



LEVERAGING THE POWER OF LIGHT FOR A BRIGHTER TOMORROW

2023 Environmental, Social,
and Governance Report

UPDATE

A MESSAGE FROM CEO

In October 2023, Excelitas experienced a change in executive management which has led to a restructuring of our organization. Due to this change, we are proud to announce that this report details our updates and progress made specifically in 2023. In the second half of 2024, we will be conducting a thorough strategic review of our sustainability program where we will evaluate our current sustainability efforts, identify our greatest impact areas, set clear goals, and implement mechanisms to measure our progress and report transparently on our performance. We will perform an inaugural materiality assessment to help guide our process, strategy, planning, goal setting, and reporting for the future of Excelitas. As we look ahead, we are excited to reveal our newly developed Purpose, Mission, Vision, and Values, develop an ESG roadmap, and assess the boundless opportunities that help accelerate Excelitas as a responsible, sustainable, and ever-growing global leader of photonic evolution.

In a world of innovation, Excelitas Technologies enables a broad range of applications across diverse portfolios to enhance high-performance technology around the world. Our solutions offer a range of safe, secure, autonomous, and advanced technologies that can create market-driven and unique, customized solutions.

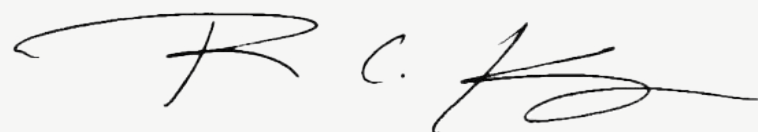
We engage with our customers in collaborative, engineer-to-engineer relationships to help accelerate time to market and secure unique technological differentiators. Our focus on excellence is engrained in all aspects of our products including performance, quality, reliability, delivery, and service. We consider this our handprint, realizing the beneficial outcomes to our customers through our product use. Excelitas is proud to embrace our innovative spirit that allows us to have a positive impact on the lives of many. Our product innovations fuel our desire to continually invest in research and development to improve our existing products and develop new products that will continue to support improvements in human health, safety, and promote environmental sustainability.

In addition to our handprint, we are committed to making our internal footprint more sustainable. We define our footprint as our internal operations and continue to evaluate the ways to enhance environmentally sustainable practices and products, employee health and safety, and a culture of inclusivity.

In 2023, we have made sustainable practice advancements in expanding our use of renewable energy at our major manufacturing sites. As part of our Environmental and Energy Management Systems, we have achieved ISO 14001 certification at nine global sites, ISO 50001 certification at three global sites, and continue to assess the feasibility at the other sites. For the fourth consecutive year, we have calculated our scope 1 and 2 GHG emissions for all sites and look to set a goal for continued reduction within the next two years.

Employee health, safety, and inclusivity is a top priority at Excelitas. We maintain a robust safety program with frequent training, monitoring, and communications within our facilities to promote employee safety and we are eager to evaluate its current state to aid in setting forward-looking safety goals. In 2023, we successfully began the journey to ISO 45001 certification at our Singapore site which is on schedule to achieve certification in July of 2024 and will be our 12th facility to achieve this certification. Our inclusivity focus areas consist of fostering an inclusive culture for our employees, improving representation of women in management roles, and identifying and addressing any gaps in equity relative to compensation, job levelling and titles, and advancement opportunities for all employees. In 2023, we undertook initiatives to enhance gender diversity by extending numerous programs including mentorships, employee resource groups, and development programs. We are proud to fully outline our 2023 inclusivity initiatives in the social responsibility section of this report.

Our sustainability journey is a fundamental aspect of our business. We are eager to begin our strategic review of our current sustainability program and look forward to the opportunities that lie ahead.



Ron C. Keating
Chief Executive Officer



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ABOUT US

Excelitas is the leading provider of advanced, life enriching technologies that make a difference, serving global market leaders in Life Sciences, Advanced Industrial, next-generation Semiconductor, Aerospace and Defense end-markets. Headquartered in Pittsburgh, PA, USA, Excelitas is an essential partner in the design, development, and manufacture of photonic technologies, offering leading-edge innovation in sensing, detection, imaging, optics, and specialty illumination for customers worldwide.

