



LEVERAGING THE POWER OF LIGHT FOR A BRIGHTER TOMORROW

2022 Environmental, Social
and Governance Report



A MESSAGE FROM DAVID NISLICK, OUR CEO

Welcome to the second edition of Excelitas Technologies' Environmental, Social, and Governance Report.

At Excelitas, we are committed to excellence in all aspects of our business. Even faced with the formidable challenges of the COVID-19 pandemic, this commitment helped us grow our global footprint to more than 7,000 employees in 9 countries and achieve gross revenues in excess of \$1 billion. We are proud to pioneer end-to-end photonic solutions that enable leading-edge product and technology development for a growing list of Fortune 500 companies.

Of course, our commercial success brings more responsibilities as a global corporate citizen – responsibilities we take seriously. Acting as a responsible corporate citizen requires environmentally sustainable practices and products, respecting the health, safety and compensation needs of our employees, contributing to the communities in which we operate around the world, and promoting diversity and inclusion in hiring and employee advancement. While formally reporting on our environmental, social, and governance (“ESG”) efforts is relatively new for Excelitas (we issued our inaugural report in the spring of 2022), the focus on sustainability and good corporate conduct is not.

This 2022 ESG Report describes our 2022 ESG goals and accomplishments. I hope you will find it helpful in better understanding Excelitas' role as a global corporate citizen. Moving forward, we seek to strengthen our commitment to principles of good corporate stewardship and look forward to reporting on our progress.

This is a very exciting time for Excelitas; we are steadfast in our commitment to progressing our ESG initiatives, supporting our customers, and positively impacting our communities and society. Together, we continue striving to build a better and more sustainable future for all of us.

David Nislick

David Nislick, Ph.D., CEO

EVEN FACED WITH THE FORMIDABLE CHALLENGES OF THE COVID-19 PANDEMIC, THIS COMMITMENT HELPED US GROW OUR GLOBAL FOOTPRINT TO MORE THAN 7,000 EMPLOYEES IN 9 COUNTRIES AND ACHIEVE GROSS REVENUES IN EXCESS OF \$1 BILLION.



EXCELITAS TECHNOLOGIES

ENABLING A BETTER FUTURE THROUGH LIGHT



25

LOCATIONS AROUND THE WORLD

At Excelitas, we harness light to enable new technologies and products. We explore light to advance research and innovation. We want to see clearly where we are in our ESG journey and where we are going.



11

FACILITIES IN THE AMERICAS

This report represents the second time that we've combined all our priorities and actions into one comprehensive ESG report. Diversity and sustainability are core to Excelitas' overall corporate mission, and we view ESG excellence as a strategic advantage. We aim to set clear goals, measure our progress, and report transparently on our performance.



9

FACILITIES IN EUROPE



5

FACILITIES IN THE ASIA PACIFIC REGION

SPOTLIGHT



Throughout this report, we will spotlight some of our photonic solutions that make the world a safer, healthier, and better place to live.

GENERATING, SHAPING AND DETECTING LIGHT

WHO WE ARE

Excelitas Technologies is a \$1.0 billion global technology leader focused on delivering high-performance, market-driven photonic innovations that enable technology advancements across a wide range of applications in the industrial manufacturing, semiconductor, biomedical, consumer products, defense, aerospace, safety, security, and scientific industries.

Founded as an independent company in 2010, and with a technology legacy that dates to the 1940s, Excelitas seeks to continually expand the scope of markets and applications that we address and enable the success of our customers. We have grown through organic innovation and development and strategic acquisitions of leading technology companies in their respective fields.

We operate and maintain manufacturing and corporate facilities in 25 locations around the world, including our corporate headquarters in Waltham, MA, U.S., 11 facilities in the Americas, 9 in Europe, and 5 in the Asia Pacific region. A complete list is included in [Appendix 4](#).

WHAT WE DO

Excelitas develops and manufactures highly advanced illumination, sensing, imaging, and optical components, and subsystems that are critical to the function of our customers' products and systems. Our customized, market-driven solutions for each of our OEM customers' unique requirements – coupled with a focus on excellence in all aspects of product performance, quality, reliability, delivery, and service – enable them to excel in their end-markets and applications.

Many of our technologies are used in products that help create a healthier, safer, and more sustainable world. For example, our thermal infrared sensing products help enable remote measurement of body temperature, our motion sensors automatically turn lights and HVAC systems on and off when people enter and leave rooms to conserve energy, and our optical products used in 3D printing help facilitate manufacturing efficiencies to the highest degree. We provide optical subsystems used in state-of-the-art lithography and metrology applications for the manufacture of semiconductor products, an industry that continues to make radical advancements in precision manufacturing, miniaturization and improved energy efficiency for the electronic components that are integral to all products that humans use and need on a daily basis.

ESG OVERVIEW

REBALANCING OUR WORLD FOR THE BENEFIT OF ALL

EXCELITAS' COMMITMENT TO DIVERSITY, INCLUSION, AND SUSTAINABILITY

Excelitas is committed to promoting diversity and fostering sustainable operations. Focusing on these areas is good for the environment, our employees, our business partners, the communities in which we operate around the world, and the prosperity and success of our business.

This second ESG Report articulates Excelitas' commitment to specific 2022 ESG initiatives, goals, and metrics and builds on our 2021 accomplishments. In the coming years, we plan to continue to build and expand on the achievements described in this report.

OUR ESG FRAMEWORK

Excelitas' formal ESG program, first documented in 2021, is inspired by the guidance outlined in the World Economic Forum's ("WEF") September 2020 white paper, "Measuring Stakeholder Capitalism Towards Common Metrics and Consistent Reporting of Sustainable Value Creation". The WEF defines four pillars of ESG metrics and disclosure: Principles of Governance, Planet, People, and Prosperity.



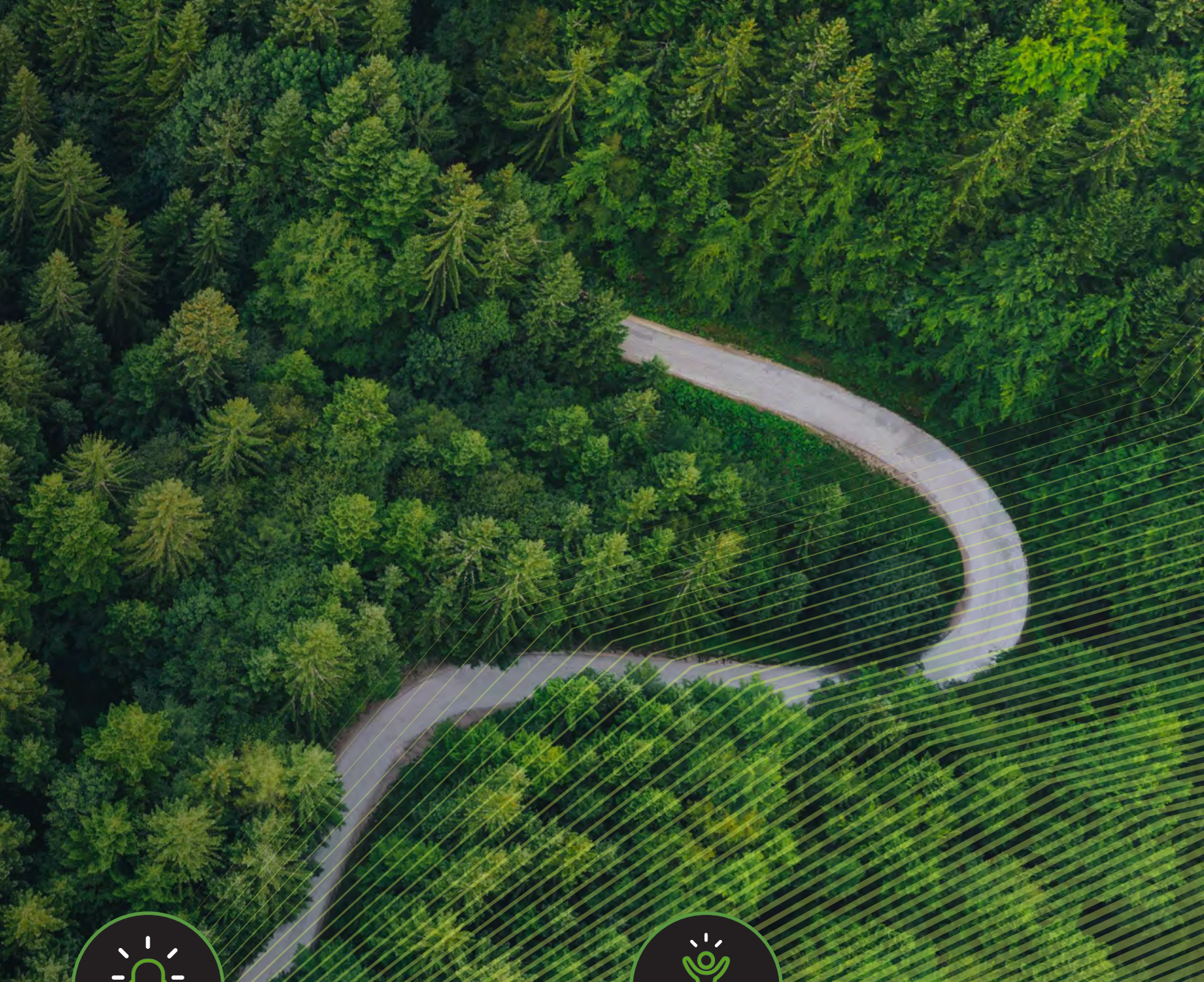
PRINCIPLES OF GOVERNANCE

This pillar emphasizes the importance of good governance to achieve long-term value for a company. Good governance requires oversight of the company's establishment, monitoring, and execution of its aspirations with respect to economic, environmental, and social impact. Core themes include setting a governing purpose, quality and diversity of the governing body, ethical behavior, and risk and opportunity oversight. This pillar is reflected in the Governance aspect of our ESG reporting.



