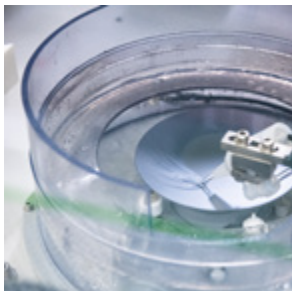
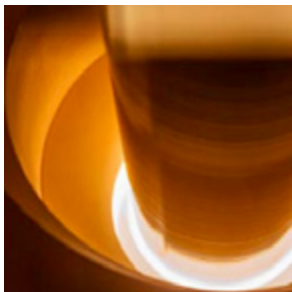
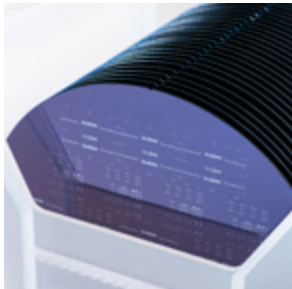




OKMETIC

2020

SOCIAL RESPONSIBILITY REPORT



CONTENT

SOCIAL RESPONSIBILITY REPORT 2020	2
Report description	2
Publishing the report	2
OKMETIC	3
High value-added silicon wafers for sensor and D&A industries	3
Tailor-made products	4
The widest selection of silicon wafer products	4
Global service network – production in Finland	4
YEAR 2020 IN BRIEF	5
PRESIDENT'S REVIEW	6
STRATEGY AND VALUES	7
SOCIAL RESPONSIBILITY AT OKMETIC	8
Responsible manufacture of high-performance silicon wafers	8
The silicon wafer makes the world go round	8
Quality as the cornerstone of operations	9
Stakeholders	9
Fundamental themes	10
Objectives and indicators	10
Plan of measures	11
THEMES OF RESPONSIBILITY	12
Personnel as the cornerstone of success	12
Focus on health and safety	14
Monitoring environmental impacts	15
Carbon footprint	17
Business ethics	18
Managing responsibility	18
GRI	19
CONTACT	21



Report description

Okmetic's corporate social responsibility report 2020 outlines the most central aspects and impacts of responsibility in the company operations, as well as ways to improve corporate responsibility in various areas. The primary stakeholders of this report are our customers, personnel, partners and other stakeholders in the society as well as owners.

The report first briefly introduces Okmetic and its strategy and company values. It then outlines the targets, fundamentals and management model for responsibility, as well as the responsibility development program. Okmetic has adopted The Responsible Business Alliance's (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), Code of Conduct as guidelines for socially responsible operations. This Code of Conduct categorizes social responsibility

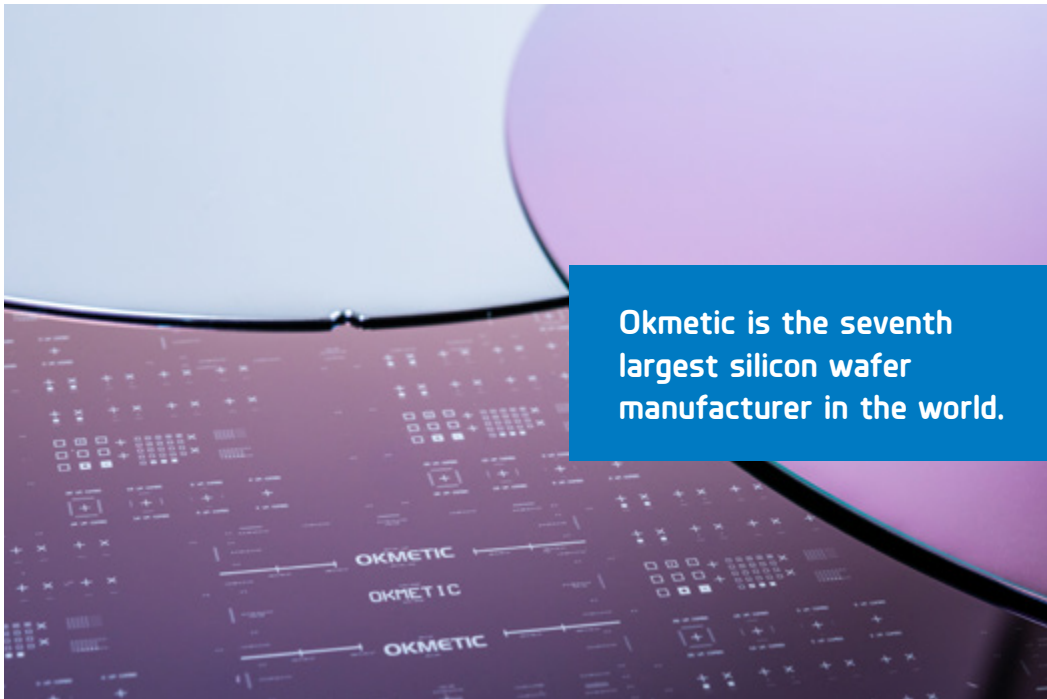
as follows: responsibility for personnel, responsibility for occupational safety and health, environmental policy, business ethics and management system.

Principles, practices and development of social responsibility, as well as achieved results, are presented separately for each area. The presented information is disclosed in a GRI table at the end of the report.

