Entegris

Innovation with Impact

Forging Resiliency

CORPORATE SOCIAL RESPONSIBILITY REPORT | REPORTING ON FISCAL YEAR 2025

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A Letter From Our President and CEO



As a trusted partner to the world's leading semiconductor innovators, Entegris is well positioned to succeed amid growing technological complexity. To ensure success, we must closely align our strategies with the requirements and needs of our customers, investors, and employees—our key stakeholders. This guiding principle is central to our corporate social responsibility (CSR) program. Since stepping into the CEO role last year, I have seen firsthand the talent of our people, the strength of our customer partnerships, and the potential of the Entegris platform as a long-term value compounder. Together, these qualities give me great confidence in our future.

Our CSR framework is built on four pillars: Innovation, Safety, Personal Development and Inclusion, and Sustainability, with each supported by 2030 goals. These pillars guide our progress on the issues that matter most to our stakeholders and support Entegris' enduring success.

In 2025, we made meaningful progress across each pillar. The continued ramp of our newer facilities is increasing our operational resiliency, while also expanding the positive impact we have on our communities. Through partnerships with educational institutions and community organizations, we continue to advance our Personal Development and Inclusion efforts by expanding scholarships and co-op programs that create pathways into STEM careers and, most importantly, building a strong pipeline of talent for Entegris.

We further strengthened our Innovation pillar by expanding digital capabilities that support our customers' evolving technology roadmaps. Greater use of data-driven insights and predictive analytics across product development and manufacturing is improving how we design, manufacture, and deliver critical materials to accelerate time to market, improve efficiency, and promote responsible resource use.

Sustainability remains key to how we improve resource efficiency, reduce costs, and minimize the environmental footprint of our operations and products to align with customer expectations. At the same time, we continue to advance our Safety pillar through ongoing employee safety trainings and initiatives such as our site-specific Environmental, Health, and Safety Roadmaps, further reinforcing a culture of care and accountability.

As demand for advanced logic and memory accelerates, Entegris' materials science and purity expertise and global manufacturing capabilities position us to create even greater value for the industry. Our CSR commitments closely align with stakeholder expectations and are embedded into our overall corporate strategy. I am energized by the momentum we are building and confident in the lasting impact we will achieve together.



DAVID REEDER
President, Chief Executive Officer and Board Member

> "As a trusted partner to the world's leading semiconductor innovators, Entegris is well positioned to succeed amid growing technological complexity."

Entegris at a Glance

What We Do

We are a leading supplier of critical, advanced materials and process solutions for the semiconductor and other high-technology industries. With deep expertise in materials science and purity, Entegris is well-positioned to help our customers improve their productivity, enhance device performance, and advance next-generation manufacturing in the world's most demanding manufacturing environments.

Our business is organized into two divisions aligned with the key elements of the advanced semiconductor manufacturing ecosystem:

Materials Solutions

We provide materials-based solutions that enable improved device performance, faster time-to-yield, and lower cost of ownership.

Advanced Purity Solutions

We offer filtration, purification, and contamination-control solutions by ensuring the purity of critical liquid chemistries and gases, as well as the cleanliness of wafers and other substrates used throughout semiconductor manufacturing processes.



2025 Business Highlights

~$3.2B	net sales
	Gold rating awarded by EcoVadis®
97%	participation rate in proactive safety activities at operating locations
55%	of new product innovation was aligned with our sustainability goals
$7.7M	invested in internships, co-ops, rotational programs, and STEM scholarships
38.5%	landfill waste reduction from 2020 baseline*

* Based on waste metric tons per million Entegris revenue dollar

Mission

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.

Vision

Our vision is to use advanced science to enable technologies that transform the world. At Entegris, we are dedicated to upholding ethical standards and integrity in all aspects of our business conduct.

PACE Values

Our PACE Values serve as a global directive that guides the behavior of our employees worldwide and defines who we are, how we operate, and what we stand for as an organization.

People and Teamwork

We will treat people with respect and dignity in a collaborative environment that aligns the organization, achieves high performance, and rewards team success.

Creativity and Innovation

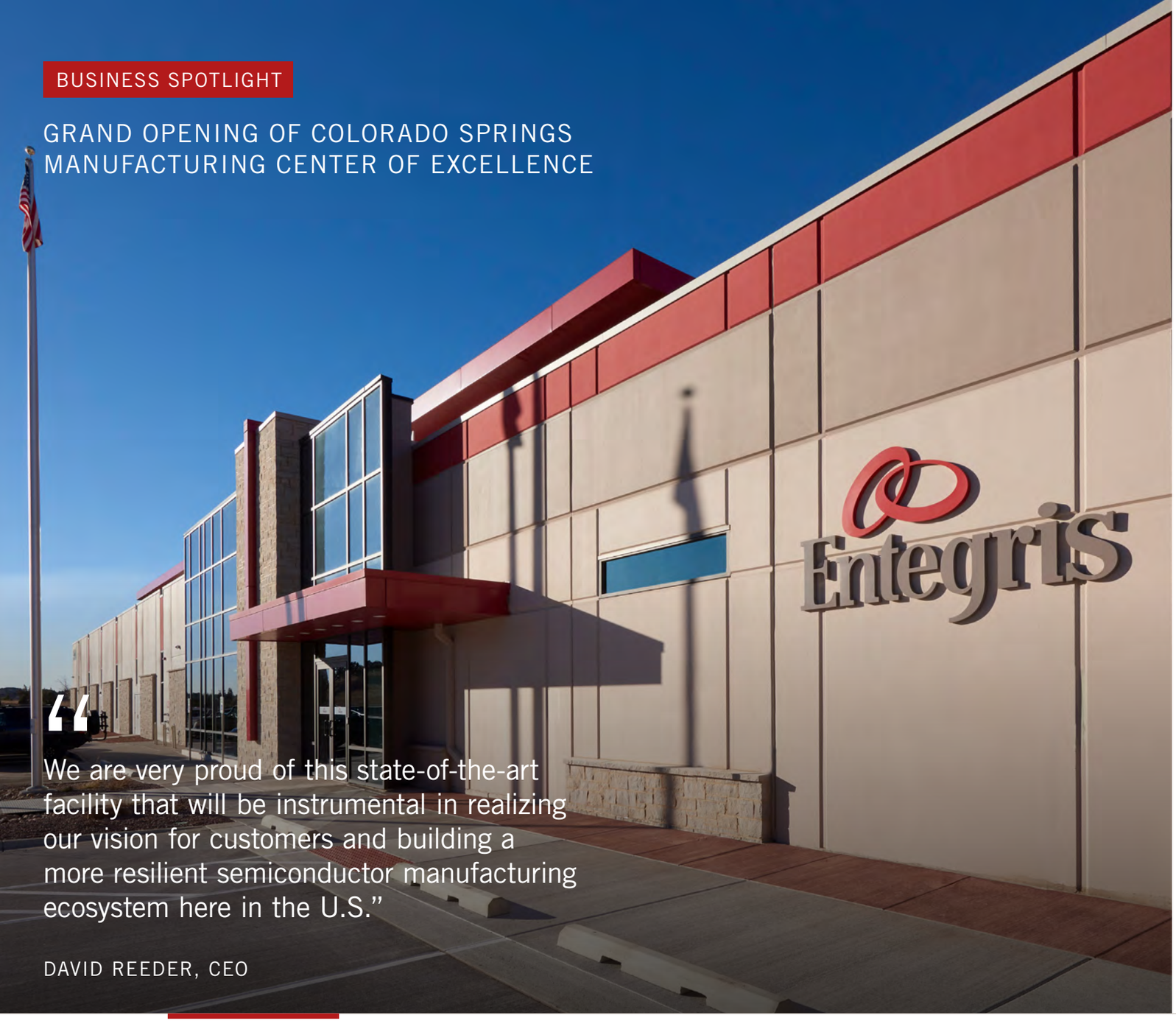
We are committed to an environment in which people are encouraged to disseminate knowledge, take risks, openly share ideas, and turn them into business opportunities.

Accountability, Integrity, and Trust

We will act honestly and consistently with all; accept responsibility to deliver results and commit to openly communicate.

Dedication to Excellence

We will set high standards for performance and strive to be best in class through outstanding leadership at all levels.



BUSINESS SPOTLIGHT

GRAND OPENING OF COLORADO SPRINGS MANUFACTURING CENTER OF EXCELLENCE

“We are very proud of this state-of-the-art facility that will be instrumental in realizing our vision for customers and building a more resilient semiconductor manufacturing ecosystem here in the U.S.”

DAVID REEDER, CEO

About the Colorado Springs Manufacturing Center of Excellence

In 2025, we celebrated the opening of the Colorado Springs Manufacturing Center of Excellence, expanding Entegris’ more than 30-year presence in Colorado.

- 135,000 square-foot facility
- Expands production capabilities for filtration and purification products
- Marks the first return in decades of U.S. manufacturing for Entegris' semiconductor wafer carriers, including Front Opening Unified Pods (FOUPs)

Local Community Impact

- Construction and operation of the new facility have created several hundred direct and indirect jobs in the region, supported by up to $100 million in local and U.S. government incentives.
- Entegris is investing in workforce development through partnerships with the University of Colorado Colorado Springs, the Colorado School of Mines, and District 20 schools, offering scholarships, co-op programs, and career opportunities for students in science and engineering to help create a local talent ecosystem.
- Entegris is partnering with Hiring Our Heroes, Mt. Carmel Veterans Service Center, the SEMI Veteran Foundation, and local military bases to support and hire veterans and military families.

Our Approach to Corporate Social Responsibility



The Corporate Social Responsibility (CSR) program is integrated into Entegris' business strategy and focuses on creating long-term value across our operations, supply chain, and communities. We prioritize environmental sustainability through innovation and discipline, effective corporate governance, ethical workplace practices, and social responsibility.

Reporting Approach and Controls

Our reporting adheres to leading third-party frameworks, including the Sustainability Accounting Standards Board (SASB), which is included in the appendix of this report, and the Task Force on Climate-related Financial Disclosures (TCFD), available on our website. In 2025, Entegris completed a double materiality assessment to obtain a comprehensive assessment of topics relevant to the Company's stakeholders, which helps inform report content.

Entegris maintains due diligence practices and internal controls designed to support reliable, consistent, and transparent CSR disclosures. Reported data has been collected by metric owners who calculate and document sources. Key assumptions are included in footnotes. The full report is reviewed by the Entegris internal audit team, which verifies metrics, calculations, and data sources for accuracy. Our Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions and water data are subject to third-party verification under a limited-assurance standard. Verifications for 2025 data are available on our website; emissions verification and water verification reports.

We seek to enhance transparency by strengthening reporting on our policies, practices, and performance via our website and regulatory filings.

OUR FUNDAMENTAL PILLARS AND 2030 GOALS



Innovation

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

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

Adhere to rigorous safety standards and 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



Personal Development and Inclusion

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

Advance a culture of belonging to attract and retain highly skilled employees who are in demand in the technology industry

Invest more than $35 million in engineering internships and STEM scholarships aimed at building a strong future talent pipeline

Formalize career development plans for all employees, including an annual average of 80 hours of learning per employee



Sustainability

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 Scope 2) by 42% from the 2020 baseline

Decrease water usage per Entegris revenue dollar by more than 50% from the 2020 baseline

Reduce landfill waste by more than 50% in metric tons per Entegris revenue dollar from the 2020 baseline

CSR Governance

Our CSR program and progress against our goals are reviewed by our Board of Directors ("the Board"), specifically members of the Environmental, Health, Safety, and Sustainability (EHS&S) Committee. The EHS&S Committee provides risk-management oversight on the Company's health, safety, environmental, sustainability, quality, and product regulatory matters. Under the leadership of our CEO, senior members of the CSR Council are responsible for the development and execution of our CSR strategy.

Entegris Board of Directors

Our Board oversees our CSR program and strategy, receiving regular updates from senior management on topics ranging from environmental risk, human capital, sustainability, and safety matters.

Board Committees

Individual Board committees are responsible for oversight of designated components of our CSR program and strategy.

- Management Development and Compensation Committee reviews risks related to human capital management initiatives and programs.
- Audit and Finance Committee oversees legal, ethics, compliance, and regulatory risk, as well as information technology and cybersecurity risk.
- Governance and Nominating Committee is responsible for corporate governance risk and Board organization and structure.
- Environmental, Health, Safety, and Sustainability Committee oversees environmental, health, and safety risks in addition to sustainability and climate-related risks.

Our CSR Council

The CSR Council is led by our CEO and includes members of senior management who are directly responsible for setting priorities and advancing the four pillars of our CSR strategy. The Council meets at least quarterly to review progress and strategic plans for each pillar. Achievement of CSR objectives is incorporated into the annual performance goals of our senior leaders.





