

Non-financial report

Extract
from the Annual Report 2020

WAFER —

BASIS FOR DIGITAL PROGRESS



Non-financial report 2020 issued by Siltronic AG, Munich

(Implementation of the requirements contained in sections 315b, 315c
in conjunction with sections 289b to 289e of the German Commercial Code)

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Foreword

GRI 102-14

In order to achieve economic success, companies need to be trusted by society. We take our corporate responsibility seriously. We combine corporate success with responsible action – in our efficient production processes, in the procurement and use of resources, as well as in trusting dealings with our employees.

We are one of the global market leaders of hyperpure silicon wafers and supply all leading consumers of these wafers throughout the semiconductor industry. Silicon wafers are key components in the vast majority of electronic parts that make our lives more digital and thus easier, safer, and ecologically friendlier. Our technologies form the basis for manufacturing more compact and energy-efficient components in the modern world of electronics. Consequently, we contribute towards preserving precious resources and reducing carbon dioxide emissions worldwide.

We continually and consistently improve our production processes with the aim of reducing the use of raw materials and energy consumption and increasing the percentage of supplies that can be reused. In order to make deliveries to our customers as environmentally friendly as possible, we combine deliveries and utilize multiple-use packaging solutions.

Our employees represent our greatest asset and the cornerstone of our success. We treat one another with respect, honesty, and openness and see the differences between people as a source of enrichment. Our goal is to achieve even greater diversity within our organization, focusing in particular on mentoring more women and employees with varying cultural experiences to take up positions in middle and upper management. We support a work life balance with a variety of measures. Occupational health and safety are deeply embedded in our business processes.

Protecting our employees while maintaining production during the pandemic is a top priority for us as a company. This applies both in terms of our responsibility to our employees and to our customers and business partners. To this end, we offer our employees the option to work remotely wherever possible.

Siltronic implements the ten principles of the United Nations 'Global Compact' initiative for the protection of human rights, social and environmental standards, and the fight against corruption. We respect internationally proclaimed human rights and promote their observance within our sphere of influence. As a supplier in the electronics industry we observe the principles of the industry initiative Responsible Business Alliance (RBA), which we have been actively supporting as a member since May 2019.

Siltronic employees worldwide take on the daily challenge of making our processes better, safer, simpler, environmentally friendlier, and therefore more sustainable. Together, we want to live up to our responsibility to reconcile the impact of our business activities with the expectations and needs of society.



Dr. Christoph von Platho
CEO



1. The framework for this non-financial report 2020

We see sustainability as the positive impact of our current activities on future conditions in the ecological, economic, and social spheres. Consequently, the underlying reason for this non-financial report or sustainability report is the question of how Siltronic contributes towards the improvement or deterioration of ecological, economic, and social aspects at local, regional, and global levels.

We believe that sustainable activity is also beneficial for Siltronic as a company. For instance, we are safeguarding our profitability by deploying raw materials more efficiently and optimizing energy consumption. Profitability is an important factor in our ability to provide employees with above-average social benefits and offer them a wide range of advanced training measures. A dedicated, well-trained workforce is more capable of breaking new ground in research and development, which, in turn, has a beneficial impact on our profitability in the medium and long term. In this manner, a cycle is created that is not only positive for stakeholders and the environment, but for Siltronic as a company, too.

With this non-financial report we supplement the economic aspects outlined in the consolidated financial statements and the combined management report by including ecological and social aspects and explaining how we propose to reconcile these with one another.

This report is the summarized, separate non-financial report for 2020 and applies to both Siltronic Group and Siltronic AG. Information that applies only to Siltronic AG, is indicated in the text. The non-financial report has been issued and was made available in German and English language to the public on <https://www.siltronic.com/en/our-company/sustainability.html>.

Information included in this report was prepared based on the Sustainability Reporting Standards of the Global Reporting Initiative (GRI), is aligned to the Sustainable Development Goals of the United Nations and refers to the Code of Conduct of Responsible Business Alliance (RBA). Moreover, this report provides information regarding sustainability to the degree relevant for reporting the 'Communication on Progress' of the United Nations Global Compact ("Progress report 2020"). The reported period corresponds to that of the consolidated financial statements and all Group entities were included. The sustainability report is prepared on an annual basis. **GRI 102-50, -52**

This non-financial report was subject to an audit by the Supervisory Board of Siltronic AG. Hence, the Supervisory Board has appointed an audit firm to conduct a corresponding audit. KPMG AG Wirtschaftsprüfungsgesellschaft has performed an audit using ISAE 3000 to obtain a limited assurance regarding the information required in accordance with Sections 315b, 315c in conjunction with 289b to 289e of the German Commercial Code. **GRI 102-56**

2. The Siltronic business model and our ethical principles

Section 289c para. 1 of the German Commercial Code

The Siltronic business model

Siltronic is a globally operating manufacturer of hyperpure silicon wafers. Since wafers form the basis for semiconductors all our customers are manufacturers of semiconductors. [GRI 102-2](#)

Wafers are produced by melting hyperpure silicon and extracting a crystal from the melt by means of a pulling process. The crystal is sawn into individual wafers, polished, and subject to a final inspection prior to packaging. Production costs are attributable (in decreasing order) to personnel, auxiliaries and operating materials, depreciation, raw materials and energy. [GRI 102-9](#)

The production equipment largely consists of machines for pulling crystals, furnaces, measurement equipment, cleaning systems, and machines for the mechanical and chemical treatment of the wafer surfaces. Most of the wafer manufacturing process takes place in cleanrooms. From our four production sites in Germany, Singapore and USA we dispatch our wafers directly to our customers' chip factories, which are located (in alphabetical order) in Israel, Japan, Korea, Malaysia, Singapore, Taiwan and (mainland) China, the USA, and Western Europe. At each of our four largest sites we run a production, administration and sales department. In addition, we operate small sales or administration units in six countries, thereof in Asia (mainland China, Japan, South Korea and Taiwan) and Europe (France and Italy). [GRI 102-4, -6, -9](#)

Additional information on our business model is available in the combined management report.

Corporate ethics at Siltronic

In order to achieve economic success, companies need the trust of society. In our efforts to ensure that Siltronic's business is conducted responsibly and compliant to all statutory regulations, we have developed various guidelines, including: [GRI 102-16](#)

- **Code of Conduct:** We have drawn up a Code of Conduct for our Group that sets out binding rules for responsible and law-abiding conduct, which all Siltronic employees are required to observe. The Code of Conduct deals in particular with the topics of behavior towards one another, leadership as an example, dealings with business partners, handling information, separation of private and corporate interests, quality,

safety, health and environment, social responsibility and compliance. [GRI 102-17](#)

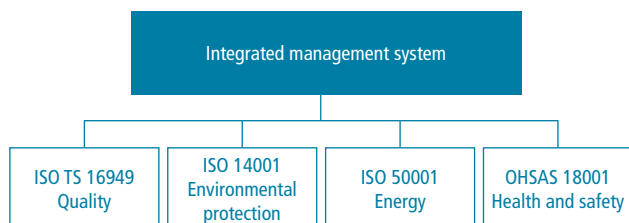
- **Voluntary commitments:** Siltronic implements the ten principles of the United Nations' Global Compact initiative for the protection of human rights, social and environmental standards, and the fight against corruption and publishes an annual progress report on this subject. Siltronic adheres to the principles of the chemical industry's Responsible Care® initiative. We have joined the Diversity Charter as a signatory and are thus committed to actively implementing and promoting equal opportunities and diversity in the company. As a supplier to the electronics industry, Siltronic observes the Code of Conduct set out by the Responsible Business Alliance (RBA), which leading companies in the electronics industry use to promote social and ecological responsibility as well as ethical business practices worldwide. Siltronic is a member of the Responsible Business Alliance (RBA). [GRI 102-12, -13](#)

The impact of ethical principles on the organization and processes of Siltronic

The above guidelines have an impact on the organizational structure of Siltronic, whereby the most important organizational measures for ensuring the ethical principles are (a) management systems, (b) coordination of Corporate Responsibility topics through a separate department for environmental protection, occupational health and safety, and plant process safety, and (c) reporting channels to the Executive Board and Supervisory Board.

We control operational processes via our Integrated Management System (IMS). The IMS outlines processes and responsibilities and defines group-wide standards, including those relating to quality, energy, occupational health and safety, environmental protection, and plant process safety. The standards are based on national and international standards, laws, customer requirements, and our own principles. Selected management systems are certified by a globally operating service provider. The certifications include ISO 14001:2015 for environmental protection, OHSAS 18001:2007 and ISO 45001:2018 for occupational health and safety, ISO 50001:2011 for energy management at our sites in Germany, and ISO 9001:2015 and IATF 16949 for quality management systems.

Group management system



In order to identify and manage the variety of possible risks entailed in conducting business, the Executive Board has implemented a risk management system, which is described in detail in the combined management report in the chapter 'Risk and opportunity report'.

Compliance system: we have installed a compliance system aimed at avoiding, identifying, and sanctioning company-related statutory violations, for which the Siltronic compliance organization is responsible. Siltronic has appointed compliance officers in all of its active entities. As a protected reporting channel for reporting violations, we have also appointed an external ombudsman to whom our employees and third parties can anonymously report any violations of statutory regulations. The Chief Compliance Officer reports directly to the CEO of Siltronic AG. [GRI 102-17](#)

As a company working with complex chemical and mechanical processes, we have a high degree of responsibility for the operation of our equipment as well as for the protection of people and the environment. Therefore, we have appointed employees at production sites, who are specially trained in environmental protection, occupational health and safety, and plant safety. These employees are grouped together in the Quality Management and Sustainability department. With the groupwide responsibility of the parent company in Germany for quality and sustainability topics, this department defines groupwide systems and guidelines. This department reports directly to the CEO. The allocation of responsibilities among the members of the Executive Board is presented in the combined management report. [GRI 102-11](#)

For information on the composition of the Supervisory Board and its cooperation with the Executive Board, please refer to the explanations in the Report on Corporate Governance and the Report of the Supervisory Board. Information on the remuneration of the Executive Board and the Supervisory Board is available in the Compensation Report.