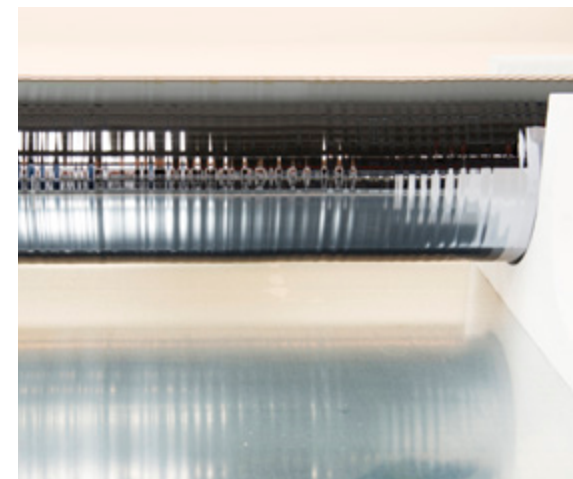
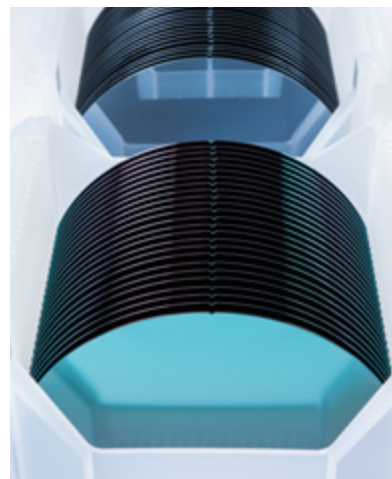
Publishing the report

The report is published annually in Finnish and in English as a pdf document on the website (www.okmetic.com). It is not available as a printed version, but it can be printed from pdf. The previous social responsibility report was published in May 2020, and the next report will be published in early 2022.

OKMETIC



Okmetic is the seventh largest silicon wafer manufacturer in the world.



High value-added silicon wafers for sensor and D&A industries

Okmetic supplies tailored, high value-added silicon wafers to be used in the manufacture of sensors as well as discrete semiconductors and analog circuits, most of which go to applications related to telecommunication signal processing. Our extensive product selection offers a platform for even the most demanding applications. Okmetic is a true pioneer in the field of silicon wafers as it has manufactured high value-added silicon wafers since 1985.

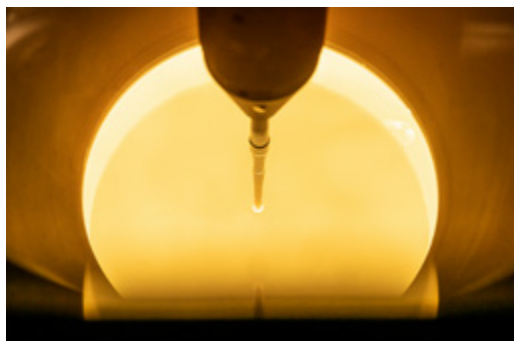
The company's silicon wafer plant and headquarters are located in Finland, where the majority of the company's silicon wafers is manufactured. In addition to own manufacturing, the company also has contract manufacturing in Asia. Okmetic is owned by NSIG, a Chinese stock listed company. Okmetic has around 500 employees, and its net sales in 2020 were 108 million euro.





Tailor-made products

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



The widest selection of silicon wafer products

Okmetic's wafer offering mainly comprises of 150–200 mm diameter Single Side Polished (SSP) wafers, Double Side Polished (DSP) wafers, Silicon-On-Insulator (SOI) wafers and High Resistivity RFSi® wafers. Our customers use wafers in the manufacture of sensors as well as discrete semiconductors and analog circuits.



Globally close to the customer



Global service network – production in Finland

Okmetic has a global customer base and sales network based in Finland, Germany, the United States, Japan and China. In addition, the company has sales agents in Korea, Malaysia, Singapore and Taiwan. The majority of the company's silicon wafers are manufactured in Vantaa, Finland. The company

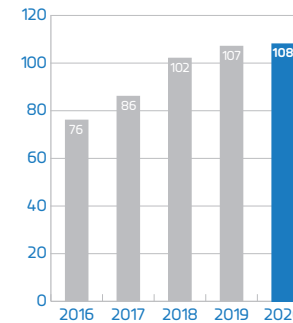
also has contract manufacturing in Asia. The Vantaa plant has been expanded and its capabilities have been developed with major investments in recent years. Continued efforts will double the capacity of Okmetic's SOI wafers, one of Okmetic's key competencies, by the end of 2021.

YEAR 2020 IN BRIEF

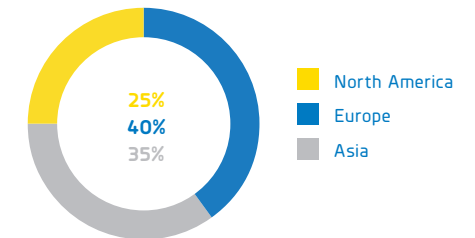
- Net sales were record high again and amounted to 108 million euro.
- There were changes in the demand mix for wafers in 2020 due to the COVID-19 pandemic. Despite the changes, demand and the employment situation remained good and the number of employees was increased as planned in both production and white-collar work.
- Precautions caused by the COVID-19 pandemic were widely introduced, but the production of silicon wafers continued non-stop throughout the year.
- Investments at the Vantaa plant continued, investments in 2017–2021 totaling more than 100 million euro.
- Quality was made the number one priority in the company and a separate organization was created around it so that we can better meet the tightening requirements of the semiconductor industry.

NET SALES

(million euro)

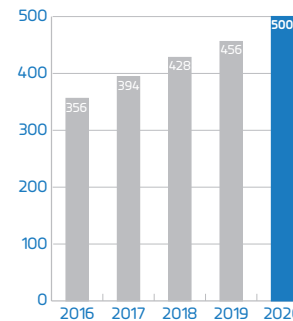


NET SALES PER MARKET AREA

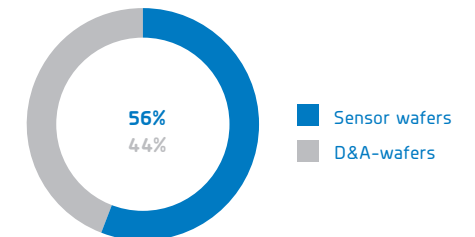


PERSONNEL

at the end of the period



NET SALES PER CUSTOMER AREA



108 M€

Net sales in 2020

0.5%

Change in net sales

500

Personnel 31 Dec 2020

9.6%

Change in personnel

PRESIDENT'S REVIEW

Dear reader,

Okmetic provides its customers with advanced high value-added silicon wafers, which are used in smartphones and tablets that we all use, security and electronic devices in cars, medical applications and various solutions for improving power supply and efficiency. By developing new technological solutions, we are participating in world-changing mega trends. This way we can respond to many global goals such as slowing down climate change and promoting safety and health of people. We want to do our part in making the future development positive. For this reason, we are developing our operations with a particular focus on targets related to responsibility.

