



# 2023 CORPORATE SOCIAL RESPONSIBILITY REPORT



# Table of Contents

**3**

2023  
at a Glance

**4**

Letter  
from Our  
President  
and CEO

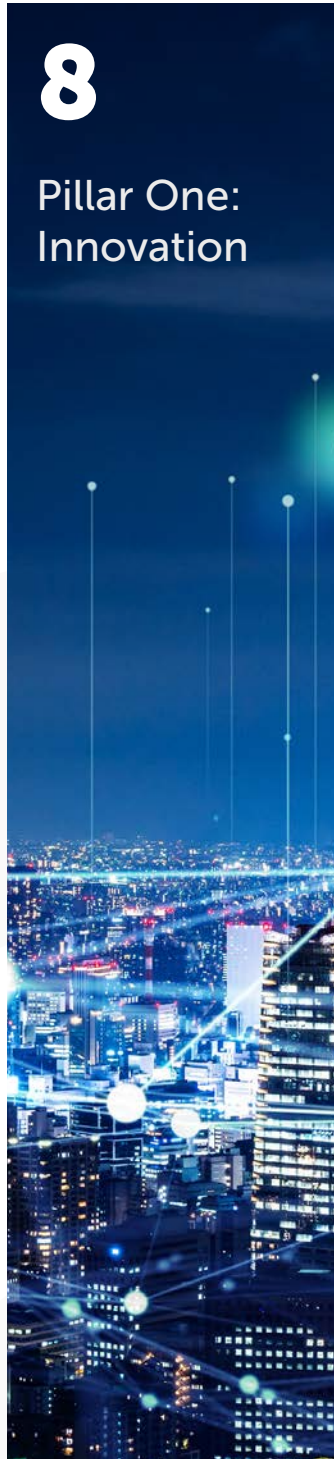
**5**

What We Do



**8**

Pillar One:  
Innovation



**13**

Pillar Two:  
Safety



**17**

Pillar Three:  
Personal  
Development  
and Inclusion



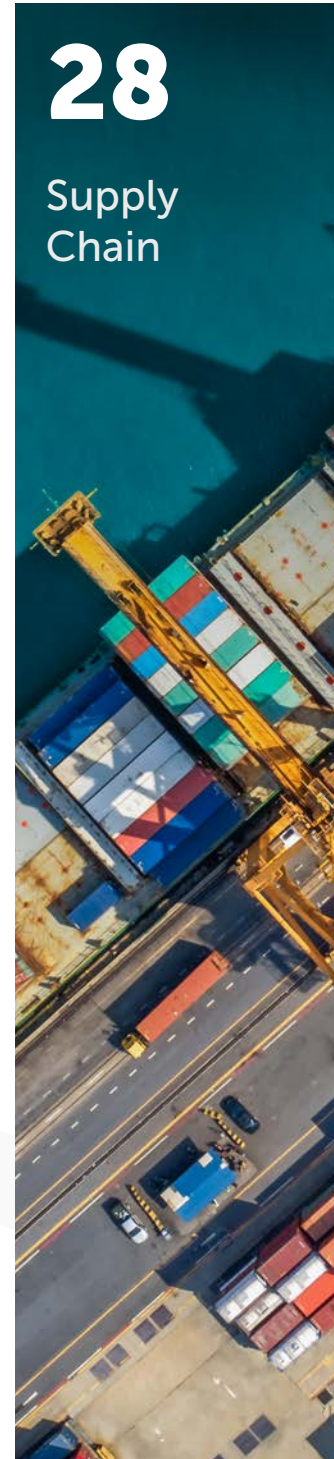
**23**

Pillar Four:  
Sustainability



**28**

Supply  
Chain



**32**

Data  
Appendix

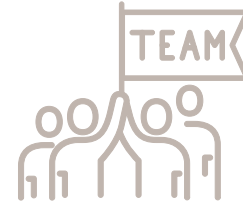


# 2023 AT A GLANCE

Following are notable highlights from our business and our Corporate Social Responsibility strategy in 2023



**\$3.5 billion**  
net sales



**~8,000**  
employees globally



**74%**  
participation rate in proactive safety activities at operating locations



**26%**  
reduction in water usage from 2020 baseline<sup>1</sup>



**35%**  
landfill waste reduction from 2020 baseline<sup>2</sup>



**Gold rating**  
awarded by EcoVadis



**\$5.4 million**  
invested in STEM scholarships, internship, co-op and rotational programs



**43%**  
of new hires in engineering roles were filled by women and other underrepresented individuals



**"A" Rating**  
awarded by MSCI



**1,200**  
Entegris team members participated in our six Employee Networks



**31%**  
of new product innovation was aligned with our sustainability goals

1. Based on water cubic meters per Entegris million revenue dollar.  
2. Based on waste metric tons per Entegris million revenue dollar.



I am thrilled to share the accomplishments of our Entegris team. Throughout 2023, our dedication to Corporate Social Responsibility (CSR) has supported our efforts to serve our customers while guiding our aspirations towards being a continuing force for good in our society. Our organization is driven by our mission and [PACE Values](#) (People and Teamwork, Accountability, Integrity and Trust, Creativity and Innovation, Dedication to Excellence). These mission and values provide the foundation for our CSR strategic pillars which focus on Innovation, Safety, Personal Development and Inclusion, and Sustainability. Accomplishments from this past year include:

- **Innovation:** We are applying our solutions-driven mindset toward our goal to establish a circular economy for our major product platforms. A cross-functional team is piloting seven projects to identify proof of concepts and engage customers on ways to recycle and reuse materials in our major product platforms.
- **Safety:** We are expanding our proactive safety training which exemplifies our dedicated focus on employee safety. In 2023, over 3,400 employees participated in the SafeStart® training program that raises awareness of the causes of workplace injuries.
- **Personal Development and Inclusion:** As part of our commitment to foster the next generation of talent, we continue to make progress on our goal to invest more than \$35 million in STEM scholarships, engineering internships, co-op, and rotational programs for women and individuals from underrepresented groups.

- **Sustainability:** We are continuing to advance our sustainability and supply chain practices as part of our commitment to serve our customers, employees, and the global community at large through sustainable means.

As we reflect on the progress achieved since the introduction of our CSR strategy in 2020 and our 2030 CSR goals, we acknowledge the ongoing work required to fulfill our commitments. We are pleased to unveil our 2023 CSR report that not only highlights our advancements but also the actions we are taking toward achieving our ambitions.

Our achievements are a testament to the hard work and dedication of our approximately 8,000 global team members as well as our valued business partners. Their contributions are instrumental in driving meaningful advancements across our organization. I invite all stakeholders to explore the guiding pillars that shape our CSR framework, along with our progress and the strategies that will propel us forward. Your feedback is invaluable as we collectively journey toward a brighter future for our planet and society.

**Bertrand Loy**  
President, Chief Executive Officer, and  
Chair of the Board of Directors

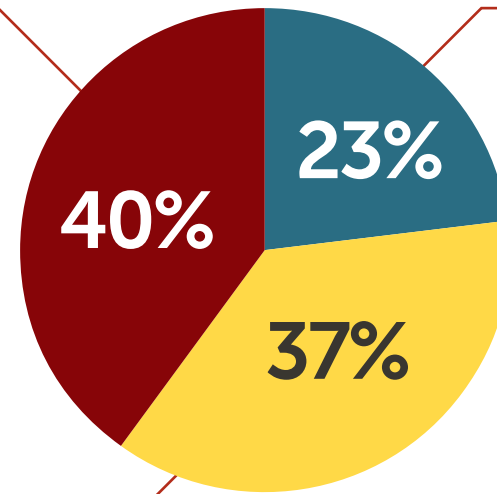
# WHAT WE DO

Entegris is a global provider of leading-edge materials and process solutions tailored for the semiconductor and other high-tech industries. Our unique capabilities in materials science and materials purity position us to create customer value across our three divisions which align with the key elements of the advanced semiconductor manufacturing ecosystem: Materials Solutions, Microcontamination Control and Advanced Materials Handling.

## 2023 Revenue By Segment\*

### Materials Solutions

Provides advanced materials-based solutions that help our customers enable better device performance and faster time to yield, while providing for lower cost of ownership.



### Advanced Materials Handling

Develops solutions to monitor, protect, transport, and deliver critical liquid chemistries, wafers and other substrates, that help to improve customers' yields.

### Microcontamination Control

Offers advanced solutions that help improve customers' yield, device reliability, and cost by filtering and purifying critical liquid chemistries and gases used in semiconductor manufacturing processes and other high-technology industries.

\* Based on 2023 revenue and excludes intersegment sales. Excludes divestitures and business sold to Element Solutions.

## OUR MISSION AND VALUES

Our mission is to help our customers improve their productivity, performance, and technology by providing enhanced materials and process solutions for the most advanced manufacturing environments.

At Entegris, we are dedicated to upholding ethical standards and integrity in all aspects of our business conduct. This commitment is reflected in our **PACE Values: People and Teamwork; Accountability, Integrity, and Trust; Creativity and Innovation; and Dedication to Excellence.** These values are ingrained in our **Code of Business Ethics**, which serves as a global directive outlining the ethical standards guiding the behavior of our team members worldwide.

We believe that everything we do as a business must be inextricably linked to what we stand for as an organization, aligned with our PACE Values, and have a lasting, positive impact on our world.

With complementary capabilities across these three divisions, we strive to create new, co-optimized and increasingly integrated solutions for our customers so they can realize improved device performance, lower cost of ownership, and faster time to market. Our expansive global presence allows us to collaborate with our customers where they operate, which has enabled us to design technology roadmaps specifically tailored to their short- and long-term strategic goals.



North America



Europe and Israel



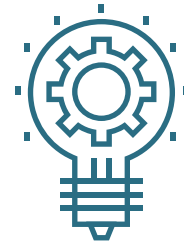
Asia

# CSR STRATEGY

We formalized and launched our Corporate Social Responsibility (CSR) strategy and framework in 2020. Since then, we have embedded CSR efforts into our business and measure our progress toward the 2030 goals we established. We report progress against these goals annually in our CSR report.