PLANET

This pillar emphasizes the idea that businesses depend on and affect the natural environment. Core themes include climate change, nature loss, and resource availability. This pillar is reflected in the Environmental aspect of our ESG reporting.



PEOPLE

This pillar emphasizes the idea that the workforce creates financial and non-financial value that is important for a company's business performance. Core themes include dignity and equality, health and well-being, and skill development. This pillar is reflected in the Social aspect of our ESG reporting.



PROSPERITY

This pillar links the company's success to shared prosperity, equitable growth, human dignity, and the fight to end poverty and inequality. Core themes include employment and wealth generation, innovation of better products and services, and community and social vitality. This pillar is reflected in the Social aspect of our ESG reporting.

Together, WEF's four pillars form a foundational philosophy for Excelitas' ESG Plan, which supports balance and alignment between the company's responsibility to its stakeholders and the world at large.



ENVIRONMENT

PROTECTING THE PLANET

We recognize that good environmental management is not only the right thing to do but makes sense from a business perspective: as a company we depend on the vitality of ecosystems around the world for our continued prosperity. We want to ensure the sustainability of the natural resources we need to operate and be prepared for future changes and the impacts of climate change.

Excelitas' ESG Program establishes specific goals and performance metrics for minimizing our environmental impacts, including decreasing our reliance on non-renewable energy and resources, reducing our wastewater and air emissions, and enabling more efficient manufacturing processes. In 2022, we undertook to achieve measurable progress in some of these areas, discussed below, and going forward plan to continue with initiatives to lessen our environmental impacts.

SPOTLIGHT



Our specific 2022 environmental initiatives included reducing our carbon footprint and our generation of hazardous wastes and promoting the use of electronic vehicles by our employees and solar power at our facilities.



WE HAVE ELIMINATED OUR USE OF R22 REFRIGERANT BY:

100%

R22 IS AN OZONE DEPLETING CHEMICAL USED AS A REFRIGERANT IN COOLING SYSTEMS. WE NOW USE ONLY R410A REFRIGERANT, A MORE ENVIRONMENTALLY FRIENDLY CHEMICAL.

Reducing Our Carbon Footprint

We are committed to minimizing our carbon footprint and working toward carbon neutrality.

Our 2022 ESG Plan focused particularly on achieving carbon neutrality for all five of our sites in Germany by investing in sustainable energy projects through the purchase of carbon certificates to offset our carbon footprint (similar to 2021). Our purchase of offsetting credits was based on a study commissioned from an external consultant who calculated the carbon footprint of Excelitas' Germany-based manufacturing facilities and the value of credits necessary to effect an offset.

In January 2022 Excelitas completed the re-purchase of these credits, and four of our German facilities (Göttingen, Feldkirchen, Regen and Asslar) were formally certified as carbon neutral by Fokus Zukunft GmbH & Co. KG, an industry-independent, external sustainability consultancy firm. Copies of the relevant certificates of verified carbon unit (VCU) retirement are attached as [Appendix 1](#) to this 2022 ESG Report.

In 2021, we had commissioned a study by a third-party consultant covering our six manufacturing facilities in North America and two of our manufacturing facilities in the U.K. to assess the feasibility and cost of undertaking a carbon neutrality initiative in voluntary offsets like our program in Germany. Based on this study and estimated costs, our 2022 plan contemplated the purchase of offsetting credits covering both of our U.K. facilities to achieve net carbon neutrality; however, the actual costs of obtaining credits sufficient to achieve the offset was five times the amount estimated in the study. Consequently, this specific initiative has been deferred. In the immediate future, our sustainability commitments for our St. Asaph site include installing solar panels in 2023, which will account for approximately 15% of the site's electricity needs, and continuing to satisfy all our current electricity purchases from renewable energy sources (i.e., wind, solar, hydroelectric, etc.).

Reducing Environmental Pollution

We seek to reduce the environmental impacts of our operations and, in accordance with our 2022 ESG Plan, we undertook and completed the following initiatives to advance this objective.

- We achieved 100% compliance with the Montreal Protocol by eliminating our use of R22 refrigerant (commonly known as Freon) at all our facilities world-wide. R22 is an ozone depleting chemical used as a refrigerant in cooling systems. We now use only R410A refrigerant, a more environmentally friendly chemical. In 2022 we eliminated the use of R22 at our Singapore site, which had been the sole facility using R22.
- We initiated the reclamation of xenon gas at our Batam site to reduce use of natural resources and associated costs. Xenon gas is a limited natural resource found in the Earth's atmosphere in trace amounts. In 2022 we completed Phase I of our xenon gas reclamation initiative, which covers our Cermax product line. In the Third Quarter of 2022, we started on Phase II of this reclamation initiative, which covers our Industrial Pulse Lighting product line.
- We initiated the transition from hydrogen gas to compressed natural gas (CNG) at our Batam site (CNG is safer and will produce cost savings about 70% (\$500K) per year). In 2022 we completed Phase I of this transition, which covers our lighting product line. Our Batam site is currently calculating cost savings-to-date resulting from our Phase I implementation and validating this savings against projections. Phase II will involve identifying opportunities to migrate other product lines from hydrogen to CNG without impacting product quality.
- We installed new wastewater collection systems at our Montreal facility to reduce wastewater pollution. The new collection system removes all harmful fluorides and phosphoric acid content from our wastewater to avoid any harmful discharge. The collected fluoride and phosphoric acid waste are being properly disposed by a licensed disposal company, a portion of which is incinerated to produce renewable energy.

SPOTLIGHT



Our sustainability commitments for our St. Asaph site include installing solar panels in 2023, which will account for approximately 15% of the site's electricity needs, and continuing to satisfy all our current electricity purchases from renewable energy sources.

Resource Availability and Sustainability

Our commitment to promoting environmental sustainability initiatives includes reducing our use of and reliance on fossil fuels. For example, we continue to encourage employees to work from home, if possible, with the additional benefit of reducing consumption of gasoline and diesel fuel in commuting. In our 2022 ESG Plan, we undertook and completed the following specific initiatives to advance our sustainability objectives.

- We continued our ongoing transition to solar power at our major manufacturing sites, including completion of the following initiatives:
 - We installed solar panels at each of our Göttingen and Batam sites. Energy generated by these solar panel installations will satisfy approximately 8-10% of our needs at Göttingen and 2% of our needs at Batam. These installations build on our 2021 installation of solar panels at our Wiesbaden, Germany site, which energy source satisfies 100% of Wiesbaden's electricity needs.
 - We entered into a long-term lease agreement with a third-party provider to install solar panels at our Singapore site. Energy generated by this solar panel installation will satisfy approximately 12-15% of our needs in Singapore for at least the 7-year period covered by the initial term of the lease.
- We completed the installation of electric vehicle (EV) charging stations at our Göttingen and Billerica sites to facilitate and promote the use of EVs by our employees and visitors. We did not install EV charging stations at our St. Asaph facility, as originally planned, due to unanticipated local regulatory issues.
- We installed more LED lights covering more areas at our St. Asaph site, thus conserving electricity usage associated with traditional lighting methods.
- We completed the mapping of LED lighting and other energy efficiencies at all facilities world-wide to identify areas of improvement. Based on this information, we have started to deploy additional LED lighting initiatives at other sites (which we expect to complete in 2024) to further reduce our electricity consumption.
- We replaced an antiquated HVAC system at the Salem site with a certified energy efficient HVAC system to further reduce our electricity usage at the site.
- We switched energy suppliers at our St Asaph site so that our energy (electricity) supply is now 100% sourced from renewable energy. The relevant certificates are attached as [Appendix 2](#).
- Our electricity supply at our Hamble site is from 100% renewable energy. The relevant certificate is attached as [Appendix 3](#).
- We sourced electricity for our Boulder site from a provider that uses renewable sources for 38% of the energy it provides.

