar panel implementation at our Manila site, which is on track to power nearly 180,000 kilowatt-hours (kWh) of electricity per year, while reducing our scope 2 emissions for this site by approximately 90tCO$_2$.

For three of our German sites—Feldkirchen, Regen, and Göttingen—we achieved carbon neutrality. This was done by investing in sustainable energy projects through the purchase of carbon certificates, offsetting our carbon footprint for these sites. In 2025, we will continue to maintain carbon neutrality at these sites and evaluate opportunities for others.

Reducing Energy Consumption

To better monitor and track key performance indicators (KPIs) in a centralized database, we continue to automate our Environmental Efficiency Index (EEI) reporting, including electricity and water consumption, and waste consumption, generation, and disposal, for all sites. The EEI tool increases visibility of these activities and progresses our efforts to foster sustainable practices.

Highlight

Accelerating our commitment to efficient energy management, three of our European sites—Feldkirchen, Regen, and Göttingen—achieved ISO 50001 (Energy Management) certification. We are continuing to evaluate opportunities at other sites for ISO 50001 implementation.

Since 2023, we've been transitioning our site lighting to LEDs, and in 2024, we completed three additional LED site replacements. In total, 10 sites are now using fully integrated LED lighting, and we are currently in the process of calculating the energy efficiencies and reductions of these LED transitions. In 2024, we successfully completed our chiller optimization project at our Singapore site, saving nearly 715,000 kWh of electricity consumption through efficiency and performance enhancements of our chiller systems, reducing the site's scope 2 emissions by 292 tCO$_2$ annually.

Waste, Wastewater, and Pollution Management

Waste and pollution are relevant to our business as we recognize that the production of our products generates non-hazardous and, in some cases, hazardous waste and pollutants that pose potential threats to public health and the environment. In accordance with our EHS Policy, we are committed to designing safe products and processes that prevent pollution, conserve resources, and minimize waste. Over the past years, we have

advanced our initiatives to minimize hazardous waste and pollution throughout our sites and reduce the amount of hazardous waste from global production through collaboration with our vendors. Where possible, we have also opted to use lower-impact chemical options. At our Boulder site, we began eliminating the use of Leksol, an unfavorable, multipurpose solvent. By the end of 2025, this project is expected to be 80% complete, and we will eliminate 100% of Leksol use at this site by the end of 2026.

Minimizing Waste, Pollution, and Environmental Impacts

Due to the nature of our manufacturing processes, a few of our sites have both permitted air emissions and hazardous waste generation. These are subject to annual reporting to regulatory bodies, and Excelitas has been in full compliance without any issues. In addition, these sites are annually audited by our external Registrar as part of ISO 14001 certification requirements. We are in the process of initiating actions to reduce waste generation, energy usage, and GHG emissions.

We minimize environmental impact by collaborating with our disposal vendors to recycle and substitute hazardous chemicals with more environmentally friendly chemicals. As part of this process, we have replaced 66% of NPB usage, a regulated chemical toxic to humans that adversely affects air quality, with an environmentally friendly alternative. This change reduces 200 gallons of toxic chemicals per year, without sacrificing product quality. At our Boulder site, we initiated a project in 2025 to replace our old degreaser, which will help us achieve 100% elimination of NPB by the end of 2026.

In 2023, the Environmental Protection Agency (EPA) concluded that the hazardous solid waste at our Boulder site could be reclassified as common waste because the residual final stage nature

of the waste is non-hazardous. This allowed for reclassification of the Boulder site from a Large Quantity Generator to a Small Quantity and reduced regulatory requirements as we are inherently meeting regulatory standards from this transition. In 2024, we reduced our site inspections through this exercise with the EPA and will continue to evaluate these reclassifications at other applicable sites.

Through our contract with our third-party waste hauler, Excelitas carries out audits and prescribes our preference for the final waste disposal method. Where possible, we opt for recycling and incineration to minimize the waste going to landfills. We also ensure that we have the proper permits to carry out such activities.

Table 4

Total of Non-hazardous and Hazardous waste generated in 2024 operations (tonnes)	
Non-hazardous waste	591,894
Hazardous waste	390,331

*Excelitas' waste data is collected monthly from each site. The data is then reviewed and compiled by Corporate to ensure consistency and accuracy.