PILLAR ONE

Innovation

Innovation is central to Entegris' strategy and the value we deliver to customers operating at the leading edge of technology. Our differentiated expertise in materials science and purity helps advance critical applications in semiconductors and other high-technology industries by helping customers improve their device performance, energy consumption, and time-to-yield. By integrating sustainability and efficiency into our innovation framework, we extend our impact beyond our own footprint and into the next generation of AI technologies, shaping a more resource-efficient and resilient future.



Our Innovation Pillar Goals

Entegris ensures sustainability criteria are embedded across product design, development, and lifecycle decision-making. In 2025 and beyond, we continued to invest in R&D aligned with these priorities and are enhancing our New Product Development (NPD) processes with robust tools that systematically identify opportunities to reduce energy use and raw materials, while increasing recycling and circularity. These capabilities strengthen the rigor and consistency of our product evaluations, enabling us to deliver solutions that advance customer performance, sustainability objectives, and business performance.

2030 GOALS	2025 PROGRESS
1 Invest at least 55% of our operating expenditures in research and development (R&D)	43.8% of operating expenditures invested in R&D
2 Align 100% of new product innovation with our sustainability goals	55% of projects in the New Product Development (NPD) process align with sustainability goals
3 Establish end-of-use circular economy strategy for our major product platforms, enabling circularity wherever possible by 2030	Engaged teams and customers are continuing to build out end-of-use guidance for major product platforms

Fostering Digital Innovation

In 2025, we formally launched the Entegris Digital Innovation Platform (EDIP) to improve data access, automate tasks, and accelerate decision-making for our scientists and engineers throughout the product development process. EDIP has evolved from an initial focus on integrating R&D tools and lab equipment to enabling deeper data analysis, advanced virtual modeling, and more efficient pathways to market. These expanded capabilities are enhancing collaboration with customers and improving how innovation is translated into scalable solutions. Enhanced data analytics and increased use of digital modeling have accelerated R&D project timelines, supporting both customer responsiveness and more efficient use of resources.

Advancing Sustainable Product Development

The Singapore Digital Manufacturing Technology Center (SDMTC) is advancing sustainability in the product development process with modeling, simulation, additive manufacturing, and leveraging biomimicry practices. Modeling and simulation capabilities strengthen product development by replicating performance without producing physical prototypes and saving materials, energy, and costs:

- **Reducing material waste:** Layer-by-layer production uses only the material required, enabling near-net-shape manufacturing and reduces material waste by up to 90% compared with traditional methods.
- **Increasing sustainable and recyclable materials:** Excess or unused materials from the 3D-printing process can be recovered and recycled, maximizing material reuse and reducing environmental impact.
- **Lowering manufacturing energy intensity:** For complex components, additive manufacturing can replace multiple energy-intensive steps with a single, consolidated process.
- **Applying biomimicry concepts:** Leveraging this practice of learning from nature's time-tested forms, processes, and ecosystems to engineering product design.

Nature-Inspired Designs

Our SDMTC is pairing biomimicry with advanced modeling and simulation capabilities to convert abstract biological principles into engineering-ready designs. Additive manufacturing is then used to convert these designs via 3D printing into working prototypes that can be leveraged for manufacturing. Together, these capabilities help translate biomimicry learnings into innovative prototypes that achieve real-world performance improvements and can be scaled up for manufacturing.

HEAT EXCHANGERS

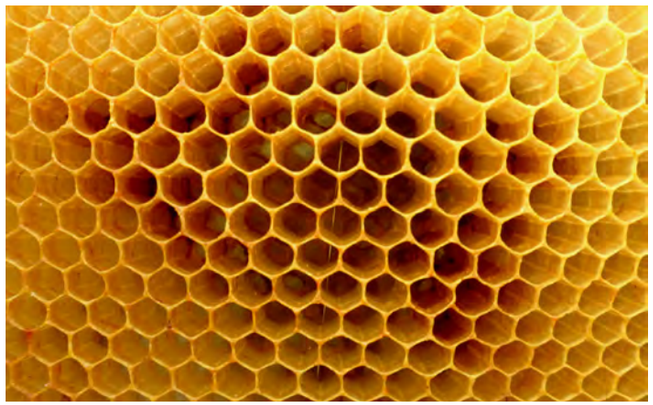
Heat exchangers used in semiconductor manufacturing manage heat transfer of process fluids while preserving purity. Improving efficiency typically results in larger models that take up more space, material, and time to manufacture.

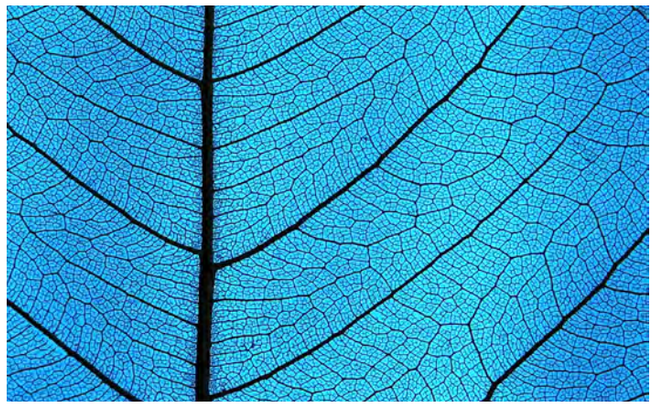
Nature-inspired designs from hexagonal structures in beehives and gyroid lattices in dragonfly wings can handle high surface area-to-volume solutions and have robust strength. Modeling such intricate designs is challenging due to their complex shapes and assembly requirements. The team leveraged these nature-inspired designs, along with modeling, simulation, and additive manufacturing, to create advanced heat exchanger prototypes that are two times smaller than conventional heat exchangers and consolidate the total number of parts from more than a hundred to just one.

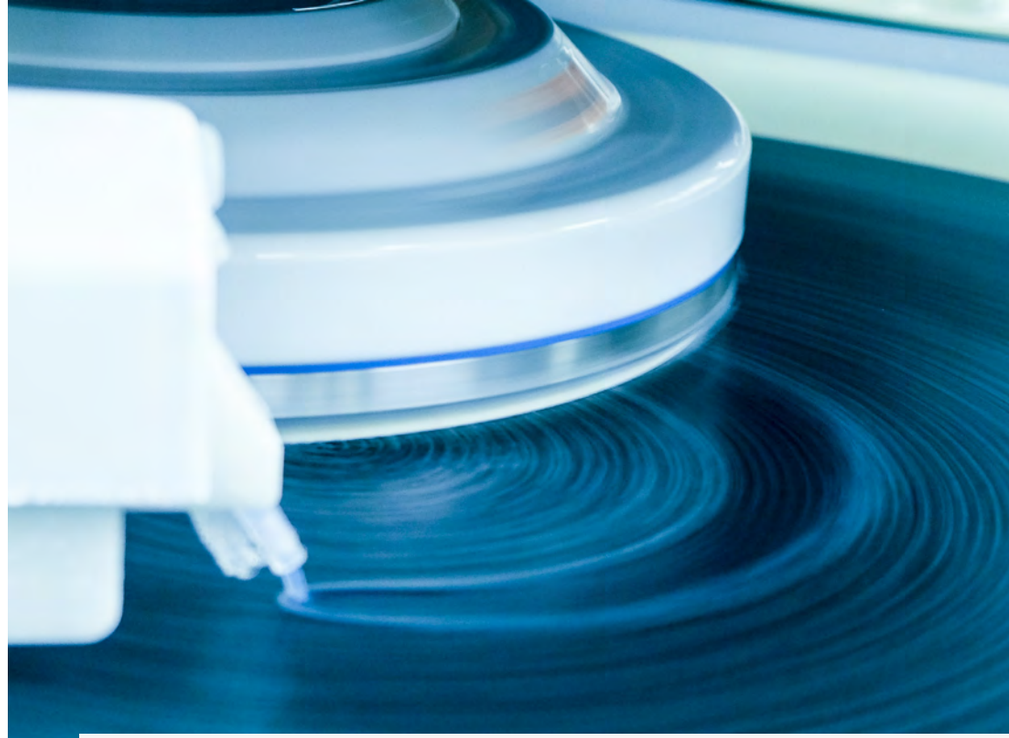
POST CHEMICAL MECHANICAL PLANARIZATION (CMP) BRUSHES

Post-CMP brushes, used to clean wafers during semiconductor manufacturing, often vary in their efficacy of cleanliness and lifespan.

To help improve performance, the design pattern for the brush core was improved by learning how plants distribute water through their branching patterns. The mathematical relation of branches was leveraged in the brush core design to improve pressure, velocity, and flow volume. Simulated results showed a 1.67x improvement in uniformity of flow along the length of the brush core, which can potentially extend the life of the brush and limit the need to source additional brushes and reduce waste.







“The structured approach of combining biomimicry, simulation, and strategic experimentation empowers Entegris to develop best-in-class high performance products, positioning the company at the forefront of market leadership and sustainability.”



SUBHASH GUDDATI
Director, Engineering Management Singapore
Digital Manufacturing Technology Center



Promoting Product Circularity

We support our customers' sustainability goals by promoting product circularity across our major product platforms. Through close collaboration, we develop purer, cleaner materials that reduce defects and costs, improve performance, and accelerate time-to-yield, ultimately decreasing waste in our customers' manufacturing process.

Increasing Value and Benefit Through Product Circularity

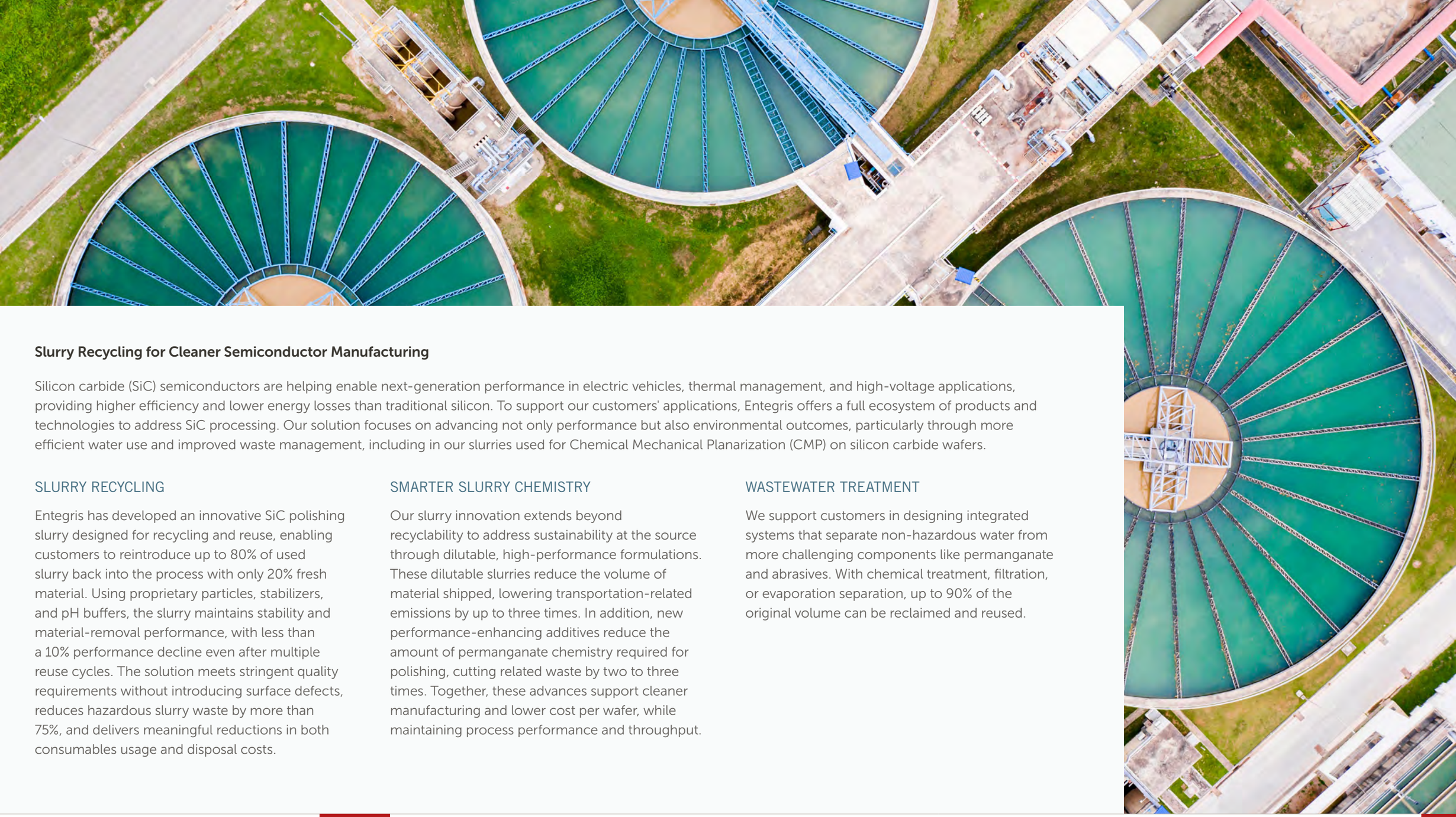
- Extended Lifetime
- Refurbish/Reuse
- Recycle
- Biodegradable/Bio-Sourced
- Waste-to-Energy

Our Product End-of-Use Strategy

We leverage our global reach and broad technical capabilities to develop environmentally responsible end-of-use solutions for our products and packaging. End-to-end considerations are incorporated early in product design, guided by a defined hierarchy that prioritizes waste reduction and circularity. For packaging, we seek to use materials that are bio-based, reusable, or recyclable where feasible. Together, these efforts drive our progress to reduce landfill waste, increase circularity, and lower disposal costs for both Entegris and our customers.