Excelitas addresses many of the relevant megatrends impacting the world today, including precision medicine, industrial automation, artificial intelligence, connected devices (IOT), and military modernization. See more about our history on our website: [Excelitas Heritage](#).

Visit our various locations on our website: [Excelitas Locations](#).

More about *what we do* can be found on our website: [Excelitas Technologies](#)

ENVIRONMENT

PROTECTING THE PLANET

Our 2023 environmental initiatives included reducing our carbon footprint and energy consumption, reducing environmental pollution and hazardous waste, increasing the use of renewable energy, and enhancing our strategic corporate environmental, health, and safety partnership initiatives.

Reducing Our Carbon Footprint

Reducing Energy Consumption

We are committed to minimizing our carbon footprint. For the fourth consecutive year in 2023, we continued to identify electricity generation sources for all sites as part of our scope 1 and 2 analysis to better understand our impact of greenhouse gas (GHG) emissions. As part of our commitment to increasing our energy efficiency, we have fully transitioned to 100% LED lighting at seven sites and in 2024, we plan to complete an additional four LED site replacements with a goal of continuing this transition to the remainder of our sites by 2025. At our Singapore site, we launched a chiller optimization project to reduce electrical usage and hence lessen our carbon footprint while not compromising the output efficiency of the chiller. We expect this project to come online in the second half of 2024. An electricity optimization study at the Miamisburg site allowed us to assess energy savings of a 4-day, 10-hour shift work week for better understanding the possibilities of maximizing energy efficiency. Through 2024, we will continue to evaluate how initiatives like these can produce additional energy savings across our sites. As we evaluate sites annually, we closed our Asslar site in 2023 and integrated it into our Regen site which will allow us to calculate the resulting impact on electricity and carbon footprint reductions in 2024.

Additional Highlights

- Accelerating our commitment to efficient energy management, three of our European sites, including Feldkirchen, Regen, and Goettingen, have achieved [ISO 50001](#) certification.
- Completed a global questionnaire for each site's ambient building heating and cooling to establish a baseline understanding of each site's energy usage and identify potential areas to reduce energy consumption. Based on these results, we have begun to standardize temperature setting for all sites' non-production areas with a targeted completion in 2024.

Increasing the Use of Renewable Energy

Our commitment to promoting environmental sustainability initiatives includes reducing our use of, and reliance on fossil fuels. In 2023, we continued our ongoing transition to solar power at our major manufacturing sites, including completion of a solar panel initiative at both our Göttingen and Singapore sites. Energy generated by these solar panel installations will satisfy approximately 8-10% of our needs at both of the sites. Our Batam site recently began a solar panel pilot project, in partnership with the landlord, for the entire Industrial Park which is set to complete by 2024. 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.

Additionally, we achieved carbon neutrality, covering our operations, for four German sites, including Feldkirchen, Regen, Göttingen, and Wiesbaden. This was done by investing in sustainable energy projects through the purchase of carbon certificates, allowing us to offset our carbon footprint for these sites. In 2024, we will continue to maintain carbon neutrality at these German sites and evaluate opportunities for the others. In the UK, our St. Asaph site switched energy suppliers to ensure our energy supply is now 100% sourced from renewables and we sourced electricity for our Boulder site from a provider that uses renewable sources for 38% of the energy it provides.

Additional Highlights

- We completed the installation of electric vehicle (EV) charging stations at our Göttingen and Billerica sites to facilitate and promote the use of EV's by our employees and visitors.
- Our electricity supply at the Hamble site is from 100% renewable energy.