Wastewater Management

Through our double materiality assessment, we identified water as a material sustainability topic for Excelitas. At our facilities, wastewater and hazardous waste management processes are most relevant to us. In our supply chain, our primary water focus is on the mining and extraction of raw materials (such as various metals and rare earth minerals) that are placed into the products and components we produce. Additionally, our facilities in Batam, Singapore, and Boulder are located in areas with high levels of water scarcity and may

have localized impacts from our withdrawals and discharges from our production operations. In general, our operations and production processes are not water intensive, and we have not set any corporate or site-level targets related to water. However, in the spirit of continual improvement, we continue to evaluate the need and priority for such targets in the future. Our primary use of water is for polishing glass components, and the chemicals used in this process generate wastewater that is part of our hazardous waste inventory. We seek to reduce

the impact of water use and wastewater wherever possible. Management of hazardous wastewater is governed by permits at all of our locations, and we have processes in place to ensure compliance with those regulations. We use vendors to manage our hazardous waste disposal. Additionally, we have ISO 14001 certification at nine of our global facilities, which covers the management and efficiency of water use and wastewater management at those locations.

Resource Use

Excelitas is committed to promoting social responsibility and environmental sustainability around the world. Our Vice President of Global Strategic Sourcing oversees our supplier relationships, resource use, and mineral sourcing. Excelitas Technologies does not knowingly purchase raw material supplies that contain conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or an adjoining country. Due to the complexity of the routes by which metals, and in particular precious metals, are smelted, recycled, and sold, including the common practice of commingling ores and scrap from many different sources, it is often impossible for any company to obtain full traceability to the exact origin of all. However, we take continuous, practical actions to prevent minerals from the conflict region from entering our supply chain, including obtaining certificates of origin. Our full Statement on Conflict Minerals can be found here: Statement on Conflict Minerals.

Planned Initiatives

In early 2025, we updated our EHS Policy to better align with our business priorities and environmental initiatives. We will roll out global training of this policy to all of our employees in 2025. To increase energy efficiency, we are looking to complete the transition to LED lighting at the remainder of our sites by 2027. Currently, we emphasize continual improvement of our water use and wastewater management at our facilities. We will eliminate the use of Leksol at our Boulder site by the end of 2026. As part of our efforts to implement EEI automated reporting for all sites, we plan to set corporate targets for electricity, water, and waste consumption and waste disposal. Once corporate targets are set in these areas, we will then expand to set site-specific targets where feasible. With climate as a large part of our sustainability strategy, we will complete the following climate initiatives in 2025:

- **Complete a global scope 3 GHG Inventory**
- **Conduct a global verification readiness assessment of our scope 1 and 2 inventory**
- **Conduct a climate risk assessment**
- **Submit to CDP**

Social

Corporate Culture

Employee Health and Safety

Customer and End-User Health and Safety

Management Approach

Excelitas understands the importance of our employees, community, customers, and partners in our business. We prioritize our employees' health, safety, and wellness, foster an inclusive culture, and take pride in our employee involvement. Our human capital initiatives are reflected in our management practices and policies, like recruitment and selection, compensation and benefits, professional development and training, promotions, and social programs. Our social material topics include corporate culture, employee health and safety, and customer health and safety. These topics are regularly managed by our Sustainability Committee, Human Resources, and the Vice President of Global EHS and Regulatory Affairs.

We have set the following goals in our social pillar to be completed by the end of 2025:

- **100% of high-potential employees to have development plans in place**
- **Train 100% of our employees in our new EHS Policy**
- **Implement an employee net promoter score**
- **Drive global incident rate to <0.2 per Occupational Safety and Health Administration (OSHA) definition**

Corporate Culture
Our Workplace

Our employees are Excelitas' biggest asset. We are committed to providing competitive compensation and benefits programs in each of the countries where we operate to allow us to attract, motivate, and retain a world-class team. We support and endorse employee betterment and learning through various programs, providing our full-time employees access to various medical and wellness benefits. We offer healthcare insurance options to our U.S. employees, including medical, dental, vision, and flexible spending. Further, U.S. employees are automatically enrolled in company-sponsored life insurance, short-term disability, and long-term disability insurance. We provide standard, jurisdiction-appropriate medical and retirement benefits for our employees in jurisdictions outside of the U.S. Many of our other global locations also offer health and wellness benefits and access to employee assistance programs, an internal well-being intranet page, wellbeing webinars, and mental health support, including training employees as mental health first aiders.

Embracing an Inclusive Culture and Strong Workforce

Fostering a diverse and inclusive culture promotes productivity and innovation. We recognize the importance of attracting and retaining our key personnel who enable our company to execute our business strategy. Globalization has brought our teams together, enhancing our problem-solving capabilities and expanding our business landscape. By building a diverse workforce and embracing our employees, we strive to improve services for our customers and stakeholders.

At Excelitas, our Purpose, Mission, Vision, and Values guide our decisions, behaviors, and future direction. Our four core values—Integrity, Customer Focused, Collaboration, and Responsible—define how we interact with each other, how we lead teams, how we treat customers and suppliers, and how we show up every day. They are embedded into our hiring practices, performance management, and leadership development.