FLUOROPOLYMER CIRCULARITY

Our APS division established a recycling program via a third-party recycler to divert scrap filter components made with PFA, a type of fluoropolymer, from going to landfill. Led by a cross-functional team, the PFA scrap is segregated into a dedicated PFA recycling stream at our Billerica, Massachusetts facility. The material is then sent to a third-party recycler for disassembly, grinding, re-extrusion, and pelletizing into high-quality resin. This resin can subsequently be used in our Chaska, Minnesota facility to manufacture non-wetted PFA components. Since its inception, the program has diverted several tons of fluoropolymers from landfills and incineration.



Slurry Recycling for Cleaner Semiconductor Manufacturing

Silicon carbide (SiC) semiconductors are helping enable next-generation performance in electric vehicles, thermal management, and high-voltage applications, providing higher efficiency and lower energy losses than traditional silicon. To support our customers' applications, Entegris offers a full ecosystem of products and technologies to address SiC processing. Our solution focuses on advancing not only performance but also environmental outcomes, particularly through more efficient water use and improved waste management, including in our slurries used for Chemical Mechanical Planarization (CMP) on silicon carbide wafers.

SLURRY RECYCLING

Entegris has developed an innovative SiC polishing slurry designed for recycling and reuse, enabling customers to reintroduce up to 80% of used slurry back into the process with only 20% fresh material. Using proprietary particles, stabilizers, and pH buffers, the slurry maintains stability and material-removal performance, with less than a 10% performance decline even after multiple reuse cycles. The solution meets stringent quality requirements without introducing surface defects, reduces hazardous slurry waste by more than 75%, and delivers meaningful reductions in both consumables usage and disposal costs.

SMARTER SLURRY CHEMISTRY

Our slurry innovation extends beyond recyclability to address sustainability at the source through dilutable, high-performance formulations. These dilutable slurries reduce the volume of material shipped, lowering transportation-related emissions by up to three times. In addition, new performance-enhancing additives reduce the amount of permanganate chemistry required for polishing, cutting related waste by two to three times. Together, these advances support cleaner manufacturing and lower cost per wafer, while maintaining process performance and throughput.

WASTEWATER TREATMENT

We support customers in designing integrated systems that separate non-hazardous water from more challenging components like permanganate and abrasives. With chemical treatment, filtration, or evaporation separation, up to 90% of the original volume can be reclaimed and reused.



PILLAR TWO

Safety

Safety is integral to our operations and central to our responsibility to protect our people, customers, business partners, and the communities in which we work. It is also essential to deliver the advanced material and high purity solutions our industry depends on. Our comprehensive approach is designed to identify, eliminate, and control risk in the workplace, while empowering every employee to take personal accountability for safe behaviors.

Our Safety Pillar Goals

As our operations continue to expand, we are strengthening our safety foundation by increasing individual site ownership, expanding proactive safety activities, and equipping sites with tools to plan and execute improvements more strategically. These efforts support our safety pillar goals, which align around a single objective —keeping our Company and our employees safe—and reinforce our belief that safety is both a corporate and personal value, and a responsibility embedded in daily actions from product design through manufacturing operations.

2030 GOALS	2025 PROGRESS
1 Commit to achieving an injury-free work environment at Entegris	0.41 Total Recordable Incident Rate (TRIR), improving from 0.74 in 2020
2 Create a culture where at least 95% of our employees agree that "Entegris is a safe place to work"	89% of employees agree that "Entegris is a safe place to work"
3 Achieve 100% participation rate in proactive safety activities at operating locations	97% of our employees participated in at least one proactive safety activity per month, including site walks, inspections, and leadership engagement

Building a Safety Infrastructure

Oversight

Our safety infrastructure is anchored by a strong governance and leadership framework that keeps safety central to decision making and ensures our programs evolve in step with operational needs, guiding program prioritization and resource deployment. Oversight by our Board and its EHS&S Committee reinforces accountability through regular review of performance trends and risk reduction actions.

Entegris' Environmental, Health, and Safety Management System

Safety programs are enabled through our enterprise-wide Environmental, Health, and Safety Management System (EHSMS), which promotes consistent, high-quality safety planning across all sites. This structured system ensures that standardized risk assessment tools and continuous-improvement models are applied globally.

Our safety programs are built on six core elements:

- Leadership and Employee Participation
- Planning
- Support
- Operations
- Performance Evaluation
- Improvement

"The first pillar of our Global Supply Chain strategy is Employees First, Safety Always. This is but one indicator that we are fully committed to a transparent, positive safety culture—one where every employee feels confident speaking up, asking questions, and stopping work the moment something doesn't look right. That shared responsibility is what keeps our people safe and our operations strong."



BRAD CLAY
Senior Vice President, Global Supply Chain



Process Safety Program

We continue to advance our global Process Safety Program by strengthening several of its key elements:

- Management of Change: Enhancing processes through robust incident-standard workflows, clearly defined step-by-step processes, and reinforced governance expectations to further ensure consistent evaluation of operational and design changes.
- Machine Guarding and Lockout/Tagout (LOTO): Conducting equipment surveys, machine guarding, and LOTO assessments to identify and prioritize safety gaps. We address high-risk issues first, and target engineering and safeguarding improvements to reduce the risk of accidental energization and enhance protections for employees working with or near machinery.
- Hazard Review: Strengthening hazard review practices by introducing more structured review steps and enhanced documentation requirements to support earlier identification and mitigation of process risks.
- Pre-Startup Safety Reviews: Improving rigor by adding additional verification steps to ensure new or modified facilities, equipment, chemicals, and processes are safely commissioned before use.

Environmental, Health, and Safety (EHS) Roadmaps

In 2025, we continued to formalize and integrate our EHSMS by implementing site-specific one- to three-year roadmaps across all locations. Developed through a collaborative process led by Site Directors, EHS teams, and cross-functional site leadership, each roadmap aligns enterprise priorities with the site's specific risk profile and operational context.

While EHSMS defines core global "Must Do" programs, individual sites identify additional priority initiatives informed by data-driven assessments, trend analysis, SWOT (Strengths, Weaknesses, Opportunities, Threats) evaluations, and critical risk exposures. This approach enables focused action on local challenges, such as ergonomics, chemical management, machine safety, and sustainability gaps, while maintaining alignment with enterprise-wide objectives.

The roadmap process strengthens transparency, accountability, and continuous improvement by standardizing how progress, challenges, and lessons learned are documented and reviewed. Roadmaps are recalibrated annually and reviewed quarterly with senior leadership teams.

Our EHS Roadmap Building Blocks

PURPOSE AND SITE COMMITMENT

- Build site safety capability
- Strengthen interdependent safety culture
- Reduce site-specific risk

LEADERSHIP OWNERSHIP AND CAPABILITY

- Clear vision and accountability
- Empowered local leadership
- Trusted, engaged teams

SYSTEM ASSESSMENT AND PATH FORWARD

- Performance and trend analysis
- Current and future-state assessment (SWOT)
- Prioritized improvement roadmap

ALIGNMENT AND CONTINUOUS ENGAGEMENT

- Lessons learned and best practices
- Annual calibration and regular reviews
- Proactive, forward-looking planning

Safety Expectations and Protocols

Our Environmental, Health, and Safety Policy establishes clear and robust safety expectations and protocols that apply to everyone at Entegris, including employees, contractors, and visitors. As part of our EHSMS, we maintain certifications for international standards including ISO 9001, ISO 14001, and ISO 45001. Additionally, we have certified over 66% of our factories to both ISO 14001 and ISO 45001. Performance is continuously evaluated through monitoring, inspections, and internal and external audits.



"At Entegris' Yonezawa, Japan site, our safety management system fosters a workplace where employees view safety as a core value and shared responsibility. We demonstrate this value through active leadership engagement with staff, regular inspections, weekly Leaders Gemba walks to assess safety risks, attentive listening to employee suggestions for improvement, and employees looking out for one another's safety. All of which helps us build a strong safety culture across the site."



TOMOAKI KONNO
EHS Site Specialist Yonezawa, Japan

Ensuring a Culture of Safety

Entegris fosters a culture in which safety is not only a requirement—but a shared responsibility, a leadership expectation, and a hallmark of operational excellence. We believe that every employee has a role to play in identifying, eliminating, and controlling risk.

The Entegris Way is a framework that guides how our safety principles are translated into daily operations. Through shared expectations, consistent processes, and active employee participation, the Entegris Way helps ensure that safety is part of our day-to-day work and that every employee feels empowered to speak up. Our culture is reflected in our 97% employee participation rate, with employees engaging in at least one proactive safety activity each month.

As part of our safety culture, we maintain our commitment to Stop Work Authority, the right of every employee or contractor at any level to halt a job or task when a dangerous or hazardous situation appears imminent, with the purpose of avoiding or mitigating injury.

THE ENTEGRIS WAY MECHANICAL INTEGRITY PROGRAM

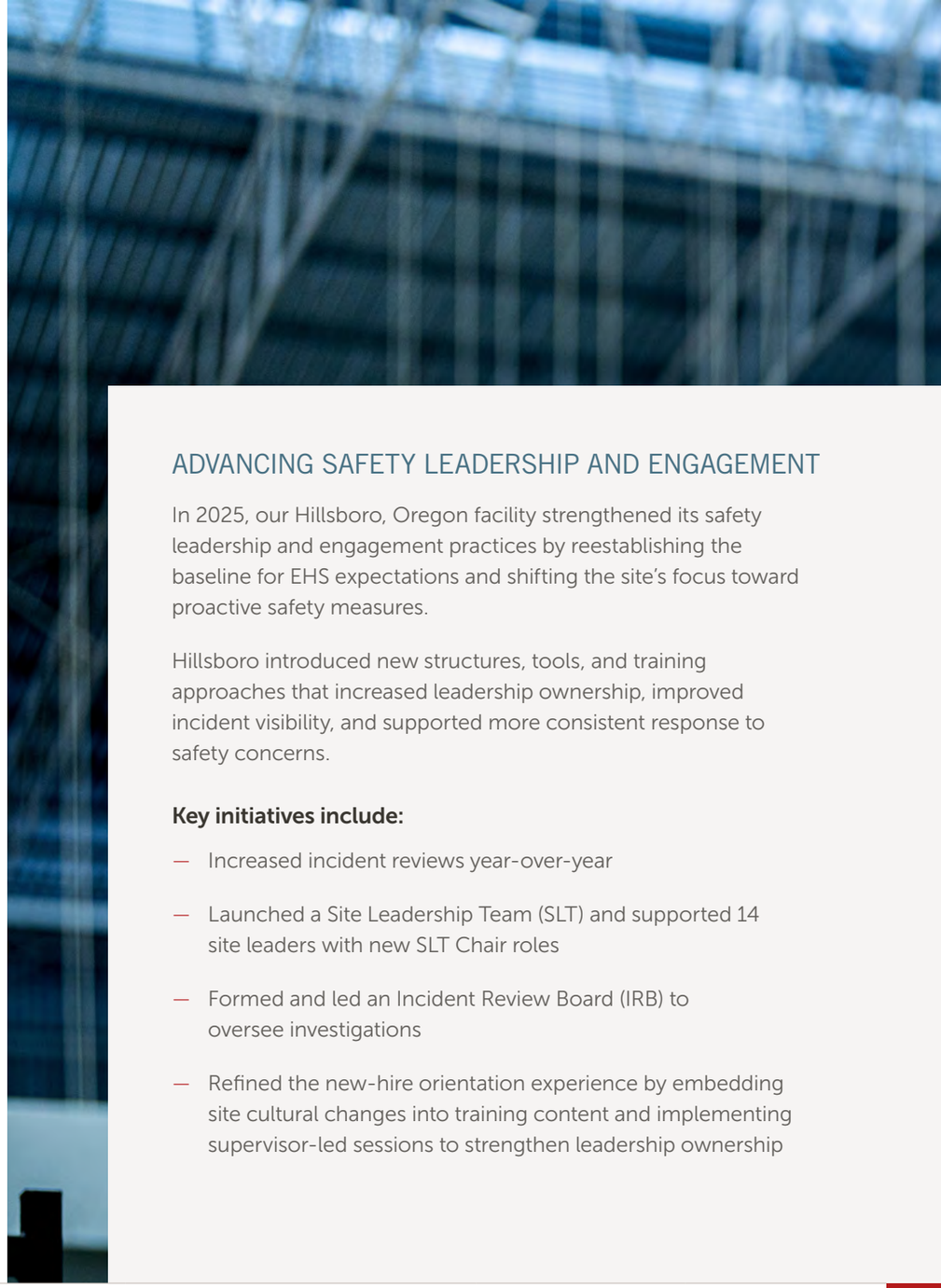
In 2025, to help ensure manufacturing equipment is properly maintained and safely used, we deployed the Entegris Way Mechanical Integrity Program at our Asia manufacturing sites, establishing a foundation for global standardization and capturing best practices for broader rollout in 2026. The Mechanical Integrity Program consists of a checklist covering documentation practices and inspections, maintenance and repairs, training, and competency.