We follow the principles of responsibility in all our operations. We have adopted the Code of Conduct by The Responsible Business Alliance as guidelines for socially responsible operations, which is a prevailing practice in this industry. We comply with these guidelines in our operations but also require our contract manufacturers to agree with them.

Okmetic is the seventh largest silicon wafer manufacturer in the world and a true pioneer in the production of demanding silicon wafers. During our 35-year history, we

have accumulated vast expertise in crystal growing and wafer manufacture and created an efficient production process that guarantees reliable deliveries and highly refined solutions to our customers. Quality is a critical factor to us, which is why we actively monitor it throughout our processes from the procurement of raw materials to product delivery.

Year 2020 was very exceptional in many aspects, but despite all the challenges that it brought us, we succeeded in continuing our operations while adapting to changes. We responded to the pandemic as instructed and continued our production and other operations with partially new approaches. The pandemic reminded us of how close we all actually are in this world. How something can start from any part of the world and suddenly affect all people around the globe. Climate change is another such matter. This further underlines the seriousness with which we need to approach responsibility. Only by working together we can achieve positive changes, and they are needed especially now.

Kai Seikku
President and CEO



“ We are developing our operations with a particular focus on targets related to responsibility.

STRATEGY AND VALUES

Okmetic supplies high value-added silicon wafers in high volumes to the largest players in the semiconductor industry for the manufacture of sensors, discrete semiconductors and analog circuits. Okmetic provides its customers with solutions that boost their competitiveness and profitability.

Okmetic's strategy aims for profitable growth based on the company's key core competencies and the commercialization of product development projects. The implementation of the strategy is based on core competencies, such as crystal growing, the production of demanding specialty wafers and customer relationship management.

The preconditions for the strategy's success and profitable growth are competent and motivated personnel, efficient and flexible in-house production, reliable contract manufacturers and a global sales network. Contract manufacturing increases the flexibility of production capacity.

” Okmetic's strategy aims for profitable growth.

VALUES GUIDING OKMETIC'S OPERATIONS





SOCIAL RESPONSIBILITY AT OKMETIC

Responsible manufacture of high-performance silicon wafers

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

The silicon wafer makes the world go round

As a responsible company, Okmetic aims to increase its handprint by promoting positive effects that it produces to the surrounding world, while also reducing its footprint by diminishing all the negative effects of its operations. Okmetic's handprint consists of silicon wafers that function as a platform for various semiconductor components, such as sensors, discrete semiconductors and analog circuits. These components are used in, for example, smartphones and other portable devices, game consoles, automotive electronics as well as applications related to industrial process control, medical applications and Internet of Things (IoT).

Okmetic's footprint, on the other hand, mainly stems from energy consumption, use of polysilicon, mixed acid waste as well as water and chemical consumption.

PRODUCTS

- Single Side Polished (SSP) wafers
- Double Side Polished (DSP) wafers including CAP
- Silicon-On-Insulator (SOI) wafers: BSOI, C-SOI® and E-SOI®
- High Resistivity RFSi® wafers
- Advanced solutions (TSV, customized structures)

“ We ensure ethical practices throughout our supply chain and take care of the safety and well-being of our personnel.



Quality as the cornerstone of operations

Okmetic's operations are based on fulfilling high quality standards on a daily basis. The principles of sustainable development and quality practices are the core aspects of Okmetic's operations and management system. Each employee knows that they are responsible for fulfilling the company's quality and environmental objectives. The quality and environmental management at Okmetic is based on certified operational systems, development projects, and use of quality tools. The company uses quality and environmental systems compliant with the ISO 9001:2015, ISO 14001:2015, and IATF 16949:2016 standards. Okmetic requires its key contract manufacturers and suppliers to be certified to ISO 9001 and ISO 14001. Okmetic's operations also fulfill the requirements of the REACH regulation, RoHS directive, and GADSL.

STAKEHOLDERS

- Customers
- Personnel and potential new employees
- Contract manufacturers, raw material suppliers, equipment manufacturers and other partners such as financiers and insurance companies
- Surrounding society (especially the city of Vantaa), public authorities, educational and research institutes and immediate neighborhood
- Owner (Chinese listed company NSIG)

OKMETIC QUALITY POLICY

Competent
and motivated
personnel

Right
at once
attitude

Quality of
products and
services

Customer
satisfaction

PROFITABILITY

Fundamental themes

Taking care of the responsibility in Okmetic's operations and developing it are the lifeline of the company's success. Compliance with social responsibility fulfills the demands of all company stakeholders. Okmetic has defined the most fundamental aspects of its corporate responsibility and categorized them into financial, social, and environmental responsibility. Okmetic has adopted The Responsible Business Alliance's (RBA) Code of Conduct that is used commonly in the industry as guidelines for socially responsible operations. This Code of Conduct categorizes social responsibility as follows: responsibility for personnel, responsibility for occupational safety and health, environmental policy, business ethics and management system.

As for financial responsibility, Okmetic aims to be a stable and reliable company. It focuses on maintaining supply and competition, securing the profitability of its operations, and being reliable as a collaborative partner. Environmental responsibility emphasizes resource-efficient and continually developing production. Social responsibility involves themes such as a responsible employer and inspiring working community.

„ Compliance with social responsibility fulfills the demands of all company stakeholders.

