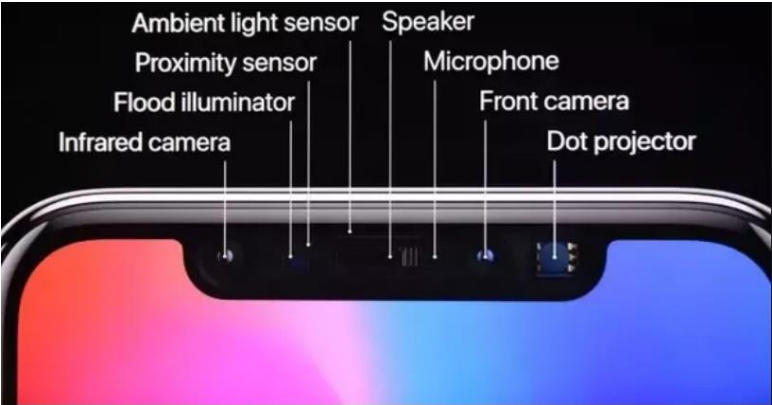


BESI ESG

Short Summary



What does Besi do?



We Provide High-tech Solutions to Enable Innovation & Enrich People's Lives

Die Attach (82% of 2021 Revenue)

Multi-Module Attach



- 2200 evo
- 2200 evo *plus*
- 2200 evo hS
- 2200 evo *advanced*
- 2200 evo hf **Q1-22**

Epoxy / Soft Solder



- 2100 hS
- 2100 hS *i*
- 2100 sD *advanced i*
- 2100 hS *ix* **Q4-21**
- 2009 SSI
- 2100 SSI **Q2-22**
- 2100 DS

Flip-chip



- 8800 CHAMEO *advanced / PLP*
- 8800 FC CHAMEO *Ultra* **Q2-22**
- 8800 FC Quantum *adv / sigma*
- 8800 FC Quantum *hs*
- 2100 FC hS

Direct Lid Attach



- DLA
- TGB 2.0 **New**

Embedded Bridge Attach



- DBA **New**

Thermo Compression



- 8800 TC *advanced* (Substrate)
- 8800 TC *NEXT* (Chip to Wafer) **Q4-21**

Hybrid Bonding



- 8800 CHAMEO *ultra plus* **New**

Packaging & Plating (18% of 2021 Revenue)

