



NOVA SUSTAINABILITY INSIGHT REPORT

2025



Message from our President & CEO

At Nova, we are driven by a sense of responsibility—our mission, our corporate DNA, and above all, our confidence in our ability and desire to act—make an impact and bring about positive change.

Nova continues to operate amid significant geopolitical challenges that directly and indirectly impact our company and employees. Despite these challenges, we remain committed to supporting our employees, customers, and partners as we strive to achieve our mission, benefit society, and bring positive change to the world. We continue to be an active player in shaping global digital transformation.

In our 2022 Insights Review, we aimed to better integrate our environmental, social, and governance goals and principles into our operating model and establish measurable metrics to track and evaluate our progress. As part of this effort, we thoroughly reviewed our previous goals and are pleased to announce additional goals that reflect our long-term vision, address our areas of impact, and enable us to measure our progress on targeted initiatives.

In evaluating our social goals, we have placed importance on gender diversity and supported internal mobility. For our environmental topics, we have set more ambitious yet achievable goals, including increased Greenhouse gas (GHG) emissions reductions, renewable energy usage, and waste management goals. While we have chosen to focus on environmental and social topics for our 2030 sustainability goals, the importance of governance at

Nova remains unchanged. We will continue to report on our programs, policies, and training related to corporate governance, cybersecurity, ethics, and compliance.

Our updated goals are rooted in our achievements from 2024. We have made significant strides in reducing our environmental impact, achieving 88% renewable energy use and a 65% reduction in scope 1 and 2 greenhouse gas (GHG) emissions from a 2022 baseline. We are also proud of the progress in our key social programs, including a 148% increase in employee volunteering hours from a 2022 baseline, a 35% internal mobility rate, and the launch of a professional certification program to better serve our customers.




In 2024, we made substantial progress on our \$1 billion long-term strategic plan. We expanded our presence in the advanced packaging market, increased the growth of our dimensional metrology solutions, and secured record revenues from both materials and chemical metrology solutions. Driven by our focus on innovation, we are achieving significant revenues from our investments in transitioning to next-generation integrated circuits.

We look forward to continued collaboration with our employees, customers, suppliers, and communities as we work to achieve our goals, grow our business, and enhance shareholder value.

Gaby Waisman
President & CEO



Table of Contents

			
About Nova 5	People First 15 The individual as a whole and our community as our home	Governance: 52 Our compass	Environment: 63 Our obligation
2024 Highlights 8	Employee Well-being 17	Corporate Governance 53	Climate & Energy 65
Guidelines and Goals 9	Employee Development 19	Business Ethics and Integrity 58	Waste Management 70
Nova's Values 10	Talent Management 34	Anti-Corruption and Anti-Bribery 59	Product Quality & Safety 72
Sustainability Vision and Strategy 11	Engaging with our communities 41	Cybersecurity and Intellectual Property Protection 60	Employee Health & Safety 73
Key Sustainability Assessment Scope 14			Supply Chain Stewardship 75
			Product Sustainability 76
			Reporting Indices 79
			GRI Index 79
			SASB Index 81

We measure ourselves by our ability
to transcend expectations & boundaries.
We partner with our customers to
craft innovative process control solutions
enhanced with unique value.

We are

NOVA®

About Nova

Nova reveals the invisible. We deliver continuous innovation by providing state-of-the-art, high-performance material, optical and chemical metrology solutions for effective process control throughout the semiconductor fabrication lifecycle. Our product portfolio combines high-precision hardware and cutting-edge software to provide customers with deep insight into developing and producing the most advanced semiconductor devices.

Our product portfolio includes a complete set of metrology platforms suited for dimensional, films, materials, and chemical metrology measurements across various semiconductor manufacturing process steps. Our product lines span multiple technologies and address critical challenges in semiconductor manufacturing process control across segments and technology nodes. Nova proudly serves numerous leading manufacturers across Asia, North America, and Europe in every segment of the integrated circuit manufacturing industry, including logic, foundry, and memory. Our solutions address front-end, back-end, and advanced packaging process steps.

From our key sites worldwide, Nova acts as a trusted partner to semiconductor manufacturers. We work closely with our customers to craft innovative process control solutions to improve performance, enhance product yields, accelerate time to market and provide a deep insight into the development and production of the most advanced semiconductor devices. Our close collaboration with manufacturers allows us to innovate advanced solutions that help digitize our world, improve communication and well-being, support sustainable industries, and shorten manufacturing time to save resources and reduce carbon emissions and waste.

For more information about Nova and our Sustainability practices, please contact: investors@novami.com



Our business milestones

- 1993 **Nova Founded**
- 1994 Integrated Metrology introduction
- 2000 IPO on NASDAQ
- 2002 Dual listed - Tel-Aviv Stock Exchange
- 2005 Stand-Alone OCD Metrology introduction
- 2015 Revera Acquisition (Materials Metrology)
- 2018 Nova FIT[®] Machine Learning introduction
- 2019 Nova Prism introduction
- 2020 Nova Elipson[®] introduction
- 2020 Raising \$ 200M Convertible Bonds
- 2021 Nova Metrion[®] introduction
- 2022 Ancosys Acquisition (Chemical Metrology)
- 2023 Opening 2nd production site - ISL, USA

2024

2011 ✓
NOVA 100
\$100M Annual Revenue

2021 ✓
NOVA 300
>\$300M Annual Revenue

2022 ✓
NOVA 500
>\$500M Annual Revenue

2027
NOVA 1B
Long term strategic plan to reach \$1B Annual Revenue

Our Offering

Revealing the Invisible

Actionable Insights, Critical Foresights



2024 Highlights



* Please see Environment for additional information regarding Nova's GHG emissions data.



Guidelines and Goals

In 2024, we reviewed our Sustainability program and previously stated goals.

Based on the results of that review, we are proud to announce an updated set of 2030 Sustainability goals that better align to our long-term priorities and to the impacts that are relevant to our organization. The 2024 review builds on our initial 2022 Insights Review and key Sustainability assessment. Our updated goals maintain the spirit and ambition of our original goals, while adding greater focus to the impacts we are working to manage and providing more accountability to

driving progress in critical areas such as gender representation, energy and emissions, and waste, while retiring goals that have been achieved within our company. Concerning topics where we no longer have formalized goals, but are part of our Sustainability strategy, we will continue to report on our programs, policies, and progress.



Environment Guidelines and Goals

- 1

Energy & Emissions
 - Reduce our Scope 1 and 2 GHG emissions by at least 50%* and source 90% renewable energy
 - * From 2022 baseline
 - * Since the company plans to grow both organically and inorganically, the ability to reduce emissions and commit to renewable energy depends on the locations and the availability of renewable energy
- 2

Waste
 - Reduce hazardous and non-hazardous waste to landfill by 20% each
 - * From 2022 baseline
- 3

Environment, Health & Safety
 - Aspire to achieve zero work-related injuries and maintain above 90% employee participation in safety activities
 - Decrease the severity of work-related injuries by 20%*, focusing on minimizing long-term disability and achieving recovery times of less than 3 months.
 - Strive to reduce reportable incidents related to hazardous materials to zero
 - * From 2022 baseline
- 4

Supply Chain
 - Become a member of the RBA, aim that 80% of our top suppliers adopt RBA directives and have formal commitment to sustainability
- 5

Product Sustainability
 - Implement practices to reduce power consumption of our products product waste, and increase the use of recycled materials in our products, per our PLC



Social Guidelines and Goals

- 1

Growth & Development
 - Achieve 95% participation in annual performance reviews
 - All customer-facing technical or professional employees will engage in a professional certification program
 - Maintain at least 80% inclusion score
- 2

Inclusion & Diversity
 - Aim to increase global gender representation of women
- 3

Talent Attraction
 - Maintain that at least 25% of job vacancies to be filled by internal candidates and increase internal mobility among women
- 4

Community
 - Expand our impact in local communities through charitable donations, volunteering opportunities, and providing STEM scholarships

Nova's Values

We strive for excellence and sustainable growth

Our core values define and guide our business and social responsibilities. We crafted these values through a cooperative effort within our organization, incorporating the collective experiences and perspectives of our team. We encourage our employees to bring these values to life every day through their actions and decisions.

As part of our values, we aim to support our employees and promote ethical and respectful behavior. We also aim to support our stakeholders and the communities in which we operate. We focus on creating an environment for growth through innovative leadership while being mindful of the environment around us.

Dream

Dream big. Dream high.

Dare

Embracing the unknown beyond the familiar.

Listen

Awareness of the voices around us.

Innovate

Raising the bar together.

Execute

100% excellence. 100% team work. 100% accountability.

Win

This is how we get there. This is our road.
This is how we WIN.

Sustainability Vision and Strategy

Our Vision

To become an active influencer in creating a more sustainable and equitable future.

We aim to adopt a holistic and responsible approach to improve our sustainability practices so that we can lessen the impacts that we have on the communities in which we operate and where we live. We are also working toward implementing comprehensive methods to incorporate our strategy across our activities to create positive impacts as a corporation and as individuals. This report details our progress on these efforts, including our new goals and focus areas.

At Nova, we contribute to a more advanced society and the health of our planet by providing unparalleled process insights that enable manufacturing efficiencies in the semiconductor value chain. We believe these efficiencies provide tangible environmental benefits through reduction in the consumption of raw materials, energy, and harmful chemicals. We strive to improve the economics of manufacturing and increase society's accessibility to technology in the digital age. A sense of purpose to continuously stand at the forefront of innovation lies at the very heart of our culture. Through collaboration with our stakeholders, we aim to bring both insight and foresight that help transform the world.

We believe our pragmatic approach supports our initiative to weave sustainable practices into our daily operations, including into our culture, products, business processes, supply chain, customers, R&D, and manufacturing.



Our Sustainability Strategy

Our Sustainability strategy is built around three pillars, under which we defined long-term goals and areas of focus. Through an annual planning process, we will analyze our progress toward our goals and continue to adjust our strategies, programs, and investments to help us achieve them.

People First

The individual as a whole and our community as our home

We seek to improve our strengths as a company by building an inclusive organization and expanding our teams with talent from a multiplicity of backgrounds and with different ways of thinking. We work to foster an inclusive, open-minded, transparent, and accepting environment so that everyone is seen, heard, and feels valued and respected. We want employees to feel a sense of belonging and protection in the workplace. We believe that it is our responsibility to create opportunities for our employees to grow and make an impact. We are connected to the communities around us, striving to provide them with resources to promote equality, belonging, and self-worth just as we aim to support our own employees.

Employee Well-being

Employee Development

Culture of Inclusion

Talent Management

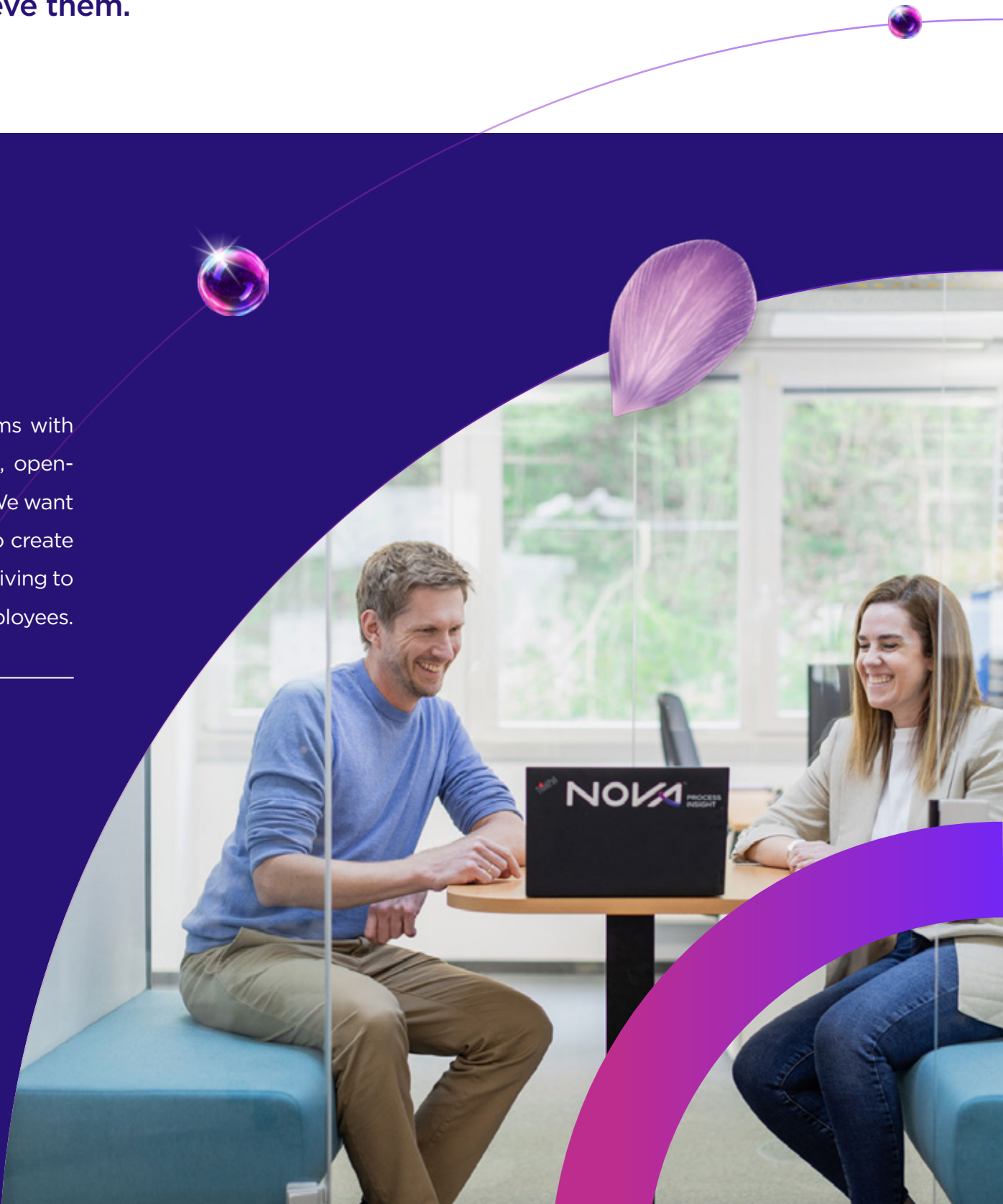
Engaging with our Communities



Gender Equality



Decent Work and
Economic Growth



Governance: our compass

Our values guide our actions as people, as teams and as a company as our multi-disciplinary teams work with our customers to help them succeed. We strive to create an ethical and safe workplace for our employees – a workplace that is grounded in our internal Code of Conduct. We emphasize integrity, ethics, and governance as core values to support our engagement with all our stakeholders.

Corporate Governance

Business Ethics and Integrity

Anti-Corruption and Anti-Bribery

Cybersecurity and Intellectual Property Protection

8

DECENT WORK AND ECONOMIC GROWTH

Decent Work and Economic Growth

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

Peace, Justice and Strong Institutions

Environment: our obligation

We believe that it is our responsibility to respond to environmental sustainability challenges as we grow as a company. We strive to play our part in building a better future by reducing our direct environmental impact and by making a positive effect on the planet.

Climate and Energy

Waste Management

Employee Health and Safety

Supply Chain Stewardship

Product Sustainability

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Industry, Innovation and Infrastructure

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Responsible Consumption and Production



Key Sustainability Assessment Scope

In 2022, we concluded our initial Sustainability significance assessment.

The Sustainability significance assessment was based on a peer benchmark review, industry practices, and investors’ interests, as well as engagement with Nova’s stakeholders, including our Board of Directors, customers, suppliers, investors, analysts, and employees. Our goal was to identify the areas with significant impact, while reducing risks and focusing our efforts to improve business conduct in meaningful ways.

The significance assessment was led by Nova’s internal steering committee and reviewed by our Nominating, Governance and Sustainability Committee. As a result of the assessment, we have been able to define our priority topics and strategy, and this work has informed our updated goals.

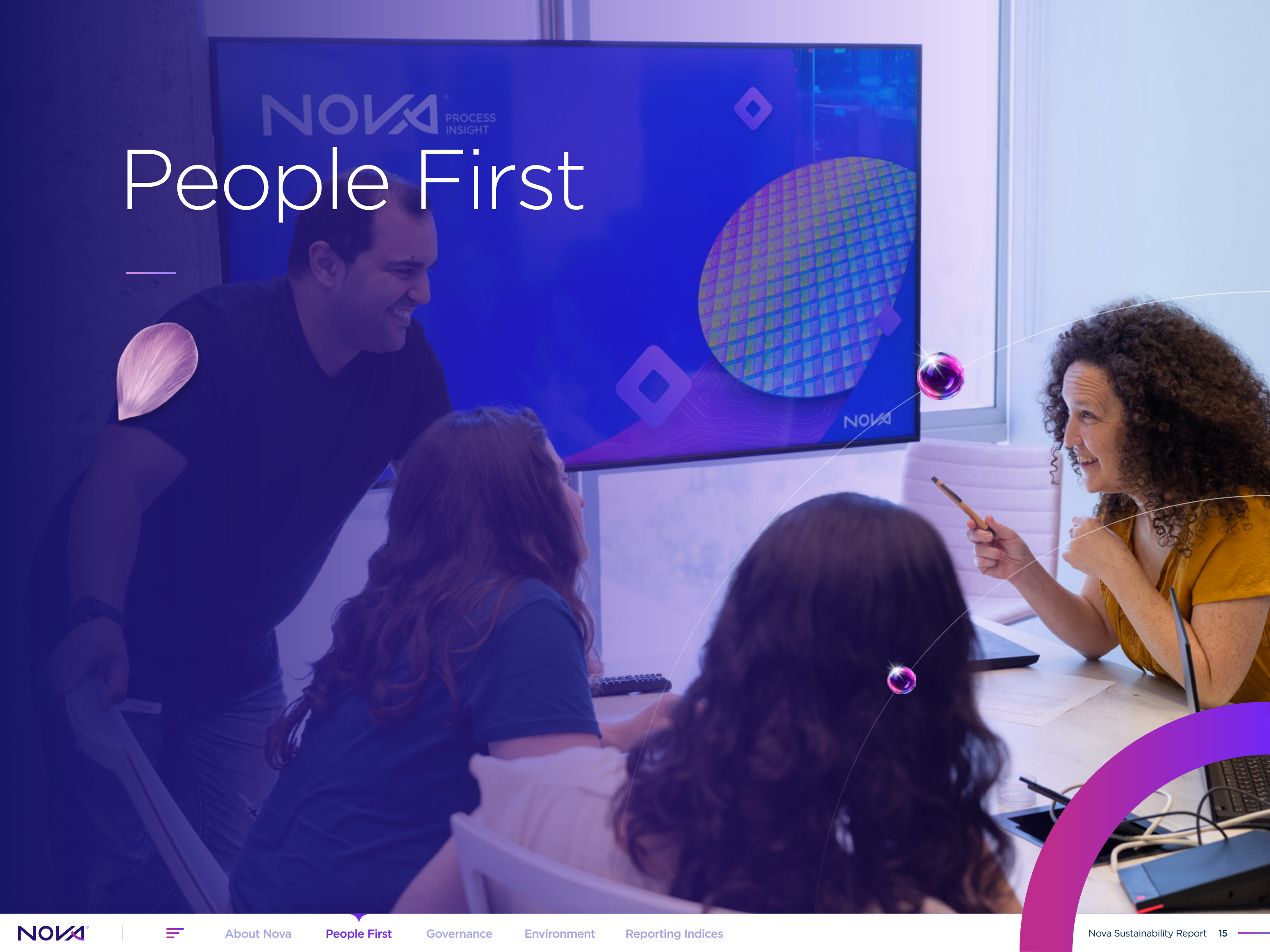
Significant Topics Matrix



- | | |
|---|--|
| 1 Carbon footprint and climate change (GHG emissions) | 12 Human rights |
| 2 Climate risk management | 13 Human capital development |
| 3 Energy management | 14 Talent attraction & retention |
| 4 Waste management | 15 Ethical business practices |
| 5 Water and wastewater management | 16 Future regulatory compliance |
| 6 Sustainable products | 17 Supply chain and procurement management |
| 7 Hazardous materials management | 18 Communication with stakeholders |
| 8 Innovation | 19 Anti-competitive practices |
| 9 Occupational health and safety | 20 Product safety and quality |
| 10 Social and community action & impact | 21 Data privacy & cyber security |
| 11 Diversity & equality (DEI) | |