We installed electric vehicle charging stations Göttingen and Billerica sites

Reducing Environmental Pollution

We seek to reduce the environmental impacts of our operations. To advance our initiative to minimize hazardous waste, at the Miamisburg site, we switched our isopropyl alcohol (IPA) cleaning process with LOC2 technology which has drastically reduced our IPA hazardous waste usage, replacing it with liquid CO2 cleaning. We have experienced a significant reduction in the site's hazardous waste due to the LOC2 technology which contributed to the site being reclassified from a Large Quantity Generator to a Small Quantity Generator of hazardous waste. In this same effort, we have successfully reclassified the Boulder site from a Large Quantity Generator to a Small Quantity Generator after review with the local EPA. They concluded that the hazardous solid waste can be reclassified as common waste given the residual final stage nature of the waste is non-hazardous. Additionally, at our Boulder site, we have modified our existing degreaser to use a water-based method as opposed to NBP (N-Propyl-Bromide). We were successful in eliminating 50% of NBP (N-Propyl-Bromide) use without jeopardizing the quality of the products, making this process more environmentally friendly.

Environmental, Health, and Safety Strategic Governance

In 2023, to mitigate environmental risks and improve how we conduct business, we expanded our [ISO 14001](#) environmental management system certification to our Singapore site to ensure compliance with environmental, health, and safety (EH&S) regulations and laws and monitor environmental emissions and discharges. Additionally, we built upon the 2022 successes of the transition from hydrogen gas to compressed natural gas (CNG) and validated our projected 70% cost savings of about \$500,000 annually. As a result of this, we conducted a phase II study of identifying other product lines for use of CNG as it is less hazardous to our employees, but the results showed that these product lines cannot use CNG as a substitute due to quality issues. In addition, we strengthened and improved the depth of our corporate EH&S function by creating two new positions in Europe and North America for a Corporate Regional EH&S Director. To better monitor and track key performance indicators (KPIs) in a centralized database, we automated our Environmental Efficiency Index (EEI) reporting for all sites including electricity and water consumption and waste consumption, generation, and disposal. The increased visibility of these activities enabled by the EEI tool will help us progress in our efforts to foster sustainable practices. In 2023, we extended our RBA ([Responsible Business Alliance](#))-ONLINE compliance program to include our Feldkirchen and Regen site. Currently, the following Excelitas sites are covered by the RBA program: Batam, Boulder, Feldkirchen, Gottingen, Hamble, Manila, and Singapore.

Beginning in 2024, Corporate EHS will be involved in all new leases, lease renewals, and new constructions to evaluate and include sustainability options and provisions. This will begin with the Billerica construction. Additionally in 2024, we will continue an annual RBA-ONLINE audit as required by the RBA Governing body and our customers. Although we deferred ISO 14001 certification for our Regen and Göttingen sites that began in 2022 due to resource constraints, in 2024, we will evaluate the continued initiation of these certifications.

All sites that are ISO 14001 certified as of 2023 include, Salem, Boulder, Montreal, Billerica, Toronto, Batam, Singapore, Manila, and St. Asaph/Bodelwyddan.

| LOCATION | NUMBER OF ISO 14001 CERTIFIED SITES |
|---------------|-------------------------------------|
| North America | 5 |
| Asia | 3 |
| Europe | 1 |

We expanded our ISO 14001 environmental management system certification to our Singapore site in 2023



SOCIAL RESPONSIBILITY

EMBRACING EMPLOYEES AND CONTRIBUTING TO OUR COMMUNITIES

Our 2023 social initiatives include promoting employee health, safety, and wellness and fostering an inclusive culture, and increasing community involvement and outreach.

Employee Health and Safety

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. We have ongoing efforts and initiatives including laceration prevention programs, GEMBA walks, Safety Committee meetings with employee involvement, and employee safety awareness programs to help reduce employee injuries and educate employees on safety. We have enhanced our safety near-miss reporting and recognition and our operations and EHS teams regularly report recordable and reportable incidents, near misses and workers compensation claims to the President of our Advanced Industrial Segment. In a workforce of nearly 7,000 employees, Excelitas has generally achieved a declining number of workplace injuries and no workplace fatalities. In the spirit of continuous improvement and enhancing health and safety through safe technologies, we are committed to further reducing the risk of workplace injuries in our facilities worldwide by introducing automation, augmented reality ("AR") and virtual reality ("VR") technologies as well as vision systems and material handling improvements.