## OUR PILLARS AND GOALS

Our CSR framework includes four fundamental pillars, each with measurable 2030 goals:



### Innovation

**Pillar** We leverage our innovation engine to enable leading-edge technologies that transform the world and foster positive impact within the global community.

- 2030 Goals**
- Invest at least 55% of our operating expenditures in research and development (R&D)
  - Align 100% of new product innovation with our sustainability goals
  - Establish end-of-use, circular economy strategy for our major product platforms



### Safety

By adhering to rigorous safety standards, we ensure safety in the workforce and in the products we offer to our valued customers.

- Commit to achieving an injury-free work environment at Entegris
- Create a culture where at least 95% of our colleagues agree that "Entegris is a safe place to work"
- Achieve 100% participation rate in proactive safety activities at operating locations



### Professional Development and Inclusion

We support the professional development and growth of our colleagues by creating a diverse and inclusive workplace where everyone is treated with respect and dignity.

- Aim to fill more than 50% of new engineering roles and 40% of all leadership roles with women and/ or individuals from underrepresented groups
- Invest more than \$35 million in engineering internships and STEM scholarships for women and individuals from underrepresented groups
- Formalize career development plans for all employees, including an annual average of 80 hours of learning per employee



### Sustainability

We aim to limit the impact our global operations have on the environment by reducing our emissions, energy, water, and waste.

- Reduce Absolute Greenhouse Gas Emissions (Scope 1 and 2) by 42%
- Decrease water usage per Entegris revenue dollar by more than 50%
- Reduce landfill waste by more than 50% in metric tons per Entegris revenue dollar

## CSR GOVERNANCE OVERSIGHT

Our CSR strategy and progress against our goals are reviewed regularly by our board of directors, specifically members of the Environmental, Health, Safety, and Sustainability (EHS&S) board committee. Senior leaders in our CSR Council have daily responsibilities for advancing our CSR strategy and actions.



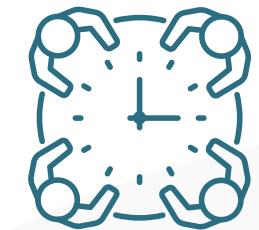
### Entegris Board of Directors

Actively engaged in and oversee the company's CSR program and ESG strategy. Our directors receive updates from senior management throughout the year on issues ranging from climate risk, human capital, sustainability, and safety.



### Board Committees

Focus on specific components of our CSR program and ESG strategy. For example, the Management Development and Compensation Committee reviews human capital management and diversity, equity and inclusion efforts; the Audit and Finance Committee oversees ethics and compliance; the Governance and Nominating Committee is responsible for the composition of the board; and the Environmental, Health, Safety and Sustainability Committee oversees safety and sustainability efforts and climate-related risks.



### Our CSR Council

Led by our Chief Executive Officer and composed of members from our senior management team who hold direct responsibility for setting the agenda and advancing the four pillars of our CSR strategy. The CSR Council meets at least quarterly to assess progress and plans for each of our CSR pillars. The attainment of our CSR objectives is a component of the annual performance targets for our senior leaders.

#### The CSR Council consists of:

- Bertrand Loy, President, Chief Executive Officer and Chair of the Board of Directors
- Connie Chandler, Senior Director of Corporate Communications
- Leah Christakes, Vice President, Global Environmental, Health, Safety, and Sustainability
- Joe Colella, Senior Vice President, General Counsel, Chief Compliance Officer and Secretary
- Nina Haugen, Director of Corporate Social Responsibility
- Linda LaGorga, Senior Vice President and Chief Financial Officer
- Jim O'Neill, Senior Vice President and Chief Technology Officer
- Sue Rice, Senior Vice President, Global Human Resources
- Neil Richards, Senior Vice President, Global Operations, Supply Chain, and Quality
- Bill Seymour, Vice President, Investor Relations, Treasury, and Communications

## REPORTING APPROACH

We continue to align our business activities with the United Nations Sustainable Development Goals (U.N. SDGs), which are seventeen goals identified by the United Nations to address the global challenges faced by our society. In the [appendix](#) of this report, we disclose in accordance with the Sustainability Accounting Standards Board (SASB) and the Taskforce for Climate-Related Financial Disclosure (TCFD) frameworks designed to enhance reporting on CSR related topics.

## MATERIALITY ASSESSMENT

In 2021, we engaged stakeholders, investors, customers, and Entegris colleagues to better understand their perspectives on issues relevant to our CSR strategy. These insights helped guide us in prioritizing issues most important to our business and our stakeholders. We plan to update this assessment by engaging a third-party specialist to conduct a comprehensive double materiality assessment in the next year to identify the issues that impact our business and are of greatest concern to our stakeholders.



PILLAR ONE  
**INNOVATION**

At Entegris, we are dedicated to delivering leading-edge solutions that align with our customers' technology roadmaps, addressing both current needs and future challenges. We prioritize sustainability and efficiency in our innovation efforts, recognizing the importance of responsible resource management and environmental stewardship. By integrating these principles into our development process, we not only advance groundbreaking technologies but also contribute to a more sustainable and resilient future for all.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS





# INVESTING IN INNOVATION

We aspire to create science-based solutions that redefine industries and deliver value to Entegris, our customers, and our stakeholders. Leveraging our innovation engine, we champion leading-edge technologies that not only transform the world but also contribute positively to the global community.

## 2030 GOAL

Invest at least 55% of our operating expenditures in research and development (R&D).

**BASELINE:** In 2020, 35% of operating expenditures were invested in R&D.

**PROGRESS:** In 2023, 38% of operating expenditures were invested in R&D.

Our R&D spending in 2023 represented 38% of our operating expenditures, a moderate increase vs. our 2020 baseline. In 2023, our absolute spending in R&D increased by 21% compared to 2022, as we invest in technologies that support our customers' leading edge roadmaps to drive advances that are helping transform the world. We expect our percentage spending trend to continue toward our 2030 goal as we continue to invest significantly in R&D innovation.

In addition, the expansion of the semiconductor industry makes increased manufacturing capacity essential to meeting customer demand and to supporting the growth of our business. Toward those ends, in 2023, we started initial production at our new manufacturing facility in Taiwan and broke ground on our new Colorado facility.



## POWERING THE ELECTRIC VEHICLE INDUSTRY

Our work in innovation would not be what it is without Vice President Rajiv Singh driving breakthroughs in chemical mechanical polishing (CMP) of emerging materials. This technology plays a pivotal role in supporting the global transition to electric mobility, as silicon carbide power devices are essential components in powering electric vehicles (EVs) and other automotive applications. By providing leading edge solutions for semiconductor manufacturers, Entegris enables the production of these critical components, contributing to the reduction of fossil fuel reliance.

For silicon carbide to effectively work in a power device, it must be polished and free of defects. Previously, the polishing process was time and resource intensive, taking up to 50 hours per wafer. The team at Entegris, led by Rajiv Singh Ph.D., developed a process that polished the material in about one hour, saving extensively on time and materials. Recent enhancements have further reduced the polishing time to minutes. This rapid polishing process creates defect-free, atomically smooth surfaces to enable the creation of higher performing silicon carbide devices that can decrease the charging times of electric vehicle batteries by up to 50% compared to traditional silicon devices. By facilitating the transition to electric vehicles and development of clean energy technologies, Entegris' silicon carbide innovations are contributing to a more sustainable future.



**"The environmental footprint for manufacturing was reduced by our process—both for us and our customers. It requires less chemistry and less materials to make these wafers."**

- Rajiv Singh Ph.D., Vice President of Chemical Mechanical Planarization Slurries

# INVESTING IN INNOVATION



## TECHNOLOGY CENTERS

Our global technology centers allow us to be a trusted partner for our customers by being at the forefront of innovation, deploying state-of-the-art tools, and fostering strategic partnerships. Some recent initiatives include:

- Aurora, Illinois: Our efforts at this technology center focus on developing leading-edge tools to advance semiconductor manufacturing capabilities for our customers.
- Korea Technology Center: We are expanding our capabilities in Korea to reinforce our commitment to proximity and responsiveness to customer needs. Sustainability is also a core focus at this new center with better water and waste management, solar panels, and wastewater recycling.
- Singapore Digital Manufacturing Technology Center: This center focuses on digital solutions like data modeling, simulation, and AI (Artificial Intelligence) to enhance development processes and partners with a local innovation consortium on additive manufacturing technologies for rapid prototyping and proof of concepts.

## LOOKING AHEAD

We will continue to invest in our global technology centers and R&D laboratories to be in close proximity to our customers in order to collaborate on innovation and sustainability efforts. Strategically, it allows for direct engineer-to-engineer engagement and customer visits to assess our capabilities firsthand. By operating in local languages and time zones it also ensures seamless communication and real-time response. These initiatives not only reinforce our global commitment to innovation but also position us for growth and leadership in the semiconductor landscape.



“Our Singapore Digital Technology Manufacturing Center (SDTMC) enables Entegris to accelerate discovery and explore new possibilities for developing products and processes using state-of-the-art digital 3D printing technologies with modeling and simulation capabilities. These enhanced digital capabilities make it possible for Entegris to address customer design constraints and analyze a broad array of innovations by enabling the replication of a product's performance without producing physical prototypes.”

- Montray C. Leavy Ph.D., Deputy Chief Technology Officer and Singapore Country President

# SUSTAINABLE INNOVATION

From clean energy to limiting our carbon footprint, we continue to track how we utilize and invest in resources to further our sustainability efforts when developing new products. We focus on ensuring that every new product in development aligns seamlessly with our sustainability pillar goals, drives reduced resource consumption, decreases greenhouse gas emissions, and minimizes waste generation.

## 2030 GOAL

Align 100% of new product innovation with our sustainability goals.

**BASELINE:** In 2023, 31% of our new product innovation aligned with our sustainability goal. This figure will be our baseline moving forward since it is a new goal we started measuring in 2023.