Non-financial performance indicators within our organization

The management of the Siltronic organization is based on financial performance indicators. The most important of these are recorded monthly on a local and Group basis and entered in reporting systems, where they are compared with previously determined targets.

Similar to the financial performance indicators, non-financial performance indicators also have a hierarchy according to their significance. At the highest level, the Executive Board has selected six performance indicators through which it is informed in the course of routine reporting. These performance indicators are monitored by means of short-term annual targets and long-term targets up to 2030 (base year 2015).

The six non-financial indicators and goals relating to the field of sustainability for the year 2020 are as follows: [Section 289c para. 3 number 5 of the German Commercial Code](#)

- **Goal 1 | Management of raw materials**
The specific silicon yield is at least 106 (specific per wafer quantity; normalized to base year 2015).
- **Goal 2 | Management of energy (climate change)**
The specific energy consumption is reduced by 1.5 percent (specific per wafer area).
- **Goal 3 | Management of waste**
The waste recycling rate is increased by 1.5 percent.
- **Goal 4 | Management of water**
The specific water withdrawal used for production processes is reduced by 1.5 percent (specific per wafer area).
- **Goal 5 | Occupational safety**
The loss time injury frequency rate is a maximum of 2.0 (Injuries with loss time per 1 million working hours).
- **Goal 6 | Occupational safety**
No injuries with loss time with chemicals shall occur.

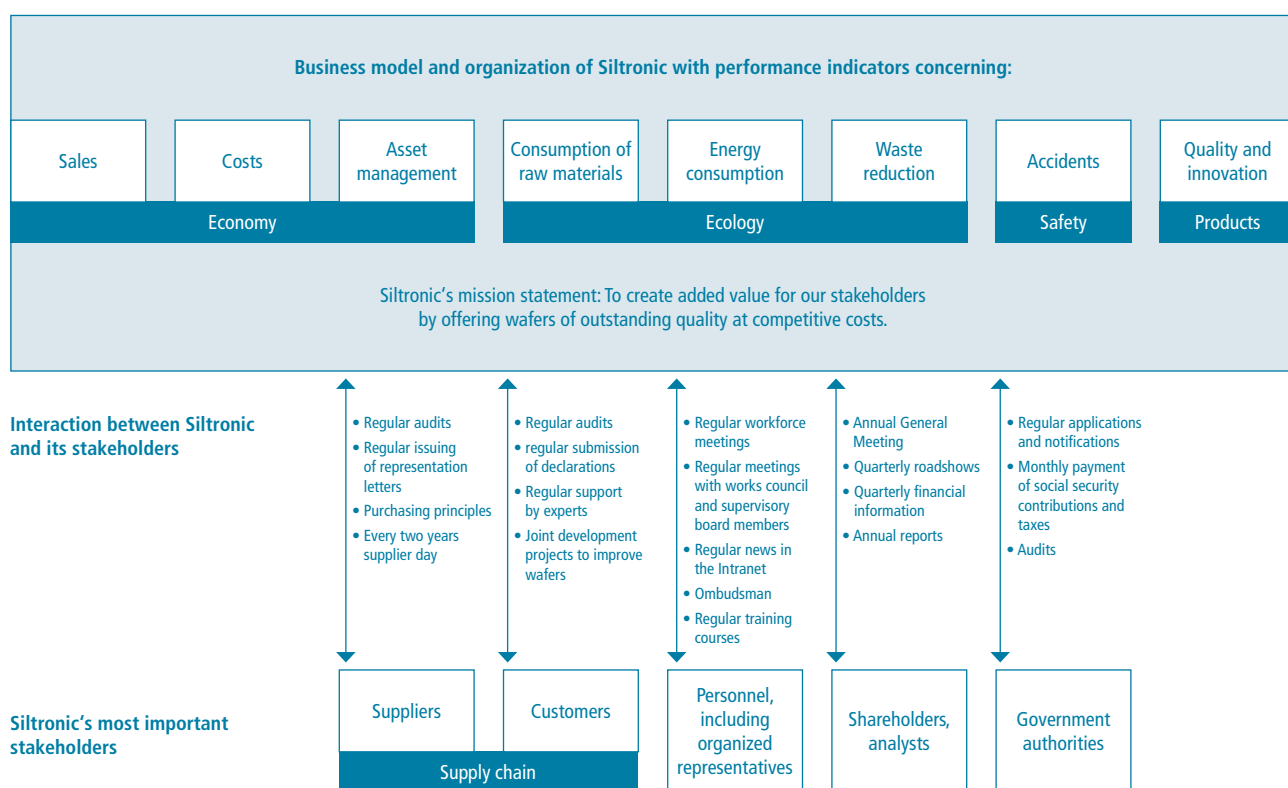
These non-financial performance indicators are monitored and reported continuously. In the case of negative variances, the cause for the development is analyzed in order to introduce improvement measures.

3. Determining the content of this report

Siltronic's most important stakeholders

Due to its extensive activities, Siltronic impacts outside individuals, organizations, companies, and public authorities in various ways. Defining stakeholder groups that have been assessed as the most important ones is mainly based on the number of interactions with a particular stakeholder group and the involvement of our managers. [GRI 102-42](#)

The following chart shows the most important interactions and their frequency of interaction. [GRI 102-40, -43](#)



Determining the content of the report

Key topics were identified for determining the content of the report. An internally defined process is based on these steps:

- Collect and summarize topics and information
- Evaluate topics and determine relevant topics
- Communicate results
- Derive measures as required

In order to identify the topics important for this report – material topics relating to environmental topics, personnel aspects, supply chain (including human rights), social responsibility and social aspects (including fight against corruption and bribery) – we identified or updated various sustainability topics as a first step.

The identification of sustainability topics was based on the following information sources:

- The ten principles of the United Nations Global Compact.
- The Sustainable Development Goals of the United Nations.
- The requirements of the Responsible Business Alliance initiative.
- Customer requirements and assessments.
- Requirements and assessments of rating agencies.
- Exchange with network partners in the German Global Compact Network and the Responsible Business Alliance.
- Internal company requirements and specifications.

This entire collection of topics was summarized in the following overview for a structured evaluation.

ESG 3x9 Matrix

ESG 3x9 Topics		
Environment	Social	Governance
E1 – Sustainable Product	S1 – Human Rights	G1 – Product Safety
E2 – Energy	S2 – Supplier Sustainability	G2 – Transparency
E3 – Climate Change	S3 – CorporateCitizenship	G3 – Stakeholder Engagement
E4 – Waste	S4 – Diversity	G4 – Innovation Management
E5 – Water	S5 – Health & Safety	G5 – Compliance Management
E6 – Air Emissions	S6 – Communication	G6 – Business Strategy
E7 – Enviromental Compliance	S7 – Responsible Minerals	G7 – Data Security
E8 – Plant Safety	S8 – Human Resources	G8 – Fair Business Partner
E9 – Natural Ressources	S9 – Customer Sustainability	G9 – Risik Management

In a second step, these topics were evaluated and prioritized according to materiality, considering the relevance of the topics for the company and the significance of our business activities for the respective topic in the sense of dual materiality. The following sources of information were used for this internal assessment of the topics according to materiality

- Results of previous assessment results from 2018 and 2019
- Current results of internal risk assessments
- Corporate strategy, long-term goals and relevant topics

- Structured query on the assessment of material topics from internal specialist groups
- Rating agency requirements and assessments
- Exchange with network partners in the German Global Compact Network and at Responsible Business Alliance
- Internal company requirements and specifications

The results of this assessment were then communicated internally and approved by the Executive Board. For 2020, the following 12 key topics were defined, which are relevant both for the company and for external stakeholders: [GRI 102-46, -47](#)

Material topics	Stakeholder			ESG	
	Company	External	Environment	Social	Governance
Sustainable product	x	x	x		
Energy	x	x	x		
Climate change	x	x	x		
Waste	x	x	x		
Water	x	x	x		
Environmental compliance	x	x	x		
Plant safety	x	x	x		
Health and Safety	x	x		x	
Customer sustainability	x	x		x	
Compliance management	x	x			x
Business strategy	x	x			x
Risk management	x	x			x

4. Environmental aspects

Section 289c para. 2 number 1 of the German Commercial Code,
Sustainable Development Goals 6, 7, 8, 12, 13, Global Compact Principles 7, 8, 9;
Responsible Business Alliance Code of Conduct Topic C



Environmental aspects and environmental protection measures

On an annual basis, we evaluate our environmental aspects using an ABC analysis and implement this on a site level with due regard to relevant aspects of improvement goals and programs. In 2020, we determined the following relevant environmental aspects: air: NO_x-emissions; water: water withdrawal; soil: waste amount and contamination; energy: electricity consumption

The volume data in this section relate to the production sites in Germany, Singapore and the USA. Data for the administrative sites, which are not relevant in terms of volume, are not included.