Environmental Strategic Governance

In 2022, in an effort to mitigate environmental risks and improve how we conduct business, we allocated additional corporate resources to implement an environmental management system. This environmental management system, which is ISO 14001 certified, provides a robust and structured framework or set of processes – subject to annual audit by an independent third party – for ensuring compliance with environmental, health and safety regulations and laws and tracking environmental emissions and discharges. This system is the international recognized “gold” standard for environmental management. In addition to implementing this system and achieving ISO certification, in 2022:

- We strengthened and improved the depth of our corporate Environmental, Health and Safety (“EH&S”) function by retaining a Corporate Regional EH&S Director for Europe, a newly created position.
- We expanded our ISO certification process to include additional sites.¹ In 2022 we achieved ISO14001² and ISO45001³ certifications for our Boulder site. In 2022, for Singapore we achieved ISO14001 and deferred ISO45001 certification to 2024 due to resource constraints. Further, in 2022 we initiated the ISO14001 certification process at our Regen and Göttingen sites (completion targeted for Q2 2023).
- We automated our Environmental Efficiency Index (“EEI”) reporting for all sites to better monitor and track in a centralized database key performance indicators including consumption of electricity and water and waste generation and disposals. The increased visibility of these activities enabled by the EEI tool will help us progress in our efforts to foster sustainable practices.
- We extended our RBA-ONLINE compliance program to include our Feldkirchen site. The RBA (Responsible Business Alliance) program is a self-administered code of conduct that establishes standards to ensure safe working conditions, workers are treated with respect and dignity, and business operations are conducted ethically. RBA-ONLINE results are disclosed to several of our customers, who themselves participate in the RBA program. Currently, the following Excelitas sites are covered by the RBA program: Batam, Boulder, Feldkirchen, Gottingen, Hamble, Manila, and Singapore. In 2023, we plan on extending our RBA-ONLINE compliance program to cover our Regen site (originally planned for 2022).



WE COMPLETED THE INSTALLATION OF EV CHARGING STATIONS AT OUR GOTTINGEN AND BILLERICA SITES TO FACILITATE AND PROMOTE THE USE OF EVs BY OUR EMPLOYEES AND VISITORS.

¹ISO (the International Organization for Standardization) is an international standard development organization that publishes standards covering all aspect of technology and business.

²ISO 14001 is an international standard for designing and implementing an environmental management system.

³ISO 45001 is an international standard for occupational health and safety, issued to protect employees and visitors from work-related accidents and diseases.

Product Innovations

The impacts of our efforts extend beyond direct environmental initiatives for our business operations; the components we manufacture enable devices that help reduce waste and reliance on fossil fuels in multiple diverse applications. For example:



Excelitas sensors and detectors enable energy conservation.

Excelitas **thermal IR sensors and detectors** deliver motion detection and presence monitoring capabilities to automated lighting, appliances, and smart thermostats to help reduce energy consumption in unoccupied rooms and areas for smart home and smart city applications.



Our optical products help reduce manufacturing waste.

Excelitas **LINOS® Inspection Lenses** and **F-Theta Laser Optics** are enabling novel 3D printing and additive manufacturing technologies that help reduce manufacturing waste and byproducts and streamline time and costs to deliver new products to market.



Our illumination technologies help manufacturers reduce their carbon footprint.

Advanced Excelitas **LED technologies** promote cleaner manufacture along with gains in energy efficiency, reducing power consumption and waste in any number of scientific and industrial applications.



Excelitas products are used to reduce pollution.

Our **iFLEX-Agile® OPO Laser Systems, pulsed Xenon light sources** and **thermal IR gas detectors** are used in air quality monitoring and analysis to help reduce air pollution and mitigate climate change.



Excelitas optics are enabling efficiencies and advancements in semiconductor production.

Our **optics** are used in lithography and metrology devices for the production of advanced semiconductors, which can play a significant role in driving social impact through consumer and industrial processes and are important for transitioning to cleaner energy.



Our products enable scientific discovery and innovation.

Our scientific photonic instruments, including **SPCMs (Single-Photon Counting Modules), REO® HeNe Lasers, X-Cite® Biofluorescent LED Illuminators** and **PCO® Scientific Cameras** are advancing scientific discovery and innovation by helping to promote our understanding of the world around us.



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SOCIAL RESPONSIBILITY

PROTECTING PEOPLE AND CONTRIBUTING TO OUR COMMUNITIES

As an international company, we are committed to making a positive impact on the wider societies that we touch. Ensuring the health of our employees, enhancing their livelihoods, respecting human rights, treating people and cultures with integrity and respect, and participating in social outreach programs and events adds value to society and contributes to the long-term sustainability of our business.

Diversity, Equity, and Inclusion (DEI)

We believe that diversity is an asset that enhances organizational effectiveness by generating ideas that fuel greater creativity and innovation. Globalization has brought teams together to enhance problem-solving capabilities and expand the business landscape. We also believe that building a diverse workforce can result in improved products and service for our customers. Accordingly, we maintain policies and programs designed to diversify our leadership and workforce, and to help our employees from all over the world enjoy an inclusive and equitable workplace. Our commitment to diversity extends to many areas of our business including recruitment and selection, talent development, skill enhancement, mentoring, employee retention, succession planning, training and development, and policies and procedures.

Workforce Demographics

On a worldwide basis, as of November 1, 2022, approximately 50.8% of our employees are female. Most of our female employees work at our facilities in Asia, where the majority of our global work force is based. In the United States, approximately 32.7% of our workforce is female. The following tables provide an overview of our U.S.-based employee demographics, as of November 2022:

| | MALE | FEMALE | NOT DISCLOSED/AVAILABLE |
|------------------------------|------|--------|-------------------------|
| Executive Management | 7 | 1 | 0 |
| Non-Exec Management | 134 | 41 | 0 |
| Professional/Technical Staff | 215 | 77 | 0 |
| All Other Staff | 305 | 202 | 0 |

| Ethnic Profile of Employees Based in the U.S. | | | | | | |
|---|-------|---------------------------|--------------------|-------|-------|-------------------------|
| | ASIAN | BLACK OR AFRICAN AMERICAN | HISPANIC OR LATINO | WHITE | OTHER | NOT DISCLOSED/AVAILABLE |
| Executive Management | 1 | 0 | 0 | 7 | 0 | 0 |
| Non-Exec Management | 18 | 2 | 7 | 146 | 2 | 0 |
| Professional/Technical Staff | 28 | 5 | 14 | 239 | 6 | 0 |
| All Other Staff | 143 | 17 | 49 | 288 | 10 | 0 |



OUR SOCIAL PRIORITIES INCLUDE INITIATIVES TO INCREASE DIVERSITY, ENSURE EMPLOYEE HEALTH AND SAFETY, AND MAINTAIN THE HIGHEST STANDARD OF CORPORATE CONDUCT.

Our 2022 Plan to Improve Gender Diversity

Our 2022 ESG Plan focused primarily on improving gender diversity, without establishing strict hiring quotas or target numbers. Instead, we are striving for year-on-year progress. We undertook the initiatives described below as part of a sustained program to educate and sensitize employees and management to the unique issues and challenges confronted by women in the workplace, to change latent biases, and to reap the benefits inherent in greater gender diversity. We believe that these initiatives will help foster long-term and meaningful changes for our workers and our work environment, including more female representation at management and leadership levels.

We signed the CEO Action for Diversity and Inclusion pledge in April 2022. This initiative is a CEO-driven commitment to advance diversity, equity and inclusion in the workplace which has been signed by more than 2,000 CEOs. Pledges undertake to:

- Cultivate environments that support open dialogue on complex – and often difficult – conversations around diversity, equity and inclusion;
- Implement and expand unconscious bias education and training;
- Share best-known diversity, equity, and inclusion programs/initiatives – as well as those that have been unsuccessful; and
- Engage boards of directors when developing and evaluating diversity, equity, and inclusion strategies.

We intend to begin planning for and hosting company-wide Days of Understanding events in the first half of 2023 to support open dialogue on conversations around diversity, equity, and inclusion at each of our sites.

We are increasing gender/ethnic diversity at senior management level including addition of two direct reports to the CEO.

- In 2022, we made two significant changes to promote diversity at our senior management level, each of whom report to the Chief Executive Officer (CEO). These included hiring a female Chief Human Resources Officer in May 2022 and promoting an ethnic minority as Chief Information Officer in January 2022. Also in 2022, four females were promoted to director or senior director levels at our operating company level. Further, consistent with past practice, a full talent review was presented by the CHRO to our Board of Directors in August 2022. This talent review included an update on our key metrics and strategies designed to advance our DEI program. We have identified sixty-four female employees as high potential talent with whom we will be discussing their career aspirations and potential for advancement during their annual performance review conversations.