**PROGRESS:** Our commitment to sustainability has driven us to align our R&D portfolio with customer technology roadmaps, effectively addressing critical environmental concerns. Although this initiative is in its early stages, we have several ongoing projects aligned to advance this goal.



## REDUCING IMPACT THROUGH GREEN CHEMISTRY

Helping to lead our work in green chemistry is Frank Onyemauwa, one of our sustainability R&D leaders, whose commitment to green chemistry drives our efforts toward eco-friendly manufacturing practices. By advocating for the use of biomass-derived and renewable materials, Onyemauwa demonstrates our dedication to reducing environmental impact. His goal is to replace 10 to 20% of the raw materials that go into our products with biomass or renewable sources by 2030. Through his leadership, we are not only innovating new materials and processes but also fostering a culture of environmental awareness and responsibility across all levels of the company.

Our venture into green chemistry is a significant step in our commitment to sustainability. Exploring bio-derived and biodegradable materials, especially

in polymers, charts a path toward eco-friendly manufacturing. Collaborations with institutions like the Fraunhofer Institute for Applied Polymer Research and the Warner Babcock Institute for Green Chemistry showcase our dedication to integrating green chemistry principles into our business. By investing in sustainable materials, we reduce our environmental impact and set new standards for innovation.

Additionally, our dedication to green chemistry addresses challenges like cost-effectiveness and widespread adoption. Overcoming obstacles such as higher upfront costs associated with green materials requires innovation and creativity. Collaboration with stakeholders and leveraging emerging technologies bridge the gap between green chemistry ideals and practical implementation. Through ongoing research, development, and strategic partnerships, we are confident in our ability to drive meaningful progress toward a greener, more sustainable future.

## LOOKING AHEAD

We are intensifying our efforts to embed sustainability in the earliest stages of new product development. A prime example of this commitment is the innovative design of our Atmospheric Micro-contamination Control filters, which not only minimize environmental impact but also deliver significant value to our customers. Our new design replaces metal with a recyclable polymer, allowing the media to be repurposed for energy production, thus reducing waste. Additionally, modifications extend product lifespan, curbing material consumption and waste, while a 30% reduction in weight diminishes environmental impact and shipping costs.



**“The practice of green chemistry is not left only to chemists and engineers. We do what we can to make people aware, whether you’re working as an operator or in the shipping department, we all have the obligation to minimize waste production in all our activities.”**

- Frank Onyemauwa Ph.D., Sustainability R&D leader

# PRODUCT END-OF-USE STRATEGY

In our pursuit to drive innovation in a sustainability-conscious manner, we are dedicated to aiding our customers in achieving their environmental goals through the implementation of circular economy strategies across our primary product lines. Our aspiration is to provide comprehensive end-of-use guidance to our customers, with the intent of promoting recycling, repurposing, or responsible disposal, to foster a more sustainable approach to resource management and product lifecycle.

## 2030 GOAL

Establish end-of-use, circular economy strategy for our major product platforms.

**BASELINE:** We intend to establish a baseline that we can use to measure progress moving forward based on existing solutions for our product platforms.

**PROGRESS:** In 2023, we began identifying end-of-use projects and currently have seven projects across business units being piloted.

We expanded the scope of our initiative to encompass all major product lines. 2024 will be pivotal in establishing the program and developing the necessary infrastructure for tracking progress. This involves providing comprehensive end-of-use guidance to our customers to assist them in achieving their sustainability objectives. We anticipate that this new goal will significantly enhance our contribution to both our customers and the environment, offering opportunities to make a greater positive impact.



## FINDING CIRCULAR ECONOMY SOLUTIONS

To advance our circular economy strategy, we kicked off a project which assembles a global, cross-functional team to develop environmentally friendly end-of-use solutions. It focuses on finding solutions for major product platforms that can be recommended to customers when they are finished using our products. We extend our efforts to also include packaging materials that are bio-based, bio-degradable, or recyclable. These solutions drive toward the goal of reducing the landfill-directed matter generated—a win for all parties involved.

## LOOKING AHEAD

As we move forward, we aim to extend our sustainable packaging efforts more broadly, exploring options such as recycling scrap from our CMP pads and reusing drum products designed to transport CMP slurry.



PILLAR TWO  
**SAFETY**

At Entegris, workplace safety is a core value. We continually explore and implement innovative solutions to enhance the health, safety, and well-being of our team members and communities across the organization. Our commitment to safety excellence is unwavering, demonstrated through stringent standards that ensure safe working conditions and propel our journey to an injury-free operation.

Fostering a robust safety culture that proactively eliminates workplace hazards is integral to our success. We invest in innovative practices and processes that ensure the well-being of our team members and the communities in which we operate. We are proud to spotlight just a few of these specific actions that are helping to strengthen our safety culture.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



# INJURY-FREE WORKPLACE

We pride ourselves on ensuring a workplace where all our colleagues can safely perform their duties, and we are consistently enhancing our equipment and engineered protections. As part of this commitment, we actively engage our team members in identifying potential hazards and developing and implementing effective safety solutions.

## 2030 GOAL

Achieve an injury-free work environment at Entegris.

**BASELINE:** In 2020, Total Recordable Incident Rate: <0.74<sup>1</sup>.

**PROGRESS:** In 2023, Total Recordable Incident Rate: 0.71.

All injuries reported at Entegris facilities annually factor into our Total Recordable Incident Rate (TRIR), determined following guidelines established by the U.S. Occupational Health and Safety Administration (OSHA).



## WAYS OF ENHANCING SAFETY THROUGH INNOVATION

In Kulim, Malaysia, implementing a hydraulic tripping system significantly enhances workplace safety. This innovative system quickly shuts down equipment in hazardous situations, minimizing the risk of injuries and property damage. Additionally, the Material Handling Equipment Driver of the Month program promotes safe driving practices among material handling equipment operators, leading to a reduction in incidents and fostering a culture of safety.

At the Oseong, South Korea plant, our team enhanced process controls through the installation of barcode and interlock systems. These improvements prevent the unsafe mixing of chemicals during the addition of raw material by preventing material from being added to the wrong vessel and preventing more than one material being dosed at a time. Our Oseong engineers proactively analyzed the unique process hazards involved and developed this system to address them. Their proactive approach demonstrates Entegris' commitment to continually advance safe operations.

<sup>1</sup> This value includes business units that have been divested. Future reporting will not include this group.

# CULTURE OF SAFETY

Understanding our teammates' perspectives on workplace safety is crucial for nurturing a strong safety culture. We firmly believe that creating a safe work environment is essential for our colleagues to thrive professionally and personally. Therefore, each member of the Entegris team is responsible for incorporating safe work practices into their daily tasks, driven by a commitment to achieving safety excellence.

## 2030 GOAL

Create a culture where at least 95% of our colleagues agree that "Entegris is a safe place to work".

**BASELINE:** In 2020, 90% of our colleagues agree that "Entegris is a safe place to work".

**PROGRESS:** In 2023, 88% of our colleagues agree that "Entegris is a safe place to work".

Entegris took critical steps to engage our teams in prioritizing safety in 2023, including continued deployment of SafeStart® across our company and empowering our teams through a strong Stop Work Authority program. These programs inspire increasing participation in safety programs at all levels of the organization, which was up over 12% in 2023.



## SUCCESSFUL STOP WORK AUTHORITY

We empower employees to exercise their responsibility to stop work when they see hazards that pose a risk to themselves or their colleagues. To ensure teams are comfortable with and celebrated for exercising this critical responsibility, we executed a multifaceted training and communication campaign to share examples of employees demonstrating their commitment to safety and using their training to identify and fix potential safety concerns. One specific example of our Stop Work program in action was in Reno, NV, when a contractor was spotted standing on the top step of a ladder, an Entegris team member intervened, prompting the contractor to use a taller ladder for safety. A similar example took place in Danbury, CT, when a supervisor halted work on an equipment lift due to safety concerns, discussing adjustments with the team to ensure safe continuation.

It is crucial to acknowledge that all teammates play a pivotal role in creating a safer work environment, demonstrating their commitment by actively observing and implementing the Stop Work Authority rules to mitigate risks and ensure everyone's well-being. In 2024, we will sustain team engagement through events, share best practices, and reinforce programs like SafeStart and Stop Work Authority.

## SAFETY COMMITMENT DAYS

With the introduction of Safety Commitment Days, we are fostering a culture that celebrates safety across our global manufacturing sites. Sites schedule Safety Commitment Days focused on improving hazard recognition, conducting safety inspections, and sharing best practices. Examples include unveiling an electric-powered torque screwdriver, which reduced hand injuries in Colorado Springs, CO, and a hazard hunt finding and eliminating pinch points in Decatur, TX. We are excited about the way each location used Safety Commitment Days to build our safety culture and engage everyone at Entegris in preventing incidents and injuries.

# PROACTIVE SAFETY

Active participation among our colleagues is crucial for enhancing the safety of our operations. We encourage all teammates across our global facilities to promptly report any observed hazards and suggest opportunities for improvement. This proactive approach enables us to take corrective action effectively and prevent injuries. It involves reporting unsafe conditions, engaging in safety inspections, and participating in incident investigations, among other activities.

## 2030 GOAL

Reach 100% participation rate in proactive safety activities at operating locations.

**BASELINE:** In 2020, there was a 25% participation rate in proactive safety activities at operating locations.

**PROGRESS:** In 2023, we had a 74% participation rate in proactive safety activities at operating locations.

In 2023, the SafeStart® pilot program expanded to significant manufacturing sites throughout Entegris. The program targets safety incidents stemming from four specific states of mind – complacency, fatigue, frustration, and rushing. By fostering awareness and prompting individuals to reassess actions, SafeStart aimed to prevent injuries both at work and in personal life. Sites that participated in safety initiatives witnessed a decrease in injuries during 2023. For instance, pilot sites Burnet, TX; Decatur, TX; and Toronto, Canada, collectively reported a total of two injuries in 2023, down from 11 injuries in 2022.



