

# Innovation with Impact

2024 CORPORATE SOCIAL RESPONSIBILITY REPORT





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# A Letter from Our President and CEO

At Entegris, what we do as a business must be inextricably linked to our values as an organization, drive shareholder value creation, and have a lasting, positive impact on our world. This belief is the foundation of our approach to Corporate Social Responsibility (CSR) and aligns with our customer-centric efforts to delivering innovation.

Our customers’ technology road maps drive for more complex device architectures and further miniaturization. The resulting process complexity is making our expertise in material science and materials purity increasingly valuable. It is also empowering breakthrough innovations in advanced industrial applications, next-generation science, and semiconductor manufacturing.

We are proud to share our annual CSR Report, which reflects our focus on driving results, increasing shareholder value, and upholding our commitments to our stakeholders. We have achieved significant progress across our programs and initiatives in support of our goals.

**This year’s report details several of Entegris’ key achievements and milestones, including:**

**Innovation:** Driving progress by prioritizing research and development (R&D) closer to where our customers operate to unlock more seamless innovation and meet growing demand. In 2025, we opened a new Korea Technology Center that will further support the specialized needs of our customers in Korea.

**Safety:** Expanding training programs to be more tailored to job and location in order to foster engagement and drive efficiency. In 2024, we achieved an 87% participation rate in proactive safety activities at operating locations, an increase of 17% from 2023.

**Personal Development and Inclusion:** To strengthen our talent pipeline, which is critical to enabling innovation and growth, we continued to invest in early-career development programs. This includes engineering internships, co-ops, rotational programs, and STEM scholarships. In 2024, participation in these internal programs grew by 47%.

**Sustainability:** By committing to the Science Based Target initiative (SBTi) and initiating a comprehensive process to calculate our Scope 3 greenhouse gas emissions across all categories, we are better positioned to manage risks, improve operational efficiency, and meet evolving customer expectations.

This success would not have been possible without the dedication and hard work of our talented team and valued business partners whose commitment continues to propel us forward. I am proud of all Entegris has accomplished this year and look forward to improving on our success.



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



“This success would not have been possible without the dedication and hard work of our talented team and valued business partners whose commitment continues to propel us forward. I am proud of all Entegris has accomplished this year and look forward to improving on our success.”



EXECUTIVE SUMMARY

WHAT WE DO

We are a leading supplier of critical advanced materials and process solutions for the semiconductor and other high-technology industries. Our unique capabilities in materials science and materials purity position us to help our customers improve their productivity, product performance, and technology in the most advanced manufacturing environments. Our business is organized and operated in two divisions that align with the key elements of the advanced semiconductor manufacturing ecosystem: Materials Solutions and Advanced Purity Solutions.



Materials Solutions

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



Advanced Purity Solutions

We provide solutions that improve customers’ yield, device reliability, and cost by ensuring the purity of critical liquid chemistries and gases and the cleanliness of wafers and other substrates used throughout semiconductor manufacturing processes, the semiconductor ecosystem, and other high-technology industries.

Mission

Our **mission** is to help our customers improve their productivity, performance, and technology by providing critical advanced-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.

Values

This commitment is reflected in our PACE Values: People and Teamwork; Accountability, Integrity, and Trust; Creativity and Innovation; and Dedication to Excellence. These values are ingrained in our [Code of Business Ethics](#), which serves as a global directive outlining the ethical standards guiding the behavior of our team members worldwide. We believe that everything we do as a business must be inextricably linked to what we stand for as an organization, aligned with our PACE Values, and have a lasting positive impact on our world.



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.

ACCOUNTABILITY, INTEGRITY, AND TRUST

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

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.

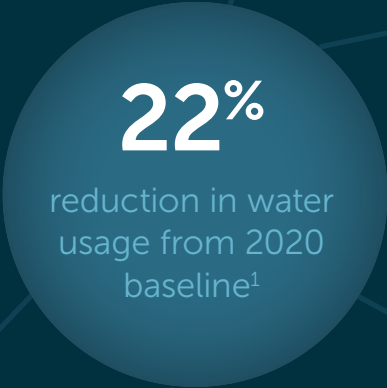
DEDICATION TO EXCELLENCE

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



# Entegris at a Glance 2024

The following are notable 2024 highlights from our business, inclusive of our commitment to Corporate Social Responsibility.



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

# OUR APPROACH TO CORPORATE SOCIAL RESPONSIBILITY

We recognize the value in driving corporate social responsibility (CSR) within our organization, throughout our supplier network, and in our communities. As part of our commitment to CSR, we target environmental sustainability, effective corporate governance, ethical behavior in the workplace, and social responsibility, while also making progress on and enhancing this focus with various initiatives, including several described in this report.