* The analysis was conducted by external 3rd party consultant that contacted Nova’s various stakeholders to review their priorities and expectations

People First





People First

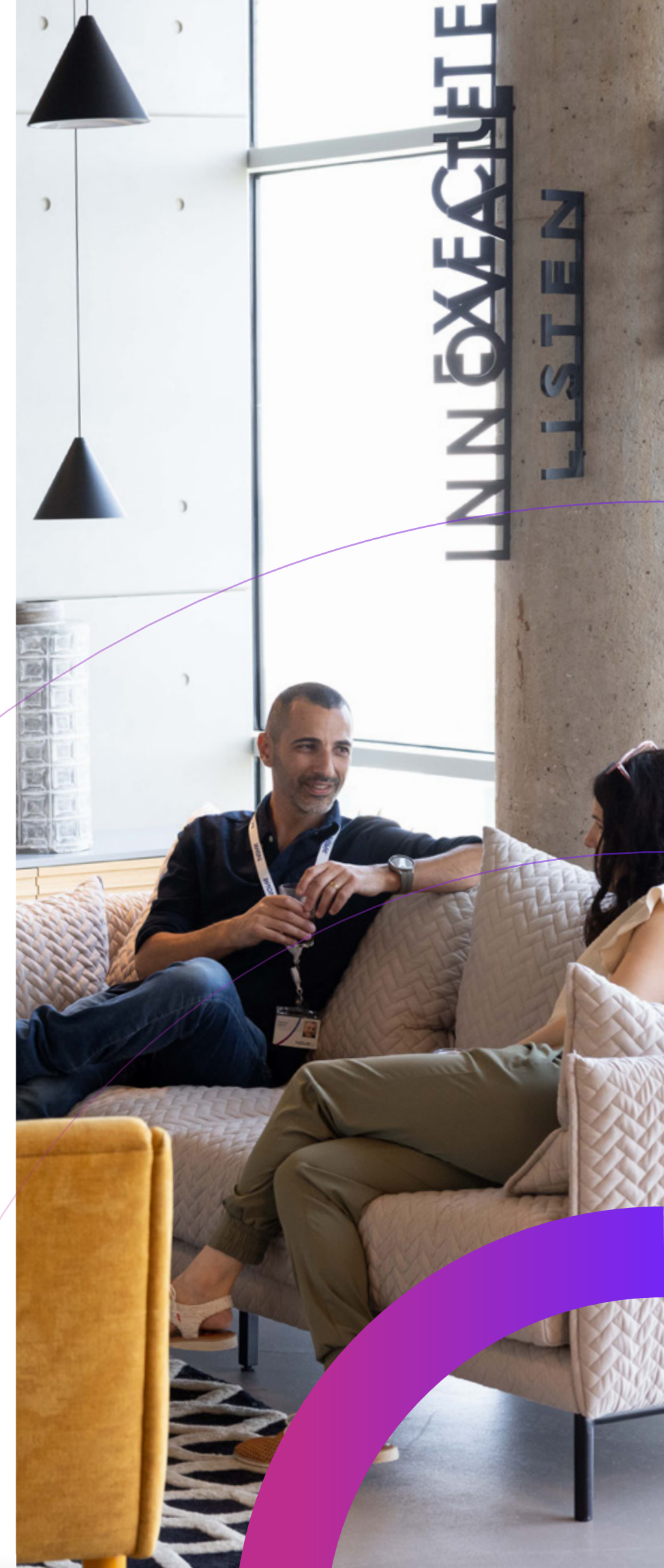
The individual as a whole and our community as our home.

Our people first approach, which drives our organizational culture, is at the core of our business success and growth. Placing human needs and values first, we aim to create an environment where our employees feel seen, valued, empowered, and inspired to contribute their best ideas. This approach enhances open communication, collaboration, and creative thinking. We encourage our employees to think differently, to offer bold solutions, and to feel supported when doing so. By fostering a space where diverse perspectives are welcomed, individuals feel safe to challenge the status quo, which is how we are able to shape innovation.

We invest in our employees. We aim to prioritize their well-being, their personal and professional development, and their career goals. Our values – Dream, Dare, Listen, Innovate, Execute, Win – are more than words. They underpin our culture, and they drive our success.

Our values extend beyond the walls of our offices. We strive to create meaningful impact in the communities in which we operate by engaging in initiatives across our global operations designed to help those communities flourish. We establish collaborative relationships with our stakeholders, including our partners and suppliers, so that they, too, feel seen, heard, and respected.

Nova's products enable our stakeholders to see the unseen, enabling them to plan and develop their needs and grow according to unique observations.





Employee Well-being

We recognize the importance of supporting our employees' well-being.

We want our employees to thrive, both in the workplace and in their lives outside work. Nova aims to employ passionate people who have the necessary skills, knowledge, and commitment to meet our technological, cultural, and business vision. As a global company, we comply with all local employment practices across the sites in which we operate, combining local benchmarks and practices with Nova's global benefits programs, which include extensive pension and retirement plans, health and medical insurance, and enhanced vacation plans. We aim to go beyond what is legally required and offer a range of leave options for employees to enjoy time-off of work when needed. This includes supportive leave programs, such as holidays or vacations in accordance with employees' many backgrounds, medical leave, parental leave, bereavement leave, military service, and voting days.

Our performance evaluation process is managed annually. During this process, we evaluate individual employees' personal performance and contribution in comparison to past year goals and then set goals for the year ahead. This process forms the basis of our "pay for performance" compensation philosophy; through which we consider each employee's performance when setting individual compensation.



102%

Ratio of women's to men's salary bonus

102%

Ratio on women's to men's long-term incentive (LTI) entitlement

100%

Ratio of women's to men's compensation



Employee Well being

Our “pay for performance” philosophy is supported by several compensation review processes:

To check that our employees’ compensation remains fair and competitive, we run an annual salary review process to compare current salaries against a reliable market benchmark. This review, combined with each employee’s performance, is then used to determine if a realignment of an employee’s base salary is required. We use tested, state-of-the-art benchmark providers with robust databases and excellent coverage of all local markets in which we operate.

Nova employees are also eligible to participate in one of our performance-based compensation plans. These plans include an Annual Bonus plan available to most of our employees and more specific incentive plans targeted at specific populations, such as our sales team. These performance-based plans equip our managers with an objective tool to compensate our top performing employees for their achievements.

We offer employees the opportunity to participate in an Equity Based Compensation Plan, through which they can benefit from the company’s success when the price of our shares increases. This plan is designed to increase employee engagement and retain our talent over the long term.

Our pay practices and processes are designed so that that our employees are compensated fairly based on their contributions, without bias due to gender, ethnicity, age, disability, or other. We continually monitor our employees’ pay so that biases do not affect the decisions made during our pay processes. This approach is designed to protect against subconscious bias entering compensation practices and processes.

It is important that our workplace environment is supportive and respectful. We maintain strong anti-harassment and anti-sexual harassment policies so that our employees are not mistreated, and we enforce a zero-tolerance policy against workplace bullying. We protect our employees’ privacy if sensitive matters arise in the workplace.

Our employees’ health and safety are paramount to our success and our position as market leaders. We want our employees to be healthy and to work in safe environments. To promote long-term health, employees in Taiwan, China, Singapore, Korea, and Japan complete annual health checks, and Nova also provides medical checks to our employees in other countries (such as Israel and the United States) to support preventative care and early detection of potential health concerns. These benefits vary by region, and they include annual health checks, preventative screening for breast cancer, carotid artery disease, peripheral arterial disease, abdominal aortic aneurysm, and atrial fibrillation. These medical reviews are voluntary, and the results are kept private for the employee’s use only.



Employee Development

Successful careers are supported by a foundational development program that encompasses all aspects of our employees’ growth. Our corporate DNA and culture focus on providing our employees with multiple opportunities for professional and personal development and growth. We encourage our employees to take an active role in designing their career paths by focusing on:

- Professional development and core expertise enhancement
- Personal growth as an individual contributor and as a team member
- Soft skills development, including management and leadership skills
- Career development in either technical or managerial tracks

Nova’s Organizational Development team identifies needs for training and employee development and collaborates with cross-functional teams to develop bespoke programs to address those needs. Our workforce requires highly specialized training to stay current on technological developments in our field. Nova develops its own training programs based on our propriety technologies and intellectual property. This approach aims for our skilled employees to receive training and development opportunities specifically tailored to their needs.

To ensure our training programs remain up-to-date, we conduct an annual cross-organization assessment of employee training needs. This assessment collects feedback from Nova’s functional and regional teams, as well as information from our performance review process, to prioritize our employee-development activities. These inputs are designed to address the emerging needs of the organization and the specific needs of Nova’s various divisions and regions.





Employee Development

Training Opportunities

Our training programs include a variety of courses designed to help employees build their skills. Our Training coordinators align training opportunities with our yearly and long-term objectives, so that the training covers the following areas:

- 1 General onboarding programs for new employees
- 2 Programs offered by and to different divisions (Dimensional, Materials and Chemical) to provide technical and job-specific training
- 3 Corporate training programs that offer industry, product, professional, soft skills, management development, and leadership training
- 4 Tailored programs to enhance personal capabilities and support personal growth
- 5 Leadership workshops to develop managerial and leadership skills among our talents
- 6 Executive Leadership training programs to develop Nova’s senior managers and future leaders

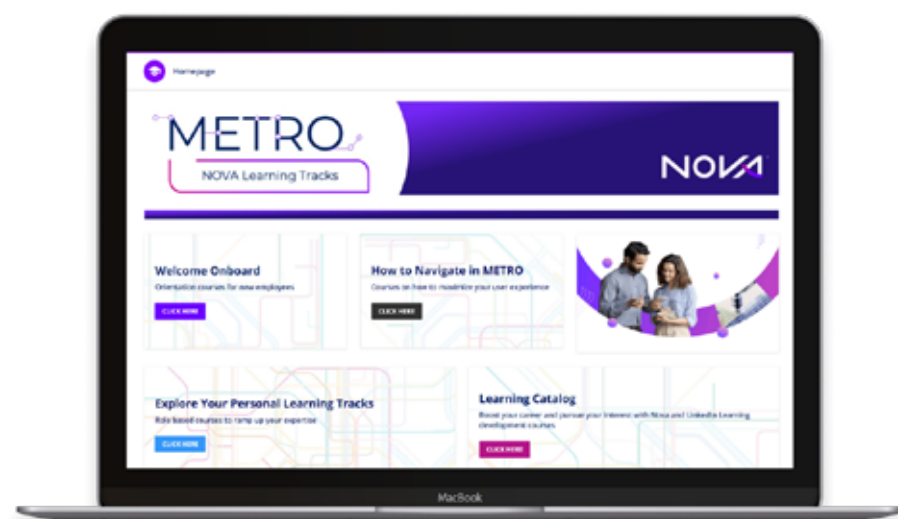




METRO

We continue to expand METRO, our learning management system.

METRO provides on-demand access to our internal and external training content; employees can access onboarding courses, mandatory and voluntary training, role-specific training, and personal learning tracks. Our learning plans are customized for every employee.



Our Organizational Development team conducted a global METRO roadshow to increase engagement and support in developing high value, high quality content. The team presented a deep dive into METRO's capabilities, demonstrated effective types of content available on the platform, and facilitated discussion on how local teams could best leverage METRO to develop and upload new content. As a result, we have evolved our training and development program to place increased focus on role-specific training, field training and development gaps, and providing high-quality, localized training to our teams.

13h
Average learning hours per employee 2024

*From METRO data only

18,000+

Total employee learning hours captured on METRO in 2024

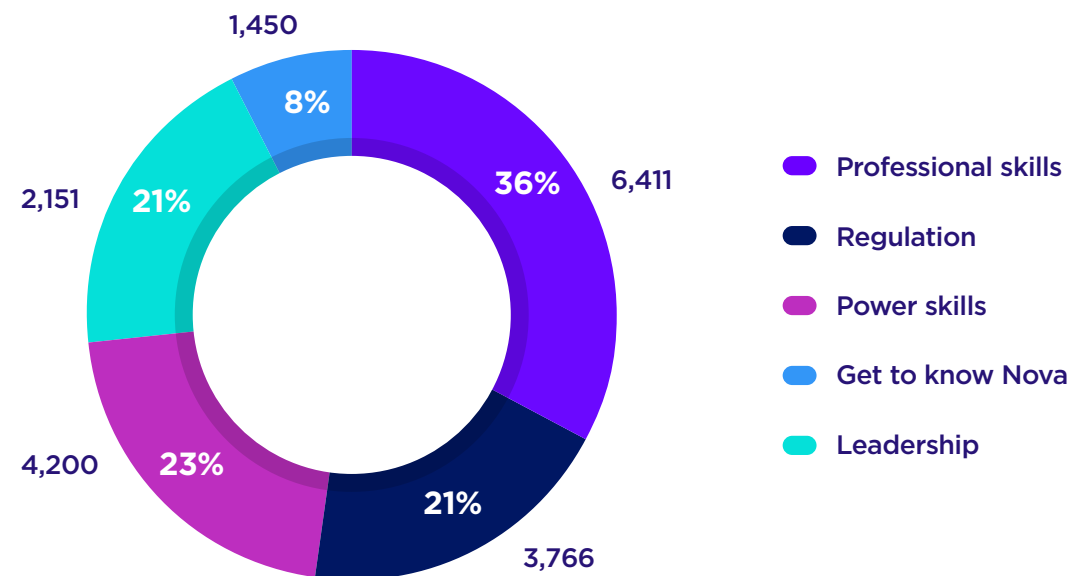
3

Different professional certifications for the field service branch



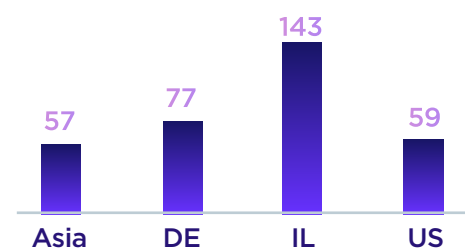
METRO

Learning hours by course pillar

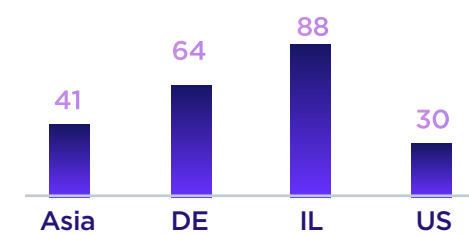


Top 3 trending courses

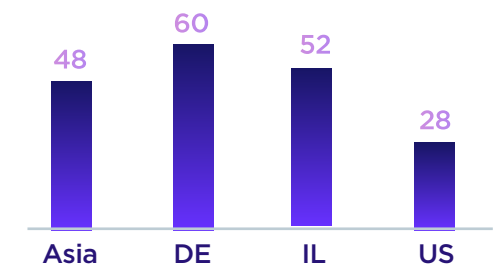
1 ChatGPT N=336



2 When Preperation Meets Opportunity N=223



3 Personal Development Story N=188



To support divisional training initiatives, our L&D team empowers local and divisional SMEs to manage part of the training portfolio independently. This enables us to better serve our employees in different regions and so that our training programs align with employees' specific needs.





Spotlight:
METROFest

Since 2023, we have hosted an annual online METROFest learning festival to celebrate and promote our learning culture. Originally held to provide employees with an organized forum to share their thoughts about technology, culture, business education, and diversity, the week-long festival evolved to become a platform for our employees to share their knowledge and expertise and participate in sessions hosted by their peers.

METROFest invites employees to present on one of four main pillars:

- 1 **Business Processes**
Digital transformation and innovation
- 2 **Business Applications**
Tips and tricks for working with Microsoft applications and AI tools
- 3 **Personal Development**
Pathways for personal development at Nova
- 4 **Working in a Multi-cultural Environment**
How to work effectively in a multicultural organization





Spotlight:

METROFest



Track	Topic	Description
Business Processes	Innovate yourself	How to bring the right value, at the right time, to the right people... If you want to challenge yourself, your work, the value you bring, this is a thought-provoking session for you
	Digital transformation - Live to tell	What does digital transformation mean? Why is it so hard? What is the right way to go about it? Answers to these and more in this enlightening session
Business Applications	PPT - Tips & Tricks	Elevate your presentation with this quick Tips & Tricks PowerPoint mastery
	Excel - Tips & Tricks	Elevate your data analytics with this quick Tips & Tricks Microsoft Excel mastery
	Chat GPT	Explore the capabilities and potential applications of this cutting-edge technology
Personal Development	Personal Development Story	Personal employees' stories and insights about opportunities that come up, the changes and the actions to take to reach the destination
	When Preparation Meets Opportunity	Unlock your career potential by preparing to take opportunities, empowering yourself to take advantage of key moments and drive your professional growth.
	Get Things Done	Feeling out of control? How can you take advantage of the "Get Things Done" method in your daily life? This practical session will give you tips and techniques from a fellow Nova employee who lives by GTD (Get Things Done)
Multi-Cultural Environment	Working in the Far East	Want to prepare for a work trip to Taiwan or Korea? Come and hear the personal experience of employees who spent time working with Nova colleagues and customers in the Far East
	Self-learning courses via Metro	1. Working effectively across cultures 2. Working effectively with Israelis





Spotlight:

Tech Talk

We launched an internal enrichment program known as "Tech Talk" to foster teamwork and collaboration across teams. Employees present on a variety of tech- and business-related topics to their colleagues. Tech Talk is open to all employees and provides a setting to promote knowledge sharing and skill development across the company.

All sessions are recorded and available on METRO for all employees, and specific sessions are incorporated into onboarding and training plans for specific employees. For example, in 2024 we delivered a Tech Talk on the Genesis of the Machine, a deep dive into generative AI. AI marks a significant shift in the capability and use of technology that can turn machines from just tools to partners in the creative process. This talk traced the path from the basics of AI to the nuances and implementation of generative AI today. The talk enabled a discussion on the abilities of AI, how it might transform industries, and some of the ethical considerations we face in implementing this exciting new technology.



Spotlight:

Global Onboarding

In 2024, we launched a global onboarding program to enhance the quality and consistency of the onboarding experience for new hires around the globe. During the program, each employee is assigned content designed to help "get to know Nova" and our industry, supplemented with localized, role-based, and individualized training recommendations.



The onboarding journey is integrated into METRO, so each new hire has access to personalized Nova onboarding content on the platform.



Professional Certifications

We are building robust, role-specific certification programs for key positions in the company to support our employees as they continue their professional growth with us. These programs use a combination of self-guided learning, on-the-job training, and face-to-face sessions to provide training tailored to critical skills for employees to focus on as they progress along their career paths. Following the success of our pilot certification program for our Dimensional Metrology Division (DMD) Field support Engineering, Nova is currently building similar certification programs for Field Service Engineers in the Materials Metrology (MMD) and Chemical Metrology (CMD) divisions. This encourages alignment by all technicians in terms of knowledge and professional acumen, allowing us to reach new heights in technical support and eventually, process insight, as we work with our partners and customers. Through 2024, Nova has issued 159 professional certifications to 120 employees.

2030 Goal

All customer-facing technical or professional employees will engage in a professional certification program





Academic and Institutional Studies

We encourage our employees to pursue further study outside of our internal programs and support their academic aspirations through two channels:

- 1 **Tuition assistance**
We offer employees the opportunity to apply for tuition assistance. Employee requests are discussed in an academic studies committee, which considers employee performance, as well as recommendations from direct managers and the Human Resources Department.
- 2 **Professional coursework**
We collaborate with local universities to make certain courses available to our employees and encourage them to participate in these professional courses as external students.