Management of raw materials and supplies

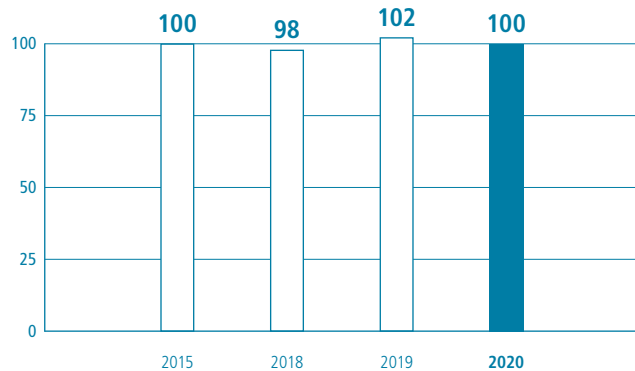
As wafers consist almost entirely of hyperpure silicon, silicon is by far the most important raw material for Siltronic. After oxygen, silicon is the second-most frequently found element in the Earth's crust and is non-toxic. For this reason, we regard silicon wafers as an unrivaled raw material for manufacturing semiconductors and the raw material of choice for our products in the long term.

We endeavor to use silicon as efficiently as possible, thereby contributing towards reducing environmental pollution and helping us remain competitive. The 'efficient use of silicon' performance indicator triggers in particular that silicon residues are recycled in our production cycle, that manufacturing processes are further developed with the aim of increasing yield, and that investments are made in new machinery. We set a target value for this performance indicator on an annual basis. The will to achieve the goals leads to the emergence of new ideas that are tested. If their use in production scenarios looks promising, investments are made to implement them.

The following table illustrates how the efficient use of silicon has developed, whereby 2015 was selected as the basis for comparison:

Development of the efficient use of silicon

in %



The lesser the energy required by smartphones, tablets, PCs, flat screens and all other devices with chips during their operation, the more demand customers place on our wafers in terms of physical and chemical specifications. The main reason is that our customers can produce chips with reduced electrical resistance based on our wafers with higher sophisticated technical specifications. Due to the effect of electrical resistance, chips with a reduced demand for electricity will be more powerful. The reduced electricity demand with increased power applies for the full lifecycle of chips.

Increased requirements on technical specifications have a negative effect on the efficiency of silicon use. We therefore need to use more silicon to produce wafers to fulfill the stricter specifications. However, not all types of wafers are affected by increasing specification requirements. In addition, the product mix of customer orders influences the efficiency of silicon use.

The specific raw material efficiency targets in 2017 and 2018 were not achieved due to more demanding specifications and a changed product mix. The agreed target in 2019 was achieved, and we have set a more challenging target for 2020. The target value for the key performance indicator “efficiency of silicon use” was not achieved due to a change in the product mix. Despite the high target achievement, our activities are aimed at further reducing the use of silicon.

Apart from the raw material silicon, chemicals, gases, and polishing agents used as supply materials also play a role in our production process. As the various supplies are less important than silicon, no performance indicators were reported to the Executive Board. Of course, we continuously work on changing our production processes with the aim of reducing the specific amounts of auxiliary materials required. Specific reductions are usually achieved by recycling (e.g. by reducing the use of polishing agents and cleaning baths). Progress is usually measured using quantitative factors and compared with targets after one or two years.

Management of energy

A substantial part of the process of transforming the purchased silicon into wafers is performed at high temperatures and in air-conditioned cleanrooms. The large amount of energy required to drive this process makes wafer production an energy-intensive industry.

In 2020, energy consumption totaled 720 GWh and increased by 5 percent compared to the previous year. Electricity is by far the most important source of energy.

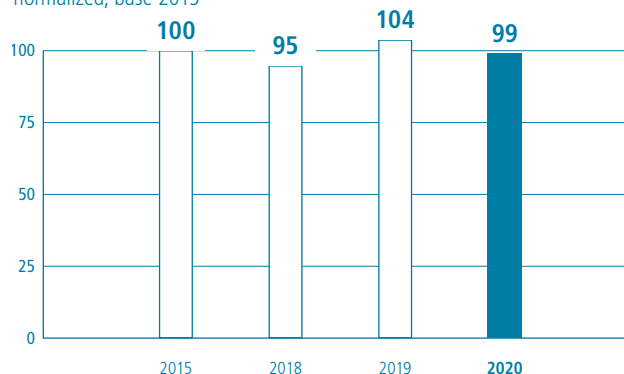
Energy consumption

in GWh	2017	2018	2019	2020
Electricity	601	608	571	606
Steam, heat	75	71	69	68
Natural gas	39	35	43	44
Fuel oil	6	5	4	3
Total	721	719	686	720

Siltronic purchases electricity from the public grid. About 52 percent of the electricity is consumed in Germany. According to the Federal Association of the Energy and Water Industry (BDEW), 45 percent (previous year: 43 percent) of the electricity consumed in Germany from public grids has its origin in renewable sources, which mainly includes wind, biomass and solar.

Energy consumption (per wafer area, specific)

normalized, base 2015



In order to reduce energy intensity, projects are being initiated and implemented to lower the specific electricity consumption. Sustainable changes were achieved in recent years especially through improvement projects in the areas of lightning, adjusting of cooling water demand and further process optimizations.

The ‘efficient use of energy’ performance indicator is reported to the Executive Board on a regular basis and targets are determined annually.

Siltronic pursues the strategic target of reducing its specific energy consumption by an average of 1.5 percent per year. On this basis and using a planned production volume, we calculate absolute savings targets in MWh for the sites and absolute targets for the production areas.

Numerous energy efficiency measures contributed to the achievement of the 2020 target, corresponding to a sustainable reduction in energy consumption of 7.1 GWh per year and an equivalent value of EUR 2 million. The annual target of an average reduction in energy intensity of 1.5 percent was achieved in 2020.

The companywide energy management system is certified in accordance with ISO 50001:2018 at our sites in Burghausen, Freiberg and Munich.

Management of waste

Reuse of product packaging

In order to reduce packaging waste we have been using a system of reuseable packaging to transport our wafers to our customers since 2006. This system applies mainly to 300 mm wafers. The reuseable packaging system consists of an inner packaging with a box to carry the wafers (FOSB Front Opening Shipping Box) and a transport box (Hybox), which can contain up to 12 FOSB. As both elements of this reusable packaging system affect customer processes, customers need to accept the application of this system.

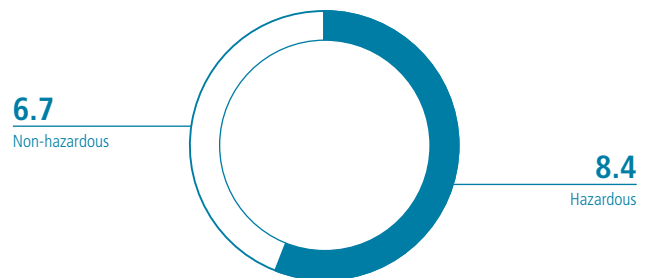
Transport box (Hybox) – In 2020, 93 percent of our 300 mm wafers were dispatched to our customers with reusable transport systems. With this reuse concept we were able to reduce transport volume in 2020 by 18,070 m³ (previous year: 17.039 m³) and avoid 1,705 tons of waste from single packaging in 2020 (previous year: 1,608 tons).

Inner packaging (FOSB) – In addition we aim to increase the rate of reuseable wafer boxes (FOSB). In 2020, we significantly exceeded our target of a reuse rate of at least 42 percent with a result of 48 percent. As these boxes are also used in cleanrooms, the technological obstacle to use reusable wafer packaging is very high. It will therefore be a continuing challenge to achieve this goal.

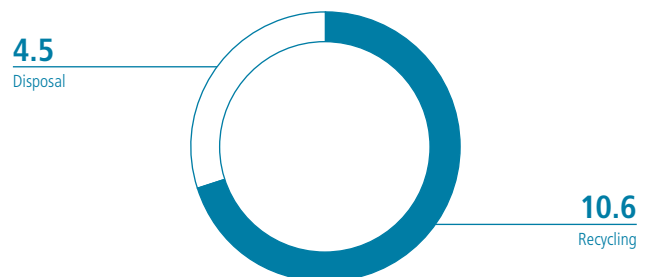
Waste recycling and waste disposal

We distinguish between waste treatment methods and waste hazardousness. Disposal of hazardous waste is particularly relevant. The composition of waste and disposal methods in the reporting year are shown in the charts below:

Composition of the waste GRI 306-2
in 1,000 t



Waste treatment types GRI 306-2
in 1,000 t



Disposal methods as well as the classification of waste into the categories 'hazardous' and 'non-hazardous' are based on local legal or quasi-legal regulations.

In 2020, a total of 15,143 tons of waste was treated or disposed of at the production sites out of which 39 percent was from the sites in Germany and 61 percent from the production sites in Singapore and the USA.

Waste recycling ratio

in % of waste volume	2015	2018	2019	2020
Recycling ratio	63.8	70.0	69.2	70.3

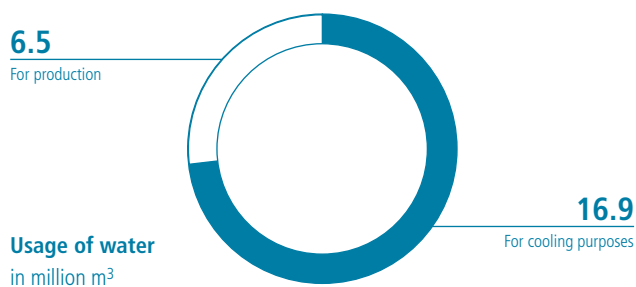
The waste recycling ratio was 70.3 percent. The strategic goal of increasing the waste recycling rate by 1.5 percent in 2020 was achieved. Since the base year 2015, the recycling rate has increased by more than 10 percent.