ECONOMIC RESPONSIBILITY

Maintaining supply competitiveness

- High-performance silicon wafers tailored to customer needs
- Meeting customers' high quality standards
- Continuous product development and innovation of new solutions, active research/educational cooperation
- Taking care of IPR rights and fulfilling product liability

Ensuring the profitability of company's operations

- Efficient utilization of resources and utilization of the network in fluctuations in demand
- Securing growth opportunities

Reliability as a partner

- Maintaining good customer and partner relationships
- High business ethics
- Good corporate citizen

ENVIRONMENTAL RESPONSIBILITY

Efficient production and continuous improvement

- Optimization of energy and water consumption in relation to production volumes
- Identifying potential hazards and avoiding risks
- Efficient product and raw material logistics
- Reducing the environmental impact of other own activities

High quality raw materials and their careful use

- Ensuring the quality of raw materials and their efficient use
- Careful handling of hazardous substances

SOCIAL RESPONSIBILITY

Reliable and stable employer

- Appreciation of work and competence
- Responsible working conditions and competitive conditions of employment
- Rewarding and fair pay
- Positive employer image and good development opportunities
- Active cooperation with educational institutions

Healthy work community

- Taking care of occupational safety and health
- Development of competence and motivation
- Maintaining community and community spirit
- Promoting equality and guaranteeing equal rights for all

Responsible sourcing

- Ensuring ethical practices throughout the supply chain

Okmetic social responsibility program 2021

AREA	MEASURES	OBJECTIVES	SCHEDULE
Ethics	Reform and implementation of security policy	Raising the level of security	In progress
	Developing the customer quality experience	Quality assessment and development beyond product quality	In progress
Personnel	Development of line management	Development of well-being at work	In progress
	Supporting diversity and culture	Removing potential barriers to attract more women and non-native Finns to Okmetic	In progress
	Development of internal communication, Intranet project in a key role	Better internal communication and discoverability of information	2021–
	Developing awareness and the image of the employer	Enabling access to resources and thus growth and profitability	2021–
Management	Strengthening student cooperation	Finding experts for jobs, internships and theses	2021–
	Investing in quality, e.g. organizational reform	High quality, high customer satisfaction, less waste	In progress
	Development of digital marketing and communications	Improving the customer experience, supporting recruitment, developing internal communication	In progress
	Introduction of a corporate social responsibility self-assessment form for suppliers	Improving supplier network management	2021–
Health and safety	Development of a risk management model related to corporate social responsibility	Better anticipation and management of risks and raising awareness	In progress
	Improving production ergonomics	Improving well-being at work and reducing the number of sick leaves	In progress
	Development of remote work ergonomics e.g. via equipment purchases	Improving well-being at work and reducing the number of sick leaves	In progress
	Non-smoking and drug-free working environment	Supporting the health of employees	In progress
Environment politics	Proactive occupational safety measurement and its development	Improving occupational safety	2021–
	Measurement of well-being at work and measures	Improving well-being at work and reducing the number of sick leaves	In progress
	Early support model	Improving well-being at work and reducing the number of sick leaves	In progress
	Developing remote meetings and permanently reducing traveling	Developing new ways of working and tools for communicating with customers and partners	In progress
Environment politics	Reducing energy consumption:	75% of the production lighting is with LED lamps based on the floor area	2021–
	Renewing lighting to LED technology		



THEMES OF RESPONSIBILITY

Personnel as the cornerstone of success

Okmetic's corporate culture has been refined through several decades and is based on customer orientation, collaboration, competence and continuous improvement. Okmetic has developed its unique technology competence by itself, and the company has always been ready to innovate and take its business operations to the next level. Learning new things, solving problems and adapting to changing situations have given the company a strong belief in that it can respond to customer needs in the future as well. A growing technology company operating in the international market provides interesting work to newcomers as well.

The demand for Okmetic's solutions has been growing for years, so the company has heavily invested in expanding its plant located in Vantaa. This has also manifested as a need for more personnel, which is why the company has recruited more experts to various tasks over the past few years. In 2020, the average number of personnel was 498 (463). At the end of the year, the company had 500 (456) employees, which means an increase of 9.6 percent compared to the previous year. Of the personnel, 489 worked in Finland, five in the US, five in Japan and one in Germany.

Okmetic wants to be a reliable and stable employer. Although the demand for Okmetic's end products varies, the company has been able to offer a stable working environment and to avoid personnel adjustment measures for over a decade thanks to long-term customer agreements and demand anticipation. Moreover, Okmetic aims to provide its personnel possibilities on career development. Special attention is paid to induction and training of new employees, and employees

are encouraged to active learning at work. External training is also used to improve expertise. In 2020, Okmetic arranged on average 1.7 (1.5) training days per employee. No regular in-house training was provided for production workers, but the training focused on equipment familiarization instead. A four-month training program in managerial skills was arranged for new production engineers in September-December. Otherwise, training was provided to employees as remote implementations.

One of Okmetic's competitive factors is fair and motivating remuneration. Salary is based on the complexity of work among all groups of personnel, and each group is also part of an incentive scheme. Blue-collar employees are paid a monthly productivity bonus for achieving set targets. The Incentive scheme bonuses for white-collar employees are based on profitability, financial and operating targets of Okmetic Group, which are adopted annually for a year at a time by the board of directors. The group's parent company complies with the collective labor agreements of the Technology Industries of Finland. In 2020, the salaries and remuneration amounted to 32.6 (29.2) million euro.

