

SUSTAINABILITY POLICY STATEMENT

1. Purpose

We firmly believe that innovation, in a world with finite resources, improves all our lives. That is why Comet also strives to achieve a measurable sustainable result, in addition to financial returns. We harness our pioneering spirit in working with customers, suppliers and other stakeholders to find solutions that provide sustainable progress and improve safety, security and quality of life for us all.

The strict adherence to the principles and guidelines of the Sustainability Policy makes an important contribution towards achieving our vision: we want to be the high-tech company of choice for all those who seek to actively shape the future.

2. Scope

This Sustainability Policy applies to all entities and employees of the Comet Group

3. Statement

Our goals

We as Comet Group focus on sustainability in all our operations. It is our shared understanding that we have an ongoing corporate responsibility towards our employees, the environment, the economy, and to society in general. Therefore, as part of our daily work, we strive to meet the highest standards in all these different domains.

The main sustainability goals of the Comet Group are:

- Reduce greenhouse gas emissions to mitigate the effects of climate change and ensure safe and efficient access to energy supply from renewable resources wherever possible
- Make sustainability an integral part of the Comet Group value chain from purchase to production, processing, sales and distribution
- Balance economic, environmental and social criteria in our business decisions
- Make a positive environmental and social impact

Comprehensive descriptions of guidelines that respect the environmental, economic and social responsibility of the Comet Group are included in the individual policies in the Comet Management System.

Our commitments

As a trailblazing, leading tech company in radio frequency power and x-ray technology, we make a growing contribution to a safer, more efficient and sustainable world of manufacturing, communication and mobility. Our high-tech products and services create value for countless people. Part of this value comes from our setting goals that go beyond shareholder returns.

The principles of our activities are the conservation of resources, energy efficiency, product recyclability, minimizing emissions, safety at the workplace, and an open dialogue with our stakeholders.

As a close and trusted partner to our customers, we want to:

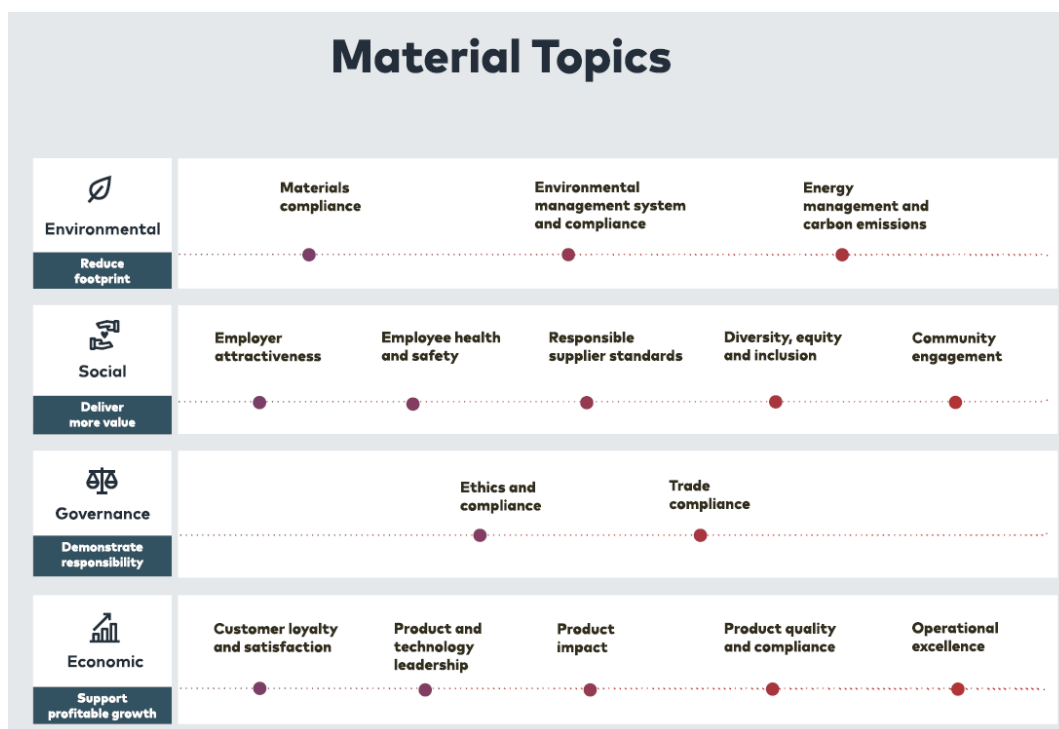
- Develop innovative and sustainable products that support our customers in realizing their strategies
- Leave the smallest possible environmental footprint along the entire value chain
- Provide career opportunities for employees in all our businesses
- Build relationships with suppliers and business partners based on fairness and transparency, and our company's values
- Take a leading role in sustainable development among our competitors