Workplace Incidents and Injuries

| YEAR | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|---------------------------|-------|-------|-------|-------|-------|-------|
| Global Incidents/Injuries | 22 | 19 | 16 | 30 | 15 | 18 |
| Total Global Employees | 6,600 | 6,595 | 7,108 | 7,465 | 7,165 | 6,709 |

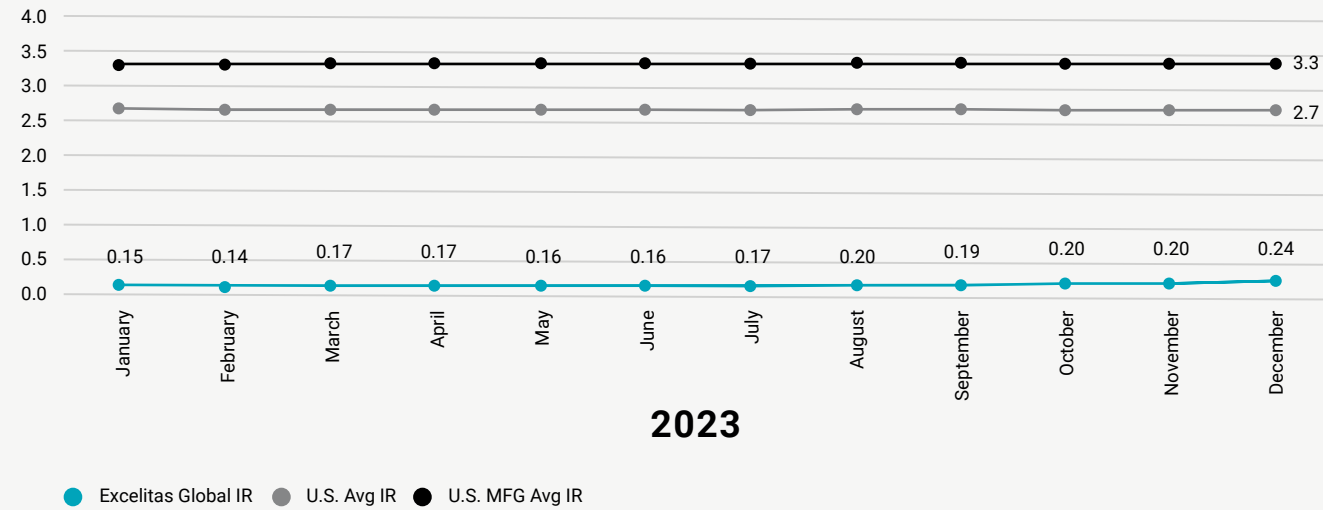
To increase our commitment to health and safety, we have implemented a formal occupational health and safety management system, known as [ISO 45001](#), at 10 of our global sites. In 2023, our Singapore site began the process of ISO 45001 implementation and expect to achieve certification in 2024. A geographical list of the ISO 45001 sites is provided here. In 2024, we will continue to evaluate ISO 45001 feasibility at our other locations.

| LOCATION | NUMBER OF ISO 45001 CERTIFIED SITES |
|---------------|-------------------------------------|
| North America | 5 |
| Asia | 2 |
| Europe | 3 |



Our U.S. employee injury rate (IR) 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 January 2023 through December 2023.

2023 Workplace Injury Rate



Employee Wellness

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, an internal well-being intranet page, wellbeing webinars, and mental health support including training employees as mental health first aiders.