Through a systematic plant consolidation, we succeeded in transferring the wire sawing process with oil slurry to machines operated with glycol slurry at the Burghausen site from the beginning of 2019 to mid-2020. There has been no change in the sawing process. About 200 tons of oil slurry as well as cold cleaning waste, which is generated during machine and wafer cleaning, will be saved annually. Glycol slurry is recycled to a high percentage and the recycled liquid is used again at Siltronic after reprocessing.

Management of water

Water is primarily used in our manufacturing process for cleaning and cooling purposes. We endeavor to protect natural water resources and use them as sparingly as possible. The definition of the World Business Council for Sustainable Development and our risk assessment using the Global Water Tool® defines Singapore as a water shortage area. We are therefore obliged to use water especially carefully at our Singapore location. Water treatment projects were carried out at the Freiberg and Portland sites in 2020. At our Burghausen site, we minimized the usage of ground water by optimizing internal processes.

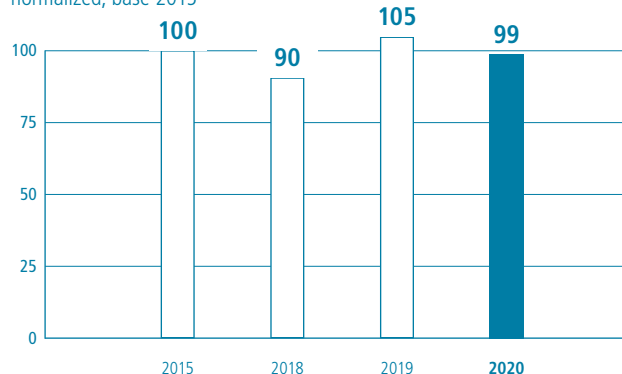
Usage of water



The following chart shows a multi-year development of the indicator "Water usage in production" (base year 2015, normalized):

Water usage for production (specific)

normalized, base 2015



The strategic goal to reduce the amount of water used in production processes in relation to amounts of wafers produced is 1.5 percent per year. The specific water consumption decreased by 5.4 percent in 2020 compared to the previous year, thus achieving the target.

Recycling of water

In order to use water more than once, we add water used in a production process to other processes wherever possible. In 2020, the volume of water recycled in this way amounted to 2.32 million m³ (previous year: 2.26 million m³).

The water recycling ratio was calculated as 35.6 percent (compared to 36.1 percent in 2019).

Water recycling ratio

in % of water volume used	2015	2018	2019	2020
Recycling ratio	32.3	38.2	36.1	35.6

Discharge of wastewater

In 2020, we discharged a total of 6.6 million m³ (previous year: 6.6 million m³) process wastewater (without cooling water) in external wastewater treatment plants. The German production sites accounted for about 56 percent of the process wastewater.

Air emissions

Emissions of nitrogen oxides were assessed as a relevant environmental aspect. NO_x emissions in the reporting year 2020 amounted to 92 metric tons (previous year: 85 metric tons). The increase compared to the previous year is mainly due to the increase in production volumes. To minimize our NO_x emissions, we use suitable extraction and scrubber systems at all sites. At the Burghausen site, a new NO_x scrubber system was commissioned in 2020.

Other air emissions such as NMVOCs and dust were not classified as relevant environmental aspect and continue to be monitored internally but are no longer reported.

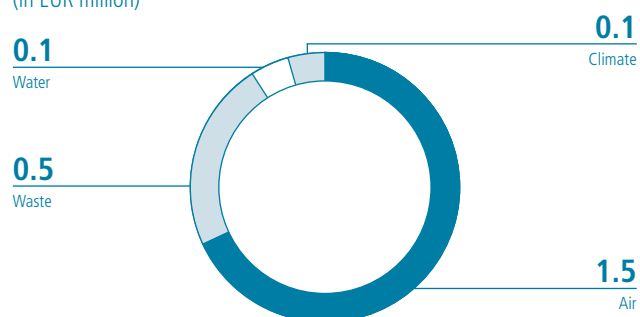
Air emissions in t	2015	2018	2019	2020
NO _x	77	104	85	92

Environmental protection measures

Environmentally related investments totaled approximately EUR 2.2 million in 2020 (previous year: EUR 5.0 million). We allocated these investments according to typical environmental aspects, of which EUR 1.5 million accounted for air (previous year: EUR 1.5 million), EUR 0.5 million for waste (previous year: EUR 0 million), EUR 0.1 million for water (previous year: EUR 1.0 million) and EUR 0.1 million for climate protection (previous year: EUR 2.5 million).

The main improvement measures implemented in 2020 at the Burghausen and Portland sites were the optimization of the NO_x scrubbers and an improvement in waste logistics at the Freiberg site.

Distribution of environmental Investments
(in EUR million)



Our site in Portland is located in an area that has been used by industry for around 100 years. Due to detected contamination in the soil and the adjacent river, authorities have imposed requirements for monitoring and eliminating environmental pollution. As the owner of a property that has been contaminated and borders the river, Siltronic has been subject to specific environmental regulations in Portland for many years. In order to fully meet these requirements, we employ an employee who is solely responsible for implementing the environmental regulations. This measure ensures that the necessary coordination with the authorities takes place, formalities are fulfilled, qualified service providers are assigned, and the remediation is coordinated.

Emission of greenhouse gases

The groupwide carbon footprint is an essential instrument for improving climate protection. In addition to direct greenhouse gas emissions in accordance with Scope 1, we also determine indirect

emissions from the purchase of energy in accordance with Scope 2 and report these emissions as part of the assessment by CDP.

In 2020, Scope 3 emissions for relevant categories were calculated (for the reporting year 2019).

Greenhouse gas emissions (in t CO₂ equivalents)

Description according GHG protocol, causes and main sources (in t CO ₂ equivalents)			2015	2018	2019	2020
Scope 1	Direct emission	Natural gas, fuel, climate-impacting gases	12,501	11,952	12,579	14,707
Scope 2 (location based)	Indirect emissions	Electricity, heat	282,549	268,208	242,408	248,598
Scope 2 (market based)	Indirect emissions	Electricity, heat	–	–	216,495	228,228

The methodology used for reporting is in line with the GHG Protocol reporting guidelines for Scope 1 and 2, as well as Scope 3. We use current emission factors from the IEA, DEFRA, EPA, UBA and the IPCC AR5 report to calculate greenhouse gas emissions. All Group companies were included in the calculation.

Scope 1: Direct Greenhouse gas emissions arise on our sites mainly thru combustion of fuel oil and natural gas. Further greenhouse gases account only for a minor portion of Scope 1 emissions. Nevertheless, we are continuously working on more effective use and substitution with gases, which have a lower global warming potential.

Scope 2: Indirect emissions arise with the generation and provision of energy (electricity and heat) at our energy suppliers. As of this reporting year, we are also publishing Scope 2 emissions using the “market based” approach, i.e. based on the emission factors of our energy suppliers. Previously, Scope 2 emissions were published according to the “location based” approach, i.e. based on emission factors of the respective country.

Our internal activities to reduce these emissions mainly focus on the improvement of our efficiency of energy use. In addition, the Portland site acquired wind energy certificates equivalent to 11.3 percent of its electricity consumption.

With these activities we were able to reduce CO₂ emissions (Scope 1 and 2) per produced wafer area by 2.9 percent annually (compared with base year 2015). We have been able to reduce the absolute amount of CO₂ emissions by 2.2 percent annually since 2015, or a total of 31,745 t CO₂eq.

Scope 3: These indirect emissions for all 15 categories of the GHG protocol were calculated for the year 2019. For the individual categories we applied hybrid methods, average data methods and spend based methods. As a result, the following relevant categories were determined: 3.1 Purchased goods and services, 3.10 Processing of sold products and 3.11 Use of sold products.

In addition, we motivate our employees to commute environmentally friendly to our workplaces. The company supports employees with a bike leasing offer and offers commuter buses for workers on our site in Burghausen. At our site in Portland, Oregon, USA, we grant our employees subsidies for public transport tickets, and in Singapore Siltronic offers shuttle buses from the plant to various city districts.

Influence of climate change

The demand for wafers is mainly driven by demand in the areas of mobile communication, computers and servers, data storage on local devices and in the cloud, automotive electronic components, and industry in general. We do not view our business model as being negatively impacted by climate change. On the contrary: without semiconductor components and therefore wafers, electric mobility would not be possible, the feeding in of electricity generated by solar installations and wind farms unthinkable, and a great many smart ways of reducing power consumption unfeasible. Moreover, storing data on semiconductor components consumes less electricity than other forms of electronic data storage. [GRI 201-2](#)

5. Personnel aspects

Section 289c para. 2 number 2 of the German Commercial Code,
Sustainable Development Goals 3, 4, 5, 8, 10;
UN Global Compact principles 1, 2, 3, 4, 5, 6, 10
Responsible Business Alliance Code of Conduct Topic A, B



Headcount and personnel planning strategy

On December 31, 2020, Siltronic Group employed 3,772 people (previous year: 3,669), 62 percent of whom were employed by Siltronic AG in Germany, 29 percent in Asia, and 9 percent in the USA.