Spotlight:

Regulatory Training

We integrated regulatory and mandatory trainings for all employees globally via the METRO platform. All employees must take these online trainings annually, from when they join Nova.

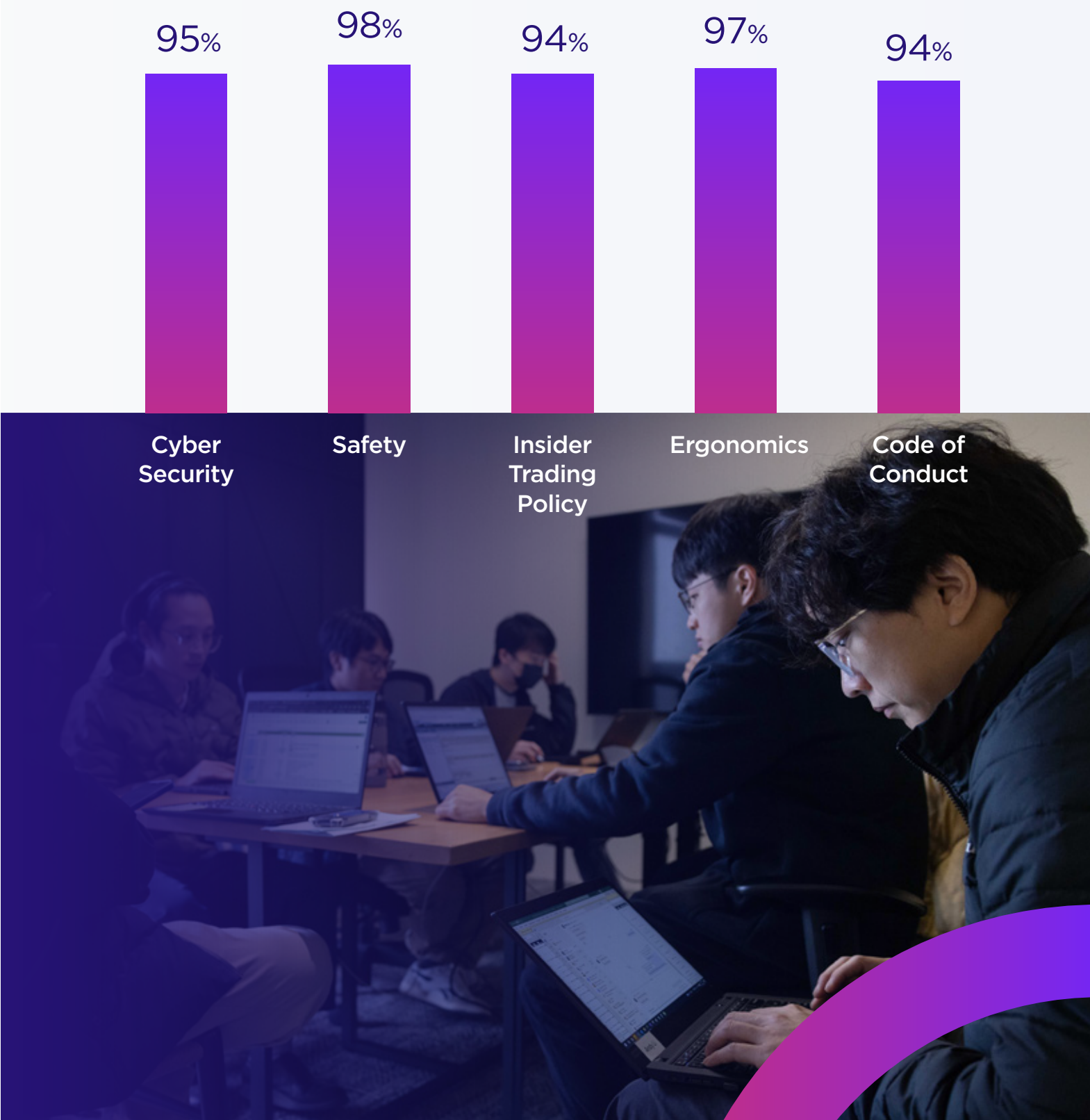
We monitor completion status through the platform.

The online training covers:

- Safety at Work
- Nova Cybersecurity
- Code of Conduct Policy
- Insider Trading Policy
- Ergonomics Training

* 2024 rates

Regulatory learning completion rates*





Career Development

We believe that when our employees thrive, our business thrives.

We continuously look for ways to support our employees as they unlock their full potential. Our career development approach encourages our employees to explore multiple development paths - through internal mobility, professional advancement, and our managerial career ladder. Twice a year, our performance management process, "Time to Talk," provides managers and employees the opportunity to discuss the employee performance, training needs, and personal development goals. Employees are expected to lead this process and take ownership over their career development while setting their own development goals. Each employee is empowered to reflect on success stories and how they have learned from missed opportunities with the support of developmental conversations with their manager. Through this process, employees identify additional training needs to support their professional and personal development and to progress in either the technological or managerial career tracks.

Managers discuss outcomes from Time to Talk sessions with local HR business partners so that the results are included in Nova's annual assessment of training needs.

2030 Goal

Achieve 95% participation in annual performance reviews



Leadership Hub

We place a high value on developing leadership skills. We understand that effective leaders are crucial to our success and to our employees' success. We believe that elevating the capabilities of our leaders enables them to gain deeper insights into their teams; insights that drive innovation and success as team performance improves.

We established a Leadership Hub to provide our leaders with the appropriate tools and resources to support their development and growth:

- **Global leadership programs**
face-to-face or online, to enhance our global leadership culture
- **Local leadership programs**
supporting local leadership needs and challenges
- **Coaching programs**
supporting leaders as they learn and grow
- **Leadership forums**
global and local
- **Onboarding program for people managers**





Leadership Hub



Provide managers with essential resources and best practices to empower and fulfill their managerial role.



Leading the Nova Way

Involves internal processes such as TA, C&B, performance cycles etc.



Core Leadership Skills

Leadership strategies and techniques for leaders



Muse and Inspiration

Talks & inspirational videos for leaders



Leadership Imperatives

Our leadership guiding principles

To provide our leaders with guiding principles we defined Leadership Imperatives.

Those Imperatives represent our DNA and expectations from our leaders. The Imperatives are embedded in our leadership development programs and reflected in our recruitment and promotion processes



Choose Your Who

Proactively select, develop, empower and retain the right people.

Build, coach and develop cohesive, and agile teams & ensure they have the knowledge and tools to succeed.



Say Your What

Provide clear intent

Compose clear & quantifiable goals, connected to company strategy.



Open Up

Partner within and across teams

Healthy relationships, open communication, listen to different opinions and needs. Accept changes and adopt quickly.



Drive Influential teams

Direct your team effort to successful results

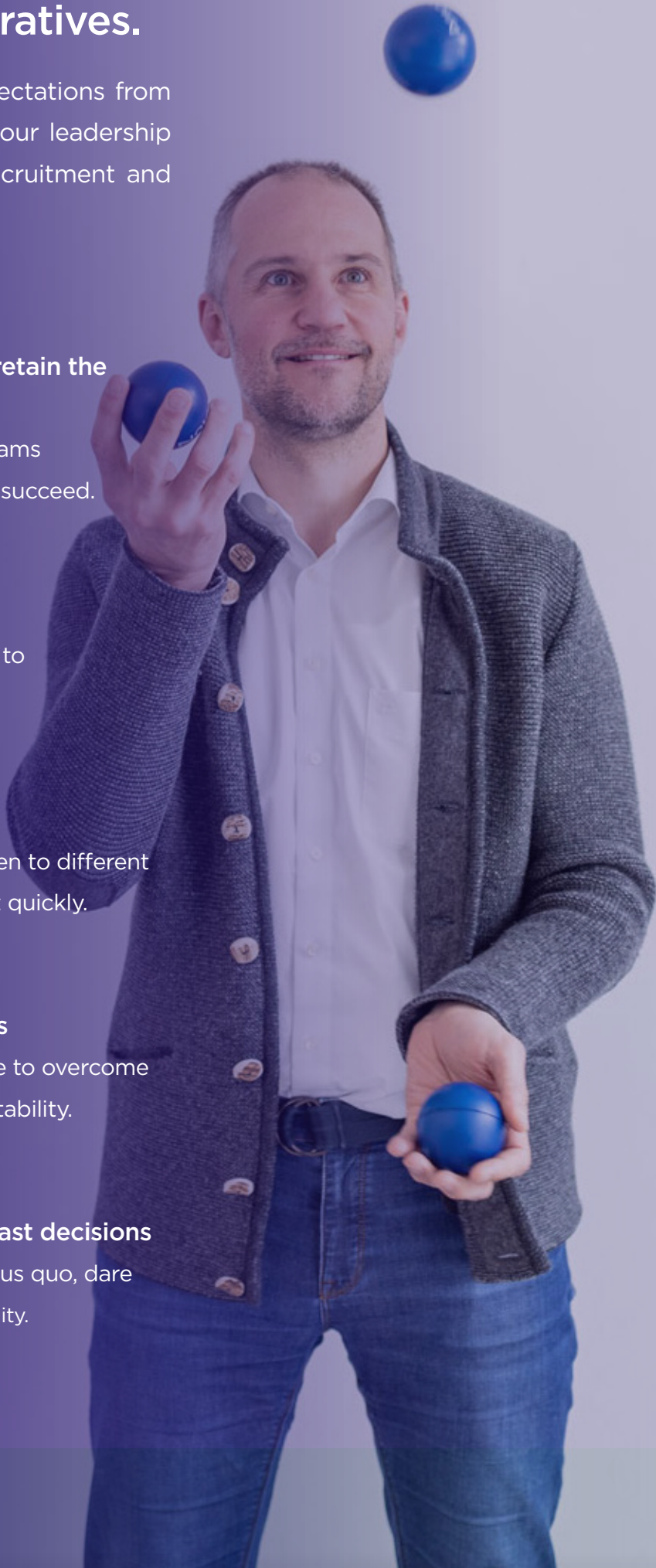
Execute, anticipate challenges and assist people to overcome them, delegate ownership and demand accountability.



Make Decisions

Accept risks, take responsibility, bold and fast decisions

Go out of your comfort zone, challenge the status quo, dare to make quick decisions, and demand accountability.





Our Culture of Inclusion

We believe inclusion of different backgrounds and ideas is the lifeblood of innovation, driving the kind of creative breakthroughs that push industries forward.



When people from different backgrounds, skills, races, ethnicities, genders, ages, socio-economic backgrounds, life experiences, and perspectives come together, they challenge conventional thinking by offering a variety of perspectives and ways of approaching solutions to problems. We aim to create multidisciplinary teams and encourage cross-organizational brainstorming and partnerships as integral parts of our work practices to better understand and meet the needs of our stakeholders.

We hope to provide our employees with increased resources and opportunities to share their personal, unique, and compelling narratives and passions, and we put a high value on the range of beliefs and interests that they bring to the workplace. We initiate events to support and celebrate cultural milestones and enhance our employees' sense of pride and belonging.

2030 Goal

- Maintain at least 80% inclusion score
- Aim to increase global gender representation of women





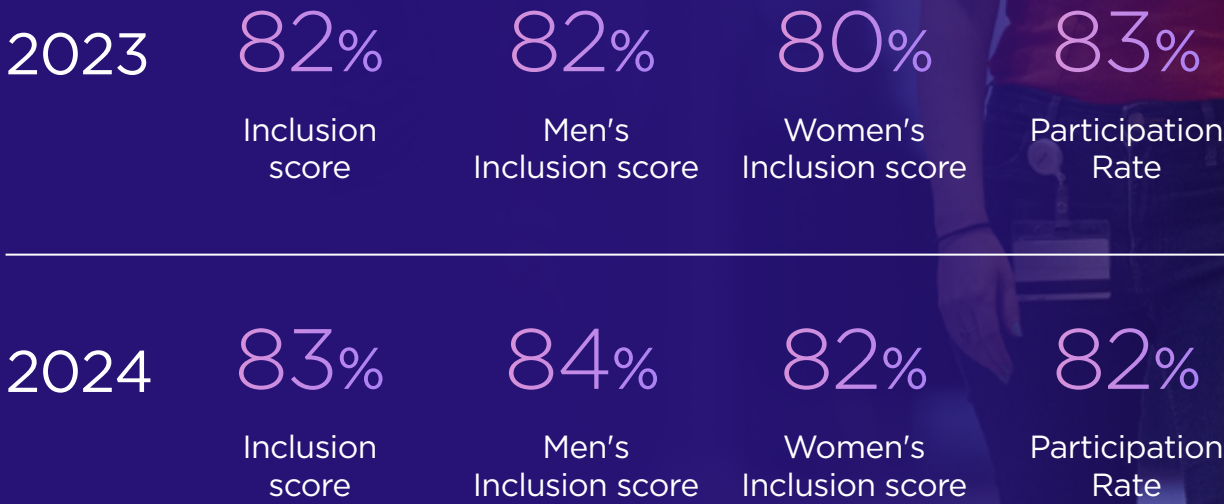
Our Culture of Inclusion

Inclusion Survey

We conducted our first Inclusion survey in 2023 to better understand employees’ feelings on equity, inclusion, belonging, and overall engagement. The results of the survey inform the programs we implement to continuously improve our culture and develop our organization.

To develop insights from the survey, we thoroughly analyzed the data and conducted focus groups and follow-up conversations so that we developed a complete understanding of the results. This allowed us to build programs that address the specific needs of our various employee groups. The results were evaluated by region, gender, role type, and seniority to ensure a thorough understanding of our full employee population. Results for each division were shared with regional and functional leadership to communicate to their teams and support developing localized action plans.

Women Representation (%)	2022	2023	2024
Nova overall	24.5%	24%	24%
Technical Positions	21.5%	21%	22%
Management	17%	18%	18.5%
Board	43%	43%	33%



Although our scores indicated that our employees feel high levels of inclusion across the organization, we did identify a gap among women, who generally feel less included in decision-making processes. Based on this finding, we conducted roundtable discussions with women to better understand their perspectives and to identify potential solutions. These discussions helped us identify the need to improve awareness of inclusive decision making among leadership.



Talent Management

Nova’s talent management and recruitment process reflects the importance of building a culture of inclusion to promote our continued position as a market leader. We believe that it is vital to cultivate a candidate-centric experience, so that every interaction reflects respect, transparency, and a genuine interest in the person’s potential, aspirations, and values. We value candidates as individuals, not just as resumes or skill sets. This approach enables us to ensure that our recruitment processes goes beyond simply filling roles – we seek to build meaningful connections with candidates and find individuals whose capabilities and professional goals align with our culture and purpose. We strive to attract candidates who are excited about the prospect of contributing to the supportive and empowering environment that we provide. If candidates feel valued from the very first interaction with us, they are more likely to thrive and stay engaged as employees, which sets them and the company on the path to long-term success while preserving a culture that puts people first.

Nova’s Employee Value Proposition focuses on four core ideas to create a workplace that inspire our employees to grow, achieve and thrive:

Matter at Work

In today’s fast-changing, interconnected world, we all want our daily work to have meaning and a positive impact. At Nova, this starts with recognizing that every person has unique strengths, perspectives, and abilities that can contribute to the success of the organization. No matter the role, we aim to support and encourage each individual to influence the discussion, take initiative, collaborate, inspire others, and drive positive change. We want our employees to create their own impact and to feel that they matter at work.

Work in Good Company

Working in our advanced, high-tech industry presents many challenges. We believe the best way to solve these challenges is through collaboration and teamwork. When our employees work on solving a problems, we aim to foster an environment where they are never alone. We believe that teamwork provides a sense of shared responsibility. Our workplaces enable team members to pool their strengths, think critically, identify potential blind spots, offer fresh insights, approach challenges from multiple angles, and provide support when difficulties arise.

Work on What Matters

We believe that Nova’s employees are a crucial part of our company’s success in developing innovative technologies that have an impact on society. Each employee contributes to the success of the company, and we encourage our employees to constantly learn, question their ideas and biases, push boundaries, and stay adaptable to emerging trends. Working on meaningful technologies offers Nova employees both purpose and the opportunity to shape the future in significant ways by turning ideas into reality.

Work at a Leading Company

As a leading semiconductor metrology company with a rich, varied portfolio, we work with every leading manufacturer worldwide. With an installed base of over 6,000 tools, we believe we are uniquely positioned to understand customer needs.

We were honored when our employees voted Nova in the USA as a Certified Great Place to Work, ranking in the top 30 small- and medium-sized manufacturing and production companies that were assessed.

Leading a diverse team of experts such as mechanical, electronics, software, and chemical engineers, teaches me new things every day. Everyone genuinely loves what they do, and their enthusiasm is contagious! But what I appreciate the most is how we treat each other – respect and appreciation create a collaborative and supportive environment where everyone feels valued.

Nicolas Jochum
Technical Director, Nova Germany



The Talent Pipeline

Our long-term global talent strategy focuses on investing in the talent pipeline by expanding opportunities for individuals in the countries in which we operate, thereby tapping into a broader range of perspectives, capabilities, and experiences that drive creative solutions. We expect to meet significant recruiting challenge based on the estimation that the semiconductor industry will face a global talent shortage of approximately 1,000,000 positions by 2030* – driven in part by a global decline in enrollment in STEM education programs and low perception of the semiconductor industry as a rewarding career option.

We believe that intentional outreach can create pathways for talent that may otherwise be overlooked. Recruiting individuals from different backgrounds and experiences will not only support building a more equitable society, but will also strengthen our organizational performance, as diverse teams are proven to be more adaptable, competitive, and innovative. In line with our talent philosophy, studies have shown that companies with greater diversity achieve better financial performance, benefiting from more effective internal collaboration, and creating greater workforce continuity**.

In pursuing this, we pay attention to building inclusive teams and closing the gender gap for technical talent. Increasing gender diversity for us and within the semiconductor industry is a central part of our talent strategy. Nova maintains strong relationships with academic institutions as part of our talent outreach, research perspective, and brand objectives. As part of our efforts to recruit women in STEM fields, we have established strong partnerships with university forums that promote women in STEM, emphasizing our focus on identifying and connecting with talented women. We also work to offer dedicated activities for women as part of our various university programs. Because of the global talent shortage in the semiconductor industry, we understand the importance of working closely with academic and research institutes to create strong, sustainable partnerships. It is vital that students see the value of a career in the semiconductor industry, and that researchers gain insight into the science that happens every day in Nova workplaces. We believe strong collaborations and partnerships also allow us to show the interesting technical challenges and innovation opportunities inherent to the industry.

Our academic partnerships also create a strong sense of engagement for our employees, who are crucial partners in the execution of all global talent outreach activities. Through our participation in corporate spotlight days, student days, and seminars, we have built comprehensive programs with a number of academic institutions.

* The global semiconductor talent shortage, Deloitte, 2024
** Diversity matters even more: The case for holistic impact, McKinsey & Company, 2023

Spotlight: Partnerships in Israel

We take pride in our strong collaboration with the Weizmann Institute of Science in Israel. This partnership enables us to foster an exchange of knowledge between Nova and the Institute, enabling researchers, students, and our employees to share expertise and knowledge across disciplines. This collaboration also provides the students with access to industry perspectives and opportunities, enriching their intellectual growth and professional networks. In the past year, we hosted and participated in several activities such as soft skills training, job fairs, and alumni visits to Nova’s site and labs, where students attended professional lectures by Nova’s executives and were able to open dialogues with our employees.

Spotlight: STEM Scholarships in Israel

In the past two years, we have deepened our focus on supporting scholarships for women pursuing PhDs in STEM, as research shows that this is a critical step toward fostering gender diversity, innovation, and equity in fields historically dominated by men. These scholarships not only alleviate financial burdens, but also empower women to break barriers and contribute to groundbreaking research across disciplines such as technology, engineering, and the sciences. Scholarship recipients are invited to participate in student days, hosted by Nova, where they can speak to Nova’s technical community about their research. By investing in their education, we address the systemic underrepresentation of women in STEM and promote inclusive work environments where diverse perspectives drive progress. We hope that these programs help inspire the next generation of young women to envision themselves as leaders and innovators, creating a ripple effect of empowerment and transformation for society**.