Our focus is on building a high-performance culture throughout all levels of our business. We believe that high performance starts at the corporate level, helping us achieve our objectives and find success within our company and employees. In 2024, we expanded our employee development programs by strengthening our approach to talent management and providing strategic growth opportunities. We implemented mentorship programs, leadership training, on-the-job exposure to senior management activities, and cross-functional workplace programs.

Employment Data

Table 5

Region	Employee Type	Male	Female	Other	Total
Asia	Permanent	946	1,893	0	2,839
	Temporary	1	6	0	7
	Total	**947**	**1,899**	**0**	**2,846**
Europe, the Middle East, and Africa	Permanent	1,708	760	1	2,469
	Temporary	169	73	0	242
	Total	**1,877**	**833**	**1**	**2,711**
North America	Permanent	984	449	0	1,433
	Temporary	12	2	0	14
	Total	**996**	**451**	**0**	**1,447**
All Locations	Permanent	3,638	3,102	1	6,741
	Temporary	182	81	0	263
	Total	**3,820**	**3,183**	**1**	**7,004**

*This data has been calculated as of 12/31/24. All employee types are included in our reporting, as the table includes a split between regular and temporary. All employees classified under "Regular" or "Re-employment" are considered regular; all else are considered temporary. Due to process stabilization and improvement, there are a number of temporary workers who have been employed but have not been maintained in the HR system and are therefore excluded from past reports.

Table 6

Region	Employee Type	Male	Female	Other	Total
Asia	Full-Time	947	1,896	0	2,843
	Part-Time	0	3	0	3
	Total	**947**	**1,899**	**0**	**2,846**
Europe, the Middle East, and Africa	Full-Time	1,815	627	1	2,443
	Part-Time	62	206	0	268
	Total	**1,877**	**833**	**1**	**2,711**
North America	Full-Time	980	447	0	1,427
	Part-Time	16	4	0	20
	Total	**996**	**451**	**0**	**1,447**
All Locations	Full-Time	3,742	2,970	1	6,713
	Part-Time	78	213	0	291
	Total	**3,820**	**3,183**	**1**	**7,004**

*This data has been calculated as of 12/31/24.

Table 7

Region	Metric	Gender		
		Male	Female	Other
Asia	# of hires	114	532	0
	# of separations	265	671	0
Europe, the Middle East, and Africa	# of hires	152	66	1
	# of separations	229	101	0
North America	# of hires	211	89	0
	# of separations	204	122	0
All Locations	# of hires	477	687	1
	# of separations	698	894	0

Table 8

Region	Metric	Age Group		
		< 30	30-50	50+
Asia	# of hires	404	168	74
	# of separations	415	360	161
Europe, the Middle East, and Africa	# of hires	103	77	39
	# of separations	55	123	152
North America	# of hires	65	135	100
	# of separations	47	142	137
All Locations	# of hires	572	380	213
	# of separations	517	625	450

Employee Health and Safety

Employee health and safety is a top priority at Excelitas. Manufacturing is inherently hazardous and could result in accidents that disrupt our operations or expose us to significant losses or liabilities. As communicated to our employees in our EHS Policy, we operate in a manner that protects the health and safety of our employees and the public. We expect employees to participate in improving our environmental safety and health programs and work in accordance with applicable EHS procedures. Managed by our Vice President of Global EHS and Regulatory Affairs, and Executive Vice President & President, Advanced Industrial Segment for Excelitas Technologies, we adopt a proactive approach to implementing effective EHS management systems to prevent accidents and provide a safe and healthy work environment.

EHS Management System

To increase our commitment to health and safety, we have implemented a formal occupational health and safety management system, ISO 45001, at 12 global sites. In 2024, our Singapore site successfully achieved ISO 45001 certification. A geographical list of the ISO 45001 sites is provided in Table 8. In 2025, we will continue to evaluate the feasibility of ISO 45001 at our other locations.

We maintain a robust safety program with frequent training, monitoring, and communications within our facilities to promote the safety of our employees on the job. We have ongoing efforts and initiatives, including our Tier Board meetings, management reviews, risk management processes, laceration prevention programs, Gemba walks, Safety Committee meetings with employee involvement, and employee safety awareness programs to help reduce employee injuries. Employees participate in these associated processes to provide valuable, first-hand insight into the site-specific EHS activities, training, and awareness programs.