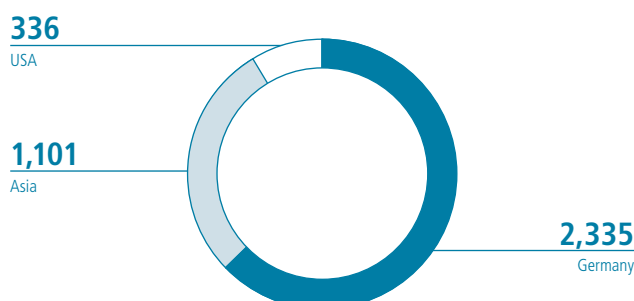
Headcount as at December 31, 2020 **GRI 102-8**

	Men	Women	Total	Share of total
Germany	1,835	500	2,335	62 %
Of which on permanent contracts	1,758	467	2,225	
Of which on temporary contracts	77	33	110	
Singapore and other Asian countries	796	305	1,101	29 %
Of which on permanent contracts	770	298	1,068	
Of which on temporary contracts	26	7	33	
USA	235	101	336	9 %
Of which on permanent contracts	235	101	336	
Of which on temporary contracts	0	–	–	
Employees in the Group	2,866	906	3,772	100 %

A total of 3,334 employees worked full-time (previous year: 3,190) and 438 employees worked part-time (previous year: 479). Of the part-time workers, 52 percent were women (previous year: 48 percent), and 98 percent of the part-time workers were in permanent employment (previous year: 99 percent). **GRI 102-8**

Breakdown of employees by region (excluding temporary workers)

Number



As demand in the semiconductor industry has historically shown considerable ups and downs and as we are required to cope with these changes, we pursue a flexible strategy in our personnel

planning. The strategy includes covering a certain percentage of our personnel requirements in production with temporary staff, which also protects the core workforce. If a pronounced upturn in demand leads to production peaks, we employ temporary staff. Conversely, if personnel cost cuts become necessary due to a market downturn, we initially reduce the number of temporary workers. If that measure proves to be insufficient we stop renewing fixed-term contracts, as a second stage. In a third step, we consider introducing reduced working hours for staff in areas particularly impacted by a downturn.

In order to respond promptly to any significant changes in demand, the personnel requirements resulting from incoming orders are continuously compared with current and future staff levels. Any measures planned to substantially increase or reduce the number of employees are discussed by employer and employee representatives in a structured process.

On December 31, 2020, Siltronic employed a total of 330 temporary workers (previous year: 283), of which 247 were men and 83 were women (previous year: 209 men and 74 women). The last time Siltronic needed to reduce working hours was in 2012.

GRI 102-8

Relationship with employee representatives and employees' rights

Siltronic Group cooperates with employee representatives in a spirit of goodwill, while regular meetings between employer and employee representatives are convened.

Our workforce has always been highly unionized, particularly in Germany. Since employees are not required to report union membership, and as it is inadmissible for employers to ask, we do not know how many of our employees are union members. Some 62 percent of employees in Germany work in units covered by collective agreements. [GRI 102-41](#)

If an employer's collective bargaining agreement is in place, Siltronic is obliged by the employment contract to treat employees as if the respective collective bargaining agreement were applicable – regardless of their membership in a trade union. At sites that do not have an established employee representation, there are employees who act as contacts for employee issues.

In addition to remuneration and working time, essential employee rights in Germany include the right to parental leave or maternity leave. Naturally, German Siltronic employees make use of this right: As of December 31, 2020, 16 employees were on parental leave (previous year: 13), of which 12 were women (previous year: 12), and 4 were men (previous year: 1).

As of December 31, 2020, we employed in total 539 foreign employees (previous year: 537) mainly from Malaysia (278), mainland China (152) and India (69) at our production site in Singapore.

In accordance with the industry initiative Responsible Business Alliance (RBA) we apply rules on working hours and fees, that go far beyond legal requirements. We committed ourselves to cover relevant expenses incurred by foreign workers, especially travel expenses, expenses for medical examinations or visa fees.

Siltronic regularly informs the workforce about current developments that could have an impact on the business performance. Employees are comprehensively informed of any significant operational changes in a timely manner. Siltronic hereby complies with the respective national and international information requirements.

Diversity and equal opportunity

Siltronic operates in Europe, North America, and Asia and therefore in a culturally diverse environment. In 2020, Siltronic AG, the largest of the Group's companies, employed people of 32 different nationalities (previous year: 30).

One focus of our efforts is to leverage the existing diversity of modern society and, with this in mind, Siltronic AG has appointed a woman as Diversity Officer. The diversity of the workforce and its wide range of skills and talents also provides an opportunity for innovative and creative solutions. Among other factors, diversity includes gender, nationality, ethnic origins, religion and disability. The combined management report comprises information to employees with disabilities.

We reject discrimination or degradation on the basis of gender, race or ethnic origin, religion or belief, disability, sexual orientation or age. These principles apply throughout the Group and are set out in writing as part of our corporate culture. Employees can report potential discrimination to their managers, to the compliance officers, the works council, the personnel department, or to an external ombudsman. The complaint will be reviewed and the complainant informed of the outcome.

All employees at the German locations are required to familiarize themselves with the General Equal Treatment Act (AGG) through e-learning training. The training course is applicable to all hierarchy levels.

Our long-term goal is to raise the level of diversity in Siltronic's workforce, also by increasing the percentage of women in management positions. At the end of 2020, 2 of 15 positions (previous year 2 of 15) one level below the Executive Board and 4 of 33 positions (previous year 3 of 35) in the second management level were represented by women. The Report on Corporate Governance provides more information on the proportion of women.

The following table shows the percentage of men and women at management level at Siltronic AG:

Gender distribution (as of December 31, 2020)

	Men	Women	Total
Employees in the Group at management level	42	6	48
<i>In percent</i>	88	13	100
Of which first level below Executive Board	13	2	15
<i>In percent</i>	87	13	100
Of which second level below Executive Board	29	4	33
<i>In percent</i>	88	12	100

We have defined mid-term goals for the percentage of women for the first and second level below the Executive Board. By the end of June 2023, the percentage of women should be at least 21.4 percent in the first level of management and at least 11.4 percent in the second level.

Following the Diversity Charter (2018), Siltronic AG has also signed the IGBCE Equality Charter (2019). By signing this Charter, Siltronic commits itself to actively implement and promote equal opportunity. A corporate culture is maintained, which is shaped by mutual respect and trust. In 2020, all planned activities were suspended due to the pandemic.

Advanced training and demographic trends in Germany

Competent employees keep the company both innovative and competitive. We encourage our employees to learn throughout their lives and retain a flexible attitude towards change, as we believe that we all need to be prepared for longer working lives in order to cope with the demographic change. To enable employees to make the most of their potential, Siltronic offers a wide range of opportunities for further development. The training measures relate to personality, management, and social competence as well as technical expertise.

On our sites in Burghausen and Freiberg eight young persons started their apprenticeship within Siltronic in 2020 with a focus on mechatronics, automation engineering or logistics. For new employees we offer onboarding trainings to become familiar with the company and its culture.

Employees and their managers discuss development measures at least once a year in a performance review, regardless of hierarchy level, gender or location.

In 2020 one classroom seminar on employee appraisals was held in January. This was attended by 48 employees. All mandatory training was completed in the form of online training or procedural instructions in the Learning Tool. As an example, Siltronic used online training for the introduction of the new purchasing tool. Due to the corona pandemic, it was no longer possible to conduct presence training sessions from March onwards. Since Q3 2020, HR Development has been offering hybrid seminars, started in 2020 as virtual seminars and continuing in 2021 as face-to-face sessions, as far as possible due to the pandemic situation.

At the end of 2020, the average age of the typical employee was 44.3 years. The following table shows the age structure of Siltronic employees worldwide.

Age structure (as of December 31, 2020)

	Male	Female	Total
Up to 30 years of age	16 %	16 %	16 %
31 to 50 years of age	47 %	52 %	48 %
Over 50 years of age	37 %	32 %	36 %
Total	100 %	100 %	100 %

Remuneration and equal pay

In order to attract new employees and retain existing ones, both of which we require in order to ensure a successful future, we need to offer competitive levels of remuneration. In addition to their basic salary with vacation and Christmas bonuses, employees in Germany receive variable remuneration if the company achieves certain defined financial targets. This voluntary benefit is available to employees covered by collective agreements and non-pay-scale agreements. There are also variable remuneration components for those employed by foreign subsidiaries.

In addition to the fixed salary and the variable pay, remuneration includes various other benefits that extend beyond the statutory minimum requirements, regardless of whether an employee works full-time or part-time. In Germany, the most important company benefits include in particular the company pension scheme, partial retirement programs, bus subsidies, anniversary bonuses, canteen subsidies, and preventive health care programs. Since 2020, there has also been a collectively agreed amount for employees at the German sites, which is available for company pensions, leave of absence or payment. Non-tariff employees have also received the amount in the form of a pay increase as a voluntary benefit from the company. Company pension plans and health insurance are provided in the USA.

The notes to the group financial statements comprise information on personnel cost and retirement benefits.

Employee satisfaction and reputation

We evaluate the fluctuation rate as a key figure of how well we succeed in retaining employees and being attractive to new employees.

In 2020, 508 employees (previous year: 271) were hired, of whom 144 (previous year: 89) in Germany and 364 (previous year: 182) abroad. These hires accounted for 13 percent of the workforce as of December 31, 2020. Some 320 (previous year: 391) employees left the company. This corresponds to 8 percent of the workforce as of December 31, 2020. Germany was affected in 32 (previous year: 38) cases and other countries in 288 (previous year: 353) cases. Fluctuation was low in Germany and the USA in a regional comparison and higher in Asia, as is typical for the region.