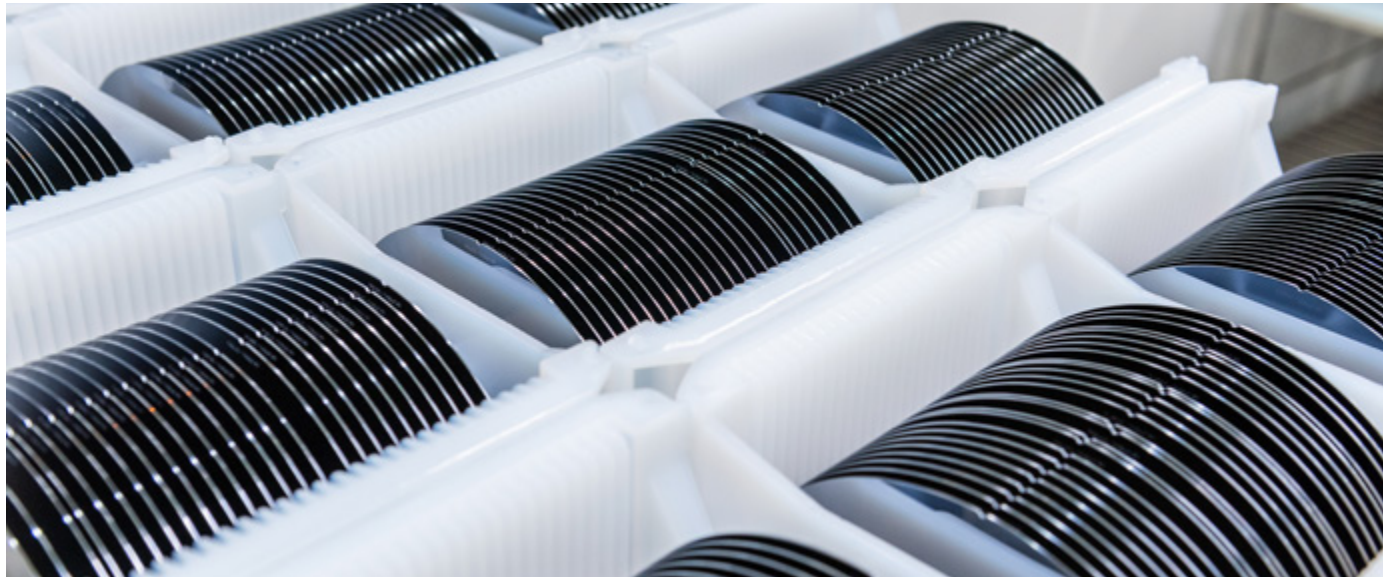
” **Motivated and satisfied employees form prerequisites for growth and success.**

Motivated and satisfied employees form prerequisites for growth and success. Okmetic actively focuses on positive team spirit and well-being using various methods, which leads to long-term employments. The average length of employment is over 10 years.

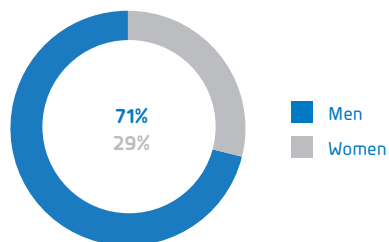
The state of occupational well-being is measured annually. In 2020, the measurement was conducted during November and December. According to the results, the state of occupational well-being had slightly improved overall. The results will be analyzed further in teams at the beginning of 2021. So far, supervisory practices and management of mental work capacity have been identified as areas of improvement.

The company works continuously with occupational health service provider and the occupational pension insurer. Well-being is also promoted with various exercise and cultural services. Okmetic aims to improve its working conditions continuously by focusing on aspects such as ergonomics.

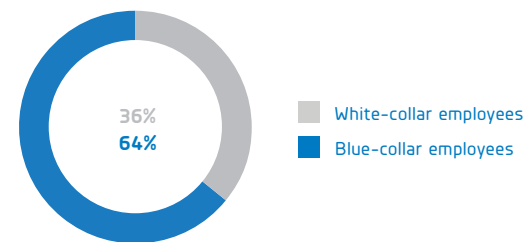
Okmetic values the human rights of its employees and aims to treat each employee with respect to international standards. Okmetic does not tolerate any inappropriate or discriminatory behavior, discrimination or inhuman treatment. The employees have the right to join and form trade unions. Okmetic has a feedback channel that the personnel can use to offer anonymous feedback related to the company. They can also use it to ask questions or provide suggestions.



**GENDER DISTRIBUTION
OF PERSONNEL**



**DISTRIBUTION OF PERSONNEL
PER WORKING AREAS**



Focus on health and safety

Okmetic's primary goal is maintaining the occupational health and safety of the personnel, and last year this was especially important due to the COVID-19 pandemic. The pandemic that started spreading at the beginning of 2020 effected Okmetic's operations in many ways, which is why Okmetic had to initiate precautions according to instructions by the government in order to secure the health of the personnel and customers. Production operations continued as per usual, but cleaning and disinfecting the premises was intensified and employees were instructed to take care of good hand hygiene, maintain safe distances to each other, and wear face masks. White-collar employees shifted to working from home as much as their tasks allowed it, and traveling was minimized. Furthermore, all employees were instructed to contact the occupational healthcare and get tested for the COVID-19 even for the slightest symptoms of flu.

The health of the personnel remained good throughout 2020. There were a few COVID-19 infections, but these did not have a notable impact on the health of the personnel nor the functionality of the company. Widespread remote work and regular information made the number of white-collar employees' sick leaves remain lower than in 2019. The absences of blue-collar employees increased only slightly compared to 2019.

Okmetic monitors the development of occupational health and safety based on the number of sick leaves and accidents. All absences related to sickness or accidents constituted 4.7 (4.8) percent of the year's total working time. The number of occupational accidents was eight, which was 60 percent lower compared to the previous year.

Workplace-related injury frequency, which refers to the number of workplace-related injuries per million working hours that cause a sickness leave of longer than three days, was 5.1 (5.4). Okmetic's disability pension contribution category in 2020 was eight (nine).

Okmetic aims to avoid as many accidents as possible by keeping the risk assessment of production up-to-date and the

personnel aware of safety requirements. The safety status is continuously monitored at different levels of operations. Close call situations and accidents are investigated and reported immediately. The occupational safety committee performs scheduled safety checks in the working areas. Order and cleanliness are integral elements of occupational safety.

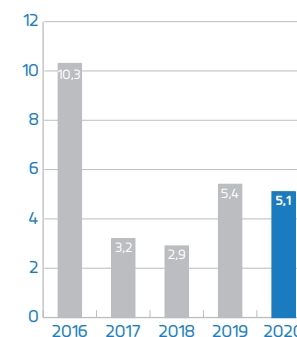
In 2020, Okmetic joined the Nollis forum. The forum is a network of workplaces that aims to constantly improve occupational safety and well-being, as well as spread positive practices. Moreover, Okmetic has taken a more active role in increasing general safety awareness at every level of the organization as well as the number of safety-related observations.