Specific gender diversity initiatives undertaken and completed as part of our 2022 ESG Plan:

- We provided additional training via eLearning and virtual sessions on unconscious bias to approximately 3,000 employees. Further, we hosted a Development Matters webinar on “Allyship” in May 2022, which was offered to any interested parties. This session focused on how Allyship works as well as exploring some examples and considering the key roles employees can play to mitigate issues and reinforce a culture of inclusion.
- We extended our female mentoring program in which each member of the Women@Excelitas leadership group mentors at least one other female employee. The 2022 program had 18 female pairings and was like our other mentoring programs for technical professionals. Each pair met (normally monthly) to address the mentee’s development needs. Additionally, five female employees participated in an external mentoring program with Massachusetts High Technology Council.
- We are extending our Pilot Women’s Network at Excelitas Technologies (PWNET), a networking and support group, to cover our six sites in Germany. The other PWNET groups, established in 2021, have continued to host sessions for their communities on topics of interest. These have included a fireside chat/Q&A session with our CHRO, a session on the benefits of a positive mindset, as well as sessions on the power of No and building self-confidence and assertiveness. We have done this through a network of internal experts, external speakers, as well as panel discussions giving participants the opportunity to highlight and share their experiences with other members.
- We conducted an offsite meeting in Wiesbaden, Germany in May 2022 to allow the 8 members of the Gender Diversity core team extended time to meet face to face and work on a review of progress made to date as well as establish a roadmap to plan for future activities.
- Towards the end of 2021, we launched focused pulse surveys to all our female employees with e-mail addresses (approximately 1,200 employees) to help us better understand female perspectives and challenges and track progress in our efforts to promote gender diversity. 448 of our female employees (37% of those invited to participate) shared their thoughts with us to help us better understand the perspectives of women working at Excelitas. In 2022, we analyzed and developed a plan to address key outputs from the 2021 pulse survey of female employees. The key themes and actions from the pulse survey have been analyzed and shared with the leadership teams and we shared these results in our corporate magazine, which is available to all employees.
- We reviewed and assessed our flexible work policies and practices. In September 2022, we launched a project to define more flexible working arrangements, focused on when people work (flexible shift scheduling for production employees) and where people work (remote, hybrid, or onsite). In January 2023, we anticipate deploying an update to our existing flex work policy as well as toolkits for managers and employees to support them in the new ways of working. We hope this will benefit our employee base in general, but in particular, our female employees.
- We undertook a first step to attract more engineers from the LGBT community by advertising position openings in “Equal Engineering.” Specifically, we piloted a partnership with Equal Engineers where we promote our open positions on their job board in UK. Also, in October 2022, a recruiter and one of our females in Operations attended the Equal Engineers conference in Manchester, UK.
- We created a STEM (Science, Technology, Engineering, and Math) ambassador network to support and promote STEM initiatives at local schools in North Wales. This STEM initiative seeks involvement by our employees with local schools to promote STEM careers to young people and also hopefully show them the exciting career possibilities open to all of them regardless of gender. Excelitas’ sites in North Wales participated in several events in June and July at local schools to celebrate International Women in Engineering Day and to support local careers fairs promoting STEM careers.
- We sponsored 42 Excelitas women to attend the virtual Massachusetts Conference for Women on Thursday, December 1st. With dozens of expert speakers leading workshops and seminars on the issues that matter most to women, the annual conference provides opportunities for business networking, professional development, and personal growth.

We presented to the Board of Directors in August 2022 on our ongoing efforts and strategic approach to promoting gender diversity. Specifically, we discussed increasing the proportion of female leaders at senior levels as a critical part of our overall talent management efforts. Additionally, we discussed and sought feedback from the Board on four identified phases of advancing female talent, which is now a key part of our annual talent review. These phases include: (i) identifying high potential/rising star female talent; (ii) conducting career discussions with each identified high potential/rising star; (iii) executing development plan actions and implementing enterprise-wide talent programs for female talent; and (iv) monitoring the progress of high potential/rising star female talent and measuring and reporting on talent movement.

In addition to the initiatives described above, in November – December 2022, we conducted our first global employee engagement survey since 2017 that included questions specifically aimed at getting the views of our employees with respect to how we are doing in the DEI space. Survey results are being made available to managers and will be analyzed at the global, regional, local, and functional level, with action plans and communications to follow.

Continuing to Train Our Internal Recruiters to Foster Gender Diversity

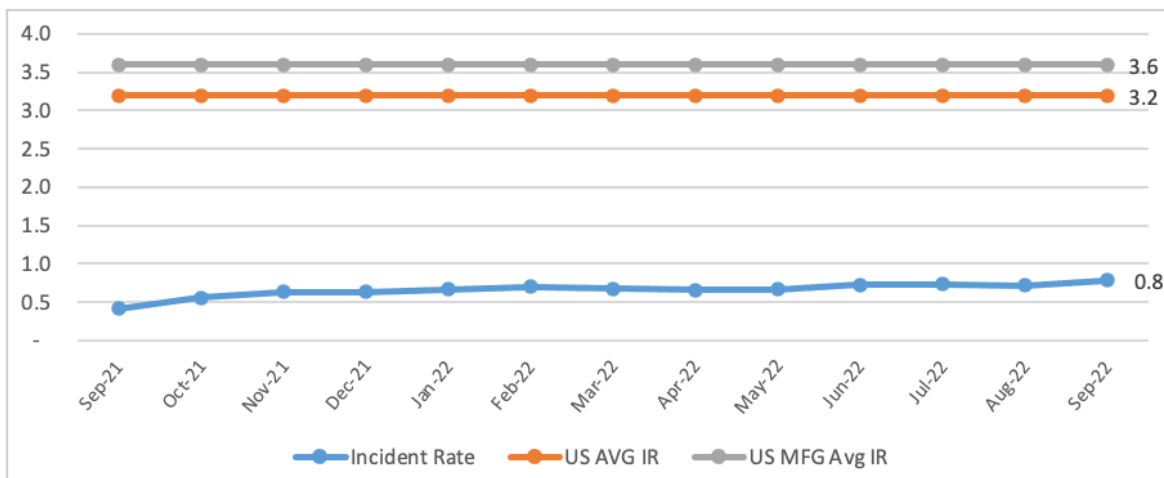
In 2022, we provided further refresher training to our internal recruiters and shared some best practices related to fostering gender diversity in our hiring processes.

Employee Health, Safety, and Dignity

Worker safety is one of our highest priorities at Excelitas. We maintain a robust safety program with frequent training, monitoring, and communications within our facilities to promote the safety of our employees on the job.

Excelitas understands the importance of employee wellness and safety, particularly in the workplace. We have ongoing efforts and initiatives to help reduce employee injuries, and our Chief Operations Officer regularly reports recordable and reportable incidents, near misses and workers compensation claims to the Board.

In a growing workforce of over 7,000 employees, Excelitas has generally achieved a declining number of workplace injuries (for the calendar years 2018 = 22 injuries, 2019 = 19 injuries, 2020 = 16 injuries, 2021 = 30 injuries, and 2022 through September = 15 injuries) and no workplace fatalities. Our U.S. employee injury rate has, to date, been consistently below both the average U.S. injury rate and the average U.S. injury rate for manufacturing companies. The table below shows Excelitas' workplace injury rate versus industry averages for September 2021 through September 2022:



SPOTLIGHT



In the spirit of continuous improvement and as part of our 2022 ESG Plan, we committed to strive to further reduce the risk of workplace injuries in our facilities worldwide by introducing automation, augmented reality (“AR”) and virtual reality (“VR”) technologies as well as vision systems and material handling improvements. In 2022, we increased our use of AR/VR technology from 14 manufacturing sites to 16.

We provide our employees with health and wellness benefits.

In addition to workplace safety, Excelitas provides its full-time employees with access to various medical and wellness benefits. We offer healthcare insurance options to our U.S. employees that include medical, dental, vision, and flexible spending. Further, U.S. employees are automatically enrolled in company-sponsored life insurance, short-term disability, and long-term disability insurance. For our employees in jurisdictions outside of the U.S., we provide standard, jurisdiction-appropriate medical and retirement benefits. Many of our other global locations also offer health and wellness benefits and access to employee assistance programs. We have also launched an internal wellbeing page on our intranet page to house relevant resources; updates are made to this on a monthly basis to highlight different topics. We have offered wellbeing webinars and provided eLearning content too. Finally, several of our sites have mental health first aiders who are trained and available to support employees with any issues that they may be facing.

We have policies against child, forced, or compulsory labor.

We believe that no individual should be trafficked or forced to work under conditions of slavery, penalty, or threats – these are crimes enshrined in international and national law. Excelitas’ zero-tolerance policy for human trafficking, including forced labor at the company and its suppliers, is explicitly stated in our Government Contracts Compliance Manual: “No Excelitas employee, subcontractor or subcontractor employee involved in the performance of a federal contract shall at any time: (a) procure a commercial sex act involving an adult or child; or (b) recruit, harbor, transport, provide, or obtain a person for labor or services through the use of force, fraud or coercion; or (c) violate a specific U.S. directive regarding trafficking in persons including general orders or listings of “off limits” establishments; or (d) use forced labor in the performance of a contract.”

Our Modern Slavery and Anti-Human Trafficking Policies (prepared and issued in compliance with the U.K. Modern Slavery Act of 2015 and the U.S. Federal Acquisition Regulations, which have been in place since 2016 and 2018, respectively) further illustrate our zero-tolerance commitment. In 2020, we developed and deployed a Modern Slavery Act training program, which consisted of a web-based training module administered on our Learning Management System to 187 employees in the U.K. In December of 2022, we deployed the refresher training to 175 employees on our Modern Slavery Policy and 438 employees on our Anti-Human Trafficking Policy. As of the date of publication of this report, this employee training refresher and certification is in process.

Each of our Government Contracts Compliance Manual and Modern Slavery and Anti-Human Trafficking Policies provides mechanisms for reporting complaints or concerns; namely, employees are encouraged to raise concerns or suspicions of possible violations to their manager or Excelitas’ Chief Compliance Officer and are advised that they may also make reports via anonymous telephone hotlines. In 2022, we did not receive any complaints (nor do we have knowledge) of any child, forced, or compulsory labor issues at Excelitas or violations of either of these policies.