Spotlight:

Success Stories of Women Inclusion in Tech Roles

As part of our focus on supporting the careers of women at Nova, we're proud to highlight the stories of two women who have broken down barriers and achieved great success in their careers.



My path at Nova began after completing my master's degree in chemistry. I was drawn to Nova's commitment to innovation and was excited to join the Nova's Advanced Technology team. Our team is characterized by collaboration, support, and a shared passion for innovation. What I value most is that we can all be ourselves and we have a nice diverse mix of characters in the team, which makes our brainstorming sessions much more creative. We focus on pushing the boundaries of what's possible in the field of chemistry. We're explicitly told that we need to think outside the box and to share experiences that lead to innovation. I find it exciting to expand my knowledge base this way.

Here at Nova, I have had the opportunity to dive deeper into specific areas, depending on the projects we're working on. It's a fascinating journey of continuous learning and professional development. Stepping into a predominantly male industry, I wondered if I would be taken seriously

or if my ideas would be dismissed, but working at Nova has been incredibly empowering. While the industry may be male dominated, I've never felt limited or held back because of my gender. Nova fosters a culture of inclusivity and encourages diverse perspectives. I've been able to thrive and contribute meaningfully to projects, knowing that my voice is valued. In the past year, I've demonstrated that gender plays no role when it comes to passion, dedication, and expertise.

At Nova I have been able to network and connect with many male and female employees across many departments, and whenever I need help someone is always there to help me. In fact, some of my most cherished moments here were when my manager and his manager both congratulated me on my work and highlighted how happy they were to have me in their team.

Jessica Bauknecht
Chemical Engineer, Nova Germany





Spotlight:

Success Stories of Women Inclusion in Tech Roles



When I was in junior high school, I had a fondness for math, physics, and chemistry, which led me to attain a PhD in materials science and engineering. During my PhD, my research centered around mesoporous silica nanomaterials and their diverse applications. Nova really shines as a top-notch foreign semiconductor metrology company here in China. What caught my attention and led me to join Nova was the super cool mix of flexible work setups and the opportunity to work on exciting, hands-on jobs in my field of study.

My team is always there to lend a hand. It's this sense of camaraderie that brings me joy and a strong sense of support. I was also deeply moved by the support that I received during the Shanghai lockdown. During lockdown, the HR team extended their care by sending me essential supplies. I was

also able to join comprehensive online technical training sessions, which not only enhanced my professional growth but also demonstrated Nova's genuine concern for my overall well-being. I also am grateful for my line manager, who has provided invaluable expertise as well as helped guide me through unfamiliar territory when I first joined Nova.

For all the aspiring women looking to step into the world of engineering or technology, here's my advice: Embrace the challenges because they come with incredible rewards. Never hesitate to seek help when you're stuck, and most importantly, believe in your abilities—success is waiting for you on the other side

Dr. Meredith Qin
Application Engineer, Nova China



Spotlight:

University Partnerships in Germany

In the past year, we have partnered with Reutlingen University aiming to bridge the gap between academia and industry while fostering innovation and talent development. We participated in the university’s job fair, providing a platform for students and our employees to connect, for the students to showcase their skills, and to explore career opportunities within Nova. In addition, we collaborated with the university in a hackathon to demonstrate real-life challenges in the world of engineering.

Some of our employees participated by presenting such challenges for the students to tackle and solve. This partnership enhances the university’s reputation as a hub for career growth and innovation, while we gain access to emerging talent and fresh perspectives. Together, these events cultivate a vibrant ecosystem of learning, collaboration, and professional development.





Development through Internal Mobility

Developing our employees through internal mobility is a key component of our talent strategy to foster employee growth, engagement, and retention.

We believe that providing our employees with the ability to move across roles, departments, functions, or even global locations, enables them to expand their skill sets and capabilities, gain new experiences, and stay motivated in their career journeys with us. Internal mobility processes allow us to leverage existing talent while nurturing leadership potential and reducing the costs and time associated with external hiring.

Internal mobility enhances our “people first” culture because employees feel valued and supported in their professional development and personal aspirations. To broaden our internal mobility offerings, Nova makes all non-confidential job openings available to our employees, allowing them to apply for these positions internally.

Nova is also promoting internal mobility among female employees by increasing our emphasis on gender equality at all levels of the organization.



2030 Goal

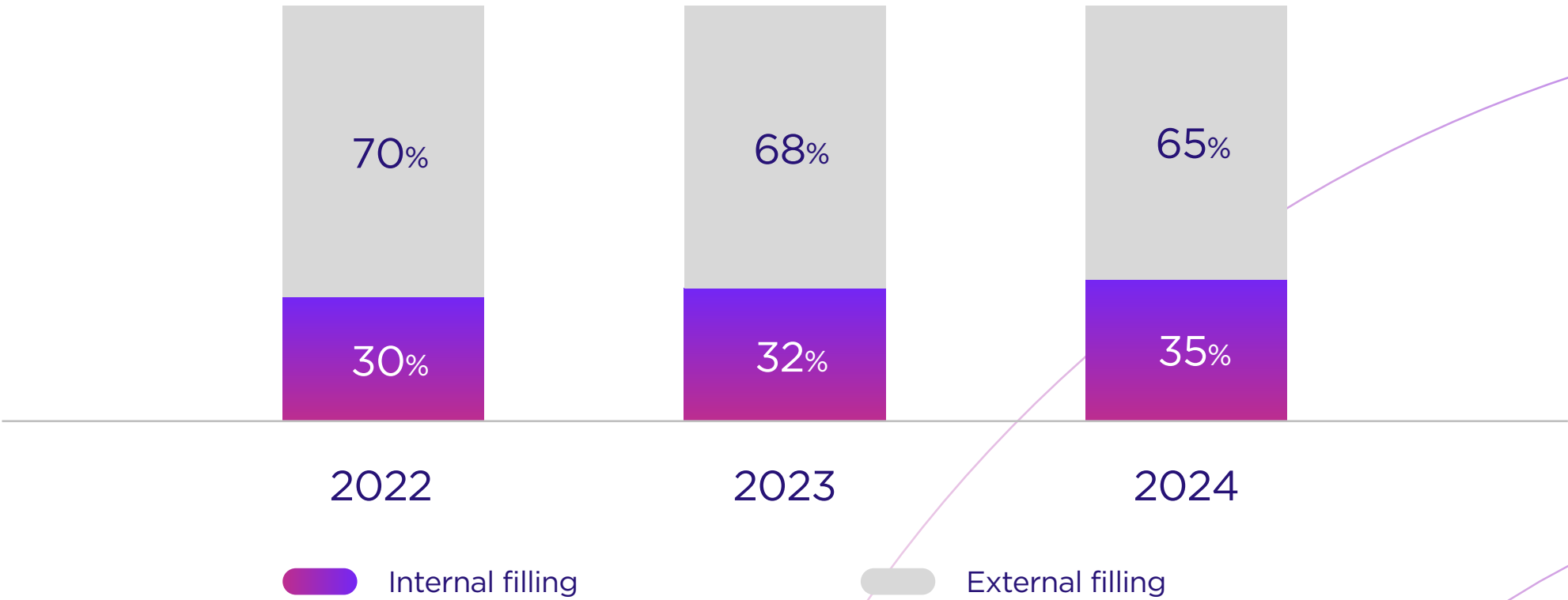
Maintain at least 25% of job vacancies to be filled through internal candidates and increase internal mobility among women



Development through Internal Mobility



Internal position filling rate





Engaging with our communities

Nova’s culture prioritizes the well-being, growth, and empowerment of individuals, both within our company and within the communities in which we operate.

We understand that with our global presence comes profound responsibility, and we are focused on playing a critical role in creating equitable and sustainable opportunities for individuals in the communities we are a part of. We believe that each individual deserves to feel valued, be seen and heard, and feel a sense of belonging. This mindset extends to our community engagement philosophy, which is designed to connect our employees with our communities while empowering the latter and directing them towards possible career options in STEM and other industries.

Our strategy is driven by our aim to achieve measurable impact within our communities, enhance transparency, drive sustainable growth, and create long-standing value for our stakeholders. We recognize that meaningful change takes time, so our strategy is to seek out long-term partners. Together, we aim to develop enduring projects that positively transform our communities, whether through charitable donations or volunteer efforts.

Goal 2030

Expand our impact in local communities through charitable donations, volunteering opportunities, STEM scholarships





Engaging with our communities

In the past two years, we increased the number and scale of initiatives to enhance positive social impact and create lasting change for beneficiaries around the world. We believe that employee engagement is key to extending their impact beyond the activities themselves. Fully engaged employees allow us to create meaningful relationships and partnerships with our communities so that we become immersed in the social and environmental change we hope to lead. We strongly support initiatives that our employees propose and put into practice within communities, some of which are currently in the planning phases.

Our community engagement strategy focuses on five pillars:

- 1 Education and STEM
- 2 Youth at risk
- 3 People with disabilities
- 4 Disadvantaged backgrounds
- 5 Environment

We selected these pillars after engaging with our employees and stakeholders to determine what is important to them. The Education and STEM pillar focuses on programs that offer hands-on learning, access to technology and science, and opportunities that help bridge the skills gap, particularly for youth from marginalized groups who may face limited resources and opportunities. Under people with disabilities, we support community-driven initiatives focused on inclusivity and awareness to encourage people’s sense of belonging and self-worth. To address communities from disadvantaged backgrounds, we support programs and activities that empower communities with resources that will help break the cycle of deprivation. Finally, we support environmental programs that promote sustainable practices to create a healthier planet for future generations.

Combined, these efforts have the power to transform lives, foster resilience, enhance people’s sense of safety and self-worth, and build stronger, more inclusive communities that are equipped to face the challenges of tomorrow. We believe that it is a privilege, as well as our responsibility, to support programs that help communities thrive.



We have also deepened our focus on purchasing goods from vendors who support social objectives and represent under-represented groups. We will continue to expand our support of programs that empower our partners and volunteers to engage with communities and contribute to community growth.

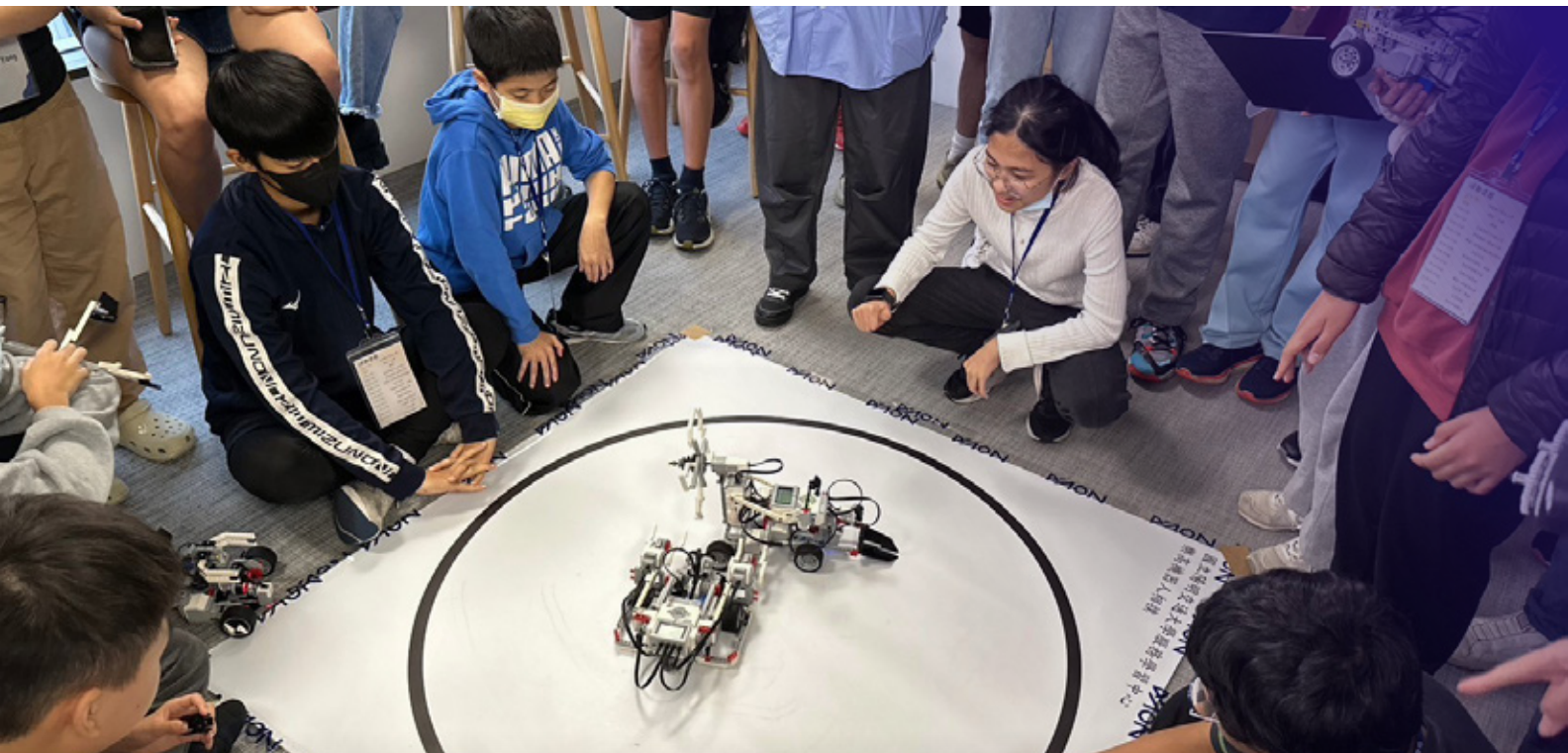
We are proud to share stories about our community engagement programs from across our sites.



Education and STEM

Youth in rural areas may lack access to and awareness of essential services and infrastructure, particularly quality education. This not only negatively impacts personal development, but also restricts the development of skills relevant to local job markets. One of our goals is to help young people jump-start impactful careers, access leading education programs, and reinforce their sense of belonging and self-worth, enabling them to take leading roles in driving local innovation and economic growth.

At our key sites within the communities where we operate, we believe that making science, technology, and complementary educational disciplines accessible to youth from under-represented groups will inspire them to pursue careers in emerging sectors and STEM. Our activities include collaborations on scientific or robotics challenges, coding or mathematics exercises, visits to our labs, and introductions to our production lines and industry.





STEM: United States

Code2College

Over the past four years we have partnered with Code2College, supporting approximately 200 students from under-represented groups to enter and excel in STEM undergraduate majors and careers. Through this partnership we provide resume and essay reviews, and help students prepare for summer internship applications, scholarships, and college applications.

MESA

For the past two years Nova has been collaborating with the MESA organization supporting high-school and undergraduates by introducing them to the semiconductor industry through lectures and tours of our facilities and labs.



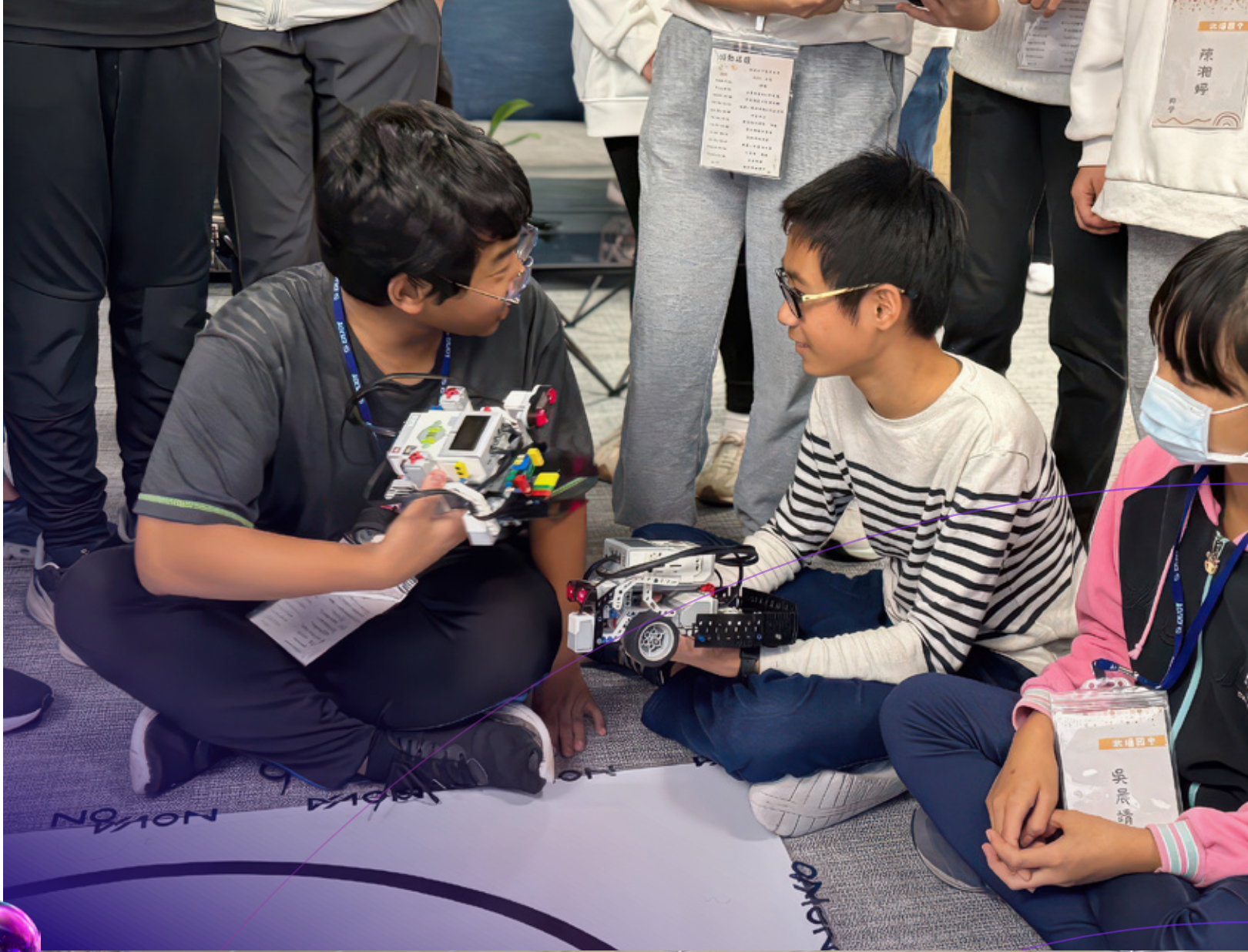


STEM: Taiwan

Our community engagement program in Taiwan has been operational for more than seven years, with dozens of our employees volunteering to host approximately 80 students between the ages of seven and fifteen. The program aims to expose the students to meaningful hands-on technological experiences via specially designed courses on robotics.

STEM: China

Our local team leads a digital orientation workshop aiming to minimize the digital generational gap, both by caring for the senior population and working to support children.





Spotlight:

Israel - “Mefalsim Atid”



The unrest in Israel and the Middle East in the past year affected the lives of many teens and children, as they were abruptly torn away from every framework they have ever known.



For many teens and children, the traumatizing sights, loss of family and friends, and the uprooting from their homes has directly and significantly affected their physical, mental, and emotional well-being. Nova rose to the challenge, understanding that we cannot ignore the hardship of the communities around us. It was clear to us that informal educational frameworks tailored to the needs of these children could significantly help them reclaim their sense of resilience, agency and belonging, and expedite their healing process. In collaboration with Kibbutz Mefalsim, we established “Mefalsim Atid” (“Paving a Future”), which supports approximately 120 youths, aged 6-18. The program strives to make knowledge sharing and exchange of best practices among the young people of Kibbutz Mefalsim experiential and practical. We developed Mefalsim Atid in partnership with three institutions, each a leader in its own field: The Davidson Institute, the educational arm of the Weizmann Institute of Science, which leads programs aimed at igniting the spark of discovery through scientific and educational activities. Shenkar, a leading academic institution for Engineering, Design and Art in Israel, offers youth a unique blend of contemporary art and design courses. Finally, 5 Etzbaot (meaning five fingers), a youth program which aims to lead mental resilience and leadership skills through physical training and group collaboration.