We are continuing our SafeStart journey with training underway in Bedford, MA and Billerica, MA. Since 2023, over 3,400 Entegris employees at all levels of the organization from CEO to entry level have participated in SafeStart. To consistently demonstrate, embrace, and support practices that build a culture of safety, we have documented them in our Environmental, Health and Safety (EHS) Leadership Program. This program documents the Entegris Way for respected leadership, effective employee-led safety committees, and beneficial inspections. Sharing and fully implementing this program across our locations is a key focus in 2024.



## FUTURE INITIATIVES

To further enhance Entegris Global EHS programs, we are incorporating Incident Management and EHS Leadership into our Safety Program alongside our Life Saving Rules and Stop Work Authority initiatives. We develop and improve our global Process Safety Program to ensure the consistent identification and implementation of best practices across our global operating divisions.

Finally, we maintain and continue to expand our dedication to EHS management systems by working with multiple global certification services, certifying more than 80% of our manufacturing sites to ISO 14001:2015 and ISO 45001:2018 standards for Environment and Safety, respectively.





PILLAR THREE

# PERSONAL DEVELOPMENT AND INCLUSION

At Entegris, we strive to foster a culture that revolves around our PACE Values framework: People and Teamwork; Accountability, Integrity, and Trust; Creativity and Innovation; and Dedication to Excellence. These core values serve as the cornerstone of our commitment to Personal Development and Inclusion (PD&I) within our Corporate Social Responsibility Program. Diversity in the workplace is foundational to our PACE Values and a critical business imperative. We aim to create an inclusive culture where diversity of perspectives and backgrounds enhances our access to talent and the quality of the Entegris team.

Our board of directors, through the Management Development & Compensation Committee, provides oversight on human capital matters through a variety of methods and processes. These include receiving regular updates from our senior vice president, global human resources and facilitating discussion related to human capital management efforts. Through our unwavering commitment to our values and the continued evolution of our PD&I initiatives, we are confident in our ability to create a workplace where every individual can thrive and succeed.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



# ADVANCE INCLUSION AND DIVERSITY

Entegris is dedicated to championing inclusion and diversity across our global community. We recognize our role as a science-based company presents a unique opportunity to drive positive change and build pathways to success for underrepresented communities. We set ambitious goals to invest in a diverse workforce where creativity and innovation thrive. Building upon our baseline data from previous years, we strive to measure our progress and drive meaningful change.

## 2030 GOAL

Aim to fill more than 50% of new engineering roles and 40% of all leadership roles<sup>1</sup> with women and/or individuals from underrepresented groups.

**BASELINE:** In 2020, 39% of new engineering roles were filled by women and other underrepresented individuals. Women in leadership positions is a new goal and we will use our 2023 figure as a baseline moving forward.

**PROGRESS:** In 2023, 43% of new engineering roles and 36% of leadership positions were filled by women and other underrepresented individuals.

We participate in career fairs, including those at historically black colleges and diversity-focused R&D/engineering events. We also partner with high schools, technical/community colleges and military organizations. To ensure a broad pool of candidates, we invest in diversity job postings, distributing opportunities across 75 diversity-focused job boards.

Through inclusion and diversity development programs and the expansion of our Employee Networks, we provide opportunities for mentorship and career advancement, fostering a culture where every individual feels valued and supported in contributing to our collective success.

<sup>1</sup> Leadership roles are defined as director level and above.

## SPOTLIGHT ON OUR EMPLOYEE NETWORKS

In 2023, our Employee Networks experienced substantial growth, engaging over 1,200 members of our global workforce. We now have six Employee Networks, each led by an executive sponsor, that play a pivotal role in promoting inclusion and expanding professional networks throughout the company.



### Cross-Generations Network

Fosters multi-generational teamwork and shared experiences



### Women's Network

Nurtures a culture of women's empowerment and allyship



### LGBTQ+ Network

Creates inclusivity for LGBTQ+ associates and allies



### Veterans Network

Provides mutual support for veterans and their families



### Multi-Cultural Network

Provides platform for sharing and celebrating diverse backgrounds



### Sustainability Network

Raises awareness of environmental practices



**"The best thing I have gotten from the Veterans Network is the relationships I have built with other veterans and the camaraderie that comes with that. I get to be part of helping this group gain recognition and help non-veterans learn more about us, how we can help, and what we can bring to Entegris."**

- Ashton Reynolds, Leadership Team, Entegris Veterans Network  
Veteran of the U.S. Army, Staff Sergeant

# ADVANCE INCLUSION AND DIVERSITY

To better our opportunities to learn, grow, and connect with fellow teammates, each Employee Network sponsors events and programming that are open to participation by all team members. In 2023, our Employee Networks in total provided over 4,500 hours of employee connection, learning, and growth, both virtually and on-site globally. Some of our recent events included:

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On International Women's Day, the Women's Network organized two "Voices of Entegris" panel sessions featuring women from North America, Europe and Asia, moderated by Chief Technology Officer Jim O'Neill. Sites hosted watch parties where employees engaged in on-site conversations about supporting women.

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The Sustainability Network hosted an Earth Day event with a guest speaker from a sustainable clothing company, OuterKnown, discussing their sustainability journey.

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During World Day of Cultural Diversity, the Multi-Cultural Network facilitated two "Voices of Entegris" panel discussions with employees from North America, Europe and Asia, led by Network Leaders.

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In honor of Pride Month, the LGBTQ+ Network organized a fireside chat with a trans-rights speaker and deployed "Pride Stations" at various sites, offering resources and information on supporting LGBTQ+ employees.

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The Cross Generations Network arranged virtual speed networking calls, providing employees with opportunities to network with each other, regardless of level or location.

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On Veterans Day, the Veterans Network hosted a guest speaker to discuss the value veterans bring into the workplace.



"It has been a highlight of my year to be part of the Women's Network Leadership team. In just a few months I have been inspired by how this network lifts each other up and constantly supports one another. It has given me the sense that together we can tackle anything and makes me proud to be a part of this team of women and allies."

- Lorna Untiedt, Leadership Team, Entegris Women's Network

## LOOKING AHEAD

We will continue to promote inclusion of underrepresented individuals as part of our broader efforts to cultivate a culture where diverse viewpoints drive innovation and success for all.



# PROMOTE STEM EDUCATION

At Entegris, we recognize the critical importance of promoting STEM education to nurture the next generation of innovators and leaders. STEM education forms the foundation for technological advancement and drives progress across various industries. Our investment in STEM education is an important part of our efforts to attract and retain diverse talent and it reflects our support of the United Nations SDGs in addressing critical social issues.

## 2030 GOAL

Invest more than \$35 million in STEM scholarship, engineering internship and rotational programs, co-op, and rotational programs for women and individuals from underrepresented groups.

**PROGRESS:** In 2023, Entegris and the Entegris Foundation continued to expand our investment in STEM scholarships, engineering internships, co-op, and rotational programs, investing \$5.4 million, a 59% increase compared to 2022. To date, we have invested \$13.5 million.

In the U.S., we awarded eight additional scholarships in 2023 as part of the third year of our scholarship program. Additionally, our program in Asia awards scholarships in Japan, Taiwan, Malaysia, and Korea. We expanded our efforts in Asia and awarded five additional scholarships in Japan. Overall, we awarded 49 scholarships to students across the world in 2023.



## GLOBAL MENTORSHIP EXPANSION

We are making significant strides in our employee mentorship program, which extends across the entire global organization. This program underscores our commitment to fostering talent development and providing support for all teammates, including underrepresented groups in STEM fields. Through our mentorship program, we aim to provide valuable guidance and resources to all employees interested in participating, empowering them to achieve their full potential. Our employee networks helped launch this program to connect employees across our global organization and sponsored workshops to jumpstart conversations on mentorship. We anticipate further strengthening this global network of support, creating opportunities for collaboration and growth across diverse communities.

## LOOKING AHEAD

In 2024, we will continue our scholarship program's expansion by exploring partnerships with additional schools in the U.S. and potential expansion into Malaysia. Our goal is to increase funding and empower more students of underrepresented backgrounds to pursue careers in STEM fields. Additionally, we plan to further develop our co-op, intern, and rotational programs, which grew by 35% in 2023, providing diverse students with valuable developmental opportunities and contributing to the growth and innovation of our organization.

35%

growth in co-op, intern, and rotational programs in 2023

# TALENT AND LEADERSHIP DEVELOPMENT

Our talent management strategy emphasizes identifying, attracting, assessing, and growing talent, with a focus on leadership and talent pipeline development. This includes annual performance management for all team members, featuring goal setting, evaluations, and STEP (Succession and Talent Effectiveness Planning) for talent review and succession planning.

## 2030 GOAL

Establish structured career development plans for all team members, aiming for an average of 80 hours of learning per employee annually.

**BASELINE:** In 2023, each Entegris team member spent an average of 29.4 hours on learning and development. This figure will be our baseline moving forward since it is a new goal we started measuring in 2023.

**PROGRESS:** Key initiatives such as the launch of supervisor training across North America, continuing with our Great Leader Profile training, and the revamping of our project management program contributed towards our 2023 average hours of learning and development per team member. These efforts provided enhanced development opportunities for our teammates and further aligned our training procedures with Entegris' standards. Our Employee Networks also played a significant role in providing global learning opportunities.



## ENTEGRIS ACADEMY

Our Entegris Academy, a largely home-grown initiative, serves as our hub for employee technical training, dedicated to advancing knowledge in the semiconductor industry and our business unit technologies. It offers resources for both newcomers and seasoned experts, delivering training courses virtually and in person. Additionally, the academy curates a vast library of technical content, videos, and podcasts accessible to all global team members. The academy also connects with external subject matter experts to provide detailed technology-specific training.