Strict adherence to these policies means we do not knowingly engage in any business transactions with suppliers that violate these principles. In addition to honoring our obvious ethical obligation, Excelitas' stance on this issue prevents our exposure to regulatory (fines and debarment) and reputational risks. Increasing evidence demonstrates that companies that address social and labor rights are more sustainable and successful, as well.

Our standard supplier terms and conditions affirm our commitment to the Responsible Business Alliance Code of Conduct (the "RBA Code") and explicitly request that all our external providers review and implement business practices that align with the RBA Code. The RBA Code establishes standards to help ensure safe working conditions, workers are treated with respect and dignity, and business operations are conducted ethically. In accordance with our 2022 ESG Plan, in the Fourth Quarter of 2022 we deployed the refresher training to approximately 438 employees on the principles of the prohibition on human trafficking and forced labor as part of our Government Contracts Policies and Procedures manual (see discussion above for details regarding our Government Contracts Policies and Procedures training).

We participate in and comply with industry-standard codes for responsible corporate social conduct in the global supply chain.

Since 2015, Excelitas has been a participating member of the Responsible Business Alliance ("RBA"), formerly the Electronic Industry Citizenship Coalition ("EICC"), an electronics industry coalition dedicated to corporate social responsibility in global supply chains. The RBA promotes safe working conditions, the treatment of workers with respect and dignity, environmentally responsible business operations, and ethical corporate conduct. RBA members commit to a common code of conduct and utilize a range of RBA training and assessment tools to support continual improvement in the social, environmental, and ethical responsibility of their supply chains.

Excelitas' Hamble, Batam, Singapore, Göttingen, Feldkirchen, Boulder, and Manila sites have completed RBA-ONLINE RISK Interactive SAQ (Self Audit Questionnaires) annually, including in 2022. Each of these sites received a "Low" risk assessment rating based on reported data. In turn, Excelitas holds its suppliers accountable to RBA-sanctioned conduct and behaviors, as evidenced by the RBA-related provision in our standard supplier terms and conditions.

Our adherence to the latest RBA standards produced the following results in 2022:

- Our Hamble site will begin the process of ISO 45001 implementation in 2023 and expects to achieve certification in 2024
- Our Singapore site has started the implementation of ISO 45001 and is expected to achieve certification by the end of 2023
- Our Billerica, MA, U.S. site successfully achieved ISO 14001 and ISO 45001 certification in August 2022
- Our Regen site has started the RBA-ONLINE SAQ process and expects to complete the onsite corporate audit for the required risk assessment in 2023

We provide employment and wealth generation for over 7,000 employees and their families worldwide.

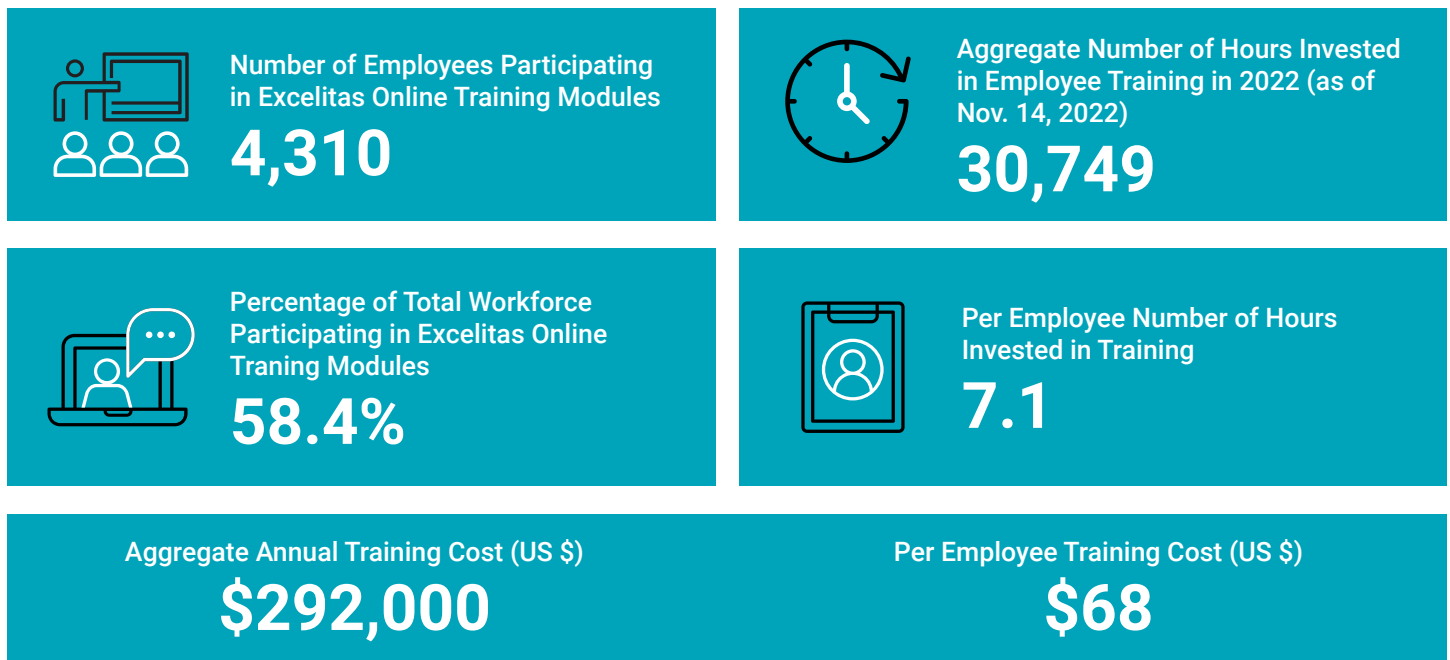
At Excelitas, we generate income and wealth for our employees and seek to continually enhance that value proposition. We believe that by investing in the economic well-being and prosperity of our employees the wider communities and societies in which we operate benefit. That commitment means paying a fair wage to our employees. Below is a table setting forth our worldwide, aggregate employee base salaries paid for the years 2018-2022.

| TOTAL EMPLOYEE SALARIES PAID | | | | |
|------------------------------|---------------|---------------|---------------|---------------|
| 2018 | 2019 | 2020 | 2021 | 2022 |
| \$213,048,405 | \$246,871,387 | \$248,631,018 | \$261,797,207 | \$273,281,618 |

We train our employees to develop skills for the future.

Excelitas employees are our biggest asset, and we invest in their professional development and advancement. Although most of the Excelitas employee skills training is conducted in the form of informal, on-the-job technical training that is managed locally through local teams and is therefore not tracked, we do track the number of hours invested in employee training through our licensed employee training software platforms. Specifically, in 2020 Excelitas purchased and implemented the SAP Success Factors Learning module, known as “ENGAGE Learning.” ENGAGE Learning has enhanced our delivery of employee training and enabled more detailed tracking of eLearning completion rates. ENGAGE’s current content includes a range of topics, such as regulatory, governance, technical and interpersonal development, and is available in multiple languages.

The table below details Excelitas’ investment in employee training in 2022 through the ENGAGE Learning platform:



Community Involvement and Outreach

Excelitas hosts annual “Service Day” events across all our sites globally to encourage our employee volunteerism in their local communities. These Service Days have been a continuing company practice since 2013 (the 2020 and 2021 programs were suspended due to the COVID-19 pandemic). In 2022, we revived our employee Service Days with a vengeance by promoting programs in at least 16 separate sites and donating a total of over 2,560 work hours to these endeavors. A sampling our 2022 Service Days activities included:

- 26 employees from our Billerica, MA site donated their time to the Billerica Community Pantry.
- 72 employees from our Salem and Waltham, MA sites donated their time to work with The Food Project at Reynolds Farm in Wenham, MA. Volunteers worked in the fields to weed the organically grown vegetables.
- 28 employees from our Miamisburg, OH site donated their time to support the Fisher-Nightingale House, an organization that provides high-quality temporary lodging, free of charge, to families of veterans who are undergoing inpatient or extensive outpatient treatment.
- 9 employees from our Boulder, CO site donated time to the OUR Center, an organization that provides breakfast and lunch to the needy. Additionally, Boulder employees helped cleanup and restore vegetation for several public parks in the Boulder area.
- 12 employees from our Vaudreuil, Canada site gave their time to Moisson Montreal, a non-profit food donation organization that operates the largest food bank in Canada.
- 28 employees from our St. Asaph and Bodelwyddan, Wales sites volunteered at the Moel Famau Country Park to pick up litter.
- 9 employees from our Singapore site supported Food From the Heart by packing and sorting food items and toys at their warehouse.
- 35 employees from our Manila, Philippines site helped at a local school as part of the “School Brigade” to paint walls and clean the school facility.
- 45 employees from our Batam, Indonesia site helped provide general health checks (in coordination with local health officials) for local residents who are forced to scavenge at a local landfill.
- 21 employees from our Shenzhen, China site helped with mass nucleic acid COVID-19 screening for the local community.
- 40 employees from our Göttingen site planted one hectare of forest with 1,150 trees as part of an afforestation activity.
- A total of 21 employees from our Regen, Germany site participated in a number of volunteer projects including cleaning up gardens in two kindergartens, supporting a local shelter, and helping purchase necessities for older people.
- A total of 9 employees from our Feldkirchen, Germany site volunteered for a helping hands association, a relief emergency room, and a food distribution service for dependents.