Spotlight:
Youth at risk

For the past four years, we have partnered with ELEM, Israel's leading nonprofit organization dedicated to treating and transforming the lives of troubled and at-risk youth.

As part of the partnership, Nova has also supported the safety of local communities by donating bomb shelters to communities with youth at risk.

We have focused our support on two projects:



Outreach Vans

Elem's Outreach Vans program consists of specially equipped vans staffed by ELEM professionals and volunteers that provide immediate response to youth at risk on the streets.



Young Mothers

The Young Mothers program provides at-risk young mothers, ages 17-26, with personal social work assistance to help develop skills for independent living such as preparing for the job market, securing housing, and maximizing their government benefits. The program also advocates for broad policy changes. 80% of participating women completed the personal development program.





Spotlight: People with Disabilities

In Israel and Korea, we have worked with local charity organizations on initiatives raising awareness of people with disabilities, encouraging inclusivity, and celebrating the human spirit.



Spotlight: Israel – Purim Costume Volunteering

Volunteering to create Purim holiday costumes for children with disabilities and bring joy and inclusivity to their celebrations, ensuring every child feels seen, valued, and able to fully participate in the magic of the holiday.





Supporting our Environment

Increase in volunteering activities to support the environment since 2022

144%

increase in environment volunteering activities since 2022

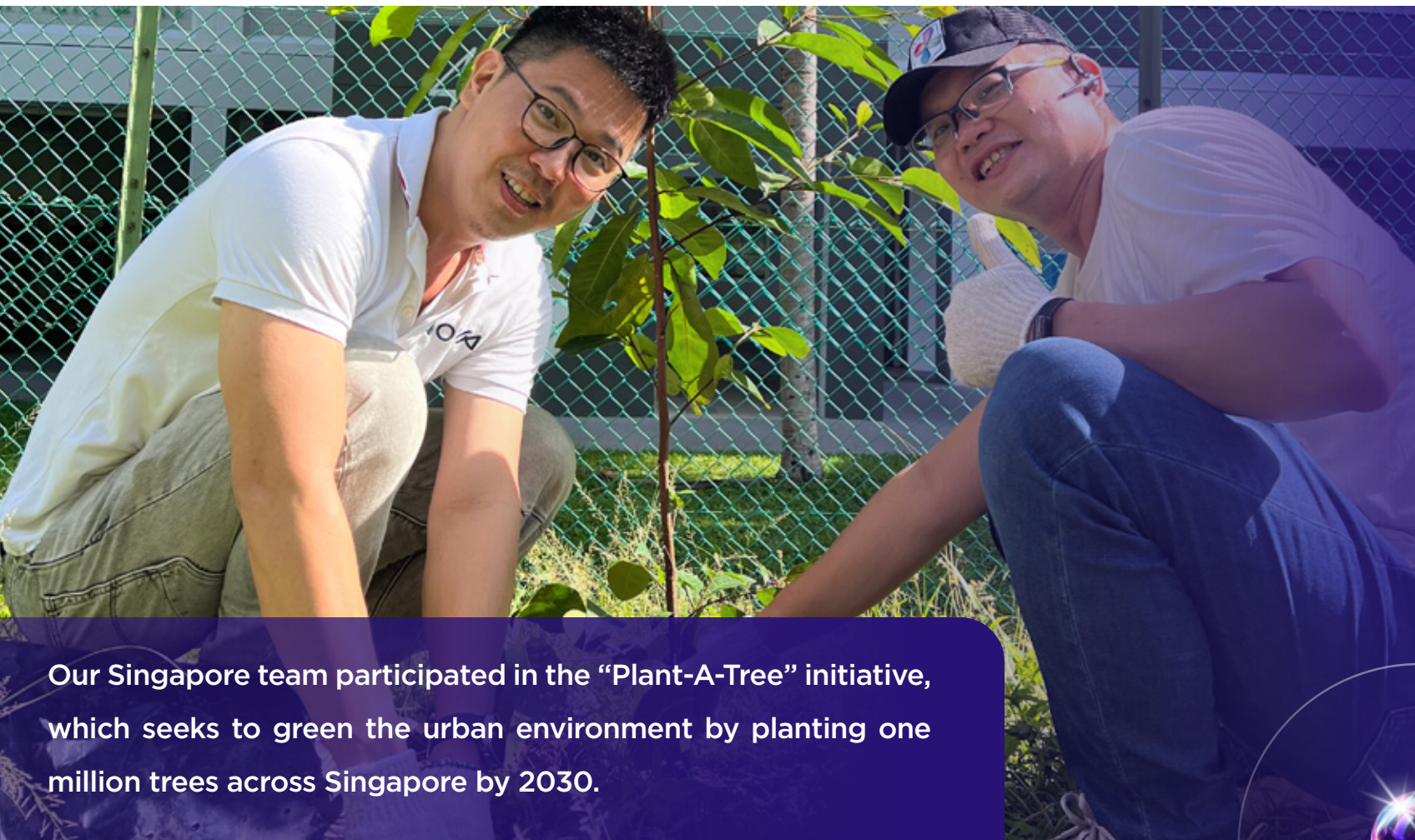


Our planet is truly a remarkable place, filled with breathtaking scenery and amazing wildlife. We believe it is our responsibility to protect our shared home not only through our operational activity, but also by encouraging employee engagement and community volunteerism. We do so through organizing clean-up days, tree planting, and additional activities.





Supporting our Environment



Our Singapore team participated in the “Plant-A-Tree” initiative, which seeks to green the urban environment by planting one million trees across Singapore by 2030.



Volunteering to plant rice for sustainability in support of local agriculture, promoting environmental stewardship, and fostering a deeper connection to the land and traditional farming practices.



U.S. MMD volunteering to pack bags with planting seeds for families in need.



Recycling furniture in Israel (youth at risk)



Spotlight:

Global - Cleaning our Planet

For the fourth year in a row, all of our key sites participated in our annual global waste cleanup.

In 2024, as part of our aspiration to promote sustainable practices and educate future generations on the importance of preserving our planet’s resources, we also invited our families and children to join in cleaning our local communities.



Spotlight:

Earth Day

Understanding the magnitude of the problem, we are focused on improving our waste management practices worldwide.

As part of our annual Earth Day commemorations, in 2024 our Japan site initiated a global lecture – led by an employee’s wife, who has been a waste management educator since the 1980s – to educate us all about recycling opportunities in the modern era.

Governance





Governance: our compass

Corporate Governance

Nova’s corporate culture is based on our ethics, integrity, and transparency.

We believe responsible governance and strong ethical values are important to our progress along our sustainability journey. We maintain a strong governance structure that meets the interests of our stakeholders; a structure that is built on policies and procedures designed to guide our behavior as a company and the behavior of our employees.

We understand that success goes beyond financial performance, great innovation and customer satisfaction. To truly thrive, we believe it is essential for our employees to embody our ethical standards and for our company to act within sound governance practices. This builds trust with stakeholders and contributes to the overall well-being of our employees and the communities in which we operate. We believe that it is vital for us to consider the impact of our actions on our stakeholders, including employees, customers, shareholders, and the greater community. We implement and enforce our governance policies globally, and we regularly review our policies so that we adhere to relevant rules and regulations.





Our Board

Our Board of Directors oversees the company in accordance with relevant laws, our corporate governance standards, and company policies.

Nova's Board of Directors is composed of six members, all of whom have extensive professional backgrounds in our industry or in leading Israeli companies traded on Nasdaq. Two of our board members are women and five are independent directors. In 2024, our board members consistently engaged in overseeing our organization, as demonstrated by an attendance rate of over 90% at the thirty four (34) meetings of the Board and committees held throughout the year. The Board established several committees to oversee certain aspects of the company's activities, and to promote responsible governance throughout our business operations. Our board members range between 56 and 71 years of age, with tenures ranging between two and 17 years.





Committees of the Board

The Board maintains four standing committees, each with specific oversight responsibilities for different aspects of the business.

Committee charters outline each of the committee’s areas of responsibility. Management updates the Board and its committees on our operations, finance, businesses, employees, strategy, various aspects of the supply chain, and more, according to the Board charter and Board requests.

Audit Committee

The Audit Committee consists of three members, all of whom are independent under U.S. Securities and Exchange Commission rules and related NASDAQ listing standards. This committee assists the Board in fulfilling its oversight responsibilities by reviewing financial information, internal controls, and the financial audit process. Additionally, the committee is responsible for overseeing Nova’s independent auditors and the implementation of internal enforcement plans and governance policies. The committee meets on a regular basis. For more information, see the [Audit Committee Charter](#) available on the Investor Relations page of our website.

Nominating, Governance, and Sustainability Committee

In 2022, in recognition of our focus on environmental, social, and governance issues, we expanded the role of the Nominating Committee and renamed it the Nominating, Governance, and Sustainability Committee. Under its current charter, the committee assists the Board in fulfilling its oversight responsibilities by reviewing the nomination process of management and board members to their respective positions on the Board, its committees, and management roles.

The committee also advises the Board on social responsibility issues, including the oversight of Nova’s policies. The committee consists of three members, all of whom are currently considered independent under U.S. Securities and Exchange Commission rules and related NASDAQ listing standards. For more information, see the [Nominating, Governance, and Sustainability Committee Charter](#) available on the Investor Relations page of our website.





Committees of the Board

Compensation Committee

The Compensation Committee is composed of four members, all of whom are currently considered independent under U.S. Securities and Exchange Commission regulations and related NASDAQ listing standards. Under its current charter, the committee assists the Board in fulfilling its oversight responsibilities regarding the compensation packages (equity, base, and any variables) of Nova’s officers and directors. The committee oversees the development and implementation of compensation policies that are appropriate for the company, considering all relevant internal and external factors, and which align with the company’s long-term strategic plans. For more information, see the [Compensation Committee Charter](#) available on the Investor Relations page of our website.

Strategy and M&A Committee

The Strategy and M&A Committee was established by the Board in 2023 and is composed of four members. Under its current charter, the committee is responsible for providing the Board with recommendations in relation to the development and execution of the Company’s strategy, including its strategic plans and initiatives, and identifying and analyzing acquisition, merger, joint venture, and investment opportunities.

For further details on the Company’s Board of Directors and committee practices, see our 2024 Annual Report (Form 20-F), available on the [Financials & Filings page](#) of our website.





Sustainability Governance Structure in Nova

We maintain a management-level Sustainability Steering Committee that aims to ensure that Sustainability issues are being addressed effectively and receive appropriate attention and prioritization at the highest level of the company.

Our Sustainability Steering Committee is comprised of leaders from various areas of the business and develops strategies and initiatives to achieve our Sustainability goals. Overall Sustainability activities are driven and managed

by a nominated Sustainability Leader who advises the Chief Human Resources Officer (CHRO). The CHRO was nominated as the management Executive Sponsor for Sustainability-related matters and is established as our interface With the Nominating, Governance, and Sustainability committee. The Nominating, Governance, and Sustainability Committee oversees our Sustainability policies and strategy implementation and has been granted the mandate to monitor Nova’s long term and annual guidelines and results related to Sustainability matters.





Business Ethics and Integrity

We believe that Nova’s way of doing business is based on a core of ethical behavior and acting with integrity. These fundamentals underlie our continued success in our market. We are focused on building and maintaining a culture that upholds our values and encourages our employees to follow our policies and procedures in an ethical and legally compliant manner. We regularly evaluate our business ethics and compliance programs to verify that they are effective in addressing the changing regulatory and business landscape. Our goal is to implement companywide global ethics compliance procedures and conform to high standards in all our business relationships.

Nova’s Board of Directors and executive management team are focused on establishing, maintaining, and monitoring strong ethics and compliance programs. Nova’s senior executives are expected to be an example for ethical behavior by acting upon our policies and reinforcing the importance of ethics and compliance in their global teams. By doing so, they cultivate and reinforce a culture of high ethical standards and practices throughout the company. Additionally, we expect our employees to act ethically and follow our compliance programs. Their adherence to the company’s values is part of the annual performance review process, and all employees are required to acknowledge that they have read and will follow the Code of Conduct. Our Code of Conduct, along with other policies included in our Standards of Business Conduct, includes guiding principles that reflect our focus on ethical performance and integrity and are intended to promote compliance with laws, regulations and company policies.

Standards of Business Conduct

Nova’s Standards of Business Conduct set forth policies that reflect the values that guide the company’s interactions with customers, suppliers, colleagues, communities, and other stakeholders. These standards are designed to promote trust, encourage transparency, and provide guidance on risks, laws, policies, and reporting processes, including issues such as conflicts of interest, bribery, and corruption. The standards can be found within Nova’s internal enforcement plan and are communicated to all our employees globally, including in trainings.

- Code of Conduct
- Conflicts of Interest
- Intellectual Property Protection
- Anti-corruption
- Employee Gift Acceptance
- Insider Trading
- Supplier Selection and Treatment
- Whistleblower Policy

Code of Conduct

Our [Code of Conduct](#) covers a variety of important business and personal issues, such as avoiding conflict of interests and personal exploitation of corporate opportunities, competition, fair dealing, preventing anti-trust violations, prevention of discrimination and harassment, and promoting a healthy and safe work environment. The Code of Conduct also deals with preserving complete and accurate business information and records, engaging in accurate accounting practices and confidentiality of the company’s information, handling of public filings and protection and proper use of company assets. Our Code of Conduct sets principles and standards for insider trading policies, anti-fraud and anti-corruption policies, and whistleblower procedures.

The Code of Conduct is available on our website and the employee portal, and each employee must review and acknowledge it upon joining the company, as well as on an annual basis. New employees receive training on the Code of Conduct and all employees are encouraged to report any violations to the compliance team, senior management, or other officers as deemed appropriate. In matters concerning accounting or auditing issues, employees can directly submit a complaint to the Audit Committee of the Board of Directors.

Whistleblower Policy

Our Whistleblower Policy encourages employees to report any issues of concern regarding ethical compliance through various channels offered in our complaint procedure. Any employee who wants to raise awareness of an ethical issue can write an anonymous complaint directly to the Chief Legal Counsel or the Audit Committee of the Board. We encourage our employees to speak up if they suspect or witness any matters of concern. We do not tolerate retaliation against a report or complaints about alleged misconduct, and measures for prevention of retaliation are included in our complaint procedure.



Anti-Corruption and Anti-Bribery

Nova does not condone behavior that violates our Anti-Corruption and Anti-Bribery Policies. We publish these policies on internal platforms and detail our expectations for our employees’ behaviors and practices accordingly. Through our recent global expansion, We have established a presence in several new countries. Although a wider market contributes to our success, it can also increase business and corruption risks. To address these risks, we implemented strong Anti-Corruption and Anti-Bribery policies. Our policies outline the responsibilities of our stakeholders regarding corruption and bribery prevention, the actions to be taken if noncompliance is suspected, the procedure for verifying suspicion of noncompliance, the reporting process, and the recovery plan. Our compliance program includes a range of measures to increase awareness of, and to prevent and detect corruption activities. Nova’s internal audit function assesses the efficacy of our Anti-Corruption and Anti-Bribery policies annually. Recommendations for corrective actions and further improvements to our programs and policies are presented to the Audit Committee of the Board of Directors for approval and implementation.

Additionally, we maintain an Anti-Bribery and Anti-Corruption Steering Committee that oversees and identifies risks across the company. Under this committee’s guidance, we implemented advanced control and compliance programs which are tested and verified annually to address emerging risks, new regulations, and implement training on key corruption and bribery risks.

Insider Trading Policy

Our Insider Trading Policy guides officers, directors, and employees on trading securities during certain periods. It also provides guidance while they are holding ‘material non-public information’ concerning Nova, its customers, and its suppliers.

Officers, directors, employees, and their family members may trade Nova’s securities only when clearly out of blackout periods and if they are not in possession of material non-public information as described in the policy.

In 2023, we launched a Global Export Control & Sanctions Policy and established a Global Corporate Steering Committee, comprised of executive management members, to oversee the policy’s implementation.

The Anti-Corruption and Anti-Bribery policy sets forth governance guidelines that are designed to achieve and maintain compliance with applicable export controls, laws, and regulations in the relevant territories of operations. These measures have been designed to minimize the risk of breaches of applicable laws and so that the day-to-day activities are done in a transparent way, and with a valid legal basis. The policy further defines the roles and responsibilities of the Global Corporate Steering Committee, local management of each entity, and the relevant Corporate and Division teams. It also outlines compliance standards and guidelines, training and awareness measures, setting global reporting controls, and internal enforcement measures.

Employee Ethics Engagement and Awareness

We administer global employee training programs to keep employees aware of and up to date on corporate governance policies. Employees first undergo training during their onboarding process. Thereafter, Nova conducts an annual mandatory training presentation, followed by a review and acknowledgment of the policies. The corporate governance training covers the policies within our Standards of Business Conduct.



Cybersecurity and Intellectual Property Protection

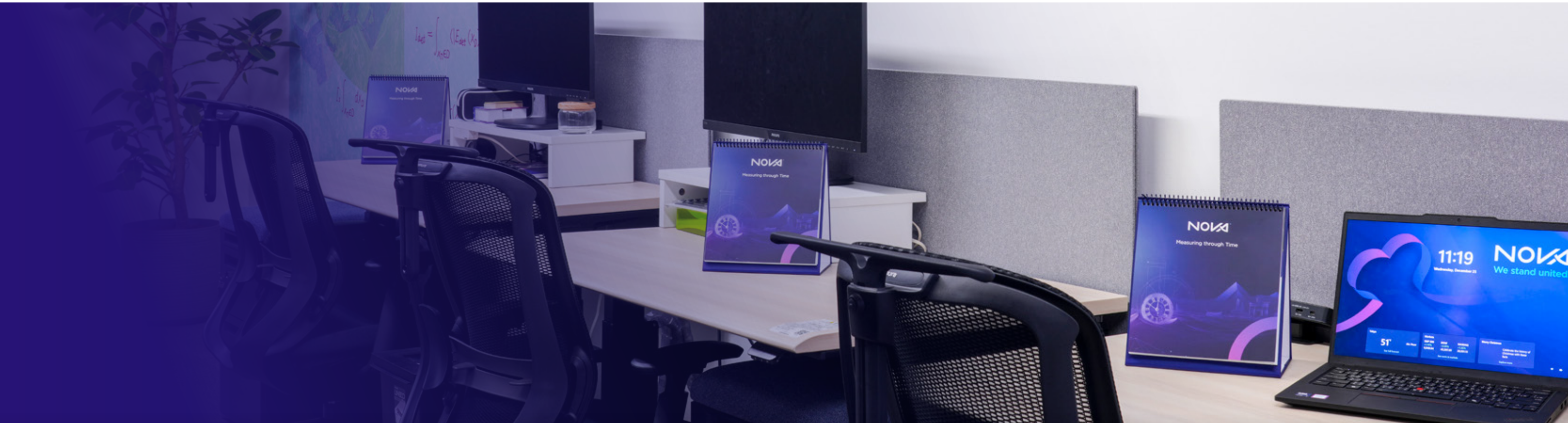
Nova understands that we have a duty of care to safeguard our information systems against attack. As a major player in our industry, prioritizing the security of this data is central to our focus on being a responsible and sustainable enterprise.

To counteract a rapidly evolving cyber threat landscape characterized by data breaches, ransomware attacks, hacking tools, and state-sponsored cyber threats, we implemented robust deterrence measures so that our company is a safe choice for stakeholders when it comes to data protection.