Fostering & Promoting an Inclusive Culture

To foster an inclusive culture, we are striving to improve the number of women in management year-over-year. In August 2023, we presented to the Board of Directors on our ongoing efforts and strategic approach to promoting gender inclusivity. Specifically, we discussed increasing the proportion of female leaders at senior levels as a critical part of our overall talent management efforts. We also took steps to ensure there is at least one qualified female candidate involved in the external hiring process for all roles, including supervisor and above, and that one female is on the internal interview panel. Annually, our internal recruiters and HR colleagues are trained in diverse and inclusive hiring processes. 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:

- Identifying high-potential, and/or rising-star female talent.
- Conducting career conversations with each identified high-potential and/or rising-star employee, allowing for defined career pathways and development plans.
- Executing development plan actions and implementing enterprise-wide talent programs for female talent, including mentoring, sponsorship, development.
- Monitoring the progress of high potential and/or rising star female talent and measuring and reporting on talent movement.



Actions we have taken to promote inclusivity include:

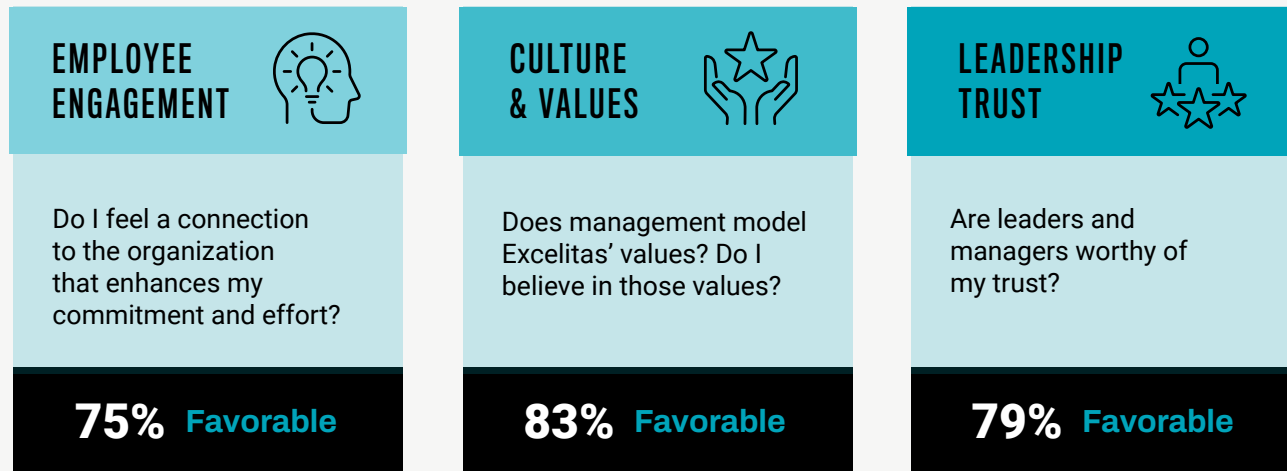
- Enterprise-wide talent programs, including a female mentorship program which has been running for the last three years.
- Professional Women's Network at Excelitas Technologies (PWNET) Employee Resource Groups (ERGs)
- Accelerate Women Leaders Program, a 6-module program for female leaders facilitated by an external training provider.

We also recognize the importance of identifying and mitigating equity gaps that will help drive equality and inclusivity. In 2023, we set a goal to identify equity gaps relative to compensation, job levelling and titles, and advancement opportunities. We continued the following activities and projects to support this effort:

- UK gender pay gap analysis and began an annual compensation analysis in the US and Canada to evaluate and measure possible inequalities.
- Global Grading Project (GGP) at our US locations to help increase more clearly defined career paths and salary structures with greater market alignment.

Additional Highlights

- In 2023, we analyzed our 2022 Global Engagement Survey Results Summary aimed at employee views of our organization. We created action plans and communications for our areas of improvement. The summary of results for our three main indices are below, and we are proud that employees felt the most favorably towards our culture and values.