The sustainability program at Comet has a long-term focus and serves as a compass for managing our sustainability efforts. Using our various channels of communication, we inform, involve, and maintain a continuous dialogue with our stakeholders. The progress in our sustainability efforts is disclosed annually in a Sustainability Report prepared in accordance with the Global Reporting Initiative (GRI) Standards.

Annex

Annex 1: Material Topics

Material Topics (last updated May 2021)



Community Engagement

We are not only a global company in a global society, but also a local employer at our sites around the world and are thus part of the local community there. This forms the basis for our community engagement.

Customer Loyalty and Satisfaction

The needs of our customers determine our actions. Regardless of our customers' size and business sector, we follow four basic principles in serving each one: Ask what problem really needs to be solved and why; inspire through our expertise; provide or co-create solutions with a clear benefit; and deliver what we promise, while saying early on when we cannot meet a need.

Diversity, Equity, and Inclusion

We see diversity, equity, and inclusion (DEI principles) and the belonging of all people as key to our business success. We believe that by embracing diversity, we are more successful in recruiting talent, better aligning ourselves with customers, increasing employee satisfaction, and providing a better, broader foundation for decision making.

Employee Health and Safety

Both our products and our manufacturing processes require appropriate attention and compliance with health and safety standards. The basic principles for this are set out in the Quality, Environmental and Health & Safety policy.

Employer Attractiveness

People are key to our success. In view of the shortage of skilled personnel, particularly of research and development experts and engineers, we are expanding activities that support our visibility and attractiveness as an employer.

Energy Management and Carbon Emissions

All steps of the Comet value chain involve energy consumption and associated greenhouse gas emissions. Thus far, Comet has focused on energy management in its production and has adopted a decentralized approach, setting division- and site-specific environmental targets, providing the appropriate resources and structures, and regularly reviewing target achievement.

Environmental Management System and Compliance

The principle of sustainability is an integral part of Comet's corporate culture. We strive to offer our customers high-quality products and services while avoiding environmental risks and producing in a resource-conserving manner.

Ethics and Compliance

We respect and fully abide by all laws, regulations, and official standards at the local, national and international level. As Comet employees, we also comply with the company's internal directives and policies. Group policies, processes, training, monitoring, and continuous improvement measures are in place to maintain the highest level of ethics and compliance awareness among the work force.

Materials compliance

We are committed to be compliant with any laws, regulations and specifications that restrict or even prohibit the use of various substances and/or materials in products, including, for instance, environment-related legislation, international law, religiously motivated specifications, or specifications by companies. As a manufacturer of industrial products, an indispensable requirement for doing business worldwide is compliance with regulations relevant to the environment and market access.

Operational Excellence

Operational Excellence is a process set out in the management system, which provides the framework for making Comet a sustainable, high-performing organization.

Product and Technology Leadership

Serving some of the most innovative customers, we manufacture products at the frontier of what is technologically feasible.

Product Impact

Our products can impact society and the environment in many ways. For society, our technologies play an essential role in the manufacturing of semiconductor chips and sensors that are the central building blocks of the digital world. Environmentally, the impact begins with the sourcing of raw materials and continues through the product use stage to the end of the product's life cycle.

Product Quality and Compliance

The quality of our products and their conformity with all product-related regulations and directives are a fundamental element of our corporate culture and the basis for our business success.

Responsible Supplier Standards

We are committed to provide our customers the highest quality supply chain that meets all established product performance standards and expectations. Our purchasing department maintains these high standards by continuously evaluating the performance of our established suppliers.

Trade Compliance

When selling our products worldwide, we comply with a wide range of foreign trade laws and regulations. Under no circumstances may exports, brokering, transit or transfer by persons acting on behalf of the Company violate those trade laws and regulations.