Leadframe Molding



- AMS-i
- MEMS
- Sensors
- AMS-X **New**
- HD Leadframe
- Power Devices

Substrate Molding



- AMS-LM
- Substrate strip format
- Exposed die

Wafer & Panel Molding



- FML
- Wafer molding
- Panel molding

Trim and Form



- FCL-X/P
- Leadframe trim & form
- Sorting

Singulation



- FSL
- Substrate strip singulation
- Sorting
- Stepcut **New**

Plating

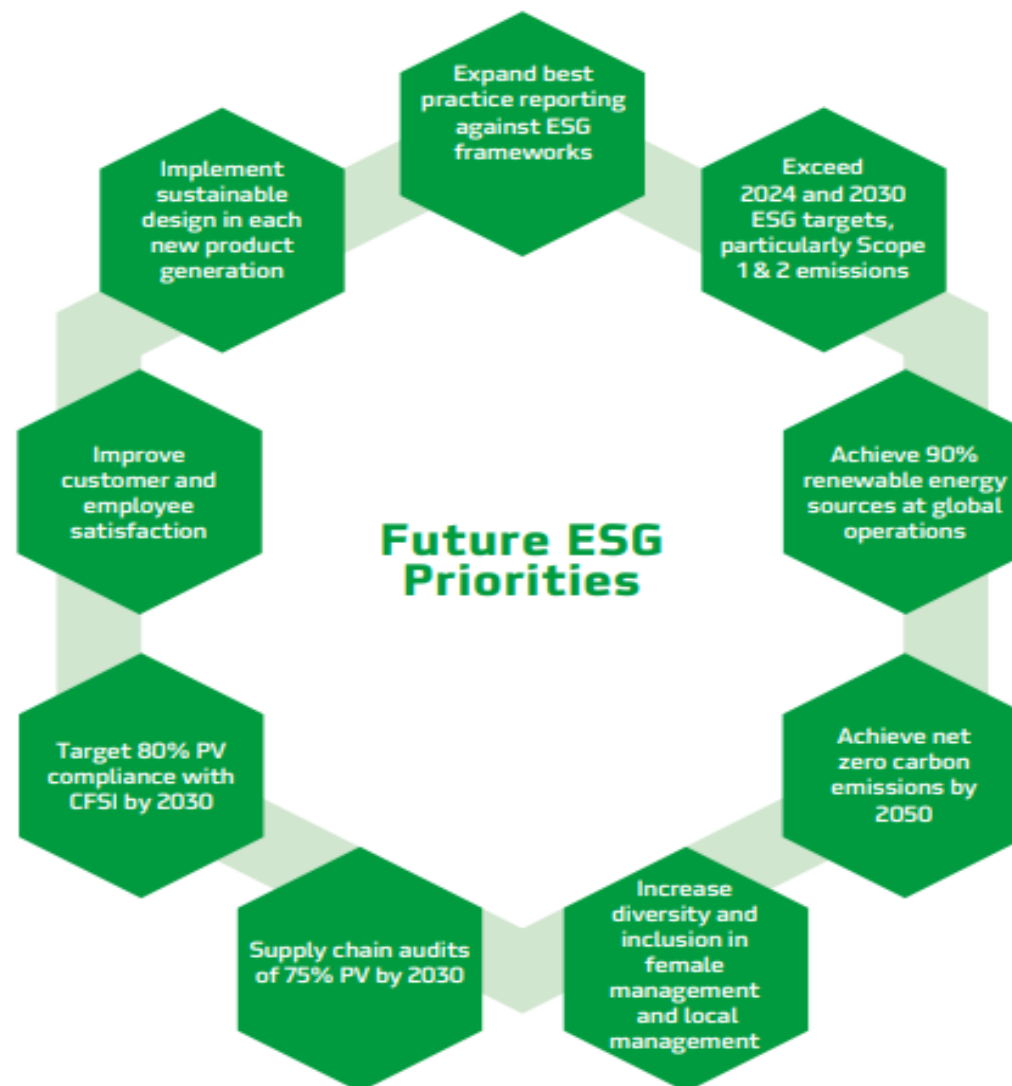


- Leadframe
- Solar
- Film & Foil
- Chemical Deflash **Q3-21**
- Wettable Flank **New**

Responsible Business starts Top down: Besi ESG objectives



BESI'S FUTURE ESG PRIORITIES



ESG Targets 2024-2030 are linked to the UN SDG's



Besix



SUSTAINABLE DEVELOPMENT GOALS

<p>1 NO POVERTY</p>	<p>2 ZERO HUNGER</p>	<p>3 GOOD HEALTH AND WELL-BEING</p>	<p>4 QUALITY EDUCATION</p>	<p>5 GENDER EQUALITY</p>	<p>6 CLEAN WATER AND SANITATION</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>10 REDUCED INEQUALITIES</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>
<p>13 CLIMATE ACTION</p>	<p>14 LIFE BELOW WATER</p>	<p>15 LIFE ON LAND</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p>	

Relevant SDGs

- 7
- 9
- 12
- 13
- 3
- 5
- 8
- 16

Besi is a member of RBA



The Responsible Business Alliance (RBA) is the world's largest industry coalition dedicated to corporate social responsibility in global supply chains.

<https://www.responsiblebusiness.org/>



Version 7.0 (2021)

RESPONSIBLE BUSINESS ALLIANCE CODE OF CONDUCT

The Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), Code of Conduct establishes standards to ensure that working conditions in the electronics industry, or industries in which electronics are a key component, and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

Considered as part of the electronics industry for purposes of this Code are all organizations that may design, market, manufacture, or provide goods and services that are used to produce electronic goods. The Code may be voluntarily adopted by any business in the electronics sector and subsequently applied by that business to its supply chain and subcontractors, including providers of contract labor.

To adopt the Code and become a participant ("Participant"), a business shall declare its support for the Code and actively pursue conformance to the Code and its standards in accordance with a management system as herein.

Participants must regard the Code as a total supply chain initiative. At a minimum, Participants shall also require its next tier suppliers to acknowledge and implement the Code.

Fundamental to adopting the Code is the understanding that a business, in all of its activities, must operate in full compliance with the laws, rules, and regulations of the countries in which it operates. The Code also encourages Participants to go beyond legal compliance, drawing upon internationally recognized standards, in order to advance social and environmental responsibility and business ethics. In no case can complying with the Code violate local laws. If, however, there are differing standards between the RBA Code and local law, the RBA defines conformance as meeting the strictest requirements. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from and respect internationally recognized standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

The RBA is committed to obtaining regular input from stakeholders in the continued development and implementation of the Code of Conduct.

The Code is made up of five sections. Sections A, B, and C outline standards for Labor, Health and Safety, and the Environment, respectively. Section D adds standards relating to business ethics. Section E outlines the elements of an acceptable system to manage conformity to this Code.



Code of Conduct

The RBA Code of Conduct is a set of social, environmental and ethical industry standards.

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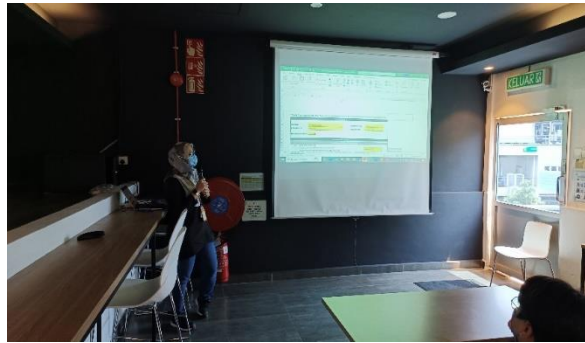


Code of conduct can be downloaded for free in 28 Languages:

<https://www.responsiblebusiness.org/code-of-conduct/>

- **Forced Labor**
- **Long working hours**
- **Work more than 6 consecutive days a week**
- **Corruption**

ESG Program Briefing Roadshow @13 April 23 to Suppliers



www.besi.com



CORE VALUES



Thank You!

What do we stand for?

Boldness In Commitment

Excellence In Performance

Spirit of Teamwork

Integrity In the Way We Work