## ENTEGRIS DEVELOPMENT PROGRAMS

Entegris offers employees comprehensive development programs to cultivate technical skills and expertise across diverse technical domains. Our Entegris Leadership Development Program (ELDP) and Operations Leadership Development Program (OLDP) provide structured pathways for emerging leaders to grow and excel. The employees in the OLDP program are primarily internal employees with 3-5 years of experience in operations and engineering. Employees in our ELDP program have engineering or supply chain backgrounds and are new graduates. In 2023, both programs experienced significant growth, with the ELDP expanding by 33% and the OLDP doubling in size. Additionally, we provide leaders in our organization the opportunity to expand management skills through executive training programs at academic institutions including Cornell, Dartmouth, Harvard, M.I.T., and the National University of Singapore.

## LOOKING AHEAD

These expansions underscore our dedication to fostering leadership excellence, sharing best practices globally, and ensuring a robust pipeline of future technical leaders. Looking ahead, we are committed to further expanding these programs to additional sites in North America and Asia.

# WORKFORCE SATISFACTION



## ANNUAL EMPLOYEE ENGAGEMENT SURVEY

In 2023, 84% of our global teammates actively participated in our Annual Employee Engagement Survey. This survey serves as a crucial tool to gauge our performance and compare ourselves to global and industry benchmarks across various areas. By understanding how we stack up against these benchmarks, we can continuously strive to enhance our workplace environment and remain competitive as an employer of choice.

88%

of employees agree: "I understand how my work impacts the organization's business goals"



## FAIR COMPENSATION

In line with our [PACE Values](#), Entegris remains dedicated to ensuring fair and competitive compensation for all teammates, regardless of gender, race, or ethnicity. We conduct annual global compensation reviews to ensure that teammates receive compensation commensurate with their roles, location, performance, and tenure. Additionally, we recently collaborated with a third-party firm to comprehensively assess our total rewards programs worldwide, implementing several program enhancements to ensure local market competitiveness and equitable access. Furthermore, all Entegris team members are eligible to participate in annual incentive plans, which offer the opportunity to receive cash bonuses based on the achievement of financial and operational objectives.



## BENEFITS

We offer comprehensive benefits to our teammates to support them professionally and personally. Learn more about our U.S. benefits and rewards package [here](#).



PILLAR FOUR

# SUSTAINABILITY

Entegris is committed to integrating environmental sustainability and responsible resource management into every aspect of our operations, from product design to delivery. Our objective is to cultivate a culture of enthusiasm among our team members and customers, driving initiatives that positively influence the entire lifecycle of our products and services. As we strive toward our 2030 sustainability goals, we're focused on reducing our environmental impact across key areas, including greenhouse gas (GHG) emissions, water usage and waste generation.

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



# CLIMATE

Entegris recognizes the urgency of reducing carbon emissions for the health of our planet. As a result, we are working toward an ambitious 2030 goal to cut absolute Scope 1 and Scope 2 GHG emissions. To do this, we are developing a comprehensive emissions reduction roadmap that includes increasing our use of renewable energy sources and improving our energy efficiency.

## 2030 GOAL

Reduce absolute GHG emissions by 42% from the 2020 baseline.

**BASELINE:** In 2020, our scope 1 emissions were 25,595 MT CO<sub>2</sub>e and our scope 2 emissions were 102,725 MT CO<sub>2</sub>e.

**PROGRESS:** In 2023, our combined Scope 1 and Scope 2 emissions decreased by 5% vs. 2020 baseline due to emission reduction efforts along with greater production efficiencies in 2023.

## TRANSITIONING TO RENEWABLE ENERGY

Transitioning to renewable energy is a pivotal aspect of our climate strategy. In 2023, we procured 12,000 megawatt hours (MWh) of renewable energy credits for our U.S. facilities, tripling the amount of renewable energy we sourced since 2022. Additionally, our solar generating array at our Kulim, Malaysia, factory commenced supplying renewable energy with a start of 208 MWh. Forecasts suggest an annual contribution of 2,100 MWh plant's energy moving forward.

We are actively improving energy efficiency across our major manufacturing sites in the U.S. and Asia. In 2023, we executed over 30 projects resulting in an estimated 980,000 kwh of energy savings, the equivalent amount to power about 300 households for one year. One of these projects is at our Yonezawa, Japan, facility and involves upgrading inverters for outside air handling units. Through this initiative, the Yonezawa team estimates an annual reduction of energy usage by approximately 470,000 kWh.

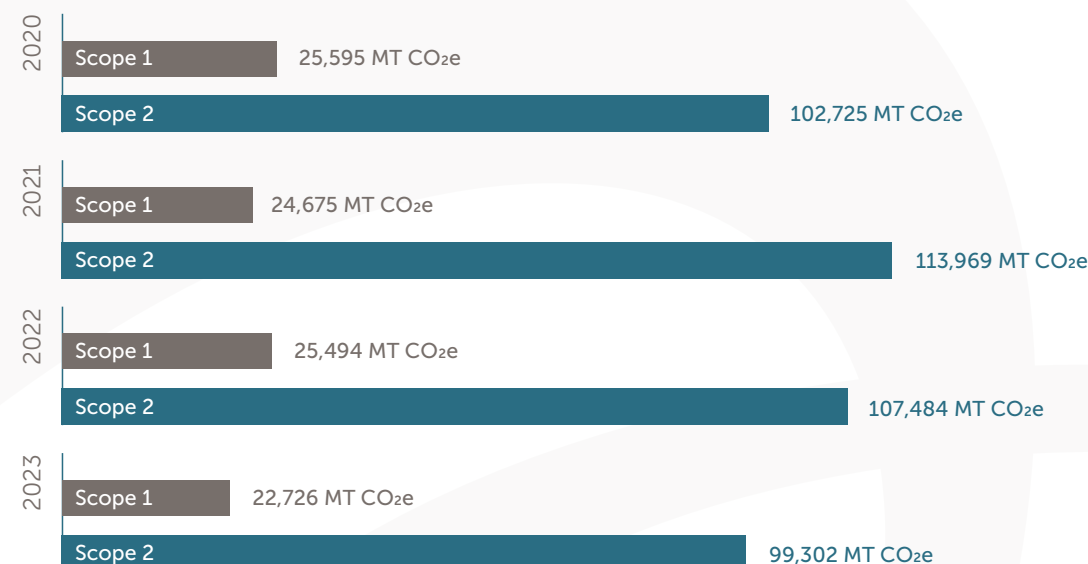
## LOOKING AHEAD

We conducted an analysis of our GHG emission sources at our sites and implemented a tracking system for our global GHG inventory. Upcoming areas of focus include energy efficiency and environmental responsibility. This involves devising a comprehensive equipment replacement strategy, transitioning fuel-based systems to electric alternatives, and upgrading outdated equipment for better efficiency and lower energy usage. Moreover, we're expanding the use of renewable and low-carbon energy sources to curtail carbon emissions.

Additionally, Entegris is engaged in the U.S. Department of Energy's Better Buildings Initiative and started participating in the DOE Energy Treasure Hunt program in 2024. This initiative aims to pinpoint energy-saving opportunities. We anticipate conducting structured assessments at our major energy-consuming facilities, walkthroughs to observe energy usage, identifying savings prospects and collecting data on equipment and operations. Subsequently, teams will recommend energy-saving measures, operational enhancements, and capital upgrades.

Furthermore, we collaborate with industry sustainability experts to ensure accurate assessment and validate our GHG emissions reporting. Using this work, we plan to commit to the Science Based Targets Initiative in 2024 and begin the process of calculating our Scope 3 emissions inventory.

### GHG Emissions<sup>1,2</sup>:



**5% decrease**  
from the 2020 baseline

<sup>1</sup> Emissions figures for 2020- 2022 have been restated to include impact of the CMC Materials acquisition. The data supporting our Sustainability Program's progress and outcomes is managed in accordance with the World Resources Institute Greenhouse Gas Protocol.

<sup>2</sup> An external third-party was engaged to perform limited assurance on Entegris scope 1 and scope 2 GHG emissions for 2023. The verification letter from the third-party can be found [here](#) in our appendix.



# WATER

Effective water management is a cornerstone to mitigating some of the adverse effects of climate change. That is why we assess areas with high water usage and explore methods to reduce and reclaim water resources. Through ongoing training, our local teams have identified opportunities for improvement and exchanged best practices across locations, fostering a culture of innovation and collaboration in our commitment to responsible water stewardship and proactive climate action.

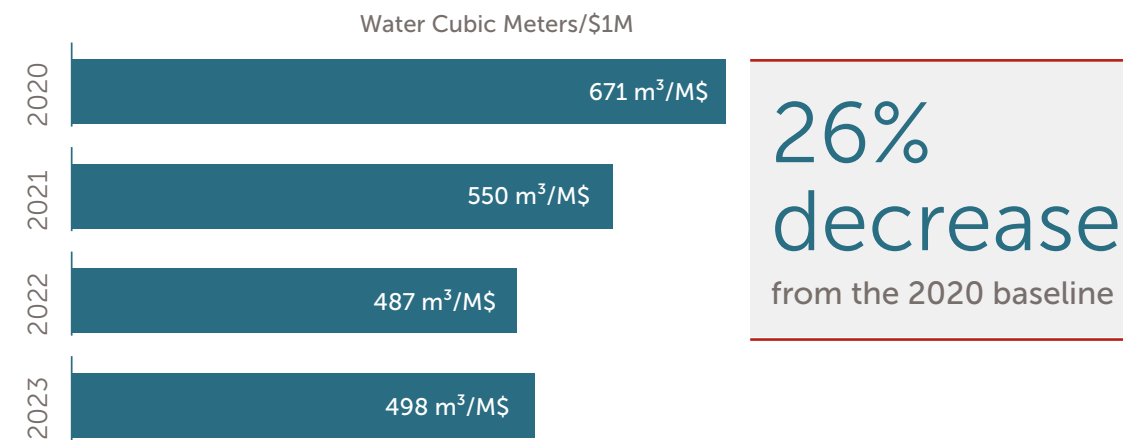
## 2030 GOAL

Decrease water usage intensity by more than 50% from the 2020 baseline.