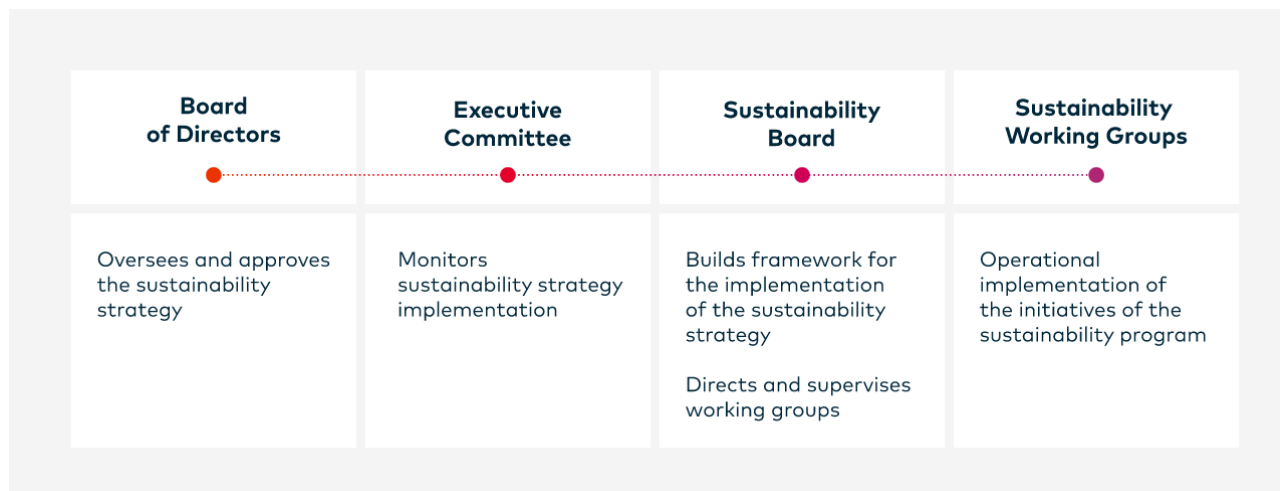
Annex 2: Stakeholders

To improve performance on our material topics, we closely partner with our stakeholders. Our key stakeholders are our employees, customers, suppliers, and shareholders. Some of these stakeholders have a direct impact on the improvement of material issues, while others are impacted by our actions. We are therefore in regular communication with those stakeholders, in some cases on a daily base. Typical interactions include quarterly "all hands" conference calls between the CEO and CFO and the employees, interactions on the Yammer social networking platform, trainings, regular meetings (incl. trade shows) and calls with customers and suppliers, investor conferences, capital markets days with financial analysts and shareholders, and the annual shareholder meeting.

Through stakeholder engagement and a materiality determination process, Comet Group is regularly reviewing its material topics. The first materiality determination process was performed in May 2021. The materiality determination process is carried out in form of a workshop with key individuals from group management and relevant functions that are in a close interaction with stakeholders. It will take place regularly to reflect changes in the materiality assessment. The current material topics are listed in Annex 1.

Annex 3: Organization, Roles and Responsibilities

ESG Organization



Following approval by the Board of Directors in 2022, Comet established a dedicated organizational structure to develop, manage, monitor, and implement the sustainability strategy at Group level. Before the establishment of this organization, the individual sustainability topics were handled by the Group functions and the divisions.

The Board of Directors oversees and approves the sustainability strategy. The Board is also responsible for the review and approval of the annual sustainability reporting as part of the reporting process. It is informed quarterly about the status of strategy implementation and thus monitors the achievement of sustainability targets. The Board of Directors' committees deal with the topics that fall within their area of responsibility, such as eco-design for the Technology Committee or non-financial elements of executive compensation for the Nomination & Compensation Committee (NCC). The Board of Directors has delegated the implementation of the sustainability strategy to the Executive Committee.

The Executive Committee is responsible for implementing the sustainability strategy and for preparing the annual sustainability reporting. The Chief Executive Officer (CEO) acts as sponsor of the sustainability program and is therefore accountable for sustainability at Comet. In executing the strategy, the Executive Committee is supported by a Sustainability Board. The chair of the Sustainability Board updates the Executive Committee in regular quarterly meetings on the progress in the strategy's implementation.

The Sustainability Board also meets quarterly to discuss ongoing sustainability initiatives, launch new initiatives, and prepare sustainability goals for approval by the Executive Committee. As members of this board, high-level representatives of the company meet to drive and execute the sustainability strategy or develop actions and measures that address key issues. The Sustainability Board ensures the cohesion of the Group's sustainability efforts.

The detailed elaboration and operational implementation of the sustainability initiatives is carried out in various working groups that map the main issues. These are made up of representatives of the business areas and corporate functions who are responsible for the topic in their area of activity.