As we evaluate our 2024 goals, we are committed to pursuing efforts that will elevate the inclusivity of our organization, including not only enhancing the hiring process for female employees, but considering the most effective ways to develop and retain our female talent. We also plan to establish and monitor metrics for recruitment, retention, hiring, promotion, career development, and succession planning. Our 2024 training focus will be targeted to senior leaders and people managers to address inclusivity and the rollout of our new purpose, vision, mission, and values. To continue our efforts to identify equity gaps, we will continue the GGP in the US and then roll out this project to other global locations.

Community Involvement and Outreach

Excelitas hosts annual "Service Day" events across all our sites globally to encourage employees to give back to their local communities. In 2023, we offered our employees Service Days across our different sites. A sampling our 2023 Service Days activities included:

- Pleasanton: Partnering with Sunflower Hill offering adults with intellectual and developmental disabilities opportunities to thrive.
- Montreal: Gathering donations throughout the year and taking part in a 48-hour cycling event, which, along with other organizations, raised over \$3 million for the Make a Wish Foundation for children with severe illnesses.
- Göttingen: Improving the outdoor area of the kindergarten Mergershausen.
- Manila: Painting of school buildings and landscaping of multi-purpose hall at Bigaa Elementary School.
- St Asaph and Bodelwyddan: Supporting North Clwyd Animal Rescue and Prestatyn Food Bank.

We intend to continue our Service Days program in 2024 and in future years to give back to the local communities where we live and work.



Governance Body Composition

Good corporate governance is key to our sustainable, long-term growth. We are committed to achieving our business objectives in an honest and transparent way, and sustaining a culture of integrity in everything we do. 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. These perspectives include deep knowledge in the automotive, defense and aerospace, photonic, corporate finance and accounting, strategic planning, investments, and global manufacturing. In addition to a diversity of professional experience and expertise, our Board values gender diversity. As of the date of this report, we have one female director.

Promoting 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. From a 2022 baseline, we increased our employees trained on [Standards of Business Conduct](#) by 15% and our Global Anti-Bribery and Corruption training by 67%. Our 2023 training modules and information include:

- [Standards of Business Conduct](#): Refresher training on our Code was deployed to approximately 1,500 employees using an enhanced and more interactive training module for our Code that we developed with an external vendor in 2022. In 2023, we achieved 96% participation with certified completion of the training and compliance with the Code

See more on next page

- Anti-Corruption (Excelitas' Global Anti-Bribery and Corruption Policy): We train approximately 500 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"). We also offer additional ABC training opportunities that align with employees' roles and responsibilities.
- Global Channel Partner Screening and Due Diligence: We achieved our objectives of completing due diligence screening of at least 98% of our third-party channel partners and implementing signed contracts with at least 75% of our channel partners
- Data Privacy Program: We deployed training on our Personal Information Protection Policy to approximately 160 employees and achieved 91% participation.
- Child, forced, or compulsory labor policies. In 2023:
 - Refresher training was completed on our Modern Slavery Policy by 106 employees and 409 employees completed our Anti-Human Trafficking Policy.
 - We did not receive any complaints (nor do we have knowledge) of any child, forced, or compulsory labor issues at Excelitas or violations of our Modern Slavery or Anti-Human Trafficking Policies.

We have also implemented Government Contracts Policies and Procedures and a Conflict Mineral Program. For more about our company compliance, visit our website: [Excelitas Compliance](#).

Employee Training

Excelitas employees are our biggest asset, and we invest in their professional development and advancement. Nearly 4,500 employees participate in Excelitas Online training modules which include regulatory, governance, and interpersonal development topics. In 2023, our training hours per employee increased by 4% and our aggregate training hours increased by 15% from 2022. Our year-over-year comparisons can be found in Appendix 2. In addition, we provide employees with resources and training to assist their understanding and compliance with company standards. The table below details Excelitas' investment in employee training in 2023 through the ENGAGE Learning platform which has continued to enhance our employee training.