In 2020, employees at all sites were honored for up to 40 years of service in the company. At the Singapore site, 25 employees

were honored for their 20-year service anniversary. A total of 258 employees have been with Siltronic Singapore for more than 10 years. At the Portland site, six employees were honored for their 40th anniversary; a total of 56 employees at this site have already worked for Siltronic for more than 20 years.

We regard it as important to treat temporary workers fairly. We pay at a minimum the wage defined under the collective agreement on industry surcharges for temporary employment in the chemical industry (TV BZ Chemie). In addition, there are workplace, shift, and other voluntary allowances, which can vary according to business and location. In addition, Siltronic meets the requirements for an equivalent wage in accordance with the German Temporary Employment Act (AÜG). Temporary workers have received a variable pay equal to the employees of Siltronic AG in Germany in 2020 for the year 2019. The payment was based on the financial performance of the company.

In 2020, Siltronic AG was rated and awarded the title of "Company with Top Career Opportunities 2020," "Best Employer for Women 2020" and "Best Trainer in Germany 2020" as part of market surveys in Germany.

Occupational safety, plant safety and health

Occupational safety

Responsibility towards the entire workforce in the area of occupational health and safety plays a major role at Siltronic and is primarily reflected in extensive preventive measures. In addition, the Executive Board receives regular reports on the development of accident figures, which are a non-financial indicator, as well as on any relevant occupational accidents and related corrective measures. Special attention is given to injuries involving chemicals. The target figure for injuries involving chemicals is 0.

With our safety program, we work continuously to improve safety standards within the working environment. Key measures include the appointment of safety officers, safety inspection tours, training courses, talks with operating staff, and emergency drills, all aimed at identifying and avoiding unsafe activities – whether when operating equipment, handling chemicals, in the workplace, in the office, or on the way to work. Despite these measures, accidents still occur. The occupational health and safety standard OHSAS 18001 was defined as a group-wide standard and certified. In 2020, all sites were converted to the new ISO 45001 standard.

The following table shows the development of accident figures, which the Executive Board has defined as a strategic goal, and on which it receives regular reports.

Working accidents

	2017	2018	2019	2020
Injury frequency rate (LTIF) ¹⁾	1.9	1.9	2.5	2.1
Injuries involving chemicals ²⁾				
Number of employees affected	1	–	5	–

¹⁾ Injury frequency: number of injuries (employees and temporary workers) with lost time per 1 million working hours.

²⁾ Number of injuries (employees and temporary workers) with lost time involving chemicals.

The targets for 2020 was 2.0 for the injury frequency rate (LTIF) and 0 for injuries involving chemicals.

For working injuries we did not reach our goal in 2020. Fifteen accidents with loss days occurred, which results in a frequency rate of 2.1. No fatal incidents occurred in the last few years. No occupational accidents involving chemicals and lost workdays occurred.

The number of accidents has decreased compared to 2019. Our internal analyses show that the main causes of accidents are still behavior based. We have therefore introduced initiatives to address these causes in particular and support our employees in preventing accidents. These initiatives include awareness-raising campaigns around the topic Slip, Trip, Fall and programs for reporting safety-critical situations and measures during the induction of new employees, as our internal reporting for this group indicate a higher accident for this group in the first few months.

The “Safety Officer Workshop” implemented at the German sites in 2019 could only be held once in 2020 due to the pandemic. The focus of this workshop was on the health topics of preventive medical checkups and addiction, which were discussed with the plant physician.

In 2020, operating units at the Burghausen and Freiberg production sites received awards for accident-free working hours for up to 30 years.

To further reduce the frequency of accidents, we have set up a global system for reporting near-miss incidents. By systematically processing these events, we aim to further reduce the number of actual workplace accidents. In 2020, 1,415 near misses (previous year: 1,314) were recorded and analyzed.

Plant safety

The safe operation of our production facilities is an essential element of our EHS management system. Despite high diligence, plant incidents cannot be excluded. We have set a target of a maximum of two safety-relevant plant incidents (“PSI- Process Safety Incident” according to CEFIC and ICCA definition). We achieved this target in 2020. No event was classified as an incident or subject to notification in the sense of the Hazardous Incident Ordinance.

Safety-relevant plant events

	2015	2018	2019	2020
Number of events	–	1	1	2

Our Management of Change process ensures that safety requirements are met, and the relevant safety experts are involved in all new installations or modifications to existing plants. We use systematic safety analyses to determine risks. Among other things, we analyze the influence that possible individual errors can have on a chain of events leading up to a malfunction or accident and define protective measures.

Health protection

The company supports programs for health prevention of our employees. On all German sites the company offers the prevention program “Fit on the job” or the participation in offsite “Health weeks”. Unfortunately, due to the corona pandemic, most of these offers had to be reduced or cancelled altogether in 2020.

Impact of the pandemic

We faced major challenges worldwide as a result of the corona pandemic in 2020. We introduced hygiene measures at all sites, considering local requirements. These include the obligation to wear masks, new or adapted shift models, home office and web conferencing to avoid contacts, as well as to avoid business travels also between Siltronic sites. Thanks to the consistent implementation of these measures and the flexibility of our employees, our product volumes were not affected by the pandemic.

6. Supply chain

Sustainable Development Goals 7, 8, 9

UN Global Compact principles 1-10

Responsible Business Alliance Code of Conduct Topic E.12



Supplier relationship

In 2020, our purchasing volume was EUR 724 million (previous year: EUR 845 million). We cooperate with more than 3,800 suppliers worldwide, nearly 350 of whom constitute some 90 percent of our purchasing volume. Our global procurement volume is spread across roughly two-thirds of Europe/North America and one-third Asia. The most important supplier is Wacker Chemie AG, which not only supplies the raw material polysilicon, but also provides a variety of on-site services at our plant in Burghausen under the terms of a service agreement. Furthermore, suppliers of electricity and equipment are particularly important. [GRI 102-9](#)

We strive to ensure that our suppliers act responsibly with regard to working conditions, ethical standards, safety standards, and the management of local resources. Already in 2019, we joined Responsible Business Alliance (RBA) as a member, the world's largest industry association with the aim of promoting and embedding social responsibility in the global supply chains.

In our Code of Conduct, we document our expectations of suppliers with regard to the careful treatment of their employees and the environment and oblige them to comply with the principles of the UN Global Compact and Responsible Care® initiatives as well as RBA through our purchasing conditions. As part of our supplier management processes, we analyze and evaluate our supply chain with regard to risks and compliance with our commitments. Corrective or improvement measures are worked out with the suppliers.

Siltronic communicates its sustainability and corporate responsibility goals and measures, including at Regular Supplier days, and explains them in detail to its global partners.

Conflict minerals

In 2020, Siltronic AG did not purchase any conflict minerals (gold, tantalum, tungsten, tin) from mines in relevant conflict regions (§ 1502 DoddFrankAct, in conjunction with EU Regulation 2017/821). Siltronic confirms this to its external partners with the current report template for conflict minerals (CMRT 6.01) of the Responsible Business Alliance (RBA).

Siltronic limbers up to be "Fit for the NAP" and a supply chain law

The company participated in the qualification offensive of the Global Compact Network Germany as part of the National Action Plan for Business and Human Rights (NAP) and prepared for the implementation of the NAP.

The company was selected to participate in the representative survey of the German government in 2020. The response to the questionnaire according to the "comply or explain" mechanism did not reveal any relevant deviations; an individual audit report was not provided to us.

Sustainability with regard to customers

In addition to memory chips and processors a large proportion of our customers are involved in the field of electricity control. Either these customers are directly involved in the development and commercialization of sustainable products (electric generators, wind power plants) or aim at active power saving for e.g. industrial production. All these fields are related to the level of end applications.

At the same time, technical progress and innovation in the interaction between Siltronic and many of its customers is of great significance, due to the fact that technical progress in the semiconductor industry is advancing quicker than in many other industries. The technical advancement that semiconductor manufacturers are achieving is above all evident in the fact that electronic circuits are becoming more compact. Smaller circuits make semiconductors more efficient with basically the same

power consumption or the same performance with decreasing power consumption. This development can only be maintained if wafers meet more sophisticated physical and chemical specifications. Our customers set the pace of development. The timing refers not only to wafer specifications, but also to sustainable framework conditions such as ensuring climate targets and sustainable raw material supply at our company, but also through reviews at our suppliers. In order to fully meet customer expectations in this area, we have spent between five to six percent of our sales on research and development in recent years.

Our customers are increasingly focusing on improving the sustainability performance of their suppliers. To this end, we are working with two of our customers on CDP assessments for climate change and water security and are participating in a multi-year sustainability program with one customer. In annual supplier assessments by our customers, we received several awards for outstanding performance in 2020.

7. Social responsibility and social aspects

Section 289c para. 2 numbers 3/4/5 of the German Commercial Code

Sustainable Development Goals 16, 17

UN Global Compact principles 1-5, 10

Responsible Business Alliance Code of Conduct Topic D



For Siltronic, sustainability also means transparency and openness in the sense of corporate citizenship. This begins with a good relationship with our neighbors and speaking openly about what happens within the plant, as well as addressing questions posed by the public worldwide. This is the only way to create the spirit of social trust that companies need in order to be economically successful. With these points in mind, Siltronic assumes social responsibility, particularly in the regions near its various locations. Our concepts in this respect extend beyond the above-mentioned global initiatives RBA and the United Nations Global Compact:

Combating legal violations, particularly corruption and bribery

According to the Corruption Perception Index of Transparency International (CPI), Siltronic operates predominantly in countries with a medium to low risk of corruption.