We intend to continue our Service Days program in 2023.

Product Innovations

Excelitas continually invests in research and development to help improve our existing products and to develop new products that support improvements in human health and safety and promote environmental sustainability. Our R&D spending is generally in the range of five to six percent of gross revenues, illustrating Excelitas' commitment to product innovation and the provision of products with ever-increasing social and environmental utility.

| YEAR | DIRECT R&D SPENDING (\$M IN USD) | PERCENT OF REVENUES (%) |
|------|----------------------------------|-------------------------|
| 2018 | 38.8 | 5% |
| 2019 | 57.0 | 6% |
| 2020 | 49.2 | 6% |
| 2021 | 52.5 | 5% |
| 2022 | 55.4 (estimated) | 5.1% (estimated) |

Products That Help Promote Human Health and Safety

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

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

- Our **Axsun Swept Source Tunable Lasers** deliver superior OCT imaging performance for improved ophthalmic imaging, diagnostics, and surgical laser guidance in the advancement of improved ocular health and vision.
- **Excelitas LED, Excimer, and Arc Xenon Flashlamp technologies** are deployed in various applications for UV-C energy disinfection of harmful microbial and viral pathogens from air, water, food, and surfaces.
- Our **LINOS® Electro-Optic Modules** and custom laser beam delivery solutions enable femtosecond laser refractive surgery to improve and restore clearer vision.
- **Excelitas Pulsed Xenon Light Sources and custom optical assemblies** are integrated into many leading analytical instruments and devices, including systems used to detect COVID-19.
- Excelitas' **precision optical fabrication, coating, and complex photonic system integration** in the deep and extreme ultraviolet wavelengths enable the semiconductor industry to reduce integrated circuit feature size and increase chip density to meet the soaring worldwide demand for electronic technologies, including life-saving medical and emergency equipment.

Our products help increase human safety through a variety of applications.

- **Excelitas High-Voltage Power Supplies** improve imaging definition and dimensionality in airport and other security X-Ray baggage screening to ensure the safety of global travelers and major-event attendees.
- Our **Night Vision Equipment, Threat Detection Technologies, Energetic Safety Systems** and **Head Up and Helmet Mounted Display Optics** provide greater safety and situational awareness in challenging conditions for military.
- **Excelitas Thermal IR Pyrodetectors** provide effective motion detection for many industry-leading home security and monitoring systems, helping keep neighborhoods secure and families safe.
- Our **Pulsed Laser Emitters and Avalanche Photodiode Detectors** couple to enable effective LiDAR (Light Detection and Ranging) systems across a variety of applications including highway speed enforcement, industrial machinery laser safety curtains, robotic vision and guidance, modern driver assistance systems, and environmental sensory capabilities that help enable autonomous vehicles.
- Excelitas' **PCO® High-Speed Cameras** are utilized extensively in automotive crash testing and analysis that can help make safer vehicles and increase accident survivability.
- **Excelitas Photodiodes** are integrated into many leading-brand smoke detectors to provide early fire detection and warning – thus helping to ensure occupant safety and minimize property loss.



G



GOVERNANCE

GOOD CORPORATE GOVERNANCE IS KEY TO OUR SUSTAINABLE, LONG-TERM GROWTH.

We are committed to achieving our business objectives in an honest, transparent way, and sustaining a culture of integrity in everything we do.

Good governance means not only that we incorporate ESG principles in how we operate, as this report demonstrates, but that our governing body itself embodies these principles. Below is a description of our principles of governance, specific initiatives designed to enhance ethical conduct by our employees, and how we proactively manage risk.

Governance Body Composition

Our Board of Directors includes members with a diverse range of backgrounds and experiences, contributing their different perspectives to foster a healthy, balanced representation of our various stakeholders.

Directors represent a wealth of industry knowledge in several markets that are key to our business, along with requisite financial expertise. Three of our Board members have deep knowledge in at least one of the automotive, defense and aerospace, or photonics industries. Several of our Board members have distinct knowledge and experience in corporate finance, strategic planning, and investments. Two members have managed global manufacturing businesses, and one previously served as CEO of a business in the highly regulated defense and aerospace industries. Another of our directors has extensive financial and accounting expertise gleaned from her years as the CFO of a NASDAQ-listed technology company.

In addition to a diversity of professional experience and expertise, our Board is gender diverse. As of the date of this report, we have one female director.

SPOTLIGHT



On a continuing basis, we train between 1,100 and 1,400 employees annually on our Standards of Business Conduct (the "Code") and require every trainee to certify compliance with the Code.



Ethical Behavior

We train our employees in an effort to help promote ethical behavior.

Excelitas Technologies' reputation and success reflect the conduct of its leadership, employees, and business partners. We expect each of these constituents to act ethically and with integrity, and we clearly define our standards through policies and procedures governing employee conduct. For at least the past four years, we have not become aware of – and have had no reports of – incidents of financial fraud by any of our employees in their conduct of our business.

We also provide our employees with information, resources, and training to assist their understanding and compliance with company standards. We have deployed and implemented internal and external mechanisms for (i) training employees on principles of ethical business conduct and other key compliance areas; (ii) seeking advice about ethical behavior, organizational integrity, and compliance; and (iii) reporting concerns and questions in these areas. Our training modules include:

Standards of Business Conduct

On a continuing basis, we train between 1,100 and 1,400 employees annually on our Standards of Business Conduct (the "Code") and require every trainee to certify compliance with the Code. In-scope employees represent approximately 20% of the total workforce and are selected based on the level and nature of their respective responsibilities. We provide a copy of the Code to all new hires of the Company and its non-U.S. subsidiaries and, as part of the onboarding process, require new hires to certify they have read and will comply with the Code.

Employees are instructed to "ask questions, seek guidance, and report suspected violations and express concerns regarding compliance" with the Code. Employees are also advised that they can report violations or concerns anonymously through a whistleblower hotline and e-mail box maintained by an external vendor. We make these reporting mechanisms accessible to every employee.

In 2019, Excelitas initiated an update to these reporting mechanisms to increase employee awareness and facilitate reporting of concerns. The steps taken in 2019 included distributing "Integrity in Action" posters to every site globally (translated into local languages) and coordinating with local Human Resources to verify posting in breakrooms, cafeterias, and bulletin boards in all company facilities. The posters encouraged employees to "speak up" and report any concerns about unethical, illegal, or unsafe activity; and a toll-free number and web link are provided for anonymous reporting.

In the Fourth Quarter of 2021, the refresher training on our Code was deployed to approximately 1,300 employees, each one of whom certified completion of the training and compliance with the Code. For 2022, we developed an enhanced and more interactive training module for our Code with an external vendor that we deployed in January 2023 to a similar set of employees as in prior years. We expect this training to be substantially completed by the end of the First Quarter 2023.

Anti-Corruption (Excelitas' Global Anti-Bribery and Corruption Policy)

We train more than 300 employees biennially on our Global Anti-Bribery and Corruption Policy ("ABC"), which covers bribery and corruption laws in jurisdictions in which we operate, including the U.K. Bribery Act of 2010 and the U.S. Foreign Corrupt Practices Act ("FCPA"). Our ABC training program includes an interactive web-based training module (as well as the policy statement itself) that is externally deployed and administered on the NAVEX Global platform. We also established an intranet landing page accessible to all employees with various resource material concerning ABC compliance. Employees covered by our ABC training are determined based on the nature of their roles and responsibilities, and include employees interacting with customers, channel partners, and suppliers, as well special focus on regions with higher corruption perception index (CPI) ratings (for example, Philippines, Indonesia, China, and Malaysia).

In 2022, in accordance with our 2022 ESG Plan objectives, we provided refresher training on our ABC policy to approximately 475 employees who were selected based on similar criteria as used in prior years.

Global Channel Partner Screening and Due Diligence

We deployed a Global Channel Partner Policy (the "Channel Policy") in January 2021 that established the required procedures for the engagement by Excelitas of representatives, distributors, and sales consultants ("Channel Partners"). The Channel Policy and related protocols promote the selection, evaluation, and management of Channel Partners to help mitigate the risk of harm due to possible bribery, corruption, or other criminal activity and aim to establish internal controls for engaging and monitoring our Channel Partners. In 2021, in accordance with our 2021 ESG Plan, we deployed our Channel Partner screening and due diligence process and related employee training to approximately 200 employees (most of whom are involved with the engagement of Channel Partners). In 2021, we achieved 100% participation in the Channel Partner training. Per our ESG Plan, in 2022 we achieved our objectives of completing due diligence screening of at least 70% of our third-party channel partners and implementing signed contracts with at least 71% of our channel partners.

Government Contracts Policies and Procedures

We deployed a Government Contracts Policies and Procedures Manual in February 2021 (the "Government Contracts Manual"), defining the applicable legal, finance, and accounting requirements for Excelitas compliance as a U.S. Government contractor. In 2022, we deployed training on our Government Contracts Manual to approximately 438 employees who support U.S. Government contracts and subcontracts. We plan to continue to conduct this employee training and certification annually.