Cyber attack risks grow by the day. We have instituted strong defenses to bolster our ability to quickly detect and respond to threats. We conduct constant monitoring and frequent assessments and regularly update our mitigation strategies to stay ahead of emerging threats. We also engage cybersecurity consulting experts to conduct external security risk

assessments. The external risk assessment results are presented to the Board of Directors who take part in the annual review of Nova’s cybersecurity plan. This review also involves setting the targets and goals for the upcoming year.

We provide robust and regular employee training on recognizing and responding to security threats. This enables compliance with applicable data security laws, regulations, industry practice, and our internal policies. Training topics include education on common security threats such as phishing and malware, as well as providing examples of those threats and regularly testing employees’ knowledge of avoiding them. We encourage employees to report suspicious activity so that they are familiar with company policies and procedures related to data security.





Proactive Cybersecurity Measures and Risk Management

Nova's cybersecurity system is based on the National Institute of Standards and Technology (NIST), and International Organization for Standardization (ISO) frameworks to secure our digital assets and maintain regulatory compliance. Under the guidance of our CISO, we complete an annual security review and planning process to evaluate the efficacy of our current programs and ways to enhance security measures, safeguard our production network, mitigate potential vulnerabilities in our manufacturing systems, and improve our tools for risk identification and management in the upcoming year. Our system reviews are informed by assessments performed by third-party auditors that are engaged to assess and validate the effectiveness of internal controls and identify potential areas of improvement for the program, as well as collaboration with industry organizations, and external experts to gather intelligence.

In the event that Nova falls victim to a breach or cyber-attack with the potential to disrupt our business, we maintain an incident response and business continuity plan with comprehensive response protocols, escalation checklists, and detailed preparation instructions for a variety of disaster recovery scenarios.

Employee Training and Awareness Programs

While we have other systems in place, we believe that our employees are the first line of defense against cyber attacks. We provide mandatory annual comprehensive employee training to our employees to enhance their ability to recognize security threats and encourage compliance with relevant data security laws, regulations, industry standards, and internal policies. In 2024, over 95% of employees completed this training. In addition to annual training, we routinely conduct targeted training sessions designed to inform employees about specific security threats, such as phishing and malware. These sessions include illustrative examples and periodic assessments of employees' understanding, as well as initiatives to encourage the reporting of suspicious activities. Furthermore, we aim for employees to be well-versed in the company's policies and procedures regarding data security by requiring the completion of an annual cybersecurity exam that they must take and pass. Additionally, we implement ongoing awareness campaigns to continually reinforce the importance of cybersecurity and promote best practices across the organization. For example, we conduct regular phishing tests of our employees to test their ability to detect and report phishing attempts in line with our cybersecurity policies. If an employee fails to properly identify and report the attempt, the employee must retake a short training on the topic.

In addition to company-wide programs, Nova expects our cybersecurity and IT professionals to complete third-party professional training in their field.



Supply Chain & Third-party Cybersecurity

We understand that we cannot completely ensure cybersecurity alone. An integral part of our overall cybersecurity strategy is our focus on supply chain and third-party cybersecurity. We seek to protect our supply chain from cyber threats and the integrity and security of our products by implementing rigorous risk management practices, continuous monitoring, and fostering strong partnerships. Through our Supply Chain Cybersecurity Program, Nova regularly assesses the cyber security of our suppliers and third-party providers for potential vulnerabilities. If vulnerabilities are found, we work with our partners to develop remediation plans, offer training, and collaboratively work to resolve the threat.

We perform an annual cyber security strategic planning process to establish priorities and address emerging trends, risks, and the needs of our cybersecurity program. Through this process, we remain dedicated to adapting and enhancing our strategies to address emerging threats and maintain our position as a trusted leader in the semiconductor industry.

Personal Data Protection

We take our privacy responsibilities seriously, and we strive to protect the privacy of all individuals we interact with. We have implemented privacy compliance measures in each of the jurisdictions we operate in, including advanced steps and protocols to safeguard personal information.

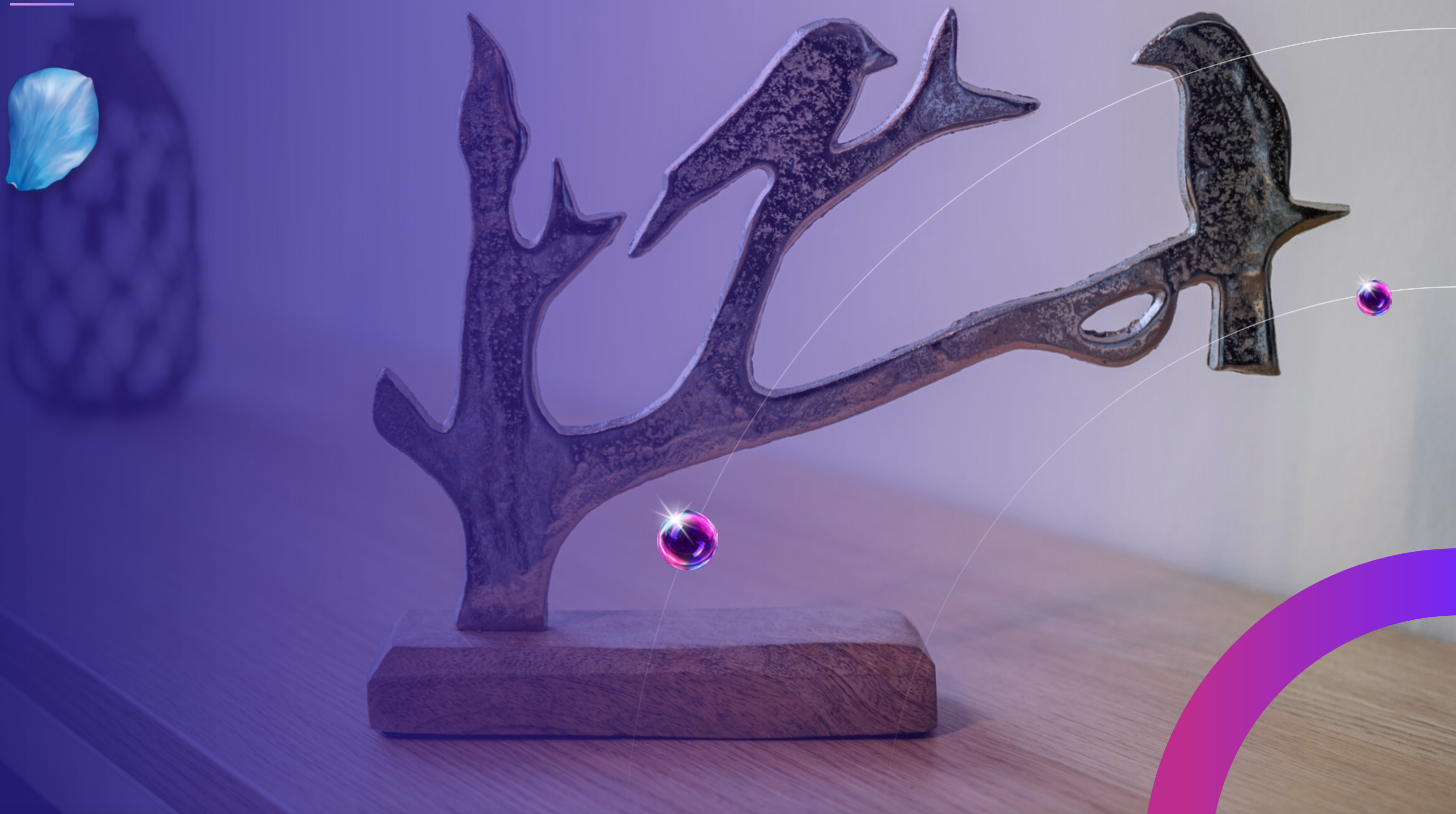
Personal data must be processed in a manner that encourages its security. This includes applying appropriate technical or organizational measures to protect against unauthorized or unlawful processing and against accidental loss, destruction, or damage. We have defined and implemented an Information Security Policy and a supporting management system to maintain effective and proportionate security.

In 2023, Nova launched its Global Privacy Principles Policy and established a Global Corporate Steering Committee, comprised of executive management members, to oversee the policy’s implementation. The policy outlines comprehensive governance measures that are designed to achieve and maintain compliance with the highest privacy standards as reflected in applicable data protection laws in all territories. These measures were designed to minimize the risk of breaches and uphold the protection of personal data and so that the processing of personal data is done in a transparent way and with a valid legal basis.

Our goal is to regularly adapt our policies and implementation measures to the evolving global awareness of privacy and personal data protection, including the European Union’s General Data Protection Regulation, the California Consumer Privacy Act, and national regulations from Israel and China.



Environment





Environment: our obligation

Our awareness of the current and future impacts of our actions on the environment influences our business strategy, operations, products, and risk management.

We believe that our journey to create a more sustainable future begins with recognizing the need to adapt our business and operational practices in response to pressing environmental issues. Through collaboration with our stakeholders, we strive for systematic management, ongoing reflection, and improvement in issues related to environmental impact. We hope to make a meaningful contribution to a more sustainable future by reducing our direct carbon emissions, materials usage, and waste, by investing in environmental management practices and systems that monitor and control our environmental impact while expanding our business operations and increasing our global presence.

Over the next decade, climate change—which drives extreme weather events—along with rising sea levels and ecosystem disruptions, will continue to pose significant challenges. To address these challenges, semiconductor manufacturers need to better manage waste, materials, and indirect emissions, and place a greater emphasis on transitioning to renewable energy and greener chemicals. These shifts will require manufacturers to improve chemical process controls, better control supply chain emissions, increase the use of lower power machines, and to use higher performance devices which reduce energy and materials consumption.

In hopes of addressing these industry-wide challenges, Nova has, since 2022, placed an increased emphasis on managing our environmental impact by:

- Building a holistic view of our environmental impacts
- Assessing and evaluating a range of key indicators utilized in sustainability
- Engaging suppliers to reduce impact across our value chain
- Synchronizing supply chain planning to optimize shipment and spare parts storage

Our environmental strategy is led by our Vice President Corporate Environment & Global Facility with oversight by our Chief Operating Officer (COO) and support by Nova's Environmental, Health, and Safety (EHS) Global and Local officers. We have established a global working committee for EHS, Energy, and safety to drive progress on specific EHS issues.





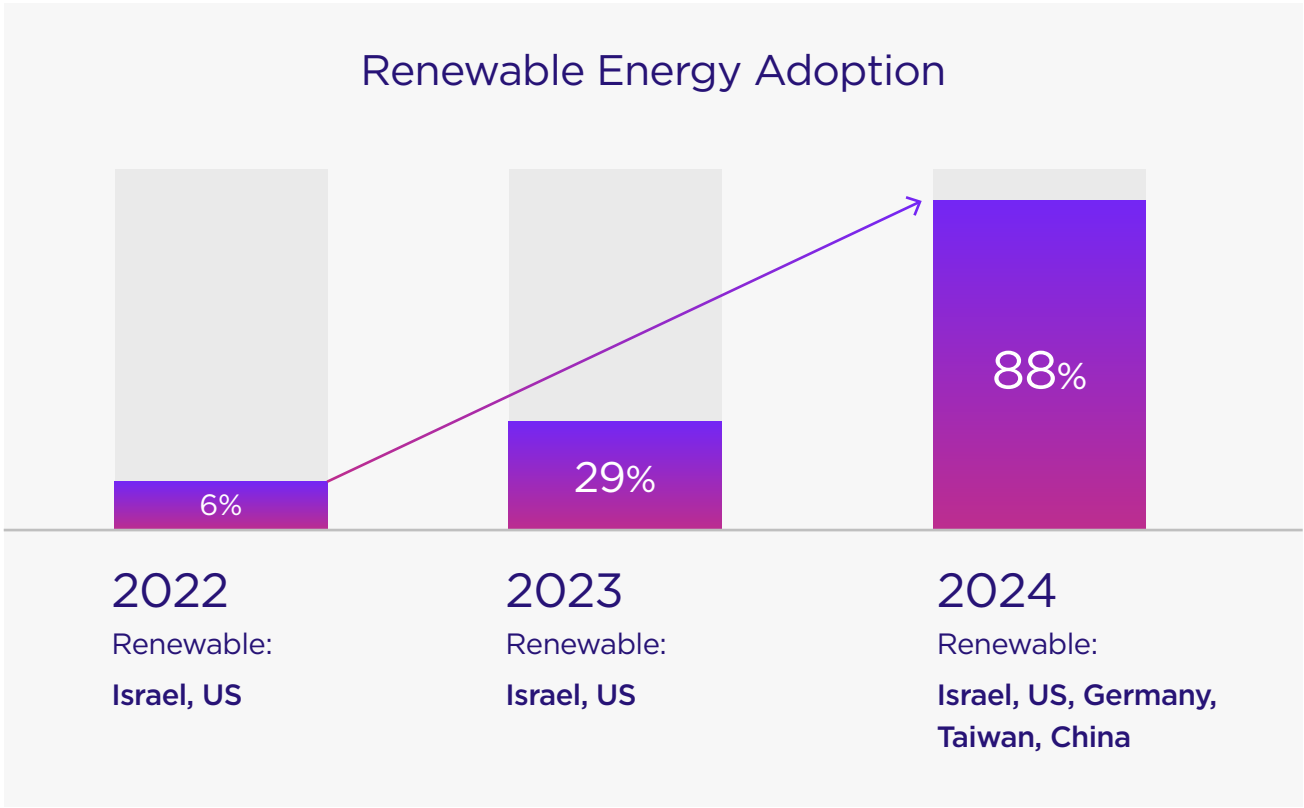
Climate and Energy

We approach day-to-day activities across our business with a sustainability mindset.

In 2022 we took our first steps to building a holistic view of our environmental impacts by developing our baseline Scope 1 and 2 greenhouse gas (GHG) inventory and establishing data collection procedures. Through that process, we established our Inventory Management Plan so that future GHG inventories can be calculated in a consistent manner as well as support future reporting in accordance with mandatory climate-related reporting frameworks.

GHG Emissions

Our Scope 1 and 2 GHG emissions inventory is based on data collected from most sites. In 2023 and 2024, our emissions decreased by 11% and by 65% respectively compared to the base year, 2022. We work to manage and reduce our emissions through implementing energy efficiency measures, green building standards, and pursuing a renewable energy strategy. In 2023 we started using renewable energy mainly in Israel and the US and during 2024 we extended and increased our renewable energy use in Israel, the US, Germany, Taiwan, and China.



2030 Goal

Reduce our Scope 1 and 2 GHG emissions by at least 50% and source 90% renewable energy

* From 2022 baseline



As part of our roadmap to monitor and manage Scope 3 GHG emissions, in 2024 the company conducted an initial assessment to identify the most impactful emission categories associated our operations. This assessment laid the foundation for prioritizing action areas and informed with the development of targeted initiatives. The company began exploring critical strategies and elements to reduce these emissions over the long term, reinforcing its focus on advancing sustainability across its value chain.

As part of our emissions reduction efforts, we implemented several informational programs to raise awareness of our impact and to educate our entire organization. We are focused on accountability for emissions reduction efforts across our business. This accountability cannot be achieved without all employees developing a broad understanding of our environmental impacts and how their day-to-day actions can contribute to our corporate goals. The educational efforts started with our Board of Directors, who received training on how environmental sustainability can unlock value through topline growth, cost reduction, regulatory and legal compliance, increased productivity, and strategic investments.

From there, 80 of our senior leaders and managers received formal GHG training to learn about our sources of emissions and how they can support reducing emissions within their areas of responsibility. In January 2024, over 150 Nova employees participated in a GHG Tech Talk focusing on the environment, how Nova calculates its GHG emissions, the importance of promoting sustainable production and operations, and how each Nova employee can turn the company’s carbon ambition into action. A recording of the Tech Talk is available to all employees through METRO, our global learning management system.

Going forward, we will continue to evaluate ways to reduce our Scope 1 and 2 emissions. We will assess additional purchases of renewable electricity in all of our operating regions, improve our data collection practices, and identify and implement reduction initiatives for buildings, vehicles, and equipment.

Nova GHG Emissions Data

GHG Emissions (MTCO ₂ e)*	2022	2023	2024
Scope 1 – Market-Based	869.88	792.78	924.57
Stationary Diesel Fuel	2.71	4.06	5.46
Gas Oil	57.65	57.65	57.65
Refrigerants			4.22
Mobile Vehicles	512.68	480.24	545.79
Natural Gas	296.85	250.84	311.45
Scope 2 – Market-Based	3,857.47	3,418.86	751.83
Purchased Electricity	3,852.07	3,413.49	745.90
Chilled Water	2.51	2.48	3.05
Heating	2.89	2.89	2.89
Total Scope 1+2	4,727.35	4,211.64	1,676.40
Scope 1+2 Intensity (MTCO₂e/ million \$USD)	8.28	8.13	2.49

* Nova’s GHG emissions have been calculated in line with the Company’s internal procedures and processes for collecting and managing reliable and quality GHG data for analysis and reporting. The primary objective of this Procedure is to encourage consistent alignment of corporate GHG inventory calculation and management. This alignment should be with the World Resource Institute and World Business Council for Sustainable Development’s Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). This applies to Scopes 1, 2, and Scope 3 categories. Additionally, it should be in line with any disclosure requirements of California’s AB 1305, if applicable. We currently do not have a net zero target or any science-based targets, and our interim progress toward our reduction goals is described on page 9 of this report. Further, this Procedure serves to establish a foundational approach to align with emerging regulations specific to mandatory GHG emission reporting. Nova’s GHG Inventory Management Plan (IMP) describes the steps taken to identify and calculate GHG emissions so that future GHG inventories are repeatable and can be conducted in a consistent manner. This provides company information including an overview of Nova, inventory boundary conditions, base year adjustments, emission quantification methods, emissions declaration, and data management and auditing information. Nova and its third-party consultant have developed the Inventory Management Plan (IMP) to outline the institutional, managerial, and technical procedures and processes used annually to collect and manage reliable, quality GHG data. The primary objective of this management plan is to minimize the potential for errors thereby encouraging the credibility of internal and external GHG reporting activities. Nova Ltd. quantifies emissions data annually on a calendar year basis. Scope 1 and 2 GHG emission data are calculated with a combination of actual data from real sites supplemented by estimated and benchmark data using IEA, Green-E residual mix, and regional USA EPA emission factors.

This data has been calculated by outsourced experts and software but has not been audited, assured, or verified by a third party.








Energy Use and Efficiency

We strive to optimize our energy usage through an ongoing examination of our consumption. We prioritize implementing energy-efficient practices, procuring renewable energy, and implementing technologies to reduce our environmental impact and promote sustainability.