Table 6

Location	Number of ISO 45001 Certified Sites
North America	5
Asia	4
Europe	3
Global	12
Percent of Sites ISO 45001 Certified	63%

Tier Board Process

Employees' ability to report health and safety concerns is important to our organization. We have implemented the Tier Board process, a daily, standardized procedure for employees to report safety concerns and incidents. This is in addition to the automated reporting process we have implemented over the last few years, which is managed by the EHS Manager at each site. We adhere to the RBA-Online Code of Conduct, which includes a No Retaliation Policy through our Business Code of Conduct and Whistleblower Policy. In alignment with ISO 45001, reported health and safety incidents are followed by a standardized process with our Corporate Global Vice President of EHS and site leadership to identify the root cause and implement timely corrective actions.

Health and Safety Reporting

We have enhanced our safety near-miss reporting and recognition. Our operations and EHS teams promptly report recordable incidents, near misses, and workers' compensation claims to the Executive Vice President and President for our Advanced Industrial Segment. We have an anonymous whistleblower program where employees can provide input and address concerns. In a workforce of about 7,000 employees, Excelitas has achieved a declining number of workplace injuries and no workplace fatalities. In the spirit of continuous improvement and enhancing health and safety through safe technologies, we are committed to further reducing the risk of workplace injuries in our facilities worldwide by introducing automation, augmented reality ("AR"), and virtual reality ("VR") technologies as well as vision systems and material handling improvements.

Our U.S. employee injury rate (IR) has, to date, been consistently below both the average U.S. IR* and the average U.S. IR for manufacturing companies*.

EHS Risk Assessments

As part of our ISO 45001 and various regulatory requirements, risk assessments must be conducted

*The average U.S. IR and the average U.S. IR for manufacturing companies are both calculated per the OSHA IR formula, which is calculated based on 200,000 hours worked annually.
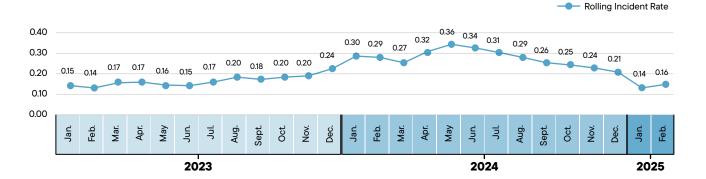
Figure 2

Table 9

Year	2018	2019	2020	2021	2022	2023	2024
Global Incidents/ Injuries*	22	19	16	30	15	18	13
Total Global Employees	6,600	6,595	7,108	7,465	7,165	6,709	6,713

*The global incidents/injuries rate includes full-time, part-time, and temporary employees. Safety data is not available for contractors at the time of this report's publication, so contractors are not included in this calculation.

for hazardous and potentially hazardous work environments. When such hazards are identified, efforts must be made to either eliminate them or mitigate them through engineering or administrative controls. All such processes are audited by Corporate EHS in addition to our third-party registrar for ISO 45001.

Health and Safety Training

EHS training is required by regulatory agencies and ISO 45001. We have established EHS training processes for each site, tailored to the job activities and relevant hazards to which employees are exposed. This training is completed through the new hire onboarding process, which includes additional refresher training implemented at least annually.

Improved Employee Safety

We are proud of the significant reduction of injury incident rates achieved by our standardized EHS trainings, implementation of Tier Process to strengthen safety awareness, application of global best practices, and sharing of lessons learned through our monthly Global EHS Connectivity Call.

Customer and End-User Health and Safety

At Excelitas, we are committed to designing safe products and processes. Our ability to improve the health and wellbeing of others through our products, particularly in our advanced industrial and life sciences businesses, categorizes customer and end-user health and safety as a material topic for us. We also acknowledge the risk that product defects or issues with our products may cause significant harm to our customers, business, and reputation. For many years, our site-level ISO 13485 Certification at our Toronto and Feldkrichen sites have strengthened Excelitas' capabilities to serve the light engine needs of medical device customers worldwide. Additionally, we demonstrate our commitment to quality through our ISO 9001 certification, a globally recognized standard for quality management, which has been achieved at all sites. One hundred percent of Excelitas' significant product and service categories are assessed for health and safety impact improvements, and we have not identified any non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of our products.

Our EHS Policy prioritizes the health and safety of our customers and other interested parties as we design and assemble our products. As a component manufacturer, we integrate environmental and customer health and safety into our processes to guide safe practices and promote continuous improvement. Our RBA-compliance at eight of our sites informs our customers that we are committed to the RBA Code of Conduct, which includes meeting social, environmental, and ethical industry standards. Once our components are integrated into end-user products, we include safety instructions for our component assembly

to these end users. In addition, for 10% of our products worldwide, we provide safety data sheets that detail information regarding the safety and health aspects of various substances within our components. For select products, we provide user manuals where appropriate.