Strengthened EHS Leadership

The Entegris Way EHS Leadership Program is the cornerstone of our safety culture, establishing clear guidance for how leaders engage with employees, observe work practices, and reinforce lifesaving rules.

EHS leading and lagging indicators, including participation in proactive safety activities, training completion, roadmap progress, and TRIR reduction, are integrated into annual performance evaluations, strengthening accountability and alignment with enterprise safety goals. Leadership interactions are increasingly structured and purposeful, enabling leaders to identify risks, reinforce safe behaviors, and address issues in real time.

In 2025, we expanded Gemba walks through structured site visits led by formalized Site Leadership Team (SLT) EHS Committees at each location, strengthening cross-functional alignment and coaching interactions. The pilot of our enterprise safety roadmaps further enhanced leadership presence, creating conditions for structured coaching and enabling program improvements to take deeper hold across operations.



ADVANCING SAFETY LEADERSHIP AND ENGAGEMENT

In 2025, our Hillsboro, Oregon facility strengthened its safety leadership and engagement practices by reestablishing the baseline for EHS expectations and shifting the site's focus toward proactive safety measures.

Hillsboro introduced new structures, tools, and training approaches that increased leadership ownership, improved incident visibility, and supported more consistent response to safety concerns.

Key initiatives include:

- Increased incident reviews year-over-year
- Launched a Site Leadership Team (SLT) and supported 14 site leaders with new SLT Chair roles
- Formed and led an Incident Review Board (IRB) to oversee investigations
- Refined the new-hire orientation experience by embedding site cultural changes into training content and implementing supervisor-led sessions to strengthen leadership ownership



SAFETY IN ACTION

Entegris sites advance safety awareness through locally led, globally aligned initiatives focused on continuous improvement, employee engagement, well-being, and raising awareness of targeted safety topics.

- Sites in Geino and Yonezawa, Japan, and Oseong, Korea, hosted awareness initiatives, such as a safety poster contest inviting employees and their families to create posters that communicate core safety values and principles. By extending safety engagement beyond the workplace, these initiatives reinforce safety as a shared responsibility and help strengthen Entegris' enduring safety culture.
- In Toronto, Canada, safety engagement continued throughout the year through initiatives such as "SafeStart Bingo" and "Story of the Month," where employees share stories recognizing colleagues or safety-related events. Teams and individuals are recognized monthly, and in 2025 the Toronto site received approximately 500 story submissions, reflecting strong employee participation.
- Our facility in San Luis Obispo, California, hosted an EHS day event designed to strengthen safety culture and share best practices. The event included interactive booths focusing on EHS themes such as tool safety, eyewear protection, health and wellness, and emergency preparedness.

Enhancing Safety Training and Awareness

Training continues to be a core component of our safety culture and an essential part of how employees recognize and manage risk in real time. These trainings are required for all employees, ensuring awareness and compliance across the Company. In 2025, safety training covering all aspects of our EHS programs was completed by 99.8% of employees.

This past year, we renewed emphasis on our SafeStart® training program by refreshing the content and integrating it into new-hire onboarding for all employees. Leaders reinforced the updated training through regular engagement with teams and by supporting application of key concepts.

Beyond our SafeStart training, we offer additional modules covering management of change, hazard assessments, chemical safety, machine safety, ergonomics training, and pre-startup safety reviews. All safety materials are available through the Global EHS SharePoint site, ensuring access to resources for all employees.

PILLAR THREE

Personal Development and Inclusion

At Entegris, our employees are the driving force behind our success, advancing innovation, delivering value for our customers, and supporting the evolving needs of our industry. By investing in employee development and engagement, we build organizational resilience, strengthen operational excellence, and ensure we have the capabilities needed to sustain long-term performance while fostering an inclusive workplace culture.



Personal Development and Inclusion Pillar Goals

Our approach builds on a strong foundation of talent programs focused on supporting our employees throughout their entire career journey with Entegris. These programs are designed to enhance engagement, develop critical skills, increase visibility into career opportunities, and ensure employees feel supported and empowered at every stage of their careers.

2030 GOALS	2025 PROGRESS
1 Advance a culture of belonging to attract and retain highly skilled employees who are in demand in the technology industry	73% of employees feel that "at Entegris everyone has the opportunity to reach their full potential"
2 Invest more than $35M in engineering internships, co-ops, rotational programs, and STEM scholarships to enable a stronger future talent pipeline	$30M invested in engineering internships, co-ops, rotational programs, and STEM scholarships since 2020 by Entegris and the Entegris Foundation, with $7.7M invested in 2025
3 Formalize career development plans for all employees, including an annual average of 80 hours of learning per employee	44 hours of learning completed by employees on average

Advancing Employee Engagement

Employee engagement is core to Entegris' people strategy, enabling employees to feel connected to our purpose and valued for the role their contributions play in advancing our shared goals.

Annual Employee Engagement Survey

We regularly seek employee feedback through surveys to better understand perspectives on key topics, including a formal annual engagement survey. In 2025, participation in our employee engagement survey reached 92%, exceeding the global benchmark and representing a 6% increase since last year. This strong response underscores employee commitment to shaping the workplace and contributing to continuous improvement.

Leadership has established processes to address common feedback themes. In response to prior survey results, Entegris launched the new Spotlight recognition program described below and formalized career development frameworks, reinforcing our commitment to listening, responding, and fostering an open feedback culture as we strive to remain an employer of choice.

Oversight

Our Board of Directors, through the Management Development and Compensation Committee, oversees risks, programs, and policies related to human capital management. The Committee receives regular updates from our Senior Vice President, Global Human Resources and Corporate Communications, and reviews key topics affecting our workforce, including employee engagement survey results, hiring and retention trends, labor relations, compensation and benefits, succession planning, and employee training and development initiatives.

SPOTLIGHT

EMPLOYEE RECOGNITION PROGRAM

In 2025, we launched Spotlight, a new employee recognition program open to all employees and designed to foster a culture of appreciation. Spotlight supports peer-to-peer and enterprise-wide recognition, allowing any employee to acknowledge the work of a colleague. The program complements existing recognition practices, including performance-based compensation programs.



Fostering Mentorship

To support employee development and encourage knowledge sharing, Entegris offers several mentorship programs across its global operations. Enabled by an intuitive platform, employees can easily identify opportunities—either as mentors or mentees—self-nominate for participation and manage their own development journeys.

In addition, Entegris' Employee Networks, which are open to all employees, help organize mentorship and development initiatives that expand connections and collaboration across the organization.

Cultivating a Strong Talent Pipeline

We continue to strengthen our talent acquisition strategy to build a robust talent pipeline that supports future innovation and growth. Our early career development and recruitment initiatives play a critical role in building the highly skilled workforce needed to meet our evolving business needs and sustain our competitive advantage.

In 2025, we expanded our presence at recruiting events, with a focus on industry-specific and semiconductor-focused forums across multiple regions. We also broadened partnerships with high schools, technical and community colleges, and military organizations to diversify and deepen our candidate pipeline. Together, these efforts are designed to support our ability to recruit high-potential candidates into the organization.

HIRING OUR HEROES

Military hiring has long been an important part of our talent strategy, supported by partnerships and internal programs.

Katie Rant joined Entegris in 2023 after participating in the U.S. Chamber of Commerce Hiring Our Heroes program.

"Since joining Entegris, I've significantly expanded the knowledge and skills needed for a successful career in supply chain. What stands out most is the Company's strong commitment to developing talent for the future—across every role, I've felt encouraged to grow and have been supported with meaningful resources. My development has also been shaped by the mentorship and camaraderie within the Veterans Employee Network, and through programs like Hiring Our Heroes, Entegris helps veterans showcase their potential and bring critical skills to the civilian workforce."



KATIE RANT
Senior Specialist in Supply Planning, Rockrimmon, CO

STUDENT SPOTLIGHT

A student at the University of Massachusetts, Lowell, Louis Velasquez was awarded an Entegris STEM scholarship in 2023 to help him obtain a degree in Industrial Engineering. He worked as a Continuous Improvement intern at Entegris in the summer of 2025 and will be returning for another internship in Manufacturing Engineering.

> “The Entegris scholarship made it possible for me to pursue my education during a time when I couldn’t afford it, and I’m deeply grateful for the support. My summer internship at Entegris gave me the hands-on engineering experience I’d been craving and helped build my confidence and ambition to graduate. As I prepare for my second internship, I’m excited to contribute more and bring my best ideas back to the Company that has supported me so much.”



LOUIS VELASQUEZ
Entegris STEM Scholar and Intern

Internship and Co-op Programs

We recognize the opportunity our industry has to broaden access to STEM education and help shape the next generation of innovators. Through targeted investments and continuous program evaluation, we strive to empower our early-career talent with practical skills, meaningful experiences, and clear pathways for growth. Our internship and co-op programs are central to this strategy. These programs consistently strengthen our talent pipeline, with many participants going on to make significant contributions at Entegris.

Scholarship Programs

Entegris and the Entegris Foundation continue to invest in STEM scholarships to support high-achieving students and build long-term relationships with emerging talent. Through our STEM Scholar Program, scholarship recipients receive tailored programming, innovation workshops, and opportunities to participate in co-op and internship programs. This close engagement strengthens our campus presence, reinforces Entegris’ reputation as a career destination, and delivers meaningful experiences to participating students. We awarded a total of 19 new scholarships in 2025, increasing our total number of scholarships offered to students across the globe in 2025 to 115.

Beyond our scholarship programs, Entegris employees also support STEM education by bringing their expertise to deliver hands-on workshops at local schools. These efforts empower employees to engage with their communities while increasing awareness of STEM career opportunities.

> “Entegris’ project-based internship fostered creativity and built the troubleshooting skills essential for this field, while instilling pride in the work I accomplished. The transition from intern to full-time employee was seamless, allowing me to continue my project with a supportive team and take on increasing responsibility as I grow as a scientist and professional. These experiences have prepared me for long-term success as I begin my career.”



MARY SHINE
R&C Metrology Retention Intern (Summer 2024);
Analytical and Metrology III, Scientist, Billerica, MA

Expanding Career Pathways

At Entegris, we are committed to advancing employee growth and creating meaningful opportunities for professional development. We believe leadership is a capability to be cultivated at every career stage, and we foster a culture where employees are empowered to learn and advance through structured programs and hands-on experiences.

Our performance review process enables employee development and career progression, grounded in continuous dialogue and structured feedback. Through clear goal setting, mid-year and year-end evaluations, and regular check-ins, all employees participate in an annual review process that provides timely guidance and supports the creation of targeted development plans aligned with individual career aspirations and organizational priorities.

In 2025, we introduced a comprehensive career framework that provides employees with greater transparency into job structures, skill pathways, and development expectations, while supporting more meaningful manager-employee career conversations. The career framework empowers employees to actively shape their professional growth, identify development needs, and access resources that support advancement across the organization.

Internal mobility remains a cornerstone of our talent strategy and a key driver of long-term growth. We regularly fill open positions with internal candidates and conduct annual succession planning to identify and develop high-potential employees, helping ensure a strong leadership pipeline for the future.