We resolutely oppose any form of transgression or violation of the law. Irrespective of the national probabilities of occurrence, our compliance system described above is designed to avoid, prevent, identify and sanction compliance violations in the form of corruption, fraud, infringements of competition rules, and other manifestations of white-collar crime, in every market in which we operate.

Employees are required to report any violations they observe to their managers, compliance officers, the works council, or the responsible members of staff in the personnel department. Moreover, both employees and third parties can anonymously report violations of legal regulations to an external ombudsman, who has been appointed by Siltronic. The Company investigates every reasonable suspicion, examines the case and defines measures to remedy any weaknesses identified. It also takes any disciplinary measures deemed necessary. The Chief Compliance Officer reports to the Executive Board of Siltronic AG on a monthly and ad-hoc basis. In 2020, no cases were reported to the Chief Compliance Officer [GRI 102-17](#)

Employees who have contact with business partners are required to complete an e-learning course on compliance. Furthermore, all employees in sales and marketing are required to undergo online training courses on antitrust law. [GRI 102-17](#)

Human rights

Our four production sites are located in highly developed industrialized countries, where there is a low risk of human rights violations compared to less developed nations. A certain degree of risk, however, does remain. Since we want to actively fight human rights violations within our company as well as in the upstream and downstream supply chain, we have taken measures to identify possible contraventions.

Via our Code of Conduct, we explicitly endorse the ten principles of the United Nations Global Compact initiative. The first two principles of the Global Compact deal with upholding human rights and the exclusion of human rights abuses. Based on the first principle of the Global Compact "support for human rights" and the second principle "exclusion of human rights abuses", Siltronic implements the following measures in particular:

- As part of our general purchasing conditions we expect that our suppliers to comply with our Code of Conduct, which includes human rights aspects.
- We train our employees at specific seminars to ensure compliance with internationally proclaimed human rights.
- If we become aware of potentially critical aspects with regard to human rights, we analyze them. Should a situation turn out to be critical in the face of analysis, we act.
- We commit ourselves in our Code of Conduct and in dealings with customers to uphold human rights and to exclude any abuses thereof.

Non-profit purposes and "corporate volunteering"

In 2020, Siltronic supported overall 34 activities in Germany, Singapore and in the USA. Total donations amounted to EUR 142,000. A particular focus was on protective equipment in connection with the corona pandemic, which accounted for around two-thirds of the total donation.

The main focus of the voluntary support activities in the context of the pandemic response was on donations of personal protective equipment and disinfectants to local authorities, hospitals and schools.

Employees within Germany participate in the cent donation program organized by the Wacker Relief Fund in which employees consent to having their monthly salary rounded downwards to the next lower amount in euros. These remaining amount (cents) are then donated.

Every year, Siltronic employees at the Freiberg site take part in the Nepal run in autumn. Due to the corona pandemic, this charity run was held as a virtual event so that Siltronic employees worldwide could participate in this campaign. The charity run that is organized from a school close to Freiberg collects money to fund the construction of schools in the Gati region of Nepal.

At our Portland, USA location, our employees have been supporting needy families in the region for more than 20 years. In 2020, Siltronic supported additional initiatives in the area of environmental protection at its Portland site.

In 2020, our Singapore site supported 21 students at two schools with a school grant.

Relationships with associations and with politics

We are committed to responsible behavior towards political parties and non-governmental organizations. We represent our political interests in accordance with the standpoints that we have publicly expressed. Our approach to politics is based on factual considerations, and we are open to dialog with all democratic parties. Any donations made to political parties require the approval of the Executive Board of Siltronic AG.

We do not hold special positions in any association or organization of which we are a member. Siltronic has not participated in legislative procedures. [GRI 415-1](#)

Dialog at regional levels

At all locations, we maintain regular exchanges with the authorities in the field of environmental protection.

Our production site in Portland, Oregon, USA was awarded the "Gold level for Sustainability at work" and the "Gold award for No pretreatment violations" by the authorities of the City of Portland, Oregon in 2020.

At the Freiberg site (Germany) employees are committed to a cosmopolitan attitude ("Weltoffenheit") and joined the initiative economy for a cosmopolitan Saxony ("Wirtschaft für ein welt-offenes Sachsen") in March 2019. This network initiative aims to actively assist the integration process of migrants in order to enhance the economic power of Saxony.

Partnerships and membership in associations and initiatives

We have taken part in the following initiatives:

CDP Climate change, water security (investor, supply chain)

In 2020, we participated for the third time in the rating initiatives of CDP on Climate Change and Water Security.

Program	2019	2020
CDP climate change	B	B
CDP water security	B-	B

UN Global Compact

Siltronic AG has been participating in the UN Global Compact since 2017 and published an up-to-date progress report in 2020. In addition, the company has participated in a local program of the German Global Compact Network (Peer-Learning Group Climate Strategy)

Responsible Business Alliance (RBA)

Siltronic AG has been a member of the Responsible Business Alliance initiative since April 2019 and has participated in network meetings on relevant topics of the initiative.



Taxes

Information on tax strategy, tax compliance and the respective monitoring system [GRI 207-1, -2, -3](#)

Siltronic AG has a tax strategy that is set out in writing as part of the tax policy. The policy is addressed to the managers and employees of all departments and entities that perform tax-related tasks. The tax policy is not public. The purpose of the tax policy is to define responsibility for tax issues within Siltronic Group and to communicate the corporate culture with regard to taxes. This should ensure that the Group meets its tax obligations. In terms of content, this corresponds to Siltronic's Code of Conduct, which also addresses Siltronic's tax integrity. The tax policy is discussed with the Chief Financial Officer of Siltronic AG at least once a year.

Siltronic's tax strategy is based on its corporate strategy. Corporate decisions are made on the basis of economic factors. Siltronic does not pursue any arrangements that, according to prevailing opinion, are aggressively aimed at eroding or avoiding taxes. Siltronic pursues an open and proactive communication style with tax authorities. When dealing with tax-related issues, Siltronic also draws on the opinion of outside experts.

Responsibility for the implementation and monitoring of tax compliance lies with the tax department of Siltronic AG, to which those responsible for taxes within the Group report. Siltronic AG's tax department reports to the Chief Financial Officer.

Siltronic AG has implemented a tax compliance management system that cares of the fulfilment of tax requirements relevant to Siltronic. The components of this tax CMS are an analysis of tax risks, the implementation of processes, control measures and reporting channels. As part of the tax compliance management system, group entities report violations of tax obligations to Siltronic AG's tax department.

In addition, as part of the general compliance system, there is the option of contacting the Compliance Officer or the external Om-budsman in case of violations against tax rules.

The Tax CMS is critically reviewed and updated once a year to assess the effectiveness and efficiency of the system and the controls implemented. The critical review is performed by the tax department, which discusses the results with the Chief Financial Officer. An external auditor is currently reviewing the adequacy of Siltronic AG's Tax CMS.

Country specific information [GRI 207-4](#)

The following table summarizes the Group entities by tax jurisdiction: Germany accounts for the part of Siltronic AG located in Germany, Singapore for Siltronic Singapore Pte. Ltd., Siltronic Silicon Wafer Pte. Ltd. and a permanent establishment of Siltronic AG located in Singapore, the USA for Siltronic Corp., Taiwan for a permanent establishment of Siltronic AG located there, Japan for Siltronic Japan Corp., Korea for Siltronic Korea Ltd. and mainland China for Siltronic Shanghai Corporation. In addition, there is a sales entity in the form of a permanent establishment of Siltronic AG in each Italy and France. One employee is employed at each of the permanent establishments. For reasons of materiality, these two units are not included in the table.

In Singapore, the income tax expense is lower compared to the amount calculated with the local tax rate. The reason for this is that one taxable entity is still exempted from income tax due to the high level of investment in its production plant. The loss carry-forwards exceed the accumulated profits.

In the USA, a tax income is reported although the application of the local tax rate results in an expense. The reason for this is that IFRS and tax law require business transactions to be recognized in different years. The variance is due to a period shift.

Numerical discrepancies between individual items and totals in the following table are due to rounding.

Tax jurisdiction Financial year 2020	Employees ¹⁾	Tangible assets without liquidity ²⁾ EUR million	Sales with third parties EUR million	Sales with group entities ³⁾ EUR million	Result before income taxes ⁴⁾ EUR million	Expense for/ income from (+) income taxes ⁵⁾ EUR million	Cash out for/ cash in from income taxes EUR million
Production							
Germany	2,333	1,266	344	531	-10	3	-3
Singapore	1,045	1,039	458	281	184	-11	-10
US	336	128	127	79	6	7	3
Subtotal	3,714	2,433	929	891	180	-1	-10
Sales							
Taiwan	15	34	185	1	1	-1	-1
Japan	17	15	93	0	1	0	0
Other ⁶⁾	26	1	0	3	1	0	0
Subtotal	58	50	278	4	3	-1	-1
Holding	0	488	0	0	0	0	1
Total	3,772	2,971	1,207	895	183	-2	-10
Consolidation		-1,541		-895	6		
Group	3,772	1,430	1,207	0	189	-2	-10

¹⁾ As of year-end, calculated as in section 5 "Personnel matters".

²⁾ Balance sheet total (in accordance with IFRS) of the entities less intangible assets, deferred taxes and 'liquidity'. Liquidity comprises cash, cash equivalents, sort-term securities and short-term fixed-term deposits. The variance to the balance sheet amount in the Group financials is due to intragroup transactions, which must be recognized in accordance with GRI 207. In IFRS consolidated financials, intercompany transactions are to be eliminated.