Table 10

Location	Number of ISO 9001 Certified Sites
North America	6
Asia	3
Europe	10
Total	19
Percent of Sites ISO 9001 Certified	100%

Our Handprint

Our focus on excellence is ingrained in all aspects of our products, from performance, quality, and reliability to delivery and service. We consider this our handprint, realizing the beneficial outcomes to our customers through our product use. Excelitas is proud to embrace our innovative spirit that allows us to have a positive impact on the lives of many. Our product innovations fuel our desire to continually invest in research and development to improve our existing products and develop new products that will continue to support improvements in human health, safety, and promote environmental sustainability.

Highlight

Our focus on excellence is ingrained in all aspects of our products, from performance, quality, and reliability to delivery and service. We consider this our handprint, realizing the beneficial outcomes to our customers through our product use.

Spotlight: Applying High-Performance Technology to Critical Applications

Excelitas brings decades of experience to the design and manufacturing of high-performance, customized solutions to demanding medical applications for a wide variety of uses. As a leader in Xenon lighting, our pulsed and flash lamps are used in light therapy, hair removal, skin rejuvenation and resurfacing, tattoo, and scar remediation. Excelitas also designs and manufactures high-performance, custom-tailored power supplies for the lasers used in these applications.

In medical devices manufacturing, Excelitas' laser material processing lenses and machine vision inspection lenses ensure high-throughput quality with industry-leading performance and a wide range of standard lenses.

Spotlight: UV-Water Treatment Solutions

As part of our Noblelight products, our UV-water treatment and UV-water disinfection have been

used in industries for many years to provide clean drinking water. Utilizing UV for these solutions provides chemical free, energy saving treatments compared to other treatments. Examples can be found here.

Spotlight: Infrared Heating Systems Contribute to Sustainable Agriculture

Tools and machines for soil cultivation in agricultural and farming technology must be robust. They have to withstand extreme weather conditions and different soil types, and are often in continuous use for hours at a time. Press-hardened tempered steels are required to produce durable and robust tools. These must first undergo time-consuming thermal treatment to adjust the desired material properties, which is associated with high energy consumption. Excelitas Noblelight, in partnership with FRANK Walz-und Schmiedetechnik GmbH, has developed an innovative and energy-efficient infrared tempering process for press-hardened steel components. Read our application here.

Spotlight: Products That Help Promote Human Health and Safety

Our products help mitigate the spread of communicable diseases, expedite patient recovery, and reduce long-term healthcare costs.

- The **Kepri® UVC Upper Air Disinfection System** **by Excelitas provides occupant-safe, indoor room air disinfection with 99% effectiveness to reduce the spread of airborne viruses and disease.**
- **Excelitas' Thermopile IR Sensors help enable cost-effective, accurate, and non-invasive measurement of human body temperature for patient monitoring and earlier detection of illnesses, thus helping to mitigate the spread of communicable diseases.**
- **Our LED-based X-Cite-Vitae® and Cermax® Xenon light sources combine with Qioptiq Micro-Optic fabrication, coating, and system integration to provide doctors and surgeons with improved endoscopic vision for less invasive diagnostics and robotic surgical techniques that help expedite patient recovery and potentially reduce long-term healthcare costs.**
- **Our OmniCure® UV Curing Systems are employed in a wide array of medical device assembly and manufacturing operations to help enable medical equipment to meet quality and reliability requirements. Click here for more information on UV LED Curing for Insertable Medical Devices.**

Spotlight: Infrared Heating Systems Help Reduce the Risks of Repetitive Strain Injury

Excelitas' infrared heating systems are meticulously designed for seamless integration into industrial applications. Our infrared systems are equipped with Noblelight infrared emitters, and these systems are scalable and optimized to meet exact application specifications for maximum performance. In particular, our Customer MX Heating Modules have helped prevent workers at Jaguar Land Rover's Castle Bromwich manufacturing site from repetitive strain injury, typically occurring in areas with high manual workloads. Read our full case story here: Did you know how IR heat reduces workload in the production of cars?

Planned Initiatives

As part of our EHS efforts, we plan to reinforce the value of employee health and safety among our workforce by training all global employees in our new EHS policy by the end of 2025. To achieve our high-performance culture objectives, our Human Resources Team and Managers are collaborating to create talent development plans in the coming year.

By the end of 2025, our goal is for 100% of high-potential employees to have development plans in place. To help us understand employee retention, we are beginning to track metrics around voluntary indirect labor turnover and high-potential employee turnover.

In 2025, we are also implementing an employee net promoter score to understand how motivated, engaged, and involved our employees feel in the workplace.

