



swissbit®

Ensuring a Sustainable Future

Corporate Social Responsibility Statement

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Empowering a Sustainable Digital World

In an era where technology and sustainability intersect, Swissbit stands at the forefront, driven by a mission to empower the digital and connected world by reliably storing and protecting data. Our dedication is not just to digital security and data management; it also includes a broad commitment to the environment and society. This Corporate Social Responsibility Statement underscores Swissbit's dedication to shaping a sustainable future, guided by our core values of Trust, Accountability, Respect, and Curiosity.

At Swissbit, we understand that our role in the global community involves more than just offering secure and reliable data solutions. Our approach focuses on integrating technology with responsibility, aligning innovation with sustainability, and ensuring that our business growth is also considerate of environmental care. Our approach to sustainability is built on a foundation of ethical practices, environmental consciousness, and social responsibility, resonating deeply with the United Nations' Sustainable Development Goals.

Our economic responsibility, as outlined in this statement, reflects our belief in the power of sustainable corporate governance and ethical supply chain management. We recognize that our environmental commitments, are not just corporate responsibilities, but global imperatives. Social responsibility, a cornerstone of our ethos, emphasizes the importance of employee development, promoting diversity, and fostering an inclusive, equitable work culture.

In this spirit, Swissbit is dedicated to its sustainability values:

- Environmental Protection
- Carbon Footprint Reduction
- Energy Conservation
- Resource Efficiency
- Supply Chain Integrity
- Ethical Sourcing
- Social Equity.

As we navigate the complexities of the digital age, Swissbit remains committed to being a catalyst for positive change. Our Corporate Social Responsibility Statement is more than a declaration; it's a roadmap for a sustainable future, driven by a company that believes in the power of technology to make a difference. Join us on this journey, creating a world where data security and sustainability go hand in hand.

We have already made progress, particularly in terms of the CSR evolution on material topics:

- **Supply chain management:**
Swissbit has continued to strengthen the resilience and sustainability of its supply chain. The integration of the IntegrityNext platform enable systematic monitoring of suppliers' ESG compliance. To mitigate key risks – including dependency on far east suppliers, geopolitical pressures and upstream emissions – Swissbit has secured two additional semiconductor suppliers and established strategic partnerships, particularly with a new European partner.
- **GHG emissions and climate transition:**
Swissbit is making measurable progress towards its commitment of reducing CO2 emissions by 50% by 2030 (vs. 2019 levels), underpinned by a comprehensive climate strategy. Key levers include a full transition to 100% renewable electricity by 2025, the deployment of high-efficiency heat pumps, and the planned adoption of green nitrogen by 2026 – all contributing to both environmental impact and operational efficiency.
- **Operational eco-efficiency:**
Swissbit continues to demonstrate a strong operational eco-efficiency maturity. At its Berlin site in Germany, the company achieves over 95% waste separation. Swissbit also adopts a forward-looking approach to PFAS – balancing regulatory compliance with product innovation – positioning itself to mitigate risks while capturing emerging opportunities.

1 Environmental Commitment

Swissbit, recognizing the importance of sustainable practices, has aligned its operations with the Sustainable Development Goals (SDGs) set by the United Nations. We are dedicated to creating a positive environmental impact through thoughtful practices in our business operations. Our efforts are particularly focused on Affordable and Clean Energy (SDG 7), Responsible Consumption and Production (SDG 12), Climate Action (SDG 13), and Life on Land (SDG 15).

1.1 Adopting Sustainable Energy Solutions

- Swissbit's Management System, which includes the production site in Berlin, is certified according to ISO 14001 and ISO 50001.
- At our production site, we have successfully transitioned to a modern heat-pump system, cutting our energy consumption for heating significantly.
- By installing a photovoltaic system, we have taken a significant step towards reducing our external energy needs through in-house electricity production.
- We plan to replace our compressed air generators, aiming to significantly reduce our energy requirements for compressed air generation.
- Swissbit intends to reduce electricity consumption for ventilation by using better filters with reduced flow resistance, demonstrating our continuous effort to improve energy efficiency.

1.2 Leading in Climate Action

- Swissbit is firmly dedicated to climate action, targeting a reduction of our carbon footprint by over 50% by 2030 compared to 2019 levels. By replacing the gas heating system, we have achieved zero direct carbon emissions for heating. Additionally, we aim to reduce CO₂ emissions by purchasing green nitrogen and switching to green electricity in the future.
- We have installed electric vehicle charging stations at our Berlin site, further promoting e-mobility.
- Swissbit is committed to reducing and avoiding wastewater through effective water management, supported by environmental consulting services. Our water management processes undergo bi-annual audits.
- We will conduct regular training sessions and awareness programs on environmental and energy issues, reinforcing our commitment to sustainability amongst our team.