CELEBRATING RISING LEADERS AT SEMICON WEST

At this year's SEMICON West event, two employees, Luke Kinard and Kate Jessen, were named to the prestigious SEMI 20 Under 30 list, recognized for their contributions shaping the future of the semiconductor industry and exemplifying innovation, collaboration, and leadership.

"Winning this award is a meaningful honor, and I'm grateful for the recognition of the work I've contributed to throughout my career. It affirms the impact of the projects I've been part of and motivates me to continue striving for excellence."



LUKE KINARD
Engineering Supervisor, Danbury, CT

"I am honored to receive this award, which reflects the meaningful journey I have had at Entegris. I am deeply grateful to my managers and mentors, whose trust and encouragement through challenging and rewarding opportunities have been instrumental to my growth. This recognition speaks to the collaborative spirit and strong culture at Entegris, and I am excited to continue learning, contributing, and growing as part of the team."



KATE JESSEN
Senior Specialist, Product Management, Burnet, TX

Learning and Development

Our learning and development programs are designed to cultivate employees and leaders who can inspire, innovate, and drive success throughout the organization. In 2025, employees received 44 hours of learning on average.

Entegris Academy: Serving as a central hub for workforce development, Entegris Academy offers a comprehensive library of technical and professional learning resources across business units. Employees engage through virtual learning, including specialized technical training led by external subject-matter experts. Additional development opportunities are available through curated LinkedIn Learning courses and targeted resources that support career advancement and cross-functional collaboration.

Entegris Development Programs: The Entegris Leadership Development Program (ELDP) and the Operations Leadership Development Program (OLDP) provide structured pathways to develop emerging leaders across technical and operational domains. The ELDP supports employees with engineering or supply chain backgrounds, preparing them for technical leadership roles, while the OLDP is tailored for those with three to five years of operations experience seeking leadership positions in manufacturing and operations. In 2025, both programs continued to provide meaningful technical and operational support to the organization.

Leadership and Management Programs: Beyond our signature programs, Entegris offers a robust suite of management and supervisor training programs, including the Plant Leader Accelerator (PLA) Program for high-potential internal talent with extensive manufacturing experience, and executive training at Cornell University and other leading universities. Additionally, Entegris defines a holistic leadership competency framework for all its employees: the Great Leader Profile (GLP). The GLP provides a backdrop which enables our general managers to operate with enterprise-wide accountability, emphasizing decision-making beyond one's function, balancing trade-offs, and driving outcomes for the overall organization. Regardless of job title, employees are trained on these expectations of effective leaders and encouraged to practice related skills in their work.

Entegris Education Assistance Program: Designed to encourage employees to continue their education in courses directly related to their present position or in courses that will help them advance their career at Entegris. Eligible regular full-time and part-time employees may obtain tuition reimbursement in accordance with the terms and conditions of this program.



Prioritizing Employee Wellness

At Entegris, we prioritize the well-being and satisfaction of our employees. Our comprehensive total rewards package—consisting of competitive pay, health and welfare benefits, and financial wellness programs underscores our dedication to employee wellness.

In 2025, we refined existing benefit offerings, guided by employee feedback and external benchmarking, to further strengthen our commitment to supporting the holistic well-being and professional growth of our workforce. All of our employees have access to our Global Employee Support program, which offers resources for mental and emotional health, including new virtual wellness workshops and enhanced counseling services.

Compensation and Benefits

We seek to attract and retain talented employees by providing a competitive total rewards package. This includes all employees being eligible to participate in annual incentive plans, which offer the opportunity to receive cash bonuses based on the achievement of financial and operational objectives. We partner with a third-party firm to comprehensively assess our total rewards programs worldwide and implement enhancements that reflect local market competitiveness.

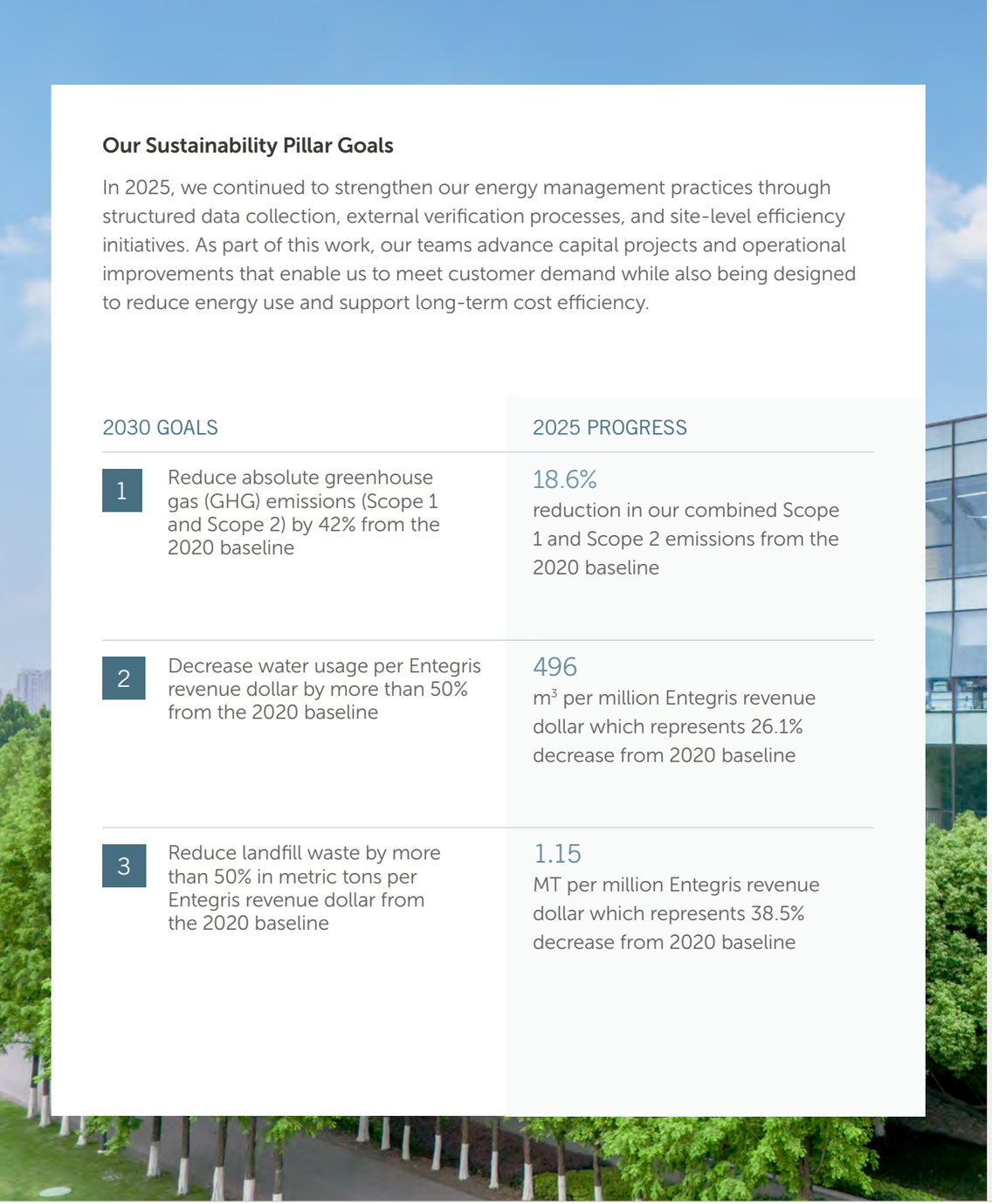
We also offer an Employee Stock Purchase Plan (ESPP) that allows eligible employees—those scheduled to work more than 20 hours per week in participating countries—to purchase Company stock at a discounted rate, further aligning their interests with Entegris' long-term growth. Additional information on our full range of benefits is available on our Career website.



PILLAR FOUR

Sustainability

As demand for advanced technologies grows, we focus on reducing the footprint of our operations and products through efficient use of natural resources and advancing circular solutions. By integrating environmental considerations across design, manufacturing, and operations, we support resilient supply chains and long-term value creation for customers, communities, and the broader industry.



Our Sustainability Pillar Goals

In 2025, we continued to strengthen our energy management practices through structured data collection, external verification processes, and site-level efficiency initiatives. As part of this work, our teams advance capital projects and operational improvements that enable us to meet customer demand while also being designed to reduce energy use and support long-term cost efficiency.

2030 GOALS	2025 PROGRESS
1 Reduce absolute greenhouse gas (GHG) emissions (Scope 1 and Scope 2) by 42% from the 2020 baseline	18.6% reduction in our combined Scope 1 and Scope 2 emissions from the 2020 baseline
2 Decrease water usage per Entegris revenue dollar by more than 50% from the 2020 baseline	496 m^3 per million Entegris revenue dollar which represents 26.1% decrease from 2020 baseline
3 Reduce landfill waste by more than 50% in metric tons per Entegris revenue dollar from the 2020 baseline	1.15 MT per million Entegris revenue dollar which represents 38.5% decrease from 2020 baseline

Strengthening Sustainable Operations

Oversight of climate-related risks across Entegris is provided by the EHS&S Committee of the Board. By regularly reviewing our priorities and initiatives and instilling accountability through our operations, the EHS&S Committee plays a central role in ensuring alignment of our sustainability commitments with strategic value creation priorities. Our strategies and initiatives to reduce emissions, water usage, and waste are managed in the organization led by Entegris' SVP of Global Supply Chain.

We provide annual climate-related training and awareness programs for applicable employees across the Company. In addition to our enterprise-wide training plan, each site delivers local training tailored to its particular needs, reinforcing consistent practices throughout our operations.

Greenhouse Gas Emissions

Throughout 2025, we continued to strengthen standardized methodologies for data collection and emissions verification to support consistent and accurate reporting across all sites. We engage independent third-party experts to validate GHG emissions and continue to enhance internal assessment tools to identify opportunities to reduce our carbon footprint.

Our 2030 ambition is to achieve a 42% reduction in absolute Scope 1 and Scope 2 GHG emissions from a 2020 baseline, aligned with the Science Based Targets initiative and supported by ongoing investment in renewable energy and energy-efficiency initiatives. We also continue to expand our Scope 3 reporting and, in 2025, added six additional categories.

In 2025, Entegris made measurable progress toward our 2030 GHG emission reduction goal. We achieved an 18.6% reduction in combined Scope 1 and Scope 2 emissions from our 2020 baseline.

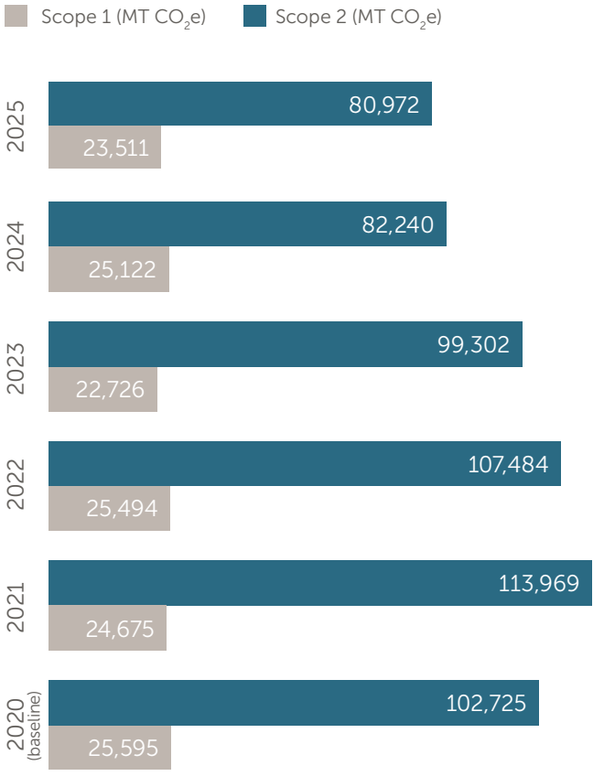
"By partnering closely with customers, Entegris is driving progress on sustainability to help customers meet their goals while creating long-term value through smarter, more efficient use of resources for their business and ours."



MARIA MEDINA
Director, Product Stewardship and Sustainability

GHG Emissions

SCOPE 1 AND SCOPE 2



SCOPE 3

Scope 3 Categories	2025 (MT CO_2e)
Category 1: Purchased Goods and Services	462,912
Category 2: Capital Goods	61,887
Category 3: Fuel and Energy-Related Activities	30,345
Category 4: Upstream Transportation and Distribution	173,602
Category 5: Waste Generated in Operations	2,433
Category 6: Business Travel	3,306
Category 7: Employee Commuting	20,689
Category 9: Downstream Transportation and Distribution	122,271

Note: GHG inventory calculated using guidance per the U.S. Environmental Protection Agency and the GHG Protocol standards. Emissions reporting verification was conducted in accordance with ISO 14064-3:2019 to provide limited assurance for the verification of Entegris' GHG emissions inventory. Scope 2 emissions reported are market-based.

