



HSE, ENVIRONMENT & SUSTAINABILITY POLICY

This policy is designed to guide Ixys in managing health, safety, environment, and sustainability in a structured and responsible manner. By prioritizing the well-being of our employees, minimizing environmental impacts, and fostering sustainable practices, we aim to create long-term value for our stakeholders and contribute to a safer, healthier, and more sustainable future.

HSE

Ixys is committed to providing a healthy and safe work environment for all employees. We believe that accidents can be prevented through systematic implementation of our HSE management system. Our goal is to identify risks associated with our activities and implement measures to reduce the likelihood of unwanted events.

At Ixys, no task or activity shall take precedence over health, safety, or the environment. We strive to create a work environment marked by openness, trust, and a culture that promotes health and safety.

We will achieve this through visible management commitment, systematic internal controls, risk evaluations, and proactive measures to continuously reduce health hazards and environmental risks. Health, safety, and environment considerations will be integrated into all planning and execution of our activities.

All employees are responsible for exercising caution in their work to foster a strong HSE culture. Our ultimate goal is **ZERO** injuries and accidents.

ENVIRONMENT

Ixys is committed to fulfilling legal and regulatory requirements and preventing pollution by adopting environmentally friendly practices. We work to minimize adverse effects on the external environment and continuously improve our environmental competence.

To achieve this, we prioritize resource efficiency by conserving water, energy, and raw materials. We actively reduce waste, promote recycling, and implement technologies that minimize emissions. Additionally, we influence customers and suppliers to adopt environmentally sound practices and provide sustainable alternatives through our products, technology, and software solutions.

Ixys has established a quality, HSE, and environmental management system certified in accordance with NS-EN-ISO9001:2015 and NS-EN-ISO14001:2015. These certifications reflect our dedication to environmental stewardship.

SUSTAINABILITY

Sustainability is a core principle at Ixys, encompassing environmental responsibility, social commitment and economic resilience.



Environmental responsibility

We strive to reduce our environmental footprint by optimizing resource use, preventing pollution and addressing climate change. This includes reducing greenhouse gas emissions, improving energy efficiency, and integrating climate resilience into our operations and strategies.

Social responsibility

Ixys prioritizes the well-being of employees by fostering a safe, inclusive, and respectful workplace. We invest in training, development, and employee engagement to build a strong, motivated workforce. Beyond our organization, we collaborate with local communities and stakeholders to support social equity and development initiatives. Ethical practices, transparency, and fairness are central to our operations, including governance, procurement, and stakeholder relationships.

Economic sustainability

Ixys is committed to balancing financial performance with social and environmental considerations. Through innovation, we create sustainable solutions that address emerging challenges and generate opportunities. Sustainability is integrated into our risk management processes, enabling us to identify, assess, and mitigate risks across our operations and value chain.

Transparency and accountability

We regularly monitor, evaluate, and report our sustainability performance in accordance with recognized international standards. Progress is reviewed quarterly, and results are shared with stakeholders through our annual sustainability report.


Implementation and review

Our leadership team is committed to sustainability by setting clear goals, allocating resources and driving initiatives. All employees are encouraged to actively participate in sustainability efforts, contribute ideas and take ownership of goals within their roles.

We are committed to continuous improvement through systematic monitoring and evaluation of our sustainability performance. Collaboration with customers, suppliers, regulators and civil society organizations is integral to achieving our sustainability goals and creating positive impacts for people and the planet.

This policy reflects Ixys' commitment to environmental stewardship, social responsibility and economic sustainability, ensuring that we remain a responsible corporate citizen and contributor to sustainable development.

Review date: 01.02.2025

A handwritten signature in black ink, reading 'Vidar Haus'.

Vidar Haus
Managing Director
Ixys AS






HSSE-IXYS-POLICY-001 HSE, Environment & Sustainability Policy

Final Audit Report

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