Conflict Mineral Program

We deployed a Conflict Minerals Policy statement and related training in August 2021. Conflict minerals refer to the mineral precursors of the metals tantalum, tin, tungsten, and gold (3TG), which are found in small amounts in virtually all electronic products and many other commodities. As public companies listed in the U.S., many of our customers are subject to conflict minerals disclosure requirements. Our conflict mineral program supports our customers in meeting their reporting obligations. In 2021, we trained approximately 140 employees on our Conflicts Minerals Policy and compliance program and plan to retrain in 2023.

Data Privacy Program

In 2022, a cross-functional steering committee designed and deployed an improved program for Excelitas handling of personally identifiable information (PII), which included publishing our Personal Information Protection Policy (the "PI Protection Policy"). We deployed training on our PI Protection Policy to approximately 216 employees, which we expect to have completed by the end of the First Quarter 2023 and are presently undertaking specific steps to ensure full implementation of the PI Protection Policy.

Risk and Opportunity Oversight

Over the last several years we adopted certain compliance policies designed to improve our operating environment, mitigate risk, help protect corporate assets, and promote ethical behavior, and we provided related training to employees.

We established controls for company execution and delivery of contracts and instruments.

Our Signature Authorization and Delegation of Authority Policy (adopted and approved by the Board of Directors in November 2020) establishes a process for the review and approval of contracts, agreements, and other instruments entered by Excelitas in the course of its business operations and related signature authority requirements. Approximately 100 employees were trained on this policy in November 2020 and we plan to retrain in 2023.

Our policies and procedures help protect our intellectual property assets.

Our Trade Secret Policy Manual (adopted in December 2019) establishes policies and procedures to help us develop, safeguard, and maintain our intellectual property assets consisting of trade secrets. Approximately 350 employees were trained on this policy in early 2020.

Our Intellectual Property Policy Manual (adopted in December 2019) establishes policies and procedures to help us develop, register, and maintain our intellectual property assets consisting of patented technology and processes. Approximately 350 employees were trained on this policy early in 2020.

We established controls and procedures for record retention.

Our Record Retention Policy for Core Compliance Areas (adopted in July 2020) provides guidelines for retaining and managing records relating to Excelitas' Core Compliance Functions, sets specific retention periods for certain records, and addresses the way records must be filed, stored, and disposed. Approximately 415 employees were trained on this policy in the second half of 2020.

We established policies and protocols for the security and use of all information and IT equipment by our employees.

Our Acceptable Use Policy (adopted in July 2019) establishes protocols for employee use of Excelitas' IT network and devices connected to that network as well as the creation and exchange of information on Excelitas' network or using Excelitas-issued devices. The policy was deployed to 6,946 employees in July 2021 via our internally managed training platform.

We follow a formal process to identify and manage our business risks.

We have established risk management systems and report to our Board of Directors on our identified risks and related mitigation efforts. We have established a Risk Management Steering Committee comprised of the CFO, the General Counsel, the CHRO, and the respective Executive Vice Presidents for each of Commercial, Defense & Aerospace, and Operations. The Risk Management Steering Committee adopted a charter and mission statement to help systematically identify, track, and remediate material risks to the business and operations of Excelitas. This committee has identified and ranked enterprise risks by likelihood of occurrence and severity of impact and has formally reported these results to the Board of Directors. An important part of Excelitas' enterprise risk assessment is the identification and implementation of risk mitigators and/or countermeasures. Directors discuss, consider, and provide feedback on management's risk assessment and countermeasures.



Conclusion

Excelitas is committed to communicating transparently with our stakeholders about our ESG programs and initiatives. Our commitment to ESG principles is key to our strategic goal to build a long-term sustainable business. Excellence across our ESG priorities will create value for our shareholders. We look forward to reporting next year on our 2023 ESG program.

Cautionary Statement

This report contains forward-looking statements in which we discuss our potential future performance. Forward-looking statements are all statements other than statements of historical facts, such as plans, projections, expectations, targets, objectives, strategies or goals relating to environmental, social, safety and governance performance, including expectations regarding future execution of our energy and climate strategies, our approach to lower carbon and reduced emissions; our plans and expectations in relation to our future clean energy transition, including targeted reductions of greenhouse gas emissions; and our commitment to human rights. The words “anticipates,” “may,” “can,” “plans,” “believes,” “estimates,” “expects,” “endeavor,” “seek,” “goal,” “predict,” “strategy,” “objective,” “projects,” “targets,” “intends,” “aspires,” “likely,” “will,” “should,” “could,” “to be,” “potential,” “assumptions,” “guidance,” “future” and any similar expressions are intended to identify those assertions as forward-looking statements. We caution readers that forward-looking statements are not guarantees of future performance and actual results may differ materially from those anticipated, expected, projected, or assumed in the forward-looking statements. Important factors that can cause our actual results to differ materially from those anticipated in the forward-looking statements include: changes in global, national or regional economic or political conditions; catastrophic events, including pandemics, epidemics or other outbreaks of disease, natural disasters and extreme weather events, war, terrorism or other armed hostilities and cybersecurity threats and technology disruptions, among others; the economic, health and business disruptions caused by the COVID-19 pandemic; changes in applicable law or regulation or in government spending and mission priorities, such as the sanctions imposed by the United States and other countries as a result of the ongoing armed conflict involving Russia and Ukraine; the effects of competition in our industry; the impact of changing technology; challenges relating to producing or delivering our solutions, including the effects of supply chain disruptions; integration and other risks related to future acquisitions; increases in our financial commitments; and risks related to our indebtedness; as well as other important factors.

Many of the assumptions upon which our forward-looking statements are based are likely to change after the forward-looking statements are made. Further, we may make changes to our business plans that could affect our results. We caution readers that we undertake no obligation to update any forward-looking statements, which speak only as of the date made, notwithstanding any changes in our assumptions, changes in business plans, actual experience, or other changes.



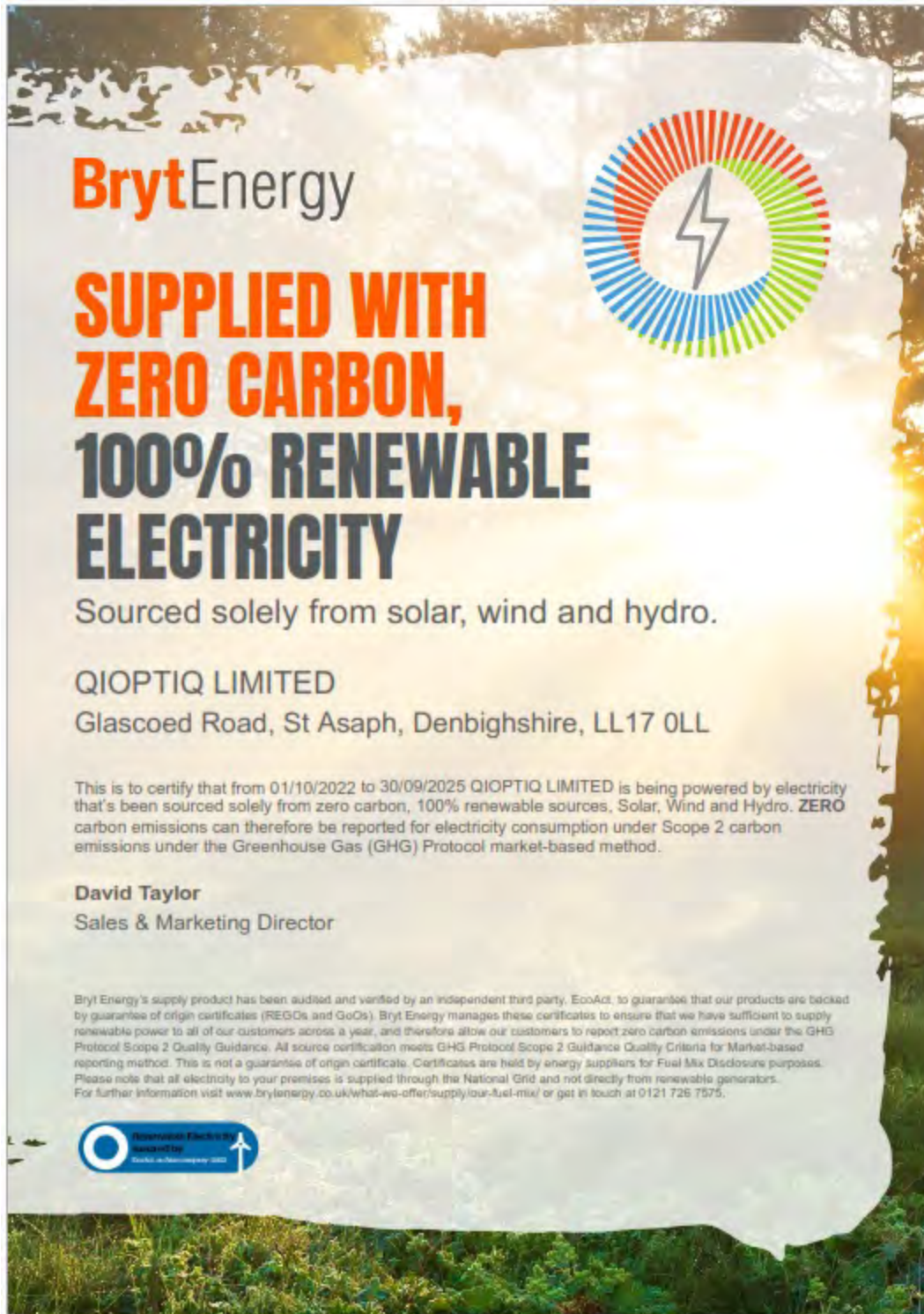


Transaktion

Transaktions-Nr.: DE124640
Transaktionstyp 04-00 Freiwillige Löschung Kyoto-Zertifikate
Transaktionsstatus 4-Abgeschlossen
Auftraggeberkonto DE-121-5034048-0-24
Fokus Zukunft
Auftraggeberkontotyp Personenkonto im nationalen Kyoto-Register
Empfängerkonto DE-230-5018222-2-82
Empfängerkontotyp Freiwillige-Löschung-Konto
Transaktionsvorschlag vom 05/01/2022 08:37 CET
Datum der Bestätigung: 05/01/2022 08:41 CET
Letzte Aktualisierung 05/01/2022 08:41 CET