Energy Consumption

Entegris continues to prioritize energy efficiency and renewable energy as part of our long-term decarbonization strategy. Our approach focuses on improving operational performance, upgrading equipment, and expanding the use of renewable energy sources, including renewable energy credits, across our global operations. These efforts support progress toward our emissions reduction goals and align with the sustainability expectations of our customers.

SPOTLIGHT



ENERGY OPTIMIZATION

At our Colorado Springs facility, the team identified a significant opportunity to improve energy efficiency within the site's compressed dry air system. Under the existing configuration, the variable-frequency drive compressor frequently over-pressurized the system and purged excess air, resulting in energy loss and equipment strain.

To address this issue, the site implemented targeted system upgrades, including the installation of a pressure regulator and piping improvements to enable more effective dryer pressure management. These upgrades stabilized system performance and reduced inefficiencies.

The project demonstrates how focused equipment optimization can deliver measurable environmental and operational benefits while extending the reliability and lifespan of critical infrastructure. In 2025, the project is forecasted to generate 612,105 kWh in annual energy savings and reduce electricity costs by 7.6%. The improvements also contributed to emissions reductions, avoiding an estimated 295 metric tons of CO_2e based on the site's electricity emissions factor.



In 2025, we procured 64,500,000 kilowatt hours (kWh) of renewable energy credits for our facilities, reflecting continued investment in renewable energy to support operational decarbonization.

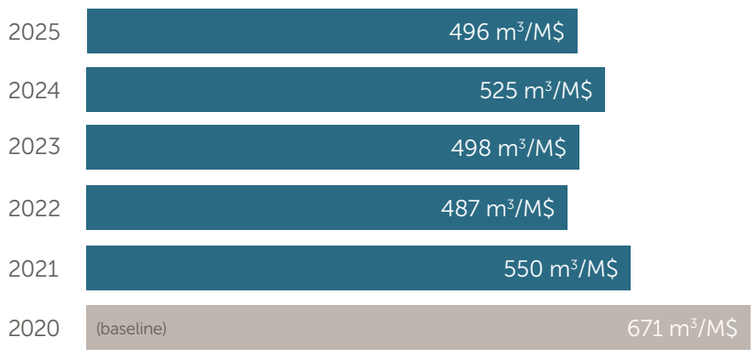
MEASUREMENT	2025
kWh of Total Energy Consumption (including renewable energy and directly generated renewable energy)	459,135,119
kWh of Renewable Energy*	66,935,264
kWh of Renewable Energy Credits	64,500,000
kWh of Directly Generated Renewable Energy	2,435,264
Percent of Energy from Renewable	14.6%

* Represents sum of renewable energy credits plus directly generated energy

Promoting Water Stewardship

Effective water management is a core element of our CSR strategy. We remain focused on identifying areas with high water usage and implementing measures to reduce consumption and reclaim water resources. Our approach emphasizes ongoing training and collaboration, enabling local teams to spot opportunities for improvement and share best practices across locations. We are advancing internal assessment tools that help identify high-usage locations and guide targeted improvement plans. Across all locations, our teams share insights and collaborate to adopt effective water management practices, ensuring steady progress toward our water stewardship commitments.

WATER INTENSITY (Water Cubic Meters/$1M)



ADVANCING WATER CONSERVATION

Entegris continues to advance water conservation practices that help reduce water use in production processes. In 2025, the Billerica, Massachusetts site reduced water use by transitioning its water system from mechanical ion exchange to a chemical scale inhibitor treatment, eliminating the need for backwashing. The project is estimated to save 71,556 gallons of water in 2025, with further savings expected in 2026, demonstrating our commitment to practical solutions that deliver both environmental and operational benefits.

At Entegris' Kaohsiung Science Park South facility in Taiwan, the team evaluated new opportunities to strengthen water reclamation efforts and reduce reliance on city-supplied water. In 2025, the site's total water consumption declined by 9.3% compared to the previous year. The majority of this reduction was from two new initiatives implemented in 2025. The first initiative identified additional low-purity wastewater streams for use in mechanical water reclamation efforts. The second initiative expanded rainwater reclamation beyond irrigation use by upgrading collection processes to remove organic matter and suspended particles to help increase reclaimed rainwater output.

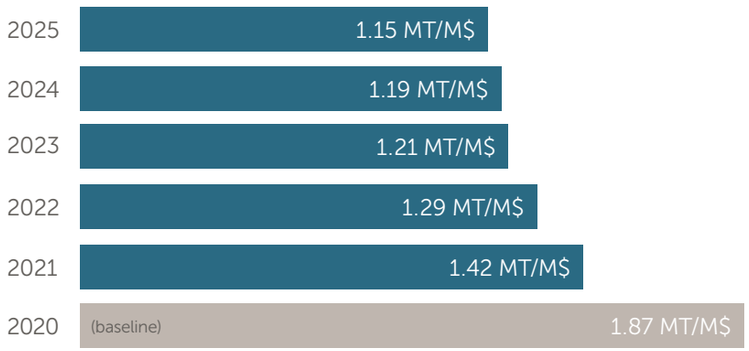




Championing Waste Circularity

Building on our core innovation strategies, Entegris is committed to advancing a circular approach to product design and process management. Our philosophy aims to systematically reduce unnecessary waste, all while safeguarding vital resources throughout our operations. Across the Company, teams regularly analyze our use of materials—reviewing origin, quantity, and classification—to develop tailored solutions that minimize waste and maximize opportunities for recycling.

WASTE INTENSITY (Metric Tons/M$)



DECATUR, TEXAS, WASTE DIVERSION

In 2025, our Decatur, Texas facility set a milestone in sustainable waste management. During routine manufacturing, the site generates carbon and graphite byproducts, which historically could not be reintegrated into production and were sent to landfill. To address this challenge, the Decatur team partnered with firms in the metallurgical market to identify reuse opportunities, successfully qualifying a vendor to repurpose the material as a fine powder for metal fabrication.

Through this initiative, Decatur shipped 168,083 pounds of carbon and graphite waste for recycling, accounting for 9.7% of the facility's total annual waste and an 11.8% reduction in waste disposal costs. Building on this success, Decatur is actively pursuing qualification of additional waste streams to expand recycling partnerships and further advance circular waste solutions.

DEPARTMENT OF ENERGY AWARD FOR RIEGELWOOD, NORTH CAROLINA FACILITY

Entegris' Riegelwood, North Carolina site received the Better Project Award from the Department of Energy's Better Buildings Better Plants Initiative for their efforts to reduce liquid nitrogen used in production. The award recognizes facilities for innovative accomplishments to reduce energy, water, and waste.

The project focused on finding a safer, more efficient way to cool the Myers centrifugal distillation equipment used in production while reducing environmental impact. The team replaced liquid nitrogen, an extremely cold material that had to be regularly delivered and handled, with an electric cooling system. This was achieved by upgrading piping, improving water flow, and creating better heat transfer within the equipment to improve reliability and efficiency. As a result, the site no longer requires liquid nitrogen deliveries, avoiding the use of approximately 41,000 liters annually while saving more than $28,000 per year and reducing safety risks. Equipment reliability improved significantly, with the system running longer and more consistently between maintenance issues, resulting in production yield increasing by more than 30% and unplanned downtime being reduced by over 60%.

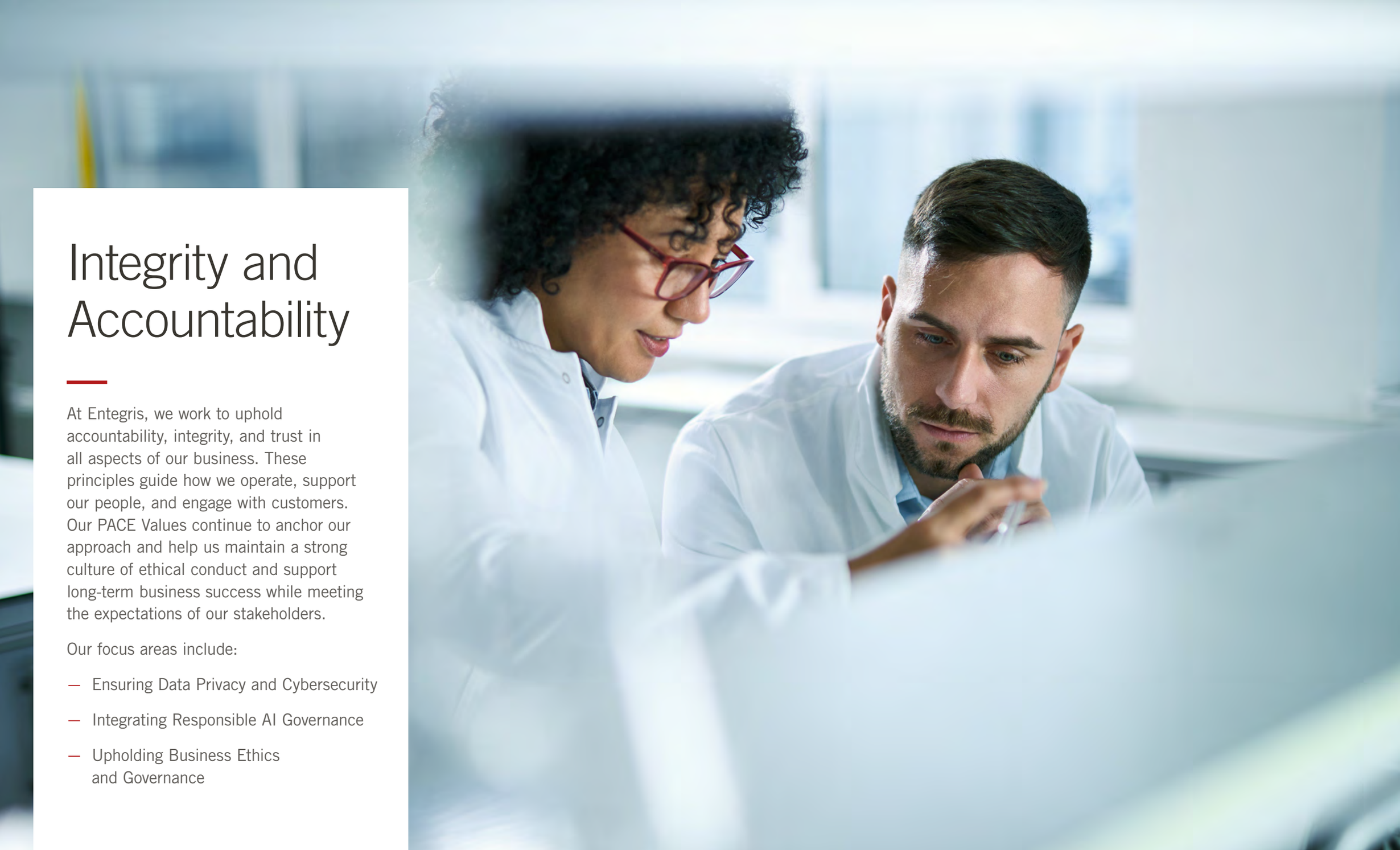
This project was recognized for enhancing safety, reducing environmental impact, lowering operating costs, and increasing productivity, demonstrating that smarter equipment design can deliver sustainability and business benefits at the same time.

Integrity and Accountability

At Entegris, we work to uphold accountability, integrity, and trust in all aspects of our business. These principles guide how we operate, support our people, and engage with customers. Our PACE Values continue to anchor our approach and help us maintain a strong culture of ethical conduct and support long-term business success while meeting the expectations of our stakeholders.

Our focus areas include:

- Ensuring Data Privacy and Cybersecurity
- Integrating Responsible AI Governance
- Upholding Business Ethics and Governance



Ensuring Data Privacy and Cybersecurity

As a key global supplier within the semiconductor ecosystem, Entegris recognizes that a strong data privacy and cybersecurity framework is fundamental to our ability to serve our customers, maintain trust, and protect our reputation. Our cybersecurity program reflects a strong commitment to continuous improvement and alignment with industry best practices to safeguard our operations and confidential information against evolving threats.

We employ a multi-layered approach to risk management that encompasses strong internal governance, oversight of third parties, and careful evaluation of new technologies, ensuring resilience across our digital environment.

Data Privacy

We respect the privacy and confidentiality of the personal information entrusted to us by employees, customers, suppliers, and business partners. Our approach to data privacy is rooted in transparency, as we collect, store, use, transmit, and dispose of personal and confidential information in ways that promote trust and accountability. The IT Security Policy, referenced in the Code of Business Ethics and available to all employees, provides the framework for protecting sensitive data in all forms.