³⁾ In addition to sales (according to IFRS) with Group entities, intra-Group sales within the same tax jurisdiction are excluded in accordance with GRI 207.

⁴⁾ To increase transparency and avoid multiple counting of profits, dividends within Siltronic Group are not included.

⁵⁾ Amount as reported in the income statement (according to IFRS) of the entities. This considers deferrals and deferred taxes. Deferred taxes reflect tax advantages or disadvantages expected in future years on the basis of accounting rules.

⁶⁾ Includes small sales offices in Korea, (mainland) China, France and Italy. These entities have paid tax expense and also taxes, the figure shown in the table is 0 only due to rounding.

United Nations Global Compact – Communication on Progress 2020

Siltronic has been participating in the UN Global Compact since 2017 and hereby reports on its progress. This overview gives details of the ten principles of the UN Global Compact with reference to the progress on the individual topics of this report in the year 2020. [GRI 102-12](#)

Ten principles of the UN Global Compact	Relevant headings in this report	Selected measures and progress in the reporting year 2020
Human rights Principle 1 Support of human rights Principle 2 Exclusion of human rights abuses	<ul style="list-style-type: none"> Corporate ethics at Siltronic The impact of ethical principles on the organization of Siltronic Human rights Partnerships 	<ul style="list-style-type: none"> Materiality: Siltronic has systematically enhanced and updated the materiality analysis. Training: We have trained our employees in general and according to their duties so that they can observe global human rights. Supply chain: Siltronic purchases substances, goods and services from suppliers and contractors, which comply with human rights requirements. These are an integral part of our purchasing principles. We do not purchase or use any conflict minerals. Customers: In its dealings with customers Siltronic is committed to respecting human rights and preventing any violations of such rights. Complaint mechanism: Siltronic has put in place processes where employees or affected business partners are able to report to internal or external functions any case of violations against labor standards related to corruption. In addition to the direct supervisor, such cases can be reported to compliance officers at every site, works council, human resources department or an external ombudsman. NAP Monitoring: We participated in the monitoring process National Action Plan for Business and Human Rights (NAP) carried out by the German Federal Government. RBA: Siltronic continues to serve as a member of the industry initiative Responsible Business Alliance (RBA) and has conducted self-assessments on its production sites.
Labor standards Principle 3 Uphold freedom of association Principle 4 Eliminate all forms of forced and compulsory labor Principle 5 Abolition of child labor Principle 6 Elimination of discrimination	<ul style="list-style-type: none"> Determine content of report Relationship with employee representatives and employees' rights Diversity Sustainability with regard to customers Human rights Partnerships 	<ul style="list-style-type: none"> Materiality: Siltronic has systematically enhanced and updated the materiality analysis. Human rights: A large number of employees work at production sites with independent employee representatives. Employee diversity: Siltronic has participated in the "Charta of Diversity" and the "Charta of Equality" and determined targets to increase the share of women by 2023. Customers: In its dealings with customers Siltronic is committed to ensuring freedom of association, abolition of all types of forced labor and child labor and eliminating discrimination. Complaint mechanism: Siltronic has put in place processes where employees or affected business partners are able to report to internal or external functions any case of violations against labor standards related to corruption. In addition to the direct supervisor, such cases can be reported to compliance officers at every site, works council, human resources department or an external ombudsman. RBA: Siltronic continues to serve as a member of the industry initiative Responsible Business Alliance (RBA) and has conducted self-assessments on its production sites.
Environmental protection Principle 7 Precautionary environmental protection Principle 8 Initiatives for improved environmental responsibility Principle 9 Development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> Determine content of report Environmental protection measures The impact of ethical principles on the organization of Siltronic Dialog at regional levels Influence of climate change 	<ul style="list-style-type: none"> Materiality: Siltronic has systematically enhanced and updated the materiality analysis and also updated the evaluation of environmental aspects. Measures: Relevant investments to improve corporate environmental protection were implemented with regard to the aspects of air, water and climate change. Siltronic has also implemented energy-efficient programs, which lead to a permanent reduction in energy consumption. Management system, targets: The Siltronic management system is certified globally according to the standards ISO 9001/ISO TS 16949 for Quality, ISO 14001 for Environment, OSHAS 18001 for Safety; and ISO 50001 für Energy at the German sites. Non-financial targets are implemented to reduce the specific use of raw materials, energy requirements and water consumption, and to increase the recycling rate of waste. Dialog: The annual sustainability report was prepared and verified by external auditors (non-financial report). Siltronic participated in a peer-learning group of the German Global Compact Netzwerk. Climate change: By researching and developing new technologies, Siltronic has created the foundation for manufacturing smaller and more energy-efficient components which contribute towards preserving resources and protecting the environment.
Anticorruption Principle 10 Measures to fight corruption	<ul style="list-style-type: none"> Corporate ethics at Siltronic Combating legal violations, particularly corruption and bribery 	<ul style="list-style-type: none"> Training: We have trained our employees in general and according to their specific duties so that they can observe and comply with anti-corruption policies. Complaint mechanism: Siltronic has put in place processes where employees or affected business partners are able to report to internal or external functions any case of violations against labor standards related to corruption to internal or external functions. In addition to the direct supervisor, such cases can be reported to compliance officers at every site, works council, human resources department or an external ombudsman.

Limited Assurance Report of the Independent Auditor regarding the combined separate non-financial report¹

To the Supervisory Board of Siltronic AG, Munich

We have performed an independent limited assurance engagement on the non-financial report of the Siltronic AG, Munich (further “Company” or “Siltronic AG”) according to § 315b of the German Commercial Code (HGB), that is combined with the non-financial report of the parent company in accordance with § 289b HGB, (further “non-financial report”) for the period from January 1 to December 31, 2020.

Management’s Responsibility

The legal representatives of the Company are responsible for the preparation of the non-financial report in accordance with §§ 315b, 315c in conjunction with 289b to 289e HGB.

This responsibility of the legal representatives includes the selection and application of appropriate methods to prepare the non-financial report and the use of assumptions and estimates for individual disclosures which are reasonable under the given circumstances. Furthermore, the legal representatives are responsible for the internal controls they deem necessary for the preparation of the non-financial report that is free of – intended or unintended – material misstatements.

Practitioner’s Responsibility

It is our responsibility to express a conclusion on the non-financial report based on our work performed within a limited assurance engagement.

We conducted our work in the form of a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): “Assurance Engagements other than Audits or Reviews of Historical Financial Information”, published by IAASB. Accordingly, we have to plan and perform the assurance engagement in such a way that we obtain limited assurance as to whether any matters have come to our attention that cause us to believe that the non-financial report

of the Company for the period from January 1 to December 31, 2020 has not been prepared, in all material respects, in accordance with §§ 315b and 315c in conjunction with 289b to 289e HGB. We do not, however, issue a separate conclusion for each disclosure. As the assurance procedures performed in a limited assurance engagement are less comprehensive than in a reasonable assurance engagement, the level of assurance obtained is substantially lower. The choice of assurance procedures is subject to the auditor’s own judgement.

Within the scope of our engagement we performed, amongst others, the following procedures:

- Inquiries of group-level personnel who are responsible for the materiality analysis in order to understand the processes for determining material topics and respective reporting boundaries for Siltronic AG
- A risk analysis, including media research, to identify relevant information on Siltronic AG’s sustainability performance in the reporting period
- Reviewing the suitability of internally developed Reporting Criteria
- Evaluation of the design and the implementation of systems and processes for the collection, processing and monitoring of disclosures, including data consolidation, on environmental, employee and social matters, respect for human rights, and anti-corruption and bribery matters
- Inquiries of group-level personnel who are responsible for determining disclosures on concepts, due diligence processes, results and risks, performing internal control functions and consolidating disclosures
- Inspection of selected internal and external documents
- Analytical procedures for the evaluation of data and of the trends of quantitative disclosures as reported at group level by all sites
- Evaluation of local data collection, validation and reporting processes as well as the reliability of reported data based on a sample of the site in Portland, USA
- Assessment of the overall presentation of the disclosures

In our opinion, we obtained sufficient and appropriate evidence for reaching a conclusion for the assurance engagement.

¹Our engagement applied to the German version of the combined separate non-financial report 2020. This text is a translation of the Independent Assurance Report issued in German, whereas the German text is authoritative.

Independence and Quality Assurance on the Part of the Auditing Firm

In performing this engagement, we applied the legal provisions and professional pronouncements regarding independence and quality assurance, in particular the Professional Code for German Public Auditors and Chartered Accountants (in Germany) and the quality assurance standard of the German Institute of Public Auditors (Institut der Wirtschaftsprüfer, IDW) regarding quality assurance requirements in audit practice (IDW QS 1).

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the non-financial report of Siltronic AG for the period from January 1 to December 31, 2020 has not been prepared, in all material respects, in accordance with §§ 315b and 315c in conjunction with 289b to 289e HGB.

Restriction of Use/General Engagement Terms

This assurance report is issued for purposes of the Supervisory Board of Siltronic AG, Munich only. We assume no responsibility with regard to any third parties.

Our assignment for the Supervisory Board of Siltronic AG, Munich, and professional liability as described above was governed by the General Engagement Terms for Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) in the version dated January 1, 2017 (https://www.kpmg.de/bescheinigungen/lib/aab_english.pdf). By reading and using the information contained in this assurance report, each recipient confirms notice of the provisions contained therein including the limitation of our liability as stipulated in No. 9 and accepts the validity of the General Engagement Terms with respect to us.

Munich, March 1, 2021

KPMG AG Wirtschaftsprüfungsgesellschaft

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