1.3 Driving Innovation in Waste Management

- At our Berlin facility, we have achieved a >95% waste separation rate, emphasizing our commitment to reducing waste and enhancing waste management practices.
- We have transitioned from using PVC adhesive tape to paper-based tape, significantly improving the recyclability of our packaging materials.
- In the manufacturing process for electronic component packaging and System-in-Package products, we have shifted to using reusable molding foil, furthering our efforts in waste reduction.
- We aim to repurpose and reuse IT equipment for reducing our electronic waste.

2 Advancing Social Responsibility

Social responsibility, a cornerstone of our ethos, emphasizes the importance of employee development, promoting diversity, and fostering an inclusive, equitable work culture.

2.1 Empowering Employee Development

- High European Social Standards
- Equal working culture
- Employee training & development environment to strengthen the regional knowledge patterns in our business
- Committed to talent attraction, regional retention and diversity
- Equal working culture

3 Promoting Economic Governance

Swissbit has integrated its commitment to fostering economic sustainability into the core of its operations. This dedication is reflected in our structured approach towards Corporate Governance and Supply Chain Management, aligning with our ethos of reliability, and integrity, ensuring the long-term resilience and success of our operations.

3.1 Upholding Strong Corporate Governance

- Swissbit is committed to cultivating a corporate culture that embodies trust, responsibility, respect, and curiosity.
- As a trusted partner, Swissbit empowers the digital and connected world by reliably storing and protecting data in industrial, security, and IoT applications, reflecting our vision and mission.
- Our governance structure includes a Management Team and Board of Directors (Verwaltungsrat), ensuring effective and transparent decision-making.
- Our Code of Conduct serves as a foundation for our decision-making processes, guaranteeing that all actions taken by Swissbit, and its employees are in line with the highest ethical standards.
- Swissbit engages with external consultancy firms for change management initiatives, focusing on culture, values, and leadership to gear up for future growth. We maintain a strong focus on continuous improvement in governance and management practices, keeping pace with evolving global standards and stakeholder expectations.
- As an ISO 27001 certified company, we manage the security of assets such as intellectual property and information entrusted by third parties.
- Labor practices at Swissbit comply with Swiss and German law, which ensures alignment with the highest international social, environmental, and regulatory standards.

3.2 Transforming Supply Chain Management

- Swissbit is an established supplier of cybersecurity and storage solutions for governmental, financial, and critical infrastructure markets. Our production facility is located in Berlin, Germany, where we manage and control the complete manufacturing process – from wafer handling to packaging, assembly, testing and logistics – thus reducing dependency on different manufacturing sites, service providers, and raw material handling in the Far East.
- In line with our focus on vertical integration, we offer unique customization options. These range from custom sourcing, custom shipment, and packaging to digital information exchange. Our digitally controlled and optimized supply chain incorporates advanced technologies such as predictive analytics and machine learning.
- To further strengthen our operations, we are focused on enhancing second-source options for components and increasing local sourcing within Europe. These efforts not only improve supply chain resilience but also contribute to a more sustainable and greener approach. Being closer to our European customers significantly shortens transportation times and further reduces CO₂ emissions.

- To support our global reach, we offer local technical, sales and application support in local language and in close proximity to our customers. Beyond that, Swissbit maintains a global network of distributors, representatives and fulfillment partners.
- At Swissbit, we want to ensure that our operations are supported by the highest standards. Therefore, our Supplier Code of Conduct is based on internationally recognized guidelines such as the UN Global Compact Principles and the International Labor Organization's fundamental principles. We seek out and partner with suppliers who guarantee quality products, demonstrate environmental and CSR commitment, fulfill orders, ensure long-term stability, and source precious metals in an ethical and human right compliant way. Our main suppliers are contractually obliged to uphold our environmental, occupational safety and health as well as CSR commitments. To further support sustainability, Swissbit also uses IntegrityNext, a state-of-the-art platform for Supplier ESG (Risk) Management that operates on the latest technological standards. This digital real-time supplier management tool allows us to continuously monitor and assess our suppliers' environmental, social, and governance (ESG) compliance. Besides, we ensure compliance with all western (and US) sanctions and export regulations.

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