**BASELINE:** In 2020, our water usage intensity was 671 m<sup>3</sup> per million Entegris revenue dollar.

**PROGRESS:** In 2023, our water usage intensity was 498 m<sup>3</sup> per million Entegris revenue dollar.

### Water Metrics<sup>1</sup>:



## EXPANDING WATER RECYCLING

In our previous report, we highlighted the successful implementation of water recycling for the reverse osmosis (RO) system reject water at our Kulim, Malaysia facility, resulting in an initial reduction in site water demand by 85,000 m<sup>3</sup> annually or more than 30 Olympic size pools in a year. This marked the beginning of a two-year plan to further enhance water reuse/recycling at the site. Over the past year, the team has expanded the treatment of RO water, allowing its introduction into other water-consuming processes. Also, installing two new high-efficiency washers has slashed water usage by two-thirds, contributing an additional 34,000 m<sup>3</sup> of water savings.

Meanwhile, at our Chaska, MN facility, progress toward our water reduction goal in 2023 involved the initiation of a water recycling process for water-cooled equipment systems. With a weekly water consumption of 350 gallons, the implementation of a filtering reuse process is expected to prevent the withdrawal of 50,000 gallons a year. Building on this success, similar systems are being explored for implementation in Munmak, Korea, and Kaohsiung Science Park, Taiwan.

## LOOKING AHEAD

We will continue the work to extend the reclamation and recycling of RO reject water at more factories, aligning with our commitment to sustainable water management practices across our global operations.

<sup>1</sup> Water metrics for 2020-2022 have been restated to include impact of the CMC Materials acquisition. Water cubic meters represents water withdrawn which is total potable water withdrawn from manufacturing operations under Entegris control. Includes calculated estimates where metered values are not yet readily available.

# WASTE AND CIRCULAR ECONOMY

At Entegris, our commitment to continuous improvement extends to environmental stewardship. As part of ongoing efforts to minimize our environmental footprint, we have set a bold target: reduce our waste-to-landfill intensity by at least 50% by 2030. This challenge calls upon our teams worldwide to innovate and collaborate in finding solutions to effectively manage waste and promote sustainable practices.

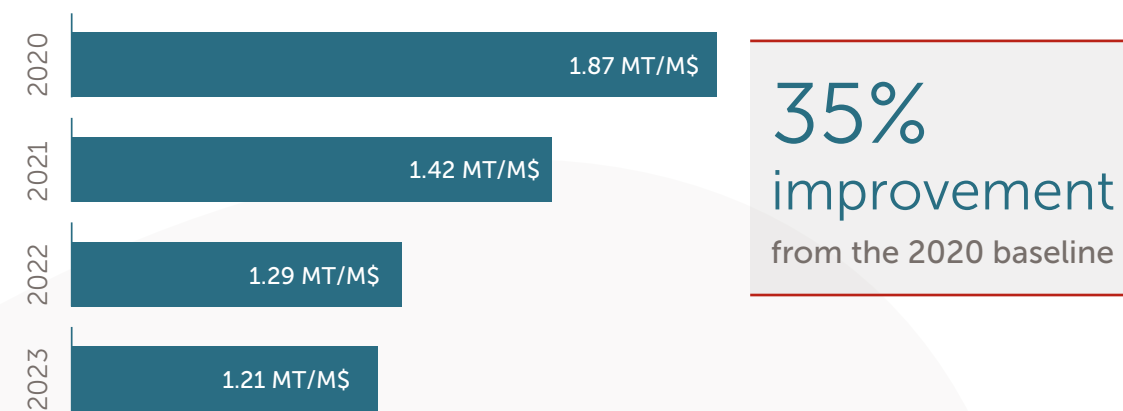
## 2030 GOAL

Reduce landfill waste by more than 50% in metric tons per Entegris million revenue dollar.

**BASELINE:** In 2020, landfill waste was 1.87 MT per Entegris million revenue dollar.

**PROGRESS:** In 2023, landfill waste was 1.21 MT per Entegris million revenue dollar.

### Landfill Waste Metrics:



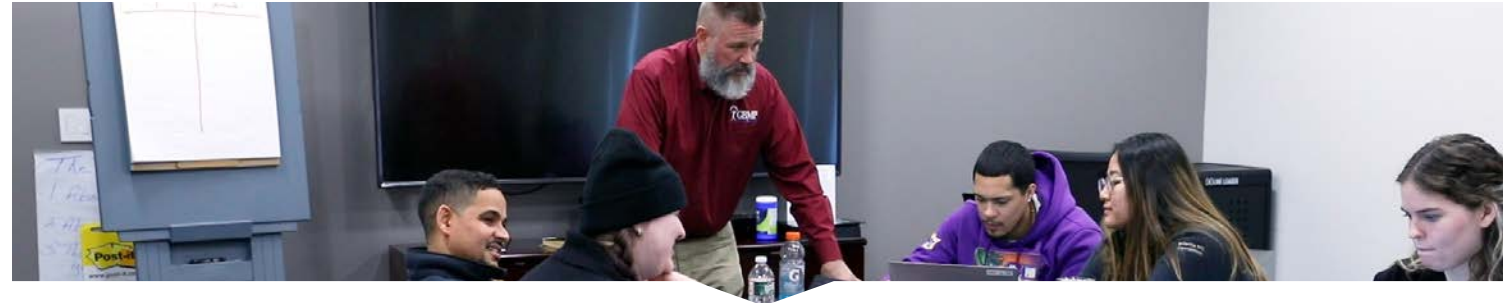
## REDUCING LANDFILL WASTE

In alignment with our innovation pillar goal to establish an end-of-use, circular strategy for our major product platforms, we've embraced the zero waste approach, focusing on designing and managing products and processes to systematically eliminate waste while conserving resources. Our teams are assessing materials across our company to understand their sources, volumes, and types, to devise strategies that minimize waste generation.

A notable achievement stems from our San Luis Obispo, California facility, where a collaboration with a local metal recycler led to the development of a reclamation and reuse process for nickel-based purification media. In 2023, this endeavor diverted from landfills 7,350 lbs. of nickel-based media.

Employee-driven initiatives also make a significant impact on our waste reduction initiative. For example, one team of employees strategically relocated collection and recycling areas while eliminating individual waste cans from workspaces and offices. This not only reduced waste but also encouraged active participation in material segregation for recycling. Another team embraced pallet recycling and explored opportunities to repurpose used wood pallets at neighboring businesses. Teams at other facilities have focused on eliminating single-use materials from breakrooms and hosted e-waste recycling days to encourage community recycling.

# WASTE AND CIRCULAR ECONOMY



## BUILDING A CULTURE OF SUSTAINABILITY

Acknowledging the importance our team members play in driving our sustainability agenda, we established the Entegris Sustainability Network. This network unites colleagues with a shared commitment to sustainability, orchestrates activities to foster community, facilitates idea exchange, and showcases success stories. Recent initiatives include providing resources for team members to implement sustainable practices at their local sites, organizing networking events to share sustainability best practices, and inviting industry experts to share insights on sustainable practices.

Read more about the Sustainability Network and other Employee Networks in the [Personal Development and Inclusion](#) section.

In addition to the Sustainability Network activities, the Entegris Sustainability Department has worked to share monthly Sustainability articles and host monthly Lunch and Learns across our facilities where team members have access to industry experts on a variety of topics:

- Ideas for Water Efficiency
- Identifying Energy Efficiencies
- Electric Vehicle Charging
- Geothermal Energy
- Identifying Compressed Gas Leaks
- Renewable Energy
- GHG Reduction
- Benefits of Heat Pumps

## LOOKING AHEAD

Our focus will be on identifying the top five waste streams at each factory and educating our team members about strategies for waste reduction, recycling, and diversion. Additionally, we will develop guidelines and tools to enhance solution sharing on waste minimization practices across the company.



“Being part of the Sustainability Network allows me to learn about the different ways Entegris employees support sustainable initiatives across the globe. It connects us globally to inspire each other with different ways we keep the environment at the forefront of our daily lives. It has been rewarding to see the network come to life and grow with so many members who are passionate about doing what is right for the Earth.”

- Megan Kats, Leadership Team, Entegris Sustainability Network

# SUPPLY CHAIN RESPONSIBILITY

Entegris is committed to advancing a sustainable and responsible supply chain. We prioritize building strong partnerships with our suppliers to collectively address various challenges. Through collaborative efforts and innovative strategies, we aim to ensure that our initiatives generate value across the board, fostering sustainable growth.

# MANAGING SUPPLIERS

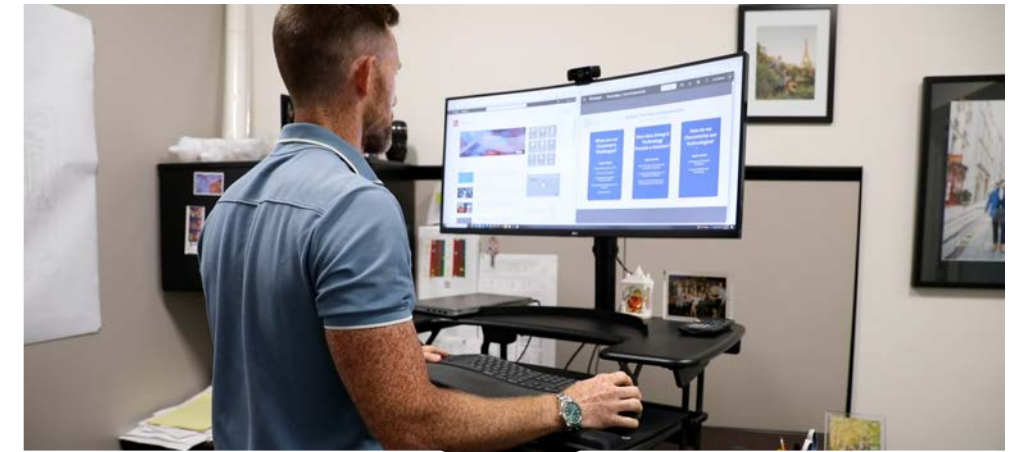
As a leading global supplier of advanced materials to semiconductor and other high-tech industries, we recognize the importance of sustainability in every aspect of our operations. Sustainability and Corporate Social Responsibility are key elements of our supplier expectations, alongside quality, cost, and supply assurance. Our Supplier Partnership Program (SPP) drives continuous improvement within our supply chain, rewarding performance through initiatives like an annual supplier event featuring performance awards. We are dedicated to working with our suppliers on initiatives that support our sustainability and product end-of-use goals. These efforts not only strengthen our partnerships but also highlight our unwavering dedication to advancing sustainable practices and fostering a greener industry landscape.