Governance

Data Privacy and Security

Political Engagement

Supplier Management and Due Diligence

Management Approach

We believe good corporate governance is key to our sustainable, long-term growth. We are committed to achieving our business objectives in an honest, transparent, and ethical manner. Our governance material topics include data privacy and security, political engagement, and supplier management and due diligence. These topics are overseen by our Sustainability Committee, Head of Information Technology (IT), Vice President and Deputy General Counsel, Head of Cyber Security, and Vice President of Global Strategic Sourcing.

We have set the following goals in our governance pillar:

- **Exceed industry standards with our risk management program**
- **Achieve a comprehensive integration of cybersecurity across the organization**
- **Develop a Supplier Code of Conduct by the end of 2026**
- **Provide Supplier Code of Conduct and other procurement policy training to all applicable employees by the end of 2027**

Data Privacy and Security

We are committed to adhering to robust data security practices to safeguard our critical assets and the confidential data of our employees, customers, and partners. This commitment is crucial as our business could be adversely affected by cybersecurity threats or other technological disruptions. Our data protection practices are guided by the CIA triad (Confidentiality, Integrity, and Availability). We achieve this through employee training and education, benchmarking against National Institute of Standards and Technology (NIST) standards, and performing regular maintenance and continuous improvements to support key data areas. Additionally, we have a

duty to handle sensitive customer information in compliance with relevant data protection, privacy, and security laws and regulations.

We maintain comprehensive policies and procedures governing electronic communication, information security, and mobile computing, which are communicated to our employees. Through an annual training and review process, we ensure our employees are well-informed about their responsibilities in these areas. All employees and related parties are expected to adhere to these security policies. They are encouraged to report any security incidents or suspicions of data breaches or losses to the IT security team promptly.

As part of our Cybersecurity and Risk Management Program, we align our practices with frameworks from the NIST to ensure adherence to industry standards. This alignment allows us to measure our current practices and continuously improve our risk management efforts.

To govern our approach, we established an internal Excelitas Governance, Risk, and Compliance (GRC) assessment organization. This organization attests that the Excelitas Cybersecurity and Risk Management program conforms to the NIST Cybersecurity Framework (CSF) risk management practices, the NIST SP 800-53B controls framework, and, where applicable, the NIST SP 800-171 Rev. 2 controls and practices, as defined in the CMMC for Improving Critical Infrastructure Cybersecurity, Version 2, dated December 3, 2021. For several consecutive years, Excelitas has not identified any substantiated complaints from external parties or regulatory bodies, and we have had no identified leaks, thefts, or losses of customer data.

Political Engagement

As an international company, Excelitas and our subsidiaries are subject to a host of regulations across multiple countries around the world, and we seek to comply with all applicable laws and regulations. Some of the laws that most significantly impact our business concern import and export activities. These laws govern not only the export of tangible products, but also the transfer or export of intangible products (e.g., software, technology). Our Vice President of Global Strategic Sourcing and Vice President and Deputy General Counsel ensure our company's compliance with the latest import and export regulations. Our import and export compliance statement is publicly available on our website and documented in our Standards of Business Conduct. Additionally, our semiconductor and life sciences businesses are also part of value chains that are subject to significant regulations, such as the Chips Act in the U.S.

We work to stay abreast of these regulations and, as part of that, may have contact with public officials regarding regulations or public policy. Any such engagement is done responsibly and within the boundaries of the law. Our Standards of Business Conduct define our policies on conflicts of interest and political contributions, including direct or indirect payments in support of candidates for elected office, elected officials, or political parties. Excelitas does not make any political contributions, and any personal political contributions or activities must not be linked in any way to Excelitas. No employee may be reimbursed directly or indirectly for personal political contributions.

Additionally, we prohibit employees from giving money or items of value to a foreign official, candidate for political office, or for the purpose of influencing a foreign government. The laws and regulations of the various jurisdictions in which we operate prohibit the giving of "kickbacks," that is, the offer or acceptance of anything of value, to any government employee (or a business which is substantially owned or operated by a government), an employee of a higher-tier contractor, or any other person, for the purpose of obtaining favorable treatment in connection with a government contract.

Our VP of Investor Relations and Communications oversees Excelitas' compliance with our policies regarding political engagement.

Highlight

As an international company, Excelitas and our subsidiaries are subject to a host of regulations across multiple countries around the world, and we seek to comply with all applicable laws and regulations.

Supplier Management and Due Diligence

We recognize that our duty as a responsible business extends into our supply chain. We seek to partner with suppliers that meet our business needs, share our values, and minimize impacts on the community, environment, and natural resources as much as possible.

The most significant sustainability impacts in our supply chain relate to the mining and extraction of raw materials, including rare earth minerals used in our electronic components. These may include environmental considerations (including pollution and water use) as well as human rights issues. In most cases, these impacts are not directly related to our Tier 1 suppliers but are multiple tiers deep in our supply chain.