Electricity (Mwh)	2022	2023	2024
Total electricity consumption	9,089.80	10,650.45	11,369.99
Non-renewable	8,526.90	7,540.58	1,331.08
Renewable	562.90	3,109.87	10,038.91
% Renewable	6.19%	29.20%	88.29%

* Y2022- based on 50% renewable in California
* Y2023- based on 50% renewable in California and 2500 Mgw RE certificates in IL
* Y2024- based on 75% renewable in most California, 8500 Mgw RE certificates in IL and certificates in Germany, Taiwan and China

Currently, Nova’s key sites are designed with energy efficiency in mind, with features including:

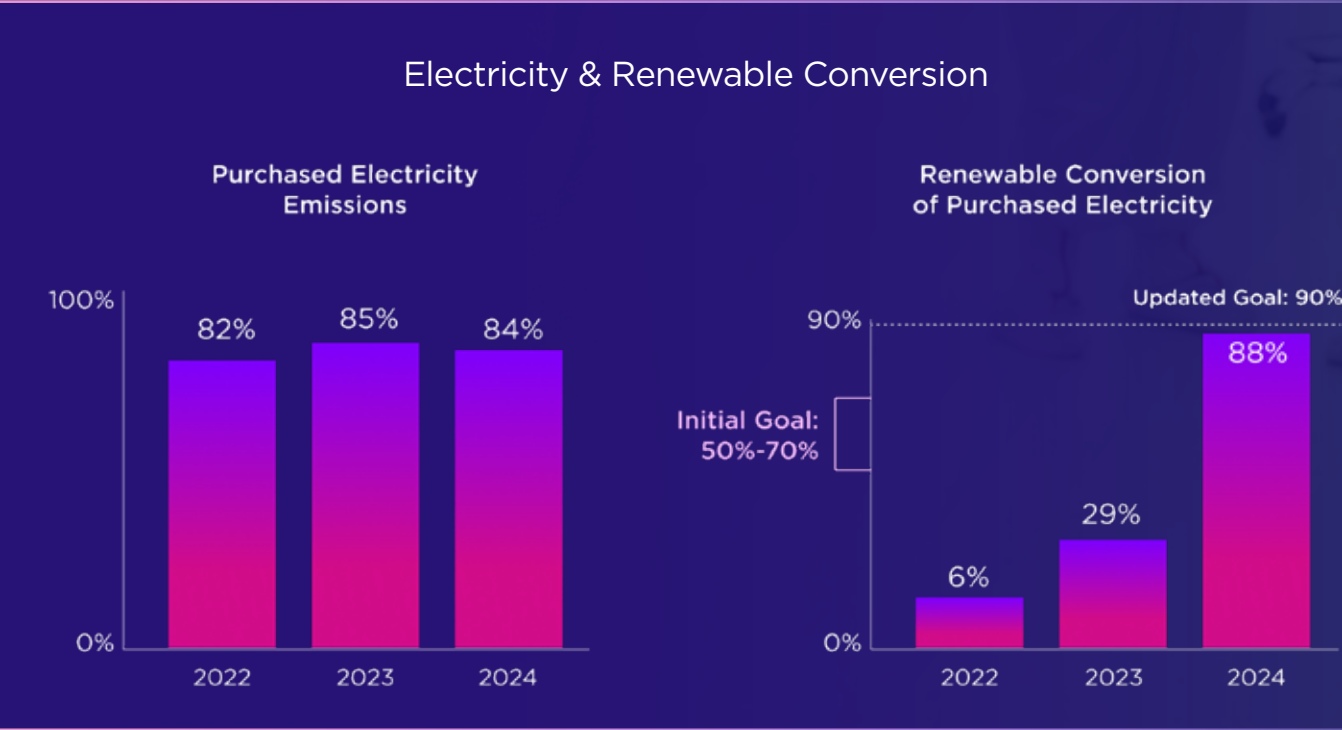
-  LED lighting
-  Building management systems that include automatic and motion sensor-based shutdown features for the building’s air conditioning systems and lighting
-  Energy efficient temperature and lighting controls
-  Variable speed controls for air filtration units
-  Glazing and semi-transparent curtains with high sun protection

In addition, our new manufacturing cleanrooms are designed to reduce energy consumption. We emphasize energy-efficient design at company facilities to prioritize energy efficiency, reduce energy consumption, and minimize the environmental impact of our operations.

Nova’s LEED gold certified global headquarters in Rehovot, Israel, is the center of our Dimensional Metrology Division (DMD) operations, the location of our global data center infrastructure, and is the largest driver of our energy and electricity consumption.



In our first Insights review, we set a long-term goal to convert 50%-70% of our electricity consumption to renewable sources in designated sites. We recently updated our goal to convert 90% of our electricity consumption to renewable sources. In 2022, our baseline year, purchased electricity accounted for about 82% of Nova’s combined Scope 1 and Scope 2 GHG emissions. In 2024, this figure had increased to 84%. Our Scope 1 and 2 reduction efforts have focused greatly on transitioning our purchased electricity to renewable sources, which have increased from 6% in 2022 to 88% in 2024.



In the United States, our major operations have been powered by an average of 75% renewable energy since April 2024, primarily from solar and wind sources. In Germany, our new facility in Bad Urach features solar panels that will produce approximately 62 MWh. By 2025, our U.S. operations will be powered entirely by solar and wind energy, which will, in part, power the facility. Since November 2024, Bad Urach operations have been powered by 100% hydro renewable energy. In Taiwan and China, we have signed agreements for green certificates and RECs that take effect at the end of 2024.



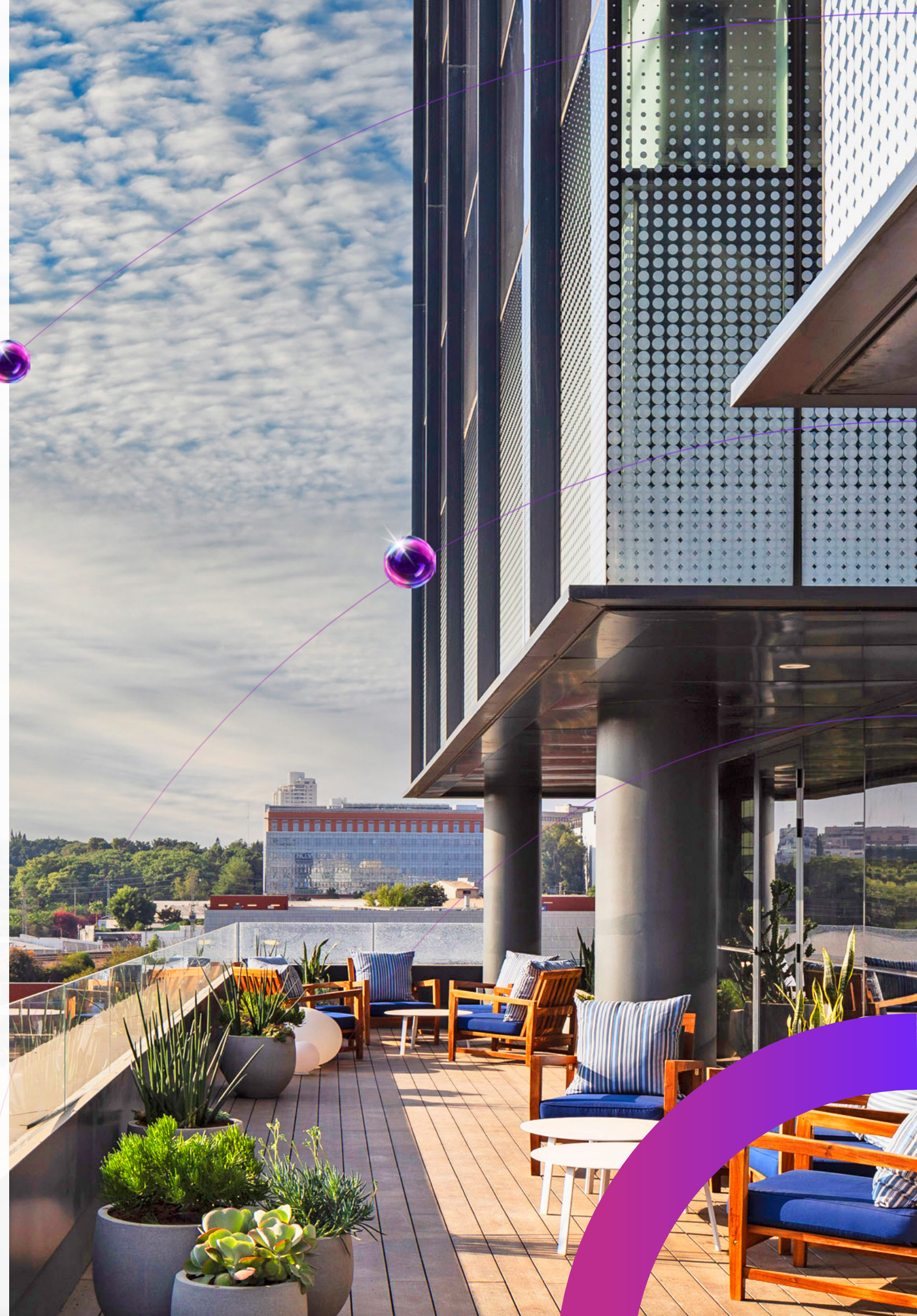
Green Buildings

In recent years, there has been progress in green construction and sustainable building practices. Some countries have established standards for environmentally friendly design and construction, and buildings that meet these standards are often awarded a certification, such as LEED or Green Mark. These certifications recognize buildings that have been designed and constructed to minimize their environmental impact, conserve resources, and improve the overall health and well-being of the building's inhabitants. We aim to adopt these standards at all of our key sites so that future working spaces will be located in buildings that have received certifications or accreditations for green building practices.

In addition to these practices, we have established a property sustainability checklist for integrating sustainability considerations into our facilities. The checklist outlines the sustainable features we expect to be available in our facilities, including:

- Proximity to public transportation
- Electricity monitoring and metering
- Building sustainability infrastructure
- Use of renewable energy
- Reporting of environmental data
- Electric vehicle parking and charging options
- Sustainable waste management

We use this checklist to evaluate potential facility leases and to guide new facility buildout opportunities. It is our practice that new facilities meet LEED equivalency standards going forward. Additionally, Nova encourages its employee to use electric vehicles (EVs) and has installed 12 new EV charging stations at our facilities in Bad Urach, Germany, and Israel, with plans to install charging stations at our California facilities in 2025. We are taking these steps to provide incentives to promote more sustainable commuting practices and increased EV usage.





Spotlight:

Innovation and Environmental Responsibility in Bad Urach, Germany

In the heart of Bad Urach, a new, state-of-the-art Nova facility exemplifies our interest in environmental stewardship. This facility is designed with advanced sustainable elements and appliances, we believe setting a new standard for eco-friendly construction.

The building uses new and modern construction methods to connect to three existing buildings. We are combining new and old to preserve the existing buildings to prevent unnecessary demolition and to reuse sustainable assets to support our business growth.

Harnessing the Earth’s Energy

The building’s geothermal heating and cooling system lies at the core of the building’s sustainable design. This technology taps into the stable temperature underground water, providing efficient and renewable energy for maintaining a comfortable indoor climate year-round.

Solar Power and Efficient Insulation

The building’s roof is fitted with solar panels, capturing the sun’s energy to power the building’s electrical systems. The structure’s exterior features insulating triple-glazed glass façades, combined with an Exterior Thermal Insulation Composite System (ETICS) on both the façade and roof. These elements work together to minimize heat loss in winter and keep interiors cool in summer, reducing the building’s energy demands. Our rooftop solar panel array is capable of producing more than 60MWh annually.

Intelligent Shading and Lighting

Indoor and outdoor shading systems are strategically placed to optimize natural lighting while preventing overheating. Our external shading system is controlled by the environmental unit on the roof, which sets the shading position based on the weather. This is complemented by a combination of natural lighting and energy-efficient LED lighting throughout the building. The lighting system is fully dimmable and equipped with movement sensors, allowing for adaptive lighting based on occupancy and daylight availability. This not only enhances energy efficiency but also creates a comfortable and dynamic working environment.



Water Conservation and Management

The building features an advanced water management system that separates rainwater and wastewater. Rainwater is collected and reused for non-potable purposes, such as irrigation and toilet flushing, reducing the demand on the municipal water supply.



Waste Utilization and Sustainable Materials

A comprehensive waste utilization plan promotes materials to be recycled and repurposed wherever possible. The building itself is constructed using sustainable building materials, selected for their low environmental impact and high durability.



Integrated Design and Mobility Solutions

The architectural design optimizes working distances, integrating laboratories, production areas, dispatch facilities, and offices within a single, cohesive structure. An underground car park is equipped with EV charging stations, promoting the use of electric vehicles among employees and visitors.



Smart Building Management

A Building Management System (BMS) seamlessly integrates all the building’s systems, from HVAC to lighting to security to water management. This centralized control allows for real-time monitoring and adjustment, encouraging optimal efficiency and comfort.



This Nova facility is more than just a structure; we believe it is a model of what is possible when advanced technology meets sustainable design principles. It embodies our standards for “green building” and creates a working environment that aims to minimize environmental impact while maximizing efficiency and comfort.



Waste Management

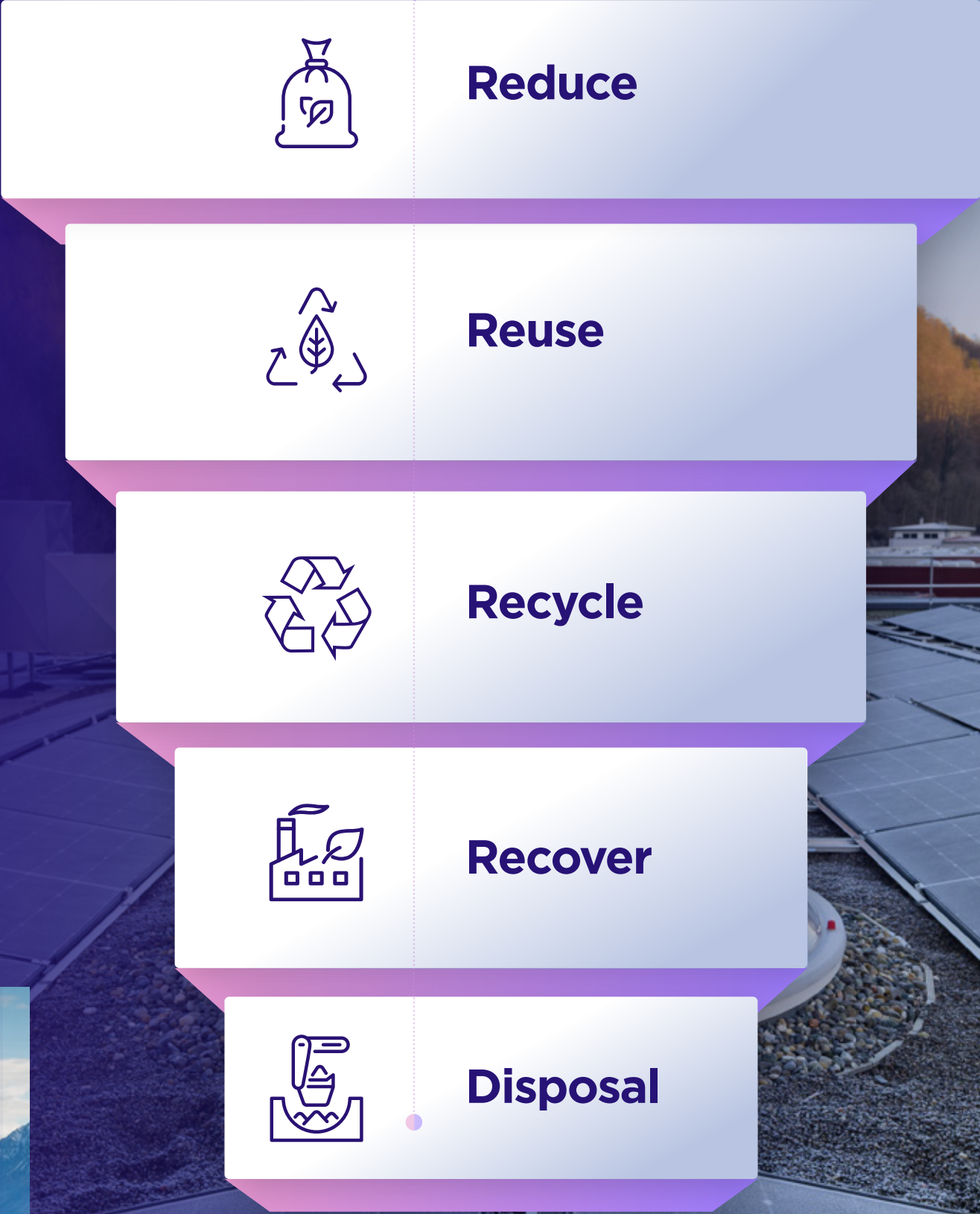
We understand the importance of responsibly managing how we use resources and how we address our waste streams.

We have implemented programs for the proper disposal of hazardous and non-hazardous waste, including recycling paper, recycling packaging material, electrical parts, metal sheets, and plastic materials, through authorized local vendors.

We are working to reduce the amount of waste that we generate and improve recycling processes by decreasing the use of printed paper, recycling paper, and reusing packaging materials for products and spare parts.

We follow regulations pertaining to waste and packaging disposal, and actively work to minimize waste and optimize recycling of packaging materials. We focus on minimizing our environmental impact and also promote sustainable practices throughout our supply chain.

Sustainable material and waste management is a systematic approach to productively and efficiently using and reusing materials over their life cycles. To achieve this, we implemented a comprehensive program, known as '3 RRR' (Reduce, Reuse and Recycle), to manage waste at our offices. Our program is based upon the waste hierarchy, an established waste management practice focused on reducing waste at the source, reusing materials and then recycling wherever possible.



2030 Goal

Reduce hazardous and non-hazardous waste to landfill by 20% each*

*From 2022 baseline



We manage hazardous materials at our key sites in compliance with relevant local regulations and requirements. In Israel, we hold a Toxic Material Permit and work closely with licensed vendors to properly dispose of hazardous waste, and we prioritize environmentally friendly treatment solutions, where feasible.

In addition to hazardous waste management, we optimize the use of sustainable packaging within our supply chain as much as possible – we intend to increase to 90% usage of recycled materials for our product packaging – and we established targeted programs to manage other waste impacts.

Waste (tons (t))	2022	2023	2024
Total waste generated in manufacturing *	38.8	45.0	66.3
Non-hazardous	18.3	29.7	54.3
Hazardous	20.5	15.4	12.0
Recycled *	10.0	17.8	40.7
% Recycled	25.7%	39.5%	61.3%

*Including e-waste
** Compost Y2023-0.2 t and Y2024- 0.5t

Electronics Recycling

We prioritize responsible electronic waste management, and we partner with an external recycling organization to handle all our electronic waste. This partnership aims to ensure that all electronics, including desktop computers, laptops, and cables, are re-used where possible. If re-use is not possible, they are recycled at end-of-life. Any materials that cannot be recycled or reused are disposed of in accordance with all relevant e-waste treatment and data security regulations.

	2022	2023	2024
Recycled e-waste (tons)	2.27	3.49	11.10

Recycled Paper Use

We are transitioning to using recycled paper in our main offices. Currently, we are in the process of switching over to recycled paper for the printers in our Israel headquarters and we plan to expand this initiative in other offices.

Together, we believe these measures demonstrate Nova’s focus on responsible operations with respect to waste management, while encouraging compliance with all relevant regulations. We believe it is our responsibility to be good environmental stewards in our day-to-day operations. We understand the importance of the steps that we take to manage waste, both to the communities in which we operate and to the rest of the world.





Chemical Metrology Safety

We strive to lead the industry in advancing safety standards, fostering a culture of wellness, and building resilient communities where every person feels secure, valued, and protected in their environment.

In line with this goal, we place a strong emphasis on mitigating the risks associated with chemicals and hazardous materials. By implementing strict operational guidelines, encouraging rigorous compliance, and providing hands-on training, we strive to minimize exposure, prevent incidents, and promote sustainable practices for a cleaner and safer future.

Nova has taken significant steps to enhance safety in chemical working environments. We recently opened two new state-of-the-art facilities: a newly relocated chemical lab in Taiwan, rebuilt in a safer building and zone, adhering to the highest standards, and a production building in Bad Urach, equipped with cutting-edge safety infrastructure. These advancements enable safe operations within our chemical production and research labs.

Our Chemical Metrology Division (CMD) in Germany operates in accordance with the Chemicals Act, which sets stringent regulations for the handling of hazardous waste to protect the environment and public health. The Act sets expectations for waste classification, handling, storage, transportation, disposal, recycling, documentation, and reporting. Germany's regulations are part of the European Union's broader framework for waste management, encouraging a high level of environmental protection, and promoting sustainable waste practices. Our new facility in Bad Urach has been certified by TUV Technischer Überwachungsverein (Technical Inspection Association) to meet stringent European standards. This certification recognizes the building's compliance as a chemical production line, incorporating the highest safety measures and creating a secure and environmentally responsible operational area.