## SUPPORTING RESPONSIBLE BUSINESS ALLIANCE STANDARDS

Entegris is a member of the Responsible Business Alliance (RBA) and supports its mission to uphold responsible business practices in global supply chains. As a member, Entegris commits to the RBA's Code of Conduct, which sets standards for labor practices, environmental responsibility, ethics, and management systems. Our support includes conducting annual site self-assessments, participating in validation audits, and implementing rigorous recruitment and monitoring processes to ensure compliance with RBA standards.

We hold our suppliers and sub-suppliers to high standards, expecting compliance with the RBA Code of Conduct and relevant materials declarations. In 2023, 71% of both direct and indirect suppliers, representing 65% of overall spend, acknowledged the RBA Code of Conduct. These efforts showcase Entegris' commitment to transparency, accountability, and continuous improvement in upholding RBA standards. Learn more about the [RBA](#).



## SUPPLIER ASSESSMENTS AND SCORECARDS

Entegris sets ambitious goals for supplier assessments, including Entegris-led assessment and self-assessments. These assessments cover various aspects, including quality, documentation, environmental, health and safety (EHS), and sustainability. In 2023, 60% of our targeted pool of suppliers completed Entegris-led supplier assessments and we are working to increase this number. During this period, we prioritized combining CMC Materials' suppliers under the umbrella of the Entegris supplier management program. We also developed new supplier scorecards, taking effect in 2024, which have a larger focus on environmental sustainability. Going forward, there will be a heightened focus on frequent tracking and reporting to drive supplier improvement.

# MANAGING SUPPLIERS



## SUPPLIER PARTNERSHIP PROGRAM

Our Supplier Partnership Program (SPP) cultivates stronger ties with vital supply chain partners, ensuring their commitment to our vision and the consistent delivery of added business value and ROI across all divisions. Our program also acknowledges and rewards suppliers for outstanding sustainability performance.

Communication through our SPP underscores Entegris' commitment to sustainability and sets clear expectations for our suppliers. In 2023, we incorporated CMC Materials data into our Diverse Spend program, extending the scope of suppliers analyzed, and demonstrating our dedication to promoting diversity and inclusion across our entire supply chain.

We hosted an SPP event to celebrate our top suppliers of 2023, including recognition of top sustainability performers. The Entegris Procurement leadership team will communicate our top priorities, with emphasis on sustainability topics supporting our corporate goals, including greenhouse gas (GHG) emission reporting and reduction, and circularity and waste reduction. Ongoing initiatives include training and awareness-building to further enhance supplier partnerships and sustainability efforts.



## LOGISTICS PROVIDERS

Entegris requires global logistics partners to have robust sustainability programs, and we have begun the process of evaluating an independent platform to measure our transportation Scope 3 emissions. As our inventory levels became more stable in 2023, we are shifting toward more sustainable modes of transportation and will continue to evaluate lead times and select sustainable delivery modes while still meeting customers' expectations.

# RESPONSIBLE SOURCING



## RESPONSIBLE MINERALS INITIATIVE

Entegris has maintained active support, and is now a member of the Responsible Minerals Initiative (RMI), committed to responsibly sourcing "conflict minerals" in alignment with Securities and Exchange Commission (SEC) regulations. Our ongoing programs facilitate the identification and mitigation of risks, ensuring that minerals are obtained ethically and without forced labor. Through the collaborative efforts of our Global Procurement and Product Stewardship teams, we verify the sourcing of minerals, particularly those from conflict regions. This integrated approach, bolstered by our partnership with the RMI, underscores our commitment to ethical practices in our supply chain.

As part of our responsible sourcing efforts, Entegris requires suppliers providing tantalum, tin, tungsten, or gold, or products containing these components, to submit traceability information allowing us to track the minerals back to their source. Additionally, we expect our suppliers to establish their due diligence programs to certify the conflict-free status of the materials supplied to Entegris. Read more about our conflict minerals policy and report [here](#).

## LOOKING AHEAD

In 2023, we started developing a process to estimate our Scope 3 greenhouse gas (GHG) emissions with suppliers, laying the groundwork for further data refinement and engagement. Our initial efforts have yielded valuable insights, and we recognize the importance of collaborating closely with our suppliers to enhance the accuracy and reliability of this data.

We are also committed to reducing waste as part of our broader sustainability agenda. In support of our corporate waste reduction goals, we are deepening our engagement with suppliers to identify "circular economy" opportunities that minimize waste and promote resource efficiency. We are also actively exploring opportunities within the Green Chemistry Initiative to integrate bio-based and recycled materials into our supply chain, further aligning with our commitment to environmental stewardship and innovation.

# DATA APPENDIX

Entegris remains steadfast in our dedication to accountability and transparency as we continue to report and assess the impact of our CSR program aligned with our 2030 objectives. Below, you'll find an overview of our 2030 goals across our four CSR Pillars: Innovation, Safety, Personal Development and Inclusion, and Sustainability. We provide measurement baselines along with our plans for reporting and measurement. Additionally, these charts incorporate Sustainability Accounting Standards Board (SASB) and Taskforce on Climate-related Financial Disclosures (TCFD) metrics tailored to the semiconductor industry, accompanied by relevant data points wherever feasible.

## Entegris 2030 CSR Goals (by Pillar)

PILLAR	2030 GOALS	2020 BASELINE	2021 RESULTS	2022 RESULTS	2023 RESULTS
INNOVATION	Invest at least 55% of our operating expenditures in research and development (R&D)	35%	37%	35%	38%
	Align 100% of new product innovation with our sustainability goals	This is a new goal as of 2023 and was not evaluated in 2020	N/A	N/A	31%
	Establish end-of-use, circular economy strategy for our major product platforms	This is a new goal as of 2023 and was not evaluated in 2020	N/A	N/A	Not evaluated in 2023
SAFETY	Commit to achieving an injury-free work environment at Entegris	Total Recordable Incident Rate (TRIR): <0.74 <sup>1</sup>	Total Recordable Incident Rate (TRIR): 0.51 <sup>1</sup>	Total Recordable Incident Rate (TRIR): 0.79 <sup>1</sup>	Total Recordable Incident Rate (TRIR): 0.71% <sup>1</sup>
	Create a culture where at least 95% of our colleagues agree that "Entegris is a safe place to work"	90%	87%	90%	88%
	Achieve 100% participation rate in proactive safety activities at operating locations	25%	46%	67%	74%
PERSONAL DEVELOPMENT & INCLUSION	Aim to fill more than 50% of new engineering roles and 40% of all leadership roles with women and/or individuals from underrepresented groups	39% of new engineering roles were filled by women and other underrepresented individuals. The leadership goal is new for 2023 and was not evaluated in 2020. <sup>2</sup>	42% of new engineering roles were filled by women and other underrepresented individuals. The leadership goal is new for 2023 and was not evaluated in 2020. <sup>2</sup>	39% of new engineering roles were filled by women and other underrepresented individuals. The leadership goal is new for 2023 and was not evaluated in 2020. <sup>2</sup>	43% of new engineering roles and 36% of leadership positions were filled by women and other underrepresented individuals. <sup>2,3</sup>
	Invest more than \$35 million in STEM scholarship, engineering internship, co-op, and rotational programs for women and individuals from underrepresented groups.	Invested \$1.9M in engineering internships, co-op, and rotational programs. Scholarships not yet granted in 2020	Invested \$2.8M in STEM scholarships, engineering internships, co-op, and rotational programs. <sup>4</sup>	Invested \$3.4M in STEM Scholarships, engineering internships, co-op, and rotational programs.	Invested \$5.4M in STEM scholarships, engineering internships, co-op, and rotational programs. Invested \$13.5 million to date.



# DATA APPENDIX

PILLAR	2030 GOALS	2020 BASELINE	2021 RESULTS	2022 RESULTS	2023 RESULTS
<b>PERSONAL DEVELOPMENT &amp; INCLUSION</b>	Formalize career development plans for all employees, including an annual average of 80 hours of learning per employee	This is a new goal as of 2023 and was not evaluated in 2020	N/A	N/A	29.4 hours <sup>5</sup> per employee
<b>SUSTAINABILITY</b>	Reduce absolute greenhouse gas emissions (Scope 1 and 2) by 42%	Scope 1 Emissions: 25,595 MT CO <sub>2</sub> e Scope 2 Emissions: 102,725 MT CO <sub>2</sub> e	Scope 1 Emissions: 24,675 MT CO <sub>2</sub> e Scope 2 Emissions: 113,969 MT CO <sub>2</sub> e	Scope 1 Emissions: 25,494 MT CO <sub>2</sub> e Scope 2 Emissions: 107,484 MT CO <sub>2</sub> e	Scope 1 Emissions: 22,726 MT CO <sub>2</sub> e Scope 2 Emissions: 99,302 MT CO <sub>2</sub> e
	Decrease water usage per Entegris revenue dollar by more than 50%	671 m <sup>3</sup> per million Entegris revenue dollar <sup>6</sup>	550 m <sup>3</sup> per million Entegris revenue dollar <sup>6</sup>	487 m <sup>3</sup> per million Entegris revenue dollar <sup>6</sup>	580 m <sup>3</sup> per million Entegris revenue dollar <sup>6</sup>
	Reduce landfill waste by more than 50% in metric tons per Entegris revenue dollar	1.87 MT per million Entegris revenue dollar	1.42 MT per million Entegris revenue dollar	1.29 MT per million Entegris revenue dollar	1.21 MT per million Entegris revenue dollar

1 As defined by U.S OSHA recordkeeping rule.

2 Females and individuals from underrepresented groups hired as engineers globally within one year of their graduation. Underrepresented is based on U.S. designation.