We are in the process of building our procurement capabilities to gain better visibility into those layers and strengthen our due diligence processes. At some of the most relevant sites in Germany, we have begun the work to gain visibility into those layers and have developed a local Policy Statement on Human and Environmental Rights. We expect to use this as a basis as we grow this program in the future.

At the global corporate level, our Vice President of Global Strategic Sourcing is responsible for the management and vetting of our suppliers, including their sustainability risks and impacts. We expect our suppliers and business partners to comply with our standards, which are based on international conventions and are defined in our Standards of Business Conduct. We are still in the early phases of developing and formalizing a globally consistent responsible supply chain program and will share updates in future reports as this capability continues to evolve.

Planned Initiatives

As we continue to develop our data privacy and security practices, we plan to track progress against external benchmarks, using the most relevant data processes and standards to foster innovation and improvement. As part of our proactive vulnerability management program, we plan to implement improvements that are crucial for maintaining the security and integrity of data. We also expect to make necessary realignments against the NIST framework to capture the appropriate controls and procedures. Excelitas' performs ongoing evaluations of our data loss protection and data processing agreement in which we will continue in 2025.

To promote a responsible supply chain, we plan to develop a Supplier Code of Conduct that reflects our company values and supplier relationships appropriately. In addition, we will develop other corporate-level policies involving responsible purchasing and procurement to help inform our supplier decisions. To successfully implement these policies, we will roll out specific training to our employees. These policies will be reviewed annually by our Vice President of Global Strategic Sourcing and amended as necessary. Excelitas will evaluate opportunities to assess supplier sustainability that align with our values and help mitigate environmental and social risk in our supply chains.

Appendix

GRI Content Index

GRI Content Index

Statement of Use: Excelitas Technologies Corp. has reported the information cited in this GRI content index for the period January 1st, 2024 to December 31st, 2024 with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	Page/Response
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Company, Page 6
	2-2 Entities included in the organization's sustainability reporting	About this Report, Page 6
	2-3 Reporting period, frequency and contact point	About this Report, Page 6
	2-4 Restatements of information	Due to this being our first GRI report, we do not have any restatements of information.
	2-5 External assurance	We currently do not seek external assurance for our report.
	2-6 Activities, value chain and other business relationships	About the Company, Page 6
	2-7 Employees	Employment Data, Page 21; Due to our 2024 acquisition of the Noblelight business from Heraeus, there may be fluctuations in the number of employees during the reporting period and between reporting periods.
	2-8 Workers who are not employees	Employment Data, Page 21
	2-9 Governance structure and composition	Governance Structure and Composition, Page 10
	2-10 Nomination and selection of the highest governance body	Omission

GRI STANDARD	DISCLOSURE	Page/Response
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Governance Structure and Composition (Our Board) Page 10
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure and Composition (Our Board) Page 10
	2-13 Delegation of responsibility for managing impacts	Governance Structure and Composition (Our Board) Page 10
	2-14 Role of the highest governance body in sustainability reporting	Governance Structure and Composition (Sustainability Committee) Page 10
	2-15 Conflicts of interest	Governance Structure and Composition (Conflicts of Interest) Page 10
	2-16 Communication of critical concerns	Governance Structure and Composition (Critical Concerns) Page 10
	2-17 Collective knowledge of the highest governance body	Omission
	2-18 Evaluation of the performance of the highest governance body	Omission
	2-19 Remuneration policies	Omission
	2-20 Process to determine remuneration	Omission
	2-21 Annual total compensation ratio	Omission
	2-22 Statement on sustainable development strategy	Sustainability Strategy, Page 9

GRI STANDARD	DISCLOSURE	Page/Response
GRI 2: General Disclosures 2021	2-23 Policy commitments	Excelitas' Standards of Business Conduct ("Standards") set forth the standards of conduct for all of our employees, officers and directors based upon the values and principles that guide the conduct of our business. The Standards are simply a manifestation of our long-standing policy that all business conducted by the Company's employees and representatives should be conducted ethically and in compliance with all applicable laws, regulations and corporate policies.
	2-24 Embedding policy commitments	All employees and suppliers are expected to follow our Standards of Business Conduct ("Standards") with a commitment to honesty, integrity and fairness in everything we do, so our activities should reflect positively on the Company and the marketplace and communities in which we conduct our business.
	2-25 Processes to remediate negative impacts	Omission
	2-26 Mechanisms for seeking advice and raising concerns	i. Our Standards of Business Conduct document is reviewed by all new hires and is sent for retraining every two years; this policy is also posted on company SharePoint page for employee access. ii. Our Whistleblower policy is posted on company SharePoint page and provides guidance on where to raise concerns about the organization's business conduct.
	2-27 Compliance with laws and regulations	Excelitas had zero significant instances of non-compliance with laws and regulations, and therefore no losses of monetary values or fines, during the reporting period.
	2-28 Membership associations	Omission
	2-29 Approach to stakeholder engagement	Materiality, Page 8