Okmetic's occupational health services are provided by an external service provider. Targets are set with regard to employees' occupational health, the quality of services as well as cost level. Occupational health is monitored on a quarterly basis together with the service provider. Okmetic has especially focused on preventing musculoskeletal disorders by carrying out ergonomics studies and improving ergonomics both in production and office environment. In the future, the focus will be shifted to the development of the early support model and management of mental work capacity.

WORKPLACE-RELATED ACCIDENTS IN 2020

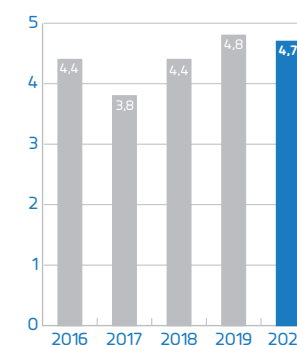
LTI 30 (30 days or more)	1
LTI 4 (4 days or more)	3
LTI 1 (1-3 days)	2
MTI, treatment needed (absence less than one day)	1
Accident, no treatment needed	1
Reported accidents total	8

WORK PLACE -RELATED INJURY FREQUENCY*



* The number of work place -related injuries per million working hours that cause a sickness leave of longer than three days

SICKNESS ABSENCES*



* All absences related to sickness or accidents, percent of the year's total working time



Monitoring environmental impacts

Okmetic has recognized the environmental aspects at the plant ever since its construction stage and still recognizes them in its daily operations. Environmental risks are identified and managed under the entire company's overarching operations as well as individual processes. Preventive planning is an important aspect in the management of environmental risks.

Energy consumption, use of silicon, the amount of mixed acid waste as well as water and chemical consumption have all been identified as significant environmental factors in the company and are regularly measured and monitored. Okmetic aims to optimize the use of natural resources in relation to the production volume with efficient production and constant improvement. The environmental aspects are already recognized when planning the products and operations. Sustainable operations contribute to Okmetic's competitiveness and profitability.

Okmetic has a valid environmental permit and manages its operations based on its environmental policies. Environmental policies consist of three principles, which are compliance with legislation and regulations, prevention of emissions and minimization of risks, as well as constant improvement. The environmental sustainability of products and operations are also developed by utilizing an environmental management system and results of customer audits.

Okmetic monitors its consumption of natural resources, energy and water and tries to minimize it with development. Waste accumulation is also monitored. Okmetic has responded to the increase in hazardous waste. The possibilities for reducing it are being explored.

Okmetic develops its energy consumption habits by utilizing an energy audit by an external operator that has also presented various recommendations. The audit is performed every four years and was last performed on 9th January 2020. The audit concerns surveillance of electricity, energy and water consumption. According to the audit, crystal growing, cutting and slicing take up most of the electricity consumption.

Additionally, ventilation and lighting increase the electricity consumption. Ventilation and heating of process water consumes a significant portion of district heating. Production also takes up most of water consumption.

In 2020, Okmetic did not experience any environmental non-conformities that were classified as severe.

Significant environmental risks are mainly caused by the use of hazardous substances, such as acids and bases. Their storage and use have strict regulations. Finnish Safety Technology Authority TUKES has specified maximum quantities of stock for hazardous chemicals. TUKES performs its check-up at Okmetic every four years. The inspection was last performed on 28 February 2019.

Quality assurance on materials used ensures Okmetic's competitiveness. The quality of materials is ensured by defining their specifications that suppliers need to follow. Both national and international environmental and chemicals legislation set standards on the raw materials used by Okmetic. Okmetic follows developments to legislation and regulations so that it can adjust its operations to stricter regulations. The European Union updates its list regarding substances of very high concern (SVCH) in its chemicals legislation (REACH).

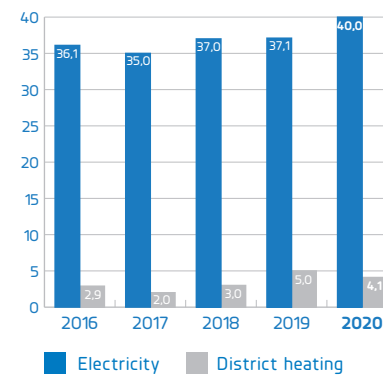
In 2020, Okmetic was involved in three environmental projects, all of which relate to social responsibility; a third-party audit on how Okmetic fulfilled its social responsibility, a report on social responsibility according to GRI standards and a calculation of the carbon dioxide footprint. The audit was carried out in November 2020. All the corrective actions related to it will be performed during the first half of 2021.

Okmetic's Vantaa plant has the following quality and environmental certificates: IATF 16949, ISO 9001:2015 and ISO 14001:2015. Moreover, the company products meet the requirements set by RoHS directive. Okmetic requires its most important contract manufacturers and suppliers to comply with the ISO 9001 and ISO 14001 certifications.

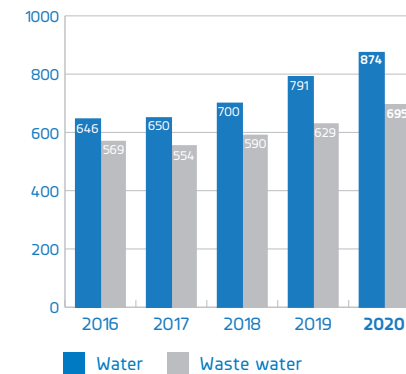
OKMETIC QUALITY POLICY



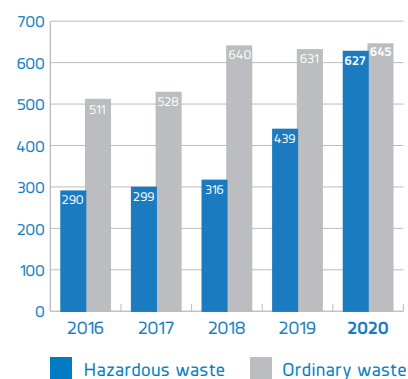
ENERGY CONSUMPTION (GWh)