Proactively Managing Risks

We established policies, procedures and controls over the last several years to improve our operating environment, mitigate risk, help protect corporate assets, and promote ethical behavior and provided related training to employees. These controls include the following:

- Company execution and delivery of contracts and instruments.
- Protect our intellectual property assets.
- Record retention.
- Security and use of all information and IT equipment by our employees.
- Formal process to identify and manage our business risks.

To mitigate risk in our global supply chain, we participate in and comply with industry-standard codes for responsible corporate social conduct in the global supply chain. Excelitas' Hamble, Batam, Singapore, Göttingen, Feldkirchen, Boulder, Regen, and Manila sites have completed [RBA-ONLINE](#) RISK Interactive SAQ (Self Audit Questionnaires) annually, including in 2023. The SAQ is designed to help members identify the greatest social,

environmental, and ethical risks in supply chains. Each of these sites received a "Low" risk assessment rating based on reported data which indicates that Excelitas showcases safe and secure supply chain procedures. 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.



Eight of our sites received a "Low" risk assessment rating, showcasing safe and secure supply chain procedures

Driving 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.

CONCLUSION

Excelitas is committed to communicating transparently with our stakeholders about our ESG programs and initiatives. As we undergo our 2024 ESG strategy definition, we look forward to building an ESG roadmap that includes priority focus areas, goal setting, and measures of progress. We will strive to make positive impacts through our Handprint and Footprint as we build the foundation of our long-term ESG business strategy.

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.

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 reader 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.

Appendix

Workforce Demographic Data

On a worldwide basis, as of December 31, 2023, approximately 48.5% of our employees are female. Most of our female employees work at our facilities in Asia, where most of our global work force is based. In the United States, approximately 37.9% of our workforce is female. The following tables provide an overview of our global-based employee demographics, as of December 31, 2023:

| GLOBAL WORKFORCE | MALE | FEMALE | TOTAL |
|------------------------------|-------|--------|-------|
| Executive Management | 7 | 0 | 7 |
| Non-Exec Management | 586 | 185 | 771 |
| Professional/Technical Staff | 988 | 521 | 1,509 |
| All Other Staff | 1,873 | 2,549 | 4,422 |
| Total | 3,454 | 3,255 | 6,709 |

NUMBER OF FULL-TIME EQUIVALENT, GLOBAL EMPLOYEES*: 6,709

*Full-time equivalent includes part-time and full-time employees, with part time employees counted as the percentage of the time they work per week (i.e. someone working 20 hours per week at a company that institutes a 40-hour workweek would count as 0.5 FTEs). It does not include contractors, and it is measured in the number of hours required to carry out the company’s activity. Due to our acquisition of Noblelight at the beginning of 2024, our FTE number will have increased since then.

ETHNIC PROFILE OF EMPLOYEES BASED IN THE U.S.

| U.S. WORKFORCE | ASIAN | BLACK OR AFRICAN AMERICAN | HISPANIC OR LATINO | WHITE | OTHER | NOT DISCLOSED/ AVAILABLE |
|------------------------------|-------|---------------------------|--------------------|-------|-------|--------------------------|
| Executive Management | 0 | 0 | 0 | 4 | 0 | 2 |
| Non-Exec Management | 11 | 4 | 4 | 147 | 1 | 20 |
| Professional/Technical Staff | 47 | 6 | 16 | 269 | 7 | 34 |
| All Other Staff | 117 | 14 | 38 | 199 | 9 | 61 |
| Total | 175 | 24 | 58 | 619 | 17 | 117 |

Employee Training Data

| Year | # of employees participating in Excelitas online training modules | % of total workforce participating in Excelitas online training modules | Aggregate # of hours invested in employee training | Per employee # of hours invested in training | Aggregate annual training cost (U.S.\$) | Per employee training cost (U.S.\$) |
|------|---|---|--|--|---|-------------------------------------|
| 2022 | 4,468 | 61% | 35,488 | 7.9 | \$256,618 | \$57 |
| 2023 | 4,310 | 58% | 30,749 | 7.1 | \$292,000 | \$68 |