3 Leadership is defined as Director level and above.

4 2021 figure has been restated to exclude funding to establish the Entegris foundation.

5 Training hours measured are those delivered for employee development for full-time and part-time employees.

6 Total potable water withdrawn from manufacturing operations under Entegris control. Includes calculated estimates where metered values are not yet readily available.

## DATA APPENDIX

### SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Our CSR reporting approach is aligned with the guidelines set forth by SASB, providing the framework for sharing information about our sustainability initiatives with investors and other stakeholders. These standards pinpoint the key environmental, social, and governance aspects most relevant to the semiconductor sector. This facilitates a direct comparison of our performance against peers and the establishment of benchmarks within the industry.

#### Reporting Frameworks

##### Sustainability Accounting Standards Board (SASB) Standards

SASB TOPICS	CODES	ACCOUNTING METRICS	2023 RESULTS	REFERENCES
<b>Product Lifecycle Management</b>	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	We track all the IEC declarable substances across 100% of the materials supplied for our products and continuously work to educate the supply chain of the need to ID and eliminate these materials from use.	–
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Not applicable as the metric is targeted for device manufacturers, not materials suppliers.	–
<b>Materials Sourcing</b>	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Entegris has ongoing risk mitigation programs designed to assess risk levels of materials suppliers.	For additional information, read more in the Responsible Sourcing section of this report, Page 31  <a href="#">Entegris Conflict Minerals Policy</a>  <a href="#">Entegris Sustainable Supply Chain Policy</a>
<b>Intellectual Property Protection and Competitive Behavior</b>	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0	–
<b>Workforce Health &amp; Safety</b>	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Entegris manages an extensive and progressive health and safety program to identify, characterize, mitigate, and eliminate hazards throughout our production, research, and office facilities worldwide.	Read more in the Safety Pillar section of this report, Page 13-16
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	\$0	–
<b>Recruiting &amp; Managing a Global &amp; Skilled Workforce</b>	TC-SC-330a.1	Percentage of employees that require a work visa	2.5%	–

# DATA APPENDIX

SASB TOPICS	CODES	ACCOUNTING METRICS	2023 RESULTS	REFERENCES
GHG Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and, (2) amount of total emissions from perfluorinated compounds	(1) 22,726 MT CO <sub>2</sub> e <sup>1</sup> (2) Not reported	–
	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	89% of Entegris Scope 1 emissions are from direct fuel consumption at manufacturing sites.  Scope 1 emissions reduction strategy is incorporated into our energy reduction strategy which covers direct site fuel consumption.	For additional information on our GHG reduction strategy, read more in the Sustainability Pillar section of this report, Page 24
Energy Management	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity and, (3) percentage renewable	(1) 1,272,158 GJ (2) 71% (3) 5%	–
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	(1) 1,549,006 m <sup>3</sup> <sup>2</sup> (2) 552,798 m <sup>3</sup> , 15%	–
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	(1) 5,760 MT of hazardous waste <sup>3</sup> (2) Not reported.	–

<sup>1</sup> Scope 1 calculated for facilities within Entegris operational control using the IPCC Fifth Assessment Report (2014). Emissions figures include impact of CMC acquisition.

<sup>2</sup> Total potable water withdrawn from manufacturing operations under Entegris control. Includes calculated estimates where metered values are not yet available.

<sup>3</sup> We recycle hazardous waste but regional variations in the designation of hazardous materials and how the waste is classified makes it difficult to quantify this activity.

# DATA APPENDIX

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

The Task force on Climate-related Financial Disclosures (TCFD) is a voluntary framework designed to encourage disclosure of climate-related risks and opportunities through a corporation’s existing reporting processes. The below table summarizes how Entegris’ current public disclosures align with TCFD. Entegris will continue to evaluate and evolve these disclosures in line with the TCFD framework and our strategic goals.

### Task Force on Climate-Related Financial Disclosure (TCFD)

CORE RECOMMENDATIONS	DISCLOSURES	2023 RESPONSES
<b>Governance:</b> Disclose the organization’s governance around climate-related risks and opportunities	a. Describe the board’s oversight of climate-related risks and opportunities.	<a href="#">2024 Proxy Statement</a> : Pages 29-31, 35  <a href="#">Board of Directors Charter for Environmental, Health, Safety and Sustainability Committee</a>
	b. Describe management’s role in assessing and managing climate-related risks and opportunities.	<a href="#">2023 Proxy Statement</a> : Pages 29
<b>Strategy:</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	<a href="#">2023 Form 10-K</a> : Pages 23, 28  <a href="#">Innovation Pillar Section</a>
	b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	<a href="#">2023 Form 10-K</a> : Pages 23, 28  <a href="#">Innovation Pillar Section</a>
	c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2oC or lower scenario.	Entegris is evaluating methodologies to report climate-related scenario planning for our business.
<b>Risk Management:</b> Disclose how the organization identifies, assesses, and manages climate-related risks.	a. Describe the organization’s processes for identifying and assessing climate-related risks.	Our overall approach to risk management is described in our Proxy Report and in the Risk Factors section in our Annual Report on Form 10-K. Additional details on our climate strategy can be found in our Corporate Responsibility report.
	b. Describe the organization’s processes for managing climate-related risks.	
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	
<b>Metrics and Targets:</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<a href="#">Sustainability Pillar Section</a>
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<a href="#">Sustainability Pillar Section</a>
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Sustainability Pillar Section</a>

# DATA APPENDIX

## Independent Limited Assurance Statement for Scope 1 and 2 GHG Emissions



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 info@keramida.com | (800) 508-8034 | www.keramida.com

June 3, 2024

KERAMIDA, Inc. (KERAMIDA) was engaged by Entegris, Inc. (Entegris) to provide limited assurance greenhouse gas (GHG) verification of their 2023 Scope 1 and 2 GHG emissions inventory.

The calculation of the GHG inventory is the sole responsibility of Entegris using guidance per US Environmental Protection Agency, GHG Protocol standards, and other applicable guidance documents.

### Statement of Independence

KERAMIDA affirms our independence from Entegris and is free from bias and conflicts of interest related to the assurance of the environmental data.

### Verification Assurance Opinion

Based on the process and procedures conducted, there is no evidence that the GHG emissions calculations and verified data are not a fair representation of the actual GHG emissions data and information.

### KERAMIDA's Approach

GHG verification was conducted in accordance with ISO 14064-3: 2019 *Specification with guidance for the validation and verification of greenhouse gas assertion*. The scope of work was to provide limited assurance for the verification of their GHG emissions inventory for 2023.

#### Validation scope of the reporting company GHG emissions

- Organizational boundaries: Operational Control Approach

#### Time Period

- January – December 2023

#### Level of Assurance

- Limited
- Materiality Threshold: 5% as suggested by ISO 14064-3 (2019).

2023 Entegris GHG Verification  
 Page 2

### KERAMIDA's Methodology and Procedure

#### Procedure performed during the verification

- Interviews with key personnel involved in the process of compiling, calculating, and preparing the emissions data report and energy data;
- Review of evidence and data in support of disclosures being verified;
- Review of a variety of data analytics to check the reasonableness of the data and calculations;
- A variety of re-calculation procedures to confirm stated quantities;
- Evaluated the reasonableness of any assumptions used in support of disclosures;
- Reviewed how disclosures were presented and determined if they were representative of data and operations.

Table 1. Data Verified by KERAMIDA, 2023

Scope	Value Verified
Scope 1	22,726 MT CO <sub>2</sub> e
Scope 2 (Market-Based)	99,302 MT CO <sub>2</sub> e

This verification statement, including the opinion expressed herein, is provided to Entegris and is solely for their benefit in accordance with the terms of our agreement. We consent to the release of this statement by you to other parties who may have access to this statement.

KERAMIDA, Inc.

Albert Chung, PhD, PE  
 Senior Vice President

Brady Koetting  
 Senior Sustainability, Accounting Analyst

## CAUTIONARY STATEMENTS

This report contains “forward-looking statements.” The words “believe,” “expect,” “anticipate,” “intend,” “estimate,” “forecast,” “project,” “should,” “may,” “will,” “would” or the negative thereof and similar expressions are intended to identify such forward-looking statements. These statements include, but are not limited to, those related to Entegris’ 2030 CSR goals, plans to achieve such goals and reporting related thereto; the focus of Entegris’ engineering, research, and development projects; Entegris’ ability to execute on its business strategies, including with respect to Entegris’ expansion of its presence globally; and other matters. Forward-looking statements address matters that are, to varying degrees, uncertain and subject to risks, uncertainties, and assumptions, many of which that are beyond Entegris’ control, that could cause actual results to differ materially from those expressed in any forward-looking statements. These risks and uncertainties include, but are not limited to, those that are described in Entegris’ filings with the Securities and Exchange Commission, including under the heading “Risks Factors” in Item 1A of Entegris’ Annual Report on Form 10-K for the fiscal year ended December 31, 2023, filed with the Securities and Exchange Commission on February 15, 2024, and in Entegris’ other periodic filings. Except as required under the federal securities laws and the rules and regulations of the Securities and Exchange Commission, Entegris undertakes no obligation to update publicly any forward-looking statements or information contained herein, which speak as of their respective dates. Forward-looking statements are not guarantees of future results.

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## ABOUT ENTEGRIS

Entegris is a leading supplier of advanced materials and process solutions for the semiconductor and other high-tech industries. Entegris has approximately 8,000 employees throughout its global operations and is ISO 9001 certified. It has manufacturing, customer service and/or research facilities in the United States, Canada, China, Germany, Israel, Japan, Malaysia, Singapore, South Korea, and Taiwan. Additional information can be found at [www.entegris.com](http://www.entegris.com).



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