Our CMD labs in Taiwan and Korea fully comply with all local regulations governing hazardous materials. Both labs adhere to stringent environmental, health, and safety (EHS) standards, encouraging the responsible classification, handling, storage, transportation, disposal, and recycling of hazardous materials.

Taiwan CMD Lab

Located in a Diamond-level green building, this facility integrates sustainable building practices with strict hazardous materials management. We collaborate with licensed vendors to encourage the safe disposal of hazardous materials, prioritizing environmentally friendly treatment solutions whenever possible.

Korea CMD Lab

Operating under local EHS regulations, the Korea CMD Lab places a strong emphasis on safe and sustainable hazardous waste management. Annual internal assessments drive continuous improvement, with compliance reports submitted to HQ to promote alignment with global standards.

Product Quality & Safety

We believe our leading-edge technologies and pioneering research help our customers bring innovations to life. We develop and implement advanced manufacturing processes so that our products are safe to use and comply with relevant regulations and industry standards. We follow relevant country- and region-specific requirements, including specific standards set in the European Union, United States of America, and Asia. Our risk-assessment process follows applicable industry risk-assessment guidance regarding potential safety issues in industrial semiconductor capital equipment. We enhanced this process by adding certain procedures to identify quality and safety risks during the product design and development. We incorporate a Design for Excellence (DFX) process at the early stages of research and development to identify opportunities for implementing best practices for equipment maintenance and calibration that encourage compliance with safety policies. Additionally, our safety risk assessment process aligns with the applicable SEMI S2 industry guidelines. This approach allows us to optimize production processes while improving energy efficiency.



Employee Health & Safety

Our employees' health and safety are paramount to our business success and market leadership. At the heart of our Employee Health & Safety (EHS) program is our Safety Team Committee, comprised of employees from various levels and departments within each of our divisions. This cross-functional group collaborates to identify potential hazards, develop safety protocols, and foster a culture of safety throughout the divisions.

The committee meets on a quarterly basis to review safety priorities and holds monthly meetings with representatives from each territory to address any concerns and encourage compliance with the relevant regulations. Under the guidance of the Safety Team Committee, we have implemented a Health and Safety Management System to enhance the oversight and effectiveness of our Employee Health & Safety (EHS) program. This system enables a structured approach to identifying, managing, and mitigating workplace health and safety risks while promoting continuous improvement. Additionally, due to our enhanced health and safety programs, in particular our focus on managing chemicals and hazardous materials, we have updated our health and safety goals to reflect our ambitions to continue protecting the health and safety of our employees.

Nova has achieved ISO 14001 and ISO 45001 certification at our Israel and Korea Dimensional Metrology Division (DMD) sites, and United States Materials Metrology Division (MMD) sites, and plan on achieving these certifications in the future at our new Chemical Metrology Division (CMD) site in Germany. Facilities that have not achieved ISO certifications are subject to internal audits conducted in accordance with ISO standards.

Nova maintains a set of procedures and practices to support our EHS program, including general safety procedures, system audit requirements, hazard and risk management aspects, and risk-based site-specific procedures that are mandatory at all sites globally. As part of implementing these procedures, each Nova site must establish a fire safety team and provide training to enhance disaster response capabilities, first aid training, and conduct evacuation drills. Sites must conduct annual, site-level risk assessments to help continually improve the health and safety of our employees and identify key actions that should be implemented to minimize potential hazards.

2030 Goals

Employee Health & Safety

- Aspire to achieve zero working-related injuries and maintain above 90% employee participation in safety activities.
- Decrease the severity of work-related injuries by 20%, focusing on minimizing long-term disability and achieving recovery times of less than 3 months.*

Employee Health & Safety – Chemicals

- Strive to reduce reportable incidents related to hazardous materials to zero.

* From 2022 baseline



Employee Health & Safety

In addition to annual risk assessments at our sites, we conduct monthly safety walkthroughs at each facility to proactively identify and mitigate risks. Walkthroughs are conducted by area managers, team leaders, and safety trustees who actively observe and document safety risks associated with improper use of personal protective equipment, tools, and equipment. Findings from these walkthroughs are thoroughly documented as Near Miss findings and corrective actions are implemented.

We require comprehensive safety training for all employees, with specialized sessions for high-risk activities. Training is delivered in an online, interactive format on a wide range of topics, such as Laser Safety, Safety at Work, and Ergonomics. All Nova employees must complete relevant safety training annually. METRO, our Learning Management System (LMS), is used to monitor employee progress and to verify that employees complete the required training courses and are up to date with the latest safety information and best practices.

EHS training	2022	2023	2024
# Employees	1,177	1,202	1,383
% Participation *	100%	85%	98%

* Data represent EHS training conducted in METRO, Nova's learning management system, only. Additional site level, in-person trainings, such as site tours and emergency drills are not included.

We aspire to achieve a zero-accident workplace and maintain above 90% employee participation in safety activities. We take safety events seriously and we conduct a thorough investigation if a safety event occurs, to determine the root cause and identify opportunities for improvement with Near Miss and corrective actions. We also enforce tobacco-free and drug-free workplace policies in our workplaces to help keep our employees safe.

Health and Safety Data	2022	2023	2024
Productive Days (# of employees)*	98.1%	97.6%	97.4%
Total Recordable Incident Rate (TRIR)**			
Employees	1.26	1.00	0.33
Contractors	2.60	1.15	0.00

* Percentage of available days Nova employees actually work, based on global average of 230 productive days, excluding sickness, vacation, holidays, and weekends.

** Number of recordable injuries per 100 workers, based on working days, 9 hours per day, excluding annual vacation days, only work-related incidents.





Supply Chain Stewardship

2024 was a year of continued successful growth for Nova, despite ongoing global supply chain challenges.

Demand for semiconductors continues to grow with periodical peaks. This introduces potential capacity and delivery challenges. However, our supply chain team successfully navigates these changes, ensuring we meet customer needs by implementing efficient processes in collaboration with our partners and suppliers.

We recognize the importance of building strong partnerships with our suppliers to maintain a robust supply chain. Our ongoing aim is to enhance the capabilities and awareness of our suppliers in alignment with our values, and to build strong partnerships within our supply chain. Nova’s Supplier Sustainability Guidance sets our expectations for managing and maintaining regulatory compliance across our priority Sustainability issues, including health and safety, sustainable sourcing, environmental management, GHG emissions measurement, inclusion and belonging, and information security.

Our Sustainability guidance, along with additional requirements relating to ethical conduct, conflict mineral sourcing, and compliance with our Code of Conduct, are included in our Master Supplier Agreements (MSA) and terms and conditions of our Purchase Orders. These requirements are considered during our vendor selection process and are also included in indirect supplier contracts. This means that our suppliers are informed of their obligations to adhere to our Sustainability policies and demonstrate continuous improvement over time.

In addition to our internal standards, we intend to become a member of the Responsible Business Alliance and encourage our suppliers to commit to their code of conduct and environmental, health and safety standards.

To support creating a more sustainable supply chain going forward, in 2024 we conducted a supplier Sustainability survey in 2024 to better understand the Sustainability practices of our supply chain partners. The survey was intended to assess compliance with Nova's Supplier Sustainability Guidance. In total, we received feedback from 59 strategic suppliers covering 82% of our business volume. Overall, based on assessments recieved from our suppliers, we found our suppliers to be 62.8% compliant with our Sustainability guidelines and 64.4% declared that they comply with the Responsible Business Alliance (RBA) Code of Conduct.

In an effort to improve on this baseline, our new supply chain goals are: Become a member of the RBA, expect 80% of our top 25 suppliers to have a formal commitment to sustainability, and 80% of our top 40 suppliers who are in scope of the RBA will need to have completed the RBA self-assessment. With these goals, we intend to improve upon the results of our following surveys.

In addition to our Sustainability survey, we aim to assess suppliers' compliance with our expectations and Sustainability requirements through a variety of methods, including performance metrics, on-site audits, and periodic evaluations. By holding our suppliers to these standards, we promote responsible business practices throughout our supply chain.

2030 Goal

Become a member of the RBA, aspire that 80% of our top suppliers to have formal commitment to sustainability.



Product Sustainability

As a global company, our engineers work in multidisciplinary teams to develop innovative solutions addressing complex challenges in semiconductor device manufacturing.

While every product, component, and software we create is aimed at increasing metrology performance, productivity, and efficiency. We also embed sustainability into building our products and into the value they generate in the fabrication process.

Across our operating divisions we are developing solutions and processes to improve the overall sustainability of our products. To support this, we have modified our Product Life Cycle (PLC) program, our company-wide process that guides product design and development to guide our divisions in managing the environmental impact of our products.

The PLC includes guidelines for incorporating the following criteria into product design processes:

- **Material Selection** – Increasing use of sustainable, non-toxic, and recyclable materials while avoiding hazardous substances
- **Energy Efficiency** – Selecting energy efficient components and designing for low power consumption, throughout the product lifecycle
- **Waste Management** – Minimizing waste during manufacturing and designing for recyclability
- **Lifecycle Assessment (LCA)** – Providing automation tools to support LCAs
- **Packaging** – Increasing use of recyclable packaging and complying with packaging waste regulations
- **Product End-of-Life** – Providing clear product disposal and recycling instructions
- **Service and Support** – Reducing travel related to product support by promoting automated checks to reduce on-site service needs

While our product divisions prioritize criteria in the Product Life Cycle (PLC) that significantly impact product specifications, they are also expected to consider energy efficiency and material selection. This approach supports Nova’s progress towards its new environmental and product sustainability goals. The product divisions report their progress on key initiatives to our Sustainability steering committee.

Across all our product divisions, we work to minimize maintenance-related travel by offering online support where applicable, training local teams, and automated maintenance check-ins to improve service efficiency. In addition, each division is making specific efforts to address sustainability. Some additional ways we address sustainability are by reducing waste by promoting reused parts, recycling used systems for internal application use, prioritizing sea shipments over air shipments to lower GHG emissions, and using more reusable packaging materials. Another way is to integrate “Design for Sustainability” into product design, focusing on lower power consumption, reduced size and weight, and recyclability. On the facilities front, we recently consolidated our Germany R&D and production facilities into a single R&D facility with an array of sustainable features such as geothermal heating and cooling, solar power, natural light utilization, and efficient insulation. In California, our facility now operates on 100% renewable energy, enhancing its sustainability.

2030 Goal

Implement practices to reduce power consumption of our products and product waste and increase the use of recycled materials in our products, per our PLC.



Product Sustainability



Relocating to live near one of our leading customers in the US has been a game-changer for our sustainability efforts and my work- life balance. Previously, I was flying thousands of miles each month, spending 50% of my time in the air and only 50% actually working on-site. This was not only exhausting but also had a significant environmental impact due to the frequent international flights. Now, living just 10 minutes from the fab, I've reduced my international flights from 12 a year to just one. This drastic reduction in travel has significantly cut down on our carbon emissions.

Moreover, being close to the customer site has allowed me to respond to issues much more quickly, improving our service efficiency and reducing downtime for the customer. My productivity has increased as I can now dedicate more time to solving problems and supporting the customer. Additionally, I can now fly domestically to other customer sites in the US, further reducing the need for long international flights. This relocation has also enabled me to better train local staff, ensuring they can provide faster and more professional support. Overall, this move has been a win-win for both sustainability and operational efficiency.

Fredy Sofin
Field Service Technical Lead



The Nova DMR®

The Nova DMR® is the only inline, direct metal replenishment solution in the market today, offering economical replenishment of metals in a plating bath. Integrated with the Nova Ancolyzer® system, it enables customers to minimize waste, extend bath life, and improve plater utilization. Utilizing non-reagent techniques and smart replenishment solutions, Nova DMR® reduces chemical usage and environmental impact by extending bath lifetime and minimizing chemical waste.

The platform provides fully automatic powder container docking for uninterrupted operation, eliminating the constant increase in bath volume and reducing the need for bleed and feed or full bath dump. Aligning with the industry's zero waste and recycling objectives, Nova DMR® helps customers achieve sustainability targets while reducing operational risks, costs, and the total cost of ownership

Report Disclaimer

This report contains certain forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995, that are based on Nova’s current expectations which are subject to numerous risks and uncertainties that could cause actual results to differ materially. Nova intends for all such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements in such act. Such forward-looking statements can generally be identified by Nova’s use of forward looking terminology, such as “may,” “might,” “will,” “expect,” “intend,” “anticipate,” “estimate,” “believe,” “continue,” “seek,” “objective,” “goal,” “strategy,” “plan,” “focus,” “priority,” “should,” “would,” “could,” “potential,” “possible,” “look forward,” “optimistic,” “hope,” “strive,” “aim,” “target,” or other similar words. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities, or other, laws and regulations, even if we use the words “matrial” or “materiality” in this report.

Further, historical, current, and forward-looking sustainability or ESG-related statements, including any disclosures for the purpose of compliance with California AB 1305, may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions, third party emission factors or estimates that are subject to change in the future. In particular, the GHG information and calculations may change in the future. Nova cannot give assurances that its forward-looking statements will prove to be accurate. All forward looking statements in this report represent Nova’s judgment as of the date hereof, and Nova disclaims any obligation to update any forward-looking or other statements to conform the statement to changes in its expectations that occur after the date of this report. Statements regarding Nova’s future direction and intent are subject to change or withdrawal without notice and represent goals and objectives.



Reporting Indices

GRI Index

Nova has reported with reference to the GRI Standards for the 2023-2024 reporting period.

GRI Chapter	GRI Standard	GRI Disclosure	GRI Disclosure Title	Location
General Disclosures	The organization and its reporting practices	2-1	Organizational details	About Nova, Corporate Governance Nova 2024 20-F
		2-2	Entities included in the organization's sustainability reporting	About Nova, Nova 2024 20-F
		2-3	Reporting period, frequency and contact person	At least biannually About Nova
		2-4	Restatements of information	N/A
		2-5	External assurance	Nova has not secured external assurance for this report.
	Activities and workers	2-6	Activities, value chain and other business relationships	About Nova, Nova 2024 20-F
		2-7	Employees	About Nova, People First
Governance		2-9	Governance structure and composition	Corporate Governance, 2024 Proxy Statement
		2-10	Nomination and selection of the highest governance body	Our Board, 2024 Proxy Statement
		2-11	Chair of the highest governance body	Our Board, 2024 Proxy Statement
		2-12	Role of the highest governance body in overseeing management of impacts	Our Board, 2024 Proxy Statement
		2-13	Delegation of responsibility for managing impacts	Our Board, 2024 Proxy Statement
		2-14	Role of the highest governance body in overseeing sustainability reporting	Our Board, 2024 Proxy Statement

GRI Chapter	GRI Standard	GRI Disclosure	GRI Disclosure Title	Location
General Disclosures	Governance	2-15	Conflicts of interest	Business Ethics and Integrity, 2024 Proxy Statement
		2-16	Communication of critical concerns	Business Ethics and Integrity, 2024 Proxy Statement
		2-17	Collective knowledge of the highest governance body	Our Board, 2024 Proxy Statement
		2-18	Evaluation of the performance of the highest governance body	Our Board, 2024 Proxy Statement
		2-19	Remuneration policies	2024 Proxy Statement, Nova 2024 20-F
		2-20	Process to determine remuneration	2024 Proxy Statement, Nova 2024 20-F
		2-22	Statement of sustainable development strategy	Environment
		2-23	Policy commitments	Business Ethics and Integrity
		2-24	Embedding policy commitments	Business Ethics and Integrity
		2-25	Process to remediate negative impacts	Business Ethics and Integrity
	Strategy, policies and practices	2-26	Mechanisms for seeking advice and raising concerns	Business Ethics and Integrity
		2-27	Compliance with laws and regulations	Business Ethics and Integrity
		2-29	Approach to stakeholder engagement	Key ESG Assessment Scope
		3-1	Process to determine material topics	Key ESG Assessment Scope
		3-2	List of material topics	Key ESG Assessment Scope
Material Topics	Disclosures on material topics			

GRI Chapter	GRI Standard	GRI Disclosure	GRI Disclosure Title	Location
GRI 201: Economic Material Topics	GRI 205: Anti-corruption 2016	3-3	Management of material topics	Anti-Corruption and Anti-Bribery
		205-1	Operations assessed for risks related to corruption	Anti-Corruption and Anti-Bribery
		205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption and Anti-Bribery
GRI 300: Environmental Material Topics	GRI 302: Energy 2016	3-3	Management of material topics	Climate and Energy
		302-1	Energy consumption within the organization	Climate and Energy
		302-3	Energy intensity	Climate and Energy
		302-4	Reduction of energy consumption	Climate and Energy
		302-5	Reduction in energy requirements in products and services	Climate and Energy, Product Sustainability
	GRI 302: Energy 2016	3-3	Management of material topics	Waste Management
		306-1	Waste generation and significant waste-related impacts	Waste Management
		306-2	Management of waste-related impacts	Waste Management
		306-3	Waste generated	Waste Management
		306-4	Waste diverted from disposal	Waste Management
		306-5	Waste diverted from disposal	Waste Management
	GRI 308: Supplier Environmental Assessment 2016	3-3	Management of material topics	Supply Chain Stewardship
		308-1	New suppliers that were screened using environmental criteria	Supply Chain Stewardship
GRI 400: Social Material Topics	GRI 401: Employment 2016	3-3	Management of material topics	People First
		401-1	New employee hires and turnover	People First
		401-3	Parental leave	People First
	GRI 403: Occupational Health and Safety 2018	3-3	Management of material topics	Employee Health and Safety
		403-1	New employee hires and turnover	Employee Health and Safety
		403-2	Parental leave	Employee Health and Safety
		403-4	Occupational health services	Employee Health and Safety

GRI Chapter	GRI Standard	GRI Disclosure	GRI Disclosure Title	Location
GRI 400: Social Material Topics	GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Employee Health and Safety
		403-6	Promotion of worker health	Employee Health and Safety
		403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	Employee Health and Safety
		403-8	Workers covered by an occupational health and safety management system	Employee Health and Safety
		403-9	Work-related injuries	Employee Health and Safety
	GRI 404: Training and Education 2016	3-3	Management of material topics	Employee Development
		404-1	Average hours of training per year per employee	Employee Development
		404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development
	GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Employee Development
	GRI 405: Diversity and Equal Opportunity 2016	3-3	Management of material topics	People First
		405-1	Diversity of governance bodies and employees	People First
	GRI 413: Local Communities 2016	3-3	Management of material topics	Engaging with Our Communities
		413-1	Operations with local community engagement, impact assessments, and development programs	Engaging with Our Communities
	GRI 414: Supplier Social Assessment 2016	3-3	Management of material topics	Supply Chain Stewardship
		308-1	New suppliers that were screened using social criteria	Supply Chain Stewardship

SASB Index

This index has been prepared with reference to the SASB Semiconductors industry standard, which has been deemed most applicable to Nova’s operations.

Topic	Code	Metric	Unit of Measure	Location
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Metric tonnes (t) CO ₂ -e	Environment
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	Environment
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	Environment
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic metres (m ³), Percentage (%)	Due to our lease arrangements in the majority of our facilities we are unable to report water data at this time.
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Metric tonnes (t), Percentage (%)	Environment
Workforce Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	n/a	Employee Health and Safety
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Presentation currency	Nova does not publicly disclose this information.
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	Percentage (%)	Nova does not publicly disclose this information.
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances 3	Percentage (%)	Nova does not track this information is at this time.
	TC-SC-410a.2	Processor energy efficiency at a for: (1) servers, (2) desktops and (3) laptops	Various, by product category	This information is not applicable to Nova who is a manufacturer of material, optical and chemical metrology solutions for the semiconductor industry.

Topic	Code	Metric	Unit of Measure	Location
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	n/a	Nova 2024 20-F, page 14
Intellectual Property Protection & Competitive Behaviour	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Presentation currency	Nova does not publicly disclose this information.

Exceptional
teamwork and
accountability
for outstanding
delivery



NOVA[®]

NOVA SUSTAINABILITY INSIGHT REPORT

2025

EXECUTE