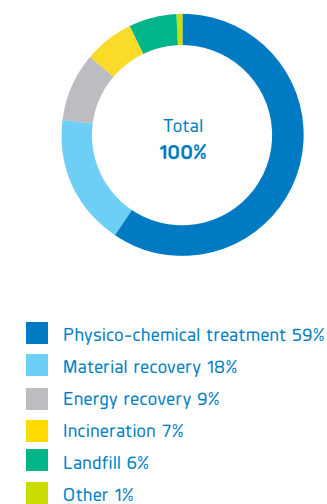
WATER CONSUMPTION (tm³)



WASTE VOLUMES (tn)



WASTE DISPOSAL METHODS

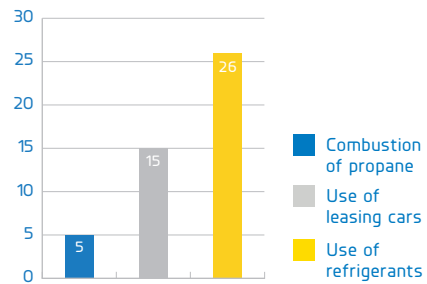


Carbon footprint

Carbon footprint of Okmetic Oy has been calculated according to GHG Protocol (Corporate standard). The operations of the Vantaa plant (Piitie 2, Vantaa Finland) have been included in the calculation. Results represent potential GHG emissions of Okmetic Oy in 2020 calculated on the basis of information provided by Okmetic Oy.

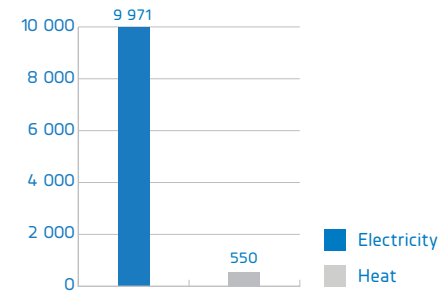
SCOPE 1 (tn CO₂ eq.)

Direct emissions – production plant and company owned vehicles



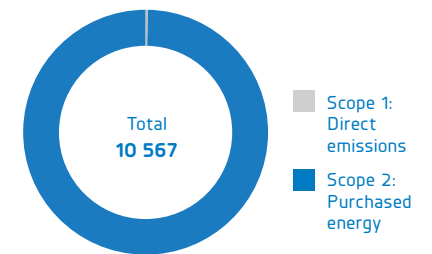
SCOPE 2 (tn CO₂ eq.)

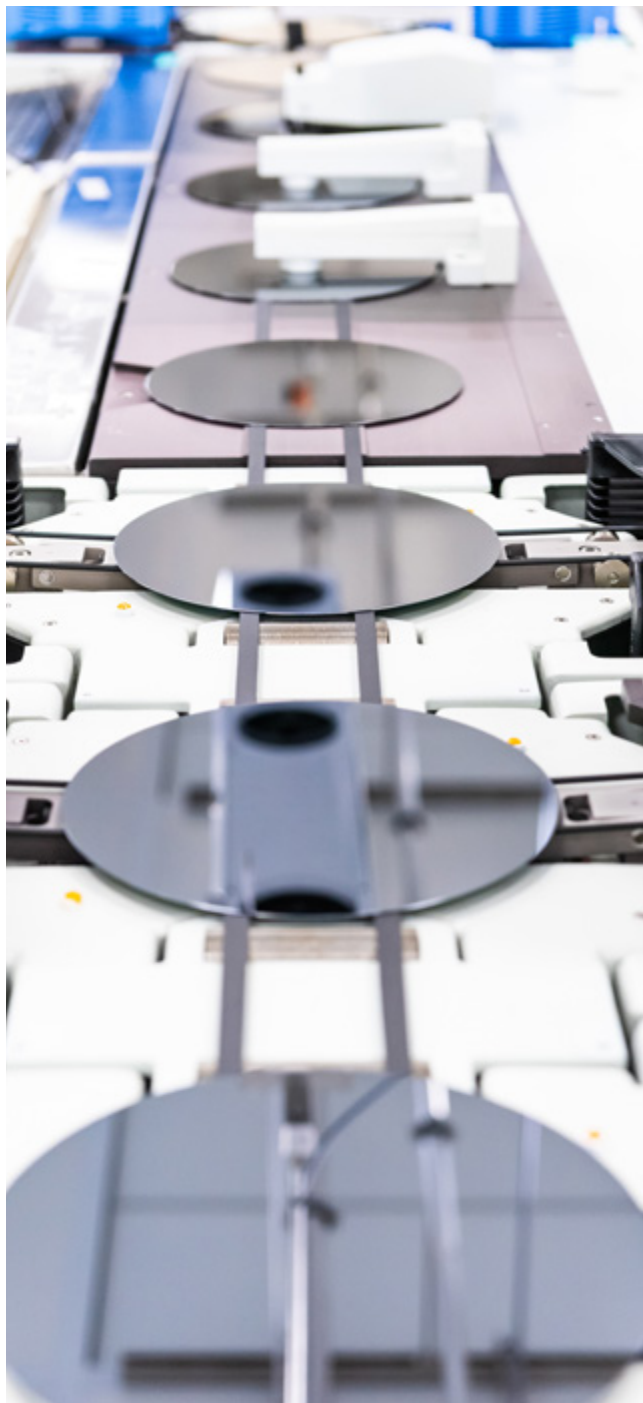
Purchased energy – electricity and heat



SCOPE 1 AND 2 (tn CO₂ eq.)