Anmerkungen: Qloptic Photonics GmbH & Co. KG

| Einheiten-Typ | Projekt-Nr. | Berechtigung zum Halten im EU-ETS | Anzahl |
|---------------|-------------|-----------------------------------|--------|
| CER | ID4118 | Zugelassen im EU-ETS | 4,219 |



BrytEnergy



**SUPPLIED WITH
ZERO CARBON,
100% RENEWABLE
ELECTRICITY**

Sourced solely from solar, wind and hydro.

QIOPTIQ PHOTONICS LIMITED

Glascoed Road, St Asaph, Denbighshire, LL17 0LL

This is to certify that from 01/10/2022 to 30/09/2025 QIOPTIQ PHOTONICS LIMITED is being powered by electricity that's been sourced solely from zero carbon, 100% renewable sources, Solar, Wind and Hydro. **ZERO** carbon emissions can therefore be reported for electricity consumption under Scope 2 carbon emissions under the Greenhouse Gas (GHG) Protocol market-based method.

David Taylor

Sales & Marketing Director

Bryt Energy's supply product has been audited and verified by an independent third party, EcoAct, to guarantee that our products are backed by guarantee of origin certificates (REGOs and GoOs). Bryt Energy manages these certificates to ensure that we have sufficient to supply renewable power to all of our customers across a year, and therefore allow our customers to report zero carbon emissions under the GHG Protocol Scope 2 Quality Guidance. All source certification meets GHG Protocol Scope 2 Guidance Quality Criteria for Market-based reporting method. This is not a guarantee of origin certificate. Certificates are held by energy suppliers for Fuel Mix Disclosure purposes. Please note that all electricity to your premises is supplied through the National Grid and not directly from renewable generators. For further information visit www.brytenergy.co.uk/what-we-offer/supply/our-fuel-mix/ or get in touch at 0121 726 7575.



BrytEnergy

**SUPPLIED WITH
ZERO CARBON,
100% RENEWABLE
ELECTRICITY**


Sourced solely from solar, wind and hydro.

QIOPHIQ PHOTONICS LIMITED
Unit 26-32 Mitchell Point, Ensign Way, Southampton, S031 4RF

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David Taylor
Sales & Marketing Director

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 Renewable Electricity
powered by
100% of Renewable Energy

APPENDIX 4: EXCELITAS LOCATIONS

THE AMERICAS

Corporate Headquarters
Excelitas Technologies Corp.
200 West Street, 4th Floor East
Waltham, MA 02451
United States

Kitchener, ON Canada
PCO Photonics Ltd.

Toronto, ON Canada
Excelitas Canada Inc.

Montreal, QC Canada
Operations
Excelitas Canada Inc.

Montreal, QC Canada
Administration
Excelitas Canada Inc.

Pleasanton, CA United States
Excelitas Technologies Corp.

Boulder, CO United States
Excelitas Technologies Corp.

Billerica, MA United States
Excelitas Technologies Corp.

Salem, MA United States
Excelitas Technologies Corp.

Miamisburg, OH United States
Excelitas Technologies Corp.

Malvern, PA United States
Excelitas Technologies Corp.

EUROPE

Asslar, Germany
Qioptiq Photonics GmbH & Co. KG

Göttingen, Germany
Operations
Qioptiq Photonics GmbH & Co. KG

Hamble, Southampton, UK
Qioptiq Photonics Ltd.

Bodelwyddan, Denbighshire, UK
Qioptiq Space Technology

St Asaph, Denbighshire, UK
Qioptiq Ltd.

Wiesbaden, Germany
Excelitas Technologies GmbH & Co. KG

Regen, Germany
Qioptiq Photonics GmbH & Co. KG

Kelheim, Germany
Excelitas PCO GmbH

Göttingen, Germany
Administration and Operations
Qioptiq Photonics GmbH & Co. KG

ASIA PACIFIC

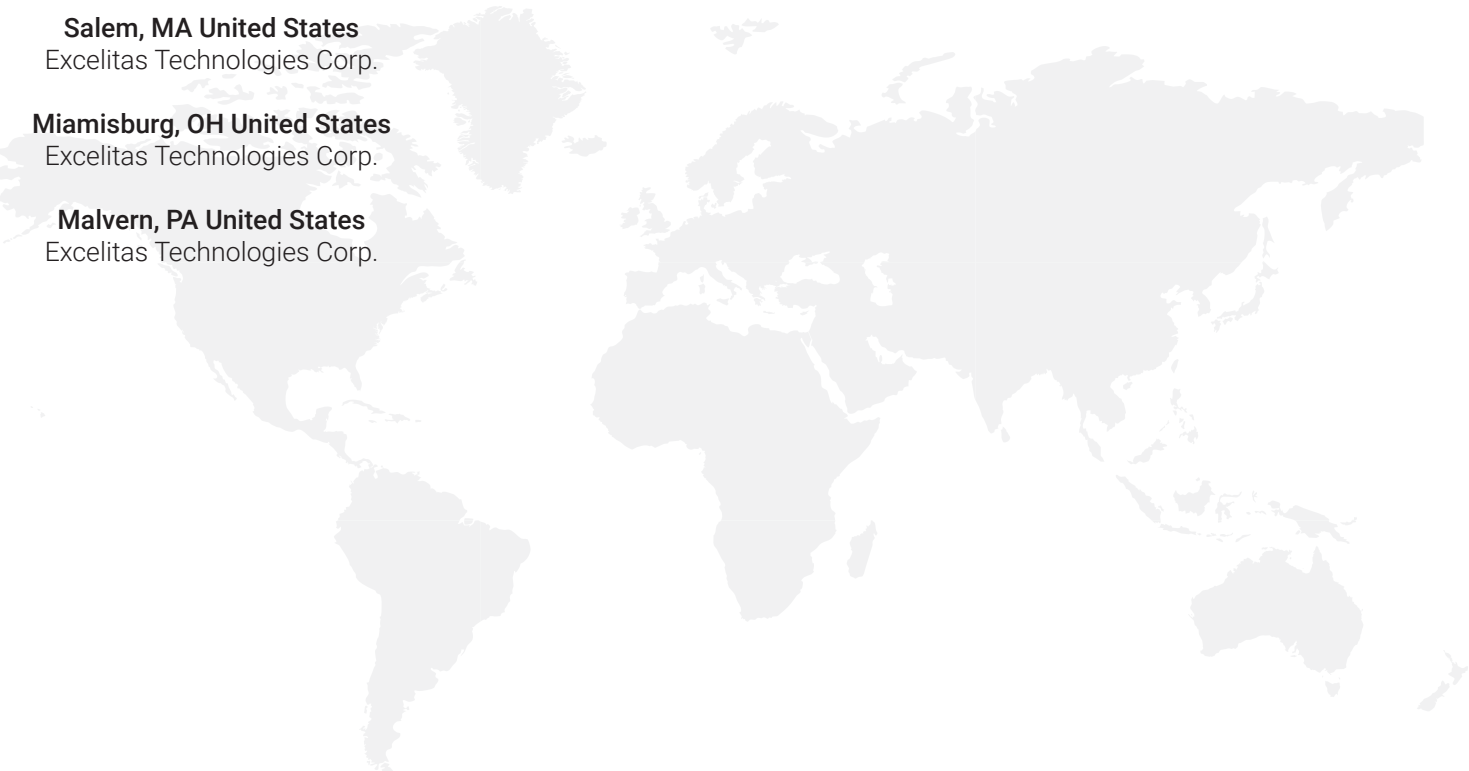
Shenzhen, China
Excelitas Technologies
Shenzhen Co., Ltd.

Suzhou, China
Suzhou PCO Imaging
Technology Co. Ltd.

Batam, Indonesia
PT. Excelitas Technologies
Batam

Manila, Philippines
Excelitas Technologies
Philippines, Inc.

Singapore
Excelitas Technologies
Singapore Pte. Ltd.



An aerial photograph of a wind farm is shown with a semi-transparent green overlay. The wind turbines are arranged in rows across a field. The logo for Excelitas Technologies is centered on the image.

EXCELITAS

TECHNOLOGIES

[EXCELITAS.COM](https://www.excelitas.com)