GRI STANDARD	DISCLOSURE	Page/Response
	2-30 Collective bargaining agreements	1883 [employees covered by CBA (CAN), Union (UK), Works Council (DEU)]
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality, Page 8
	3-2 List of material topics	Materiality, Page 8
	3-3 Management of material topics	Materiality, Page 8; Environmental (Management Approach), Page 14; Social (Management Approach), Page 20; Governance (Management Approach), Page 30
Water		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Section (Management Approach), Page 14
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Section (Management Approach), Page 14
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Section (Management Approach), Page 14
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Section (Management Approach), Page 14
GRI 306-1: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, Wastewater, and Pollution Management, Page 16
	306-2 Management of significant waste-related impacts	Waste, Wastewater, and Pollution Management, Page 16
	306-3 Waste generated	Waste, Wastewater, and Pollution Management, Page 16

GRI STANDARD	DISCLOSURE	Page/Response
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Section (Management Approach), Page 20
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Corporate Culture (Employment Data), Page 20
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Corporate Culture (Our Workplace), Page 20; Benefits included in the report are applicable to all eligible employees, regardless of location.
	401-3 Parental leave	All parental leave data reported below represents North America calculations only. The total number of employees that were entitled for parental leave, by gender: 444 Females and 959 Males = 1,403 Total Total number of employees that took parental leave, by gender: 11 Females and 19 Males = 30 Total Total number of employees that returned to work in the reporting period after parental leave ended that were still employed 12 months after their return to work, by gender: 3 Males Return to work and retention rates of employees that took parental leave, by gender: Total Female = 11, breakdown below: Returned to work = 8 Currently out on leave of absence (LOA) = 3 Departed company = 2 Total Male = 19, breakdown below: Returned to work = 16 Currently out on LOA = 3 Departed company = 2 (only 1 of the 2 departures occurred in 2024)

GRI STANDARD	DISCLOSURE	Page/Response
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Section (Management Approach), Page 20
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Employee Health and Safety, Page 23
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health and Safety (Tier Board Process), Page 23; In our injury investigation, we take into consideration any injuries that may happen to our onsite contractors. If the investigation shows that the injury is a result of the contractor violating Excelitas' EHS rules, the contractor will be disqualified and removed from working at Excelitas facilities. All other cases, it is the responsibility of the Management of the contractors.
	403-3 Occupational health services	Employee Health and Safety (EHS Risk Assessments), Page 23
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health and Safety, Page 23
	403-5 Worker training on occupational health and safety	Employee Health and Safety (Health and Safety Training), Page 23
	403-6 Promotion of worker health	Our employee benefits are managed by Human Resources in each country where we operate. Some site have an onsite nurse and/or doctor as required by the local law, while others are per requirements of Workers Compensation Insurance.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety (EHS Risk Assessments), Page 23
	403-8 Workers covered by an occupational health and safety management system	Employee Health and Safety (EHS Management System), Page 23

GRI STANDARD	DISCLOSURE	Page/Response
GRI 403: Occupational Health and Safety	403-9 Work-related injuries	Employee Health and Safety (Health and Safety Reporting), Page 23 i. The number and rate of fatalities as a result of work-related injury: 0 ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 0 iii. The number and rate of recordable work-related injuries: 13 iv. The number of hours worked: 11,179,693
	403-10 Work-related ill health	In calendar year 2024, there have been: Zero fatalities as a result of work-related ill health; Zero cases of recordable work-related ill health; Zero work-related hazards have been formally identified that pose a risk of ill health to associates. Data is not available for our contractors as we currently do not track this at our sites.
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Section (Management Approach), Page 20
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	The below breakdown includes the diversity and gender of global employees for the reporting year. At the time of this report, this information is not available for the Board of Directors.
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Section (Management Approach), Page 20

GRI STANDARD	DISCLOSURE	Page/Response
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Customer and End-User Health and Safety, Page 26; 100% of Excelitas' significant product and service categories are assessed for health and safety impact improvements.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customer and End-User Health and Safety, Page 30
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance Section (Management Approach) Page 30
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security, Page 30; For several consecutive years (including 2022–2024), we report the below: Total number of substantiated complaints received concerning breaches of customer privacy, categorized by outside parties and regulatory bodies: 0 Total number of identified leaks, thefts, or losses of customer data: 0