Direct emissions and purchased energy





Business ethics

Okmetic complies with the following ethical principles in its business:

- Transparency and ethical sustainability of business decisions and trade methods
- Commitment to accuracy of maintained and transferred information
- Confidential information is managed without breaching its confidentiality
- Intellectual property rights are respected
- Commitment to prohibition of conflict minerals
- Regular protection of register data

Okmetic does not tolerate any form of bribery, corruption, extortion or embezzlement within its areas of operation. Okmetic's personnel have the right to bring up any concerns related to business ethics anonymously and without a fear of counter or punitive measures. Other stakeholders also have this right. For this purpose, Okmetic has an electronic reporting channel where everyone can share their thoughts anonymously. In 2020, there was one announcement (0) but no anomalies were observed (0).

Managing responsibility

Social responsibility belongs to everyone at Okmetic. Compliance and development of responsibility is led by the President and CEO together with the executive management group. Among the members of the executive management group, corporate social responsibility is the responsibility of the director of human resources, IT and corporate social responsibility. The environmental management team is responsible for the practical implementation of CSR management, and its area of responsibility also includes the environmental system, chemical safety, occupational safety and the responsibility of raw materials and waste. Okmetic's occupational health and safety committee is responsible for occupational health and safety cooperation. Responsibility related to well-being at work, working conditions and personnel is the responsibility of human resources management. Okmetic's equality plan is updated every three years and its statistical survey annually. The equality plan is monitored in cooperation with trustees.

In its administration, Okmetic complies with Finnish laws and regulations as well as its Articles of Association. Okmetic is subject to an audit in accordance with the Finnish Companies Act, and separate financial statements are prepared for each operating period. Internal audits are held annually. The politics and ethical principles approved by the board of directors or executive management group, intended for governing viewpoints of responsibility in practical work, are compiled to be available for everyone in Okmetic's internal channel. The manual on social responsibility that contains a description of Okmetic's principles and practices is included in the induction of employees. A corporate social responsibility agreement has been signed with the main contract manufacturers and suppliers.



Okmetic's Social Responsibility Report 2020 has been prepared in accordance with the GRI Standards: Core option. The report has not been assured by an independent third party.

GRI NUMBER	GRI TITLE	PAGE	REPORT TITLE	ADDITIONAL INFORMATION
102: About the Organization				
102-1	Name of the organisation	3	Okmetic	
102-2	Activities, brands, products and services	3-4, 8	Okmetic, Social responsibility at Okmetic	
102-3	Location of headquarters	4	Global service network – production in Finland	Headquarters and plant in Vantaa, Finland
102-4	Location of operations	4	Global service network – production in Finland	
102-5	Ownership and legal form	3	High value-added silicon wafers for sensor and D&A industries	
102-6	Markets served	4, 5	Global service network – production in Finland, Year 2020 in brief	
102-7	Scale of the organization	3-5	Okmetic, Year 2020 in brief	
102-8	Information on employees and other workers	5, 13, 14	Year 2020 in brief, Personnel as the cornerstone of success	
102-9	Supply Chain	9	Quality as the cornerstone of operations	
102-10	Significant changes to the organization and its supply chain	5	Year 2020 in brief	
102-11	Precautionary Principle or approach	9, 15	Quality as the cornerstone of operations, Monitoring environmental impacts	
102-12	External initiatives	9	Quality as the cornerstone of operations	
102-13	Membership of associations			Technology Industries of Finland, Helsinki Region Chamber of Commerce, Excellence Finland, SEMI org
Strategy				
102-14	Statement from senior decision maker	6	President's review	
102-15	Key impacts, risks and opportunities	8-11	Social responsibility at Okmetic	
Values and principles				
102-16	Values, principles, standards and norms of behaviour	7	Strategy and values as the cornerstone of operations	
102-17	Mechanisms for advice and concerns about ethics	17	Business ethics	
Governance				
102-18	Governance structure	17	Managing responsibility	In accordance with the companies act and Okmetic's articles of association. The board of directors' report is available from the Finnish patents and registration office.

GRI NUMBER	GRI TITLE	PAGE	REPORT TITLE	ADDITIONAL INFORMATION
Stakeholders				
102-40	List of stakeholder groups	9	Quality as the cornerstone of operations	
102-41	Collective bargaining agreements			On 31 December 2020: 480 employees.
102-42	Identifying and selecting stakeholders	9	Quality as the cornerstone of operations	Stakeholders identified when defining the fundamental aspects.
102-43	Approach to stakeholder engagement	9	Quality as the cornerstone of operations	
102-44	Key topics and concerns raised	10	Fundamental themes	
Reporting method				
102-45	Entities included in the consolidated financial statements			Sales offices Okmetic K.K. and Okmetic Inc.
102-46	Defining report content and topic boundaries	2	Social responsibility report 2020, Report description	
102-47	List of material topics	10	Fundamental themes	
102-48	Restatements of information			An earlier report, not made according to GRI standards, was published in May 2020.
102-49	Changes in reporting			An earlier report, not made according to GRI standards, was published in May 2020.
102-50	Reporting period	2	Publishing the report	
102-51	Date of most recent report	2	Publishing the report	
102-52	Reporting cycle	2	Publishing the report	
102-53	Contact point for questions regarding the report	20	Contact	
102-54	Claims of reporting in accordance with the GRI Standards	18-19	GRI Index	
102-55	GRI content index	18-19	GRI Index	
102-56	External assurance	18-19	GRI Index	No external verification.
103: Management approach				
103-1	Explanation of the material topics and its boundary	2	Report description	
103-2	The management approach and its components	17	Managing responsibility	
103-3	Evaluation of the management approach	17	Managing responsibility	
200: Economic Disclosures				
200-4	Financial assistance received from government			The company participated in several national and EU-funded technology projects, for which financial funding received during 2020 amounted to 0.8 million euro.
300: Environmental Disclosures				
302-1	Energy consumption within the organization	16	Monitoring environmental impacts	
303-1	Water withdrawal by source	16	Monitoring environmental impacts	Municipal water.
Emissions				
305-1	Direct (Scope 1) GHG emissions			
305-2	Energy indirect (Scope 2) GHG emissions			
400: Social Disclosures				
404-1	Average hours of training per year per employee	12	Personnel as the cornerstone of success	

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