Cybersecurity

Our Chief Information Security Officer leads a highly skilled team responsible for defining, implementing, and sustaining Entegris' enterprise-wide information security strategy, policies, standards, architecture, and processes. Strong governance is maintained through regular updates to the Board's Audit and Finance Committee, covering cyber risks, threat intelligence, security program progress, and changes in the external threat environment.

We perform regular risk assessments and continuously monitor our systems and technical security controls to ensure their integrity and effectiveness. Entegris maintains a robust incident-response plan and routinely tests and validates the operation of backup and protective systems to support business continuity.

All Entegris employees complete mandatory cybersecurity training at least annually, reinforcing a culture of vigilance and shared responsibility while equipping employees with the knowledge to identify and manage cybersecurity risks.

In the event of an incident, cross-functional teams—including cybersecurity, legal, finance, and communications—are prepared to work together to assess operational impact and determine disclosure requirements, supporting timely and transparent responses. These processes are continually refined to reflect the evolving threat landscape and regulatory expectations.





Integrating Responsible AI Governance

Recognizing the transformative potential and associated risks of Artificial Intelligence (AI), Entegris has established an internal AI Policy that provides clear guidance for the secure, responsible, and compliant use of AI technologies across the organization. This policy defines expectations for acceptable use of AI tools, data protection, human accountability, and adherence to applicable regulatory and compliance requirements.

Oversight of AI-related risks is provided by the Board and is in line with our overall risk management framework. Teams from across Entegris, including digital, cybersecurity, architecture, as well as business units, are collaborating to implement this policy and incorporate AI risk management into operational processes.

Upholding Business Ethics and Governance

Oversight

Our ethics and compliance program is overseen by the Audit and Finance Committee of the Board. The Senior Vice President, General Counsel, Chief Compliance Officer, and Secretary leads the program and is responsible for compliance reporting, communication, training, and enforcement.

Code of Business Ethics

The general manager of each of the Company's business units and of each regional and functional organization is responsible for ensuring that employees within their organization comply with the Code of Business Ethics. This policy provides practical guidance on common ethical issues and outlines our expectations for how employees conduct business. It also addresses key policies and topics, including anti-bribery and anti-corruption, insider trading, charitable donations, political contributions, and conflicts of interest.

All active employees, including part-time employees, are required to complete annual Code of Business Ethics training. Content is refreshed on an annual basis to reflect evolving needs and emerging trends, with tailored delivery designed to meet the distinct requirements of production and corporate employee audiences. We also periodically provide targeted, instructor-led training for employees in higher-risk roles, including those in procurement, sales, financial reporting, and certain regional positions.

In 2025, 100% of active employees completed the Code of Business Ethics training.

Third-Party Risk Management

The Entegris Business Partner Risk Management Policy requires all global operations to follow risk-based due diligence procedures when engaging third parties, including trading companies, resellers, sales channel partners, vendors, and consultants. Third parties are evaluated for risks related to business ethics, corruption, bribery, and regulatory compliance. To support onboarding, risk mitigation, and ongoing monitoring, Entegris uses a third-party tracking technology solution.

Whistleblower and Grievance Mechanisms

We maintain formal grievance and remedy processes to enable employees, supplier employees, and external stakeholders to report concerns in a consistent and accessible manner. The ENTEGRITY ethics reporting portal (the "hotline") is operated by an independent third party and is available 24 hours a day, seven days a week, in all local languages where we operate.

Employees can remain anonymous through the hotline. We also maintain an "open door" policy that encourages employees to raise concerns directly with management without fear of retaliation. All allegations are promptly investigated, with appropriate mitigation actions implemented as needed. As part of our broader audit oversight, the legal team regularly reviews hotline cases and related process controls with an independent third-party auditor, and the Audit and Finance Committee receives quarterly reports on hotline activity, including trend analysis.

Human Rights

At Entegris, we are committed to respecting human rights and complying with applicable laws concerning human rights, social rights, and labor rights in the countries where we operate. We seek to do business with customers, suppliers, and contractors who share our commitment to human rights.

In developing and implementing our Human Rights Policy, we are guided by the perspectives articulated in the United Nations (UN) Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, core Conventions of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights.

We expect all Entegris employees, at every level and in all locations, to understand and comply with the principles set forth in our Human Rights Policy and our Code of Business Ethics. Employees are required to conduct themselves in a manner that consistently demonstrates respect for human rights, both within the workplace and in all business activities. Failure to comply with these policies may result in serious disciplinary action, up to and including termination of employment.

Animal Welfare

In conducting our research, we are committed to minimizing the use of animal testing and employ such testing only in rare circumstances where it is required and no alternative methods are available. When animal testing is necessary, we first seek relevant historical third-party data. If suitable data does not exist, any required testing is conducted through accredited third-party labs, such as those recognized by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) or a comparable accreditation body.

Political Contributions

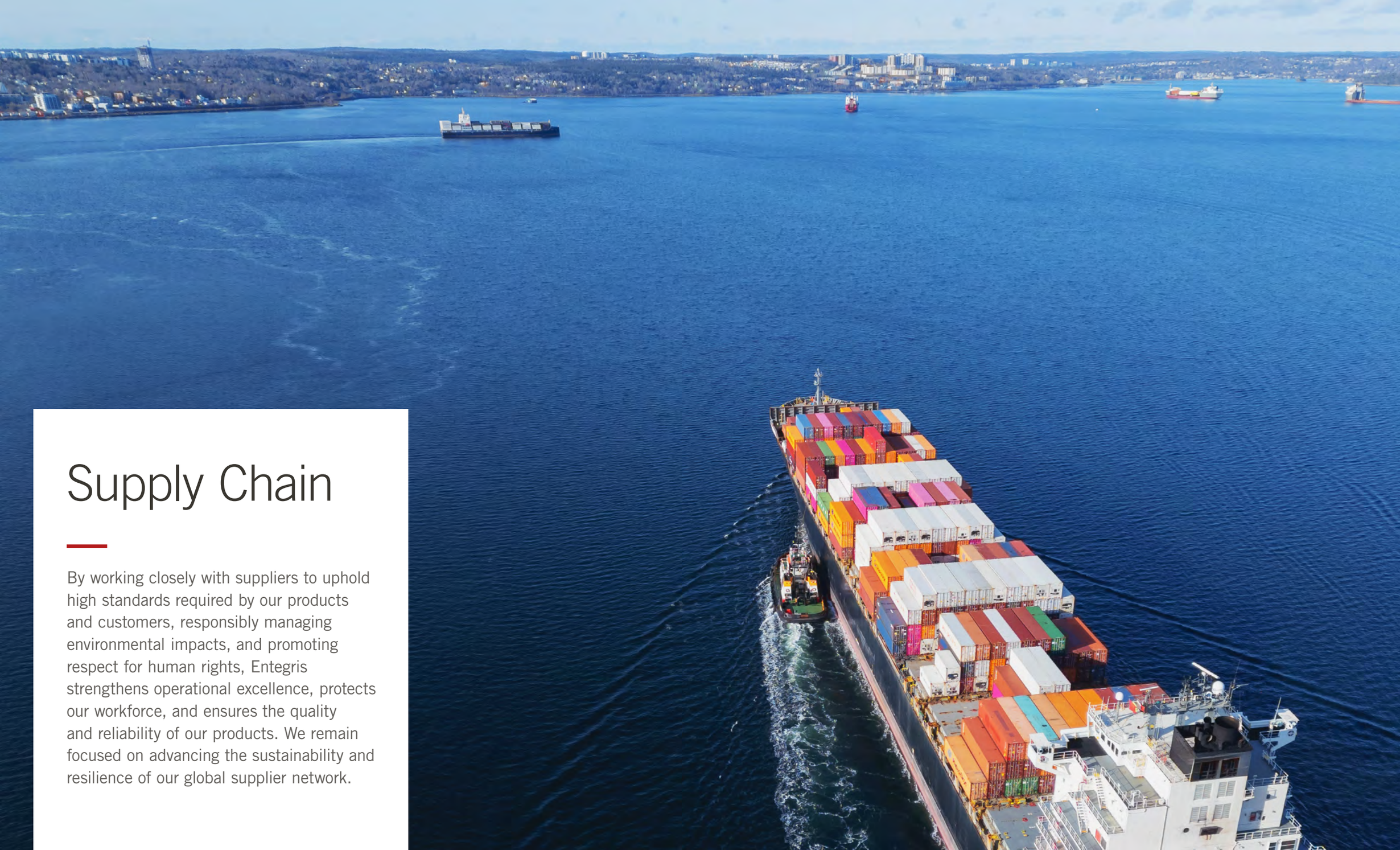
Entegris employees may engage in civic and political activities in a personal capacity, outside of work and in compliance with Company policies. Employees must not imply that their political views, affiliations, or contributions represent or are endorsed by Entegris. No employee or representative may make any direct or indirect political contribution or expenditure on behalf of the Company without written authorization from the Law Department.

Our policies regarding political contributions and charitable giving are designed to reinforce our anti-bribery and anti-corruption commitments, as outlined in the Code of Business Ethics, ensuring all such activities are transparent and independent of Company endorsement unless expressly approved.

Bribery and Corruption

We strictly prohibit employees, as well as third-party intermediaries and business partners acting on the Company's behalf, from engaging in any form of corrupt activity. This prohibition applies to both direct and indirect actions, including offering, promising, providing, or authorizing any transfer of money or anything of value to government officials, private individuals, or entities to obtain or retain an improper advantage. Oversight of compliance with Entegris' anti-bribery, anti-corruption, and conflict of interest policies and practices is the responsibility of our Senior Vice President, General Counsel, Chief Compliance Officer, and Secretary.





Supply Chain

By working closely with suppliers to uphold high standards required by our products and customers, responsibly managing environmental impacts, and promoting respect for human rights, Entegris strengthens operational excellence, protects our workforce, and ensures the quality and reliability of our products. We remain focused on advancing the sustainability and resilience of our global supplier network.

Fostering a Resilient Supplier Network

We expect our suppliers to maintain robust and comprehensive qualification protocols for their own networks, incorporating criteria such as quality, cost, capacity, environmental and social responsibility, governance, and overall performance. To support compliance with applicable materials regulations, Entegris offers education and training courses to reinforce expectations and responsible practices throughout the supply chain.

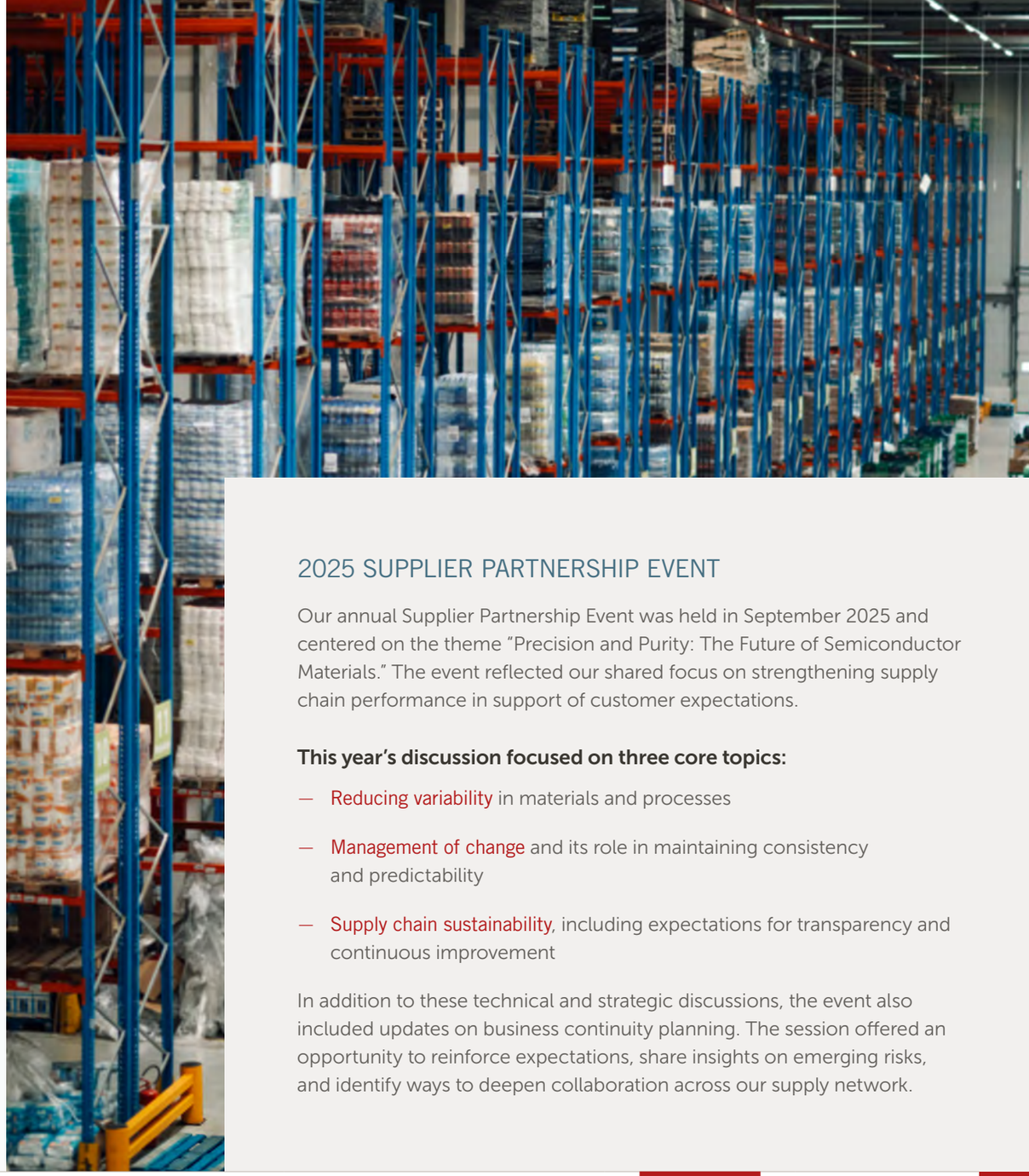
Responsible Sourcing

Our approach to selecting, qualifying, and managing suppliers incorporates advanced responsible sourcing practices across all business units. We conduct robust risk assessments to inform sourcing and distribution strategies, considering factors such as business value, competitive advantage, spending, revenue impact, and material criticality. This comprehensive process includes regular evaluation of our supplier base to identify sole- and single-source risks and pursue opportunities for multi-sourcing to improve supply chain resilience.

To further enhance supply chain performance, we employ a structured methodology supported by a supplier scorecard. Suppliers are categorized into Tier 1, Tier 2, and Tier 3 categories, guiding the appropriate level of engagement and oversight based on key dimensions including quality, cost, availability, technology, and sustainability. By integrating these practices, we ensure our supply chain remains robust, agile, and aligned with our CSR objectives and business strategy.

TOP FIVE SUPPLY CHAIN STRATEGY PRIORITIES

- Cost
- Quality
- Availability
- Technology
- Sustainability



2025 SUPPLIER PARTNERSHIP EVENT

Our annual Supplier Partnership Event was held in September 2025 and centered on the theme "Precision and Purity: The Future of Semiconductor Materials." The event reflected our shared focus on strengthening supply chain performance in support of customer expectations.

This year's discussion focused on three core topics:

- Reducing variability in materials and processes
- Management of change and its role in maintaining consistency and predictability
- Supply chain sustainability, including expectations for transparency and continuous improvement

In addition to these technical and strategic discussions, the event also included updates on business continuity planning. The session offered an opportunity to reinforce expectations, share insights on emerging risks, and identify ways to deepen collaboration across our supply network.

Supplier Audits

We perform supplier audits frequently and schedule them across one-, three-, and five-year cycles. These audits are conducted by Entegris material quality engineers, and assess compliance with Entegris' quality, regulatory, and policy expectations. Our audit cadence supports our broader responsible-sourcing process by confirming that suppliers consistently meet established standards.

Supplier Policies

Our approach to responsible sourcing is grounded in established policies and alignment with internationally recognized standards. We follow, and we expect that our suppliers follow, the Universal Declaration of Human Rights and the ILO standards. Key policies and compliance standards include:

- Responsible Business Alliance (RBA) Code of Conduct:
  As an RBA member, we adopt their Code of Conduct, which sets expectations for labor and human rights, health and safety, environmental stewardship, and ethical business practices. We work with suppliers to support the RBA Code of Conduct requirements.
- Human Rights in Our Supply Chain:
  We expect our suppliers to comply with the expectations in our Human Rights Policy, including those on human trafficking, slavery, and child labor. More information on these efforts to eradicate slavery and human trafficking can be found in Entegris' California Transparency in Supply Chains Act Disclosure Statement.
- Sustainable Supply Chain Policy:
  This policy outlines Entegris' expectations for suppliers to uphold ethical business practices and reduce environmental impacts.
- ISO 14001 and ISO 45001 Compliance:
  Our business-management system is certified to international standards for environmental management and occupational health and safety. We encourage our suppliers to pursue similar certifications. See the Safety section of this report for additional information on Entegris' ISO safety certifications.

95% of our direct suppliers and 40% of our indirect suppliers* acknowledge the Responsible Business Alliance (RBA) Code of Conduct, as we continue to expand the acknowledgement rate throughout our supply chain.

* Percentage of top 200 direct suppliers and top 200 indirect suppliers



RECOGNIZING SUPPLIERS WHO EXEMPLIFY OUR VALUES

We celebrate suppliers who exemplify our values and contribute to responsible, high-quality operations. Performance is acknowledged with the following awards:

- Quality Award
- Technology Award
- Sustainability Award
- Availability Award

These awards celebrate suppliers who demonstrate strong alignment with our strategic priorities and expectations for ethical practices, operational excellence, and sustainability.



Site Assessments

Entegris conducts RBA Validated Assessment Program (VAP) audits at key manufacturing sites through independent, third-party assessments in compliance with RBA standards. These third-party, onsite assessments evaluate labor practices, health and safety, environmental impact, ethics, and management systems.

As of 2025, VAP audits have been completed or are underway at six manufacturing sites: Kaohsiung, Taiwan; Kulim, Malaysia; Jang An, Korea; Burnet, Texas; Yonezawa and Geino, Japan. Audit scores remain valid for two years, and each site undergoes reassessment on a biennial cycle. We are pleased that our Burnet, Texas site (August 3, 2025) and Yonezawa, Japan site (July 31, 2024) earned RBA Platinum recognition, while our Kaohsiung-North, Taiwan facility achieved RBA Silver recognition (December 29, 2024).

Responsible Minerals

We regularly evaluate our products to ensure compliance with governmental and customer requirements related to raw materials and substances that might be used in manufacturing processes. We also continue to follow the Responsible Minerals Due Diligence Playbook, which shapes our suppliers' engagement and reporting practices. This framework helps us identify and evaluate conflict minerals in our supply chain, ensuring suppliers provide the required material conformance statements. Collectively, these measures strengthen our commitment to responsible sourcing of minerals and uphold our compliance with all relevant reporting standards. For further details, refer to the latest Responsible Minerals Report.

In 2025, we enhanced our responsible minerals initiative by introducing an addendum to the Extended Materials Reporting Template (EMRT), allowing for broader data collection from suppliers. This addition complements the standard industry template and facilitates the collection of extra information necessary to satisfy customer and regulatory requirements.

The California Transparency in Supply Chains Act of 2010

We are committed to complying with the California Transparency in Supply Chains Act of 2010 (SB 657), which requires large retailers and manufacturers that do business in the State of California and that have gross worldwide sales of over $100 million to be transparent about the efforts they have undertaken to eradicate slavery and human trafficking in their supply chain.

Appendix

Data Appendix

Entegris remains committed to accountability and transparency as we continue to assess and report on the progress and impact of our CSR program in alignment with our 2030 objectives. The following section outlines our 2030 goals across four CSR pillars—Innovation, Safety, Personal Development and Inclusion, and Sustainability—along with measurement baselines and our approach to tracking and reporting progress. These disclosures are informed by Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) frameworks relevant to the semiconductor industry and include associated data points where available.

Entegris 2030 CSR Goals (By Pillar)

PILLAR	U.N. SDGS	2030 GOALS	2020 BASELINE	2025 RESULTS
Innovation	3) Good Health and Well-being 9) Industry, Innovation and Infrastructure 12) Responsible Consumption and Production 17) Partnerships for the Goals	Invest at least 55% of our operating expenditures in research and development (R&D)	35%	43.8% of operating expenditures invested in R&D
		Align 100% of new product innovation with our sustainability goals	31% (baseline established in 2023 when goal was updated)	55% of projects in the New Product Development (NPD) process align with sustainability goals
		Establish end-of-use, circular economy strategy for our major product platforms	N/A	Teams are continuing to build out end-of-use guidance for major product platforms
Safety	3) Good Health and Well-Being 8) Decent Work and Economic Growth	Commit to achieving an injury-free work environment at Entegris	Total Recordable Incident Rate (TRIR): 0.74	TRIR: 0.41
		Create a culture where at least 95% of our colleagues agree that "Entegris is a safe place to work"	90%	89%
		Achieve 100% participation rate in proactive safety activities at operating locations	25%	97%

PILLAR	U.N. SDGS	2030 GOALS	2020 BASELINE	2025 RESULTS
Personal Development and Inclusion	1) No Poverty 4) Quality Education 5) Gender Equality 10) Reduced Inequalities 16) Peace, Justice and Strong Institutions	Advance a culture of belonging to attract and retain highly skilled employees who are in demand in the technology industry	Goal was established in 2025, and the 2025 figure will serve as the baseline for future reporting	73% of employees feel that "at Entegris everyone has the opportunity to reach their full potential"
		Invest more than $35 million in engineering internships and STEM scholarships aimed at building a strong future talent pipeline	Invested $1.9M in engineering internships, co-op and rotational programs. Scholarships not yet granted in 2020	$30M invested in engineering internships, co-ops, rotational programs, and STEM scholarships since 2020 by Entegris and the Entegris Foundation, with $7.7M invested in 2025
		Formalize career development plans for all employees, including an annual average of 80 hours of learning per employee	29.4 hours per employee (baseline established in 2023 when goal was updated)	44 hours per employee
Sustainability	6) Clean Water and Sanitation 7) Affordable and Clean Energy 11) Sustainable Cities and Communities 12) Responsible Consumption and Production 13) Climate Action 15) Life on Land	Reduce absolute greenhouse gas emissions (Scope 1 and Scope 2) by 42% from the 2020 baseline	Scope 1 Emissions: 25,595 MT CO_2e; Scope 2 Emissions: 102,725 MT CO_2e	Scope 1 Emissions: 23,511 MT CO_2e; Scope 2 Emissions: 80,972 MT CO_2e
		Decrease water usage per Entegris revenue dollar by more than 50% from the 2020 baseline	671 m^3 per million Entegris revenue dollar	496 m^3 per million Entegris revenue dollar
		Reduce landfill waste by more than 50% in metric tons per Entegris revenue dollar from the 2020 baseline	1.87 MT per million Entegris revenue dollar	1.15 MT per million Entegris revenue dollar

Sustainability Accounting Standards Board (SASB)

TOPIC	CODE	METRIC	2025 RESULTS	REFERENCES
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions (2) Amount of total emissions from perfluorinated compounds	(1) 23,511 MT CO_2e* (2) Not reported	Read more in the Sustainability Pillar section
	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	Scope 1 emissions reduction strategy is incorporated into our energy reduction strategy which covers direct site fuel consumption	Read more in the Sustainability Pillar section
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) 1,652,886 GJ (2) 60.0% (3) 14.6%	Read more in the Sustainability Pillar section
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) 1,586,022 m^3 (2) 239,034 m^3, 11.6% consumed water is total water-waste water	Read more in the Sustainability Pillar section
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing (2) Percentage recycled	(1) 9,978 MT of hazardous waste (2) Not reported**	Read more in the Sustainability Pillar section

* Scope 1 emissions calculations were made using guidance per the U.S. Environmental Protection Agency and the GHG Protocol standards.
** Entegris recycles hazardous waste; regional variations in hazardous material designations and waste classification methodologies affect the availability of data needed to quantify this activity.

TOPIC	CODE	METRIC	2025 RESULTS	REFERENCES
Workforce Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce 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
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.	$4,800	Not applicable
Product Lifecycle Management	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	Not applicable
	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	Not applicable
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Entegris maintains ongoing risk mitigation programs to assess risk levels with individual suppliers of critical materials	Read more in the Supply Chain section
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	$0	Not applicable

About Entegris

Entegris is a leading supplier of critical advanced materials and process solutions for the semiconductor and other high-technology industries. Entegris has approximately 7,700 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.

Disclaimer and Forward-Looking 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 "Risk Factors" in Item 1A of Entegris' Annual Report on Form 10-K for the fiscal year ended December 31, 2025, filed with the Securities and Exchange Commission on February 11, 2026 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.

About This Report

This report highlights our commitment to CSR and provides information on our programs, policies, oversight, governance, and performance around the issues material to our Company and our stakeholders. Unless otherwise specifically stated, this report covers Entegris' performance and disclosures in the fiscal year ending December 31, 2025.

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