Our CSR program is embedded in our business strategy. It is built on four core pillars: Innovation, Safety, Personal Development and Inclusion, and Sustainability, each with measurable 2030 goals. As we continue to transform our operations, we are enhancing corporate social responsibility across the enterprise. This includes continuing to strengthen reporting on our policies, practices, and performance on our website, on social media, and in regulatory filings to provide visibility into how we are meeting our commitments and responsibilities.

## REPORTING APPROACH

Our CSR program is designed to align with the priorities of our internal and external stakeholders and key third-party frameworks, including the Sustainability Accounting Standards Board (SASB) which is available in the appendix of this report and in our [Taskforce on Climate-related Financial Disclosures \(TCFD\) report](#) that is available on our website.

We are completing, in collaboration with a third-party consultant, a Double Materiality Assessment to further inform our CSR priorities. We are assessing the findings as part of ongoing preparation for future disclosures, and they largely align with findings from past materiality assessments.





OUR PILLARS, GOALS, AND PROGRESS HIGHLIGHTS: FUNDAMENTAL PILLARS AND 2030 GOALS



1

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



2

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



3

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 equality and belonging to attract and retain highly skilled employees that are in demand in the technology industry<sup>3</sup>

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



4

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 2) by 42%

Decrease water usage per Entegris revenue dollar by more than 50%

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

WE ALIGN OUR BUSINESS TO 16 UNITED NATIONS SDGS



<sup>3</sup> As a global corporation, operating in a highly competitive talent marketplace driven by innovation, we recognize that fostering inclusion and belonging is essential to attract and retain top-tier talent. As such, we have updated our advancing inclusion and belonging goal to better align with our evolving needs and future growth objectives.



## INVESTMENT IN SUSTAINABLE SUCCESS

At Entegris, we are committed to innovation and investing in leading-edge manufacturing. Through construction of a new Manufacturing Center of Excellence in Colorado Springs, we will be better able to support our strategic customers in the U.S., creating a stronger and more resilient domestic semiconductor ecosystem.

In December 2024, our company and the U.S. Department of Commerce entered into a definitive agreement providing for up to \$77 million in funding under the CHIPS and Science Act. This funding supports our continued development of a state-of-the-art manufacturing facility in Colorado Springs, designed to create products critical to the future of semiconductor manufacturing in the U.S. The new facility will be designed to operate in alignment with our 2030 sustainability goals, featuring facility designs that prioritize water recovery and recycling measures to reduce dependency on fresh water to help mitigate risks to production.

**The new advanced manufacturing center is expected to:**

- Expand the Company's U.S. presence to create a stronger and more resilient domestic semiconductor ecosystem
- Bolster Colorado's position as a major technology hub
- Contribute to the local economy and job market with the potential to create approximately 600 new jobs over several years, spanning roles from entry-level manufacturing to engineering and operational leadership
- Establish a Military Center of Excellence that aims to recruit 50% of its workforce from veterans and military families through partnerships with Hiring our Heroes, Mt. Carmel Veterans Service Center, the SEMI Veteran Foundation, and local military bases



## About the Colorado Springs Manufacturing Center of Excellence

Targeted to begin initial commercial operations in **2025**

An approximate **130,000 square-foot** facility

Critical to the future of semiconductor manufacturing in the U.S.

Will initially support our Advanced Purity Solutions division and the production of liquid filtration products, as well as semiconductor wafer carriers known as Front Opening Unified Pods (FOUPs)

CSR GOVERNANCE

Our CSR program and progress against our goals are reviewed regularly 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. Led by our CEO, senior leaders on our CSR Council have daily responsibilities for advancing our CSR strategy and actions.

ENTEGRIS BOARD OF DIRECTORS

Our Board is actively engaged in and oversees our CSR program and strategy. Our directors receive updates from senior management throughout the year on issues ranging from climate risk, human capital, sustainability, and safety.

BOARD COMMITTEES

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

OUR CSR COUNCIL

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





# Innovation

At Entegris, we believe in pursuing innovation that leads to broad economic value creation, wider access to technology, and the betterment of the lives of millions of people. We make a positive impact on global sustainability challenges by providing our customers with innovative solutions aligned to their technology roadmaps that also help them meet their sustainability goals.



# Primary Focus Areas



Investing in Innovation



Advancing Sustainable Innovation



Creating Product End-of-Use Solutions



**Jim O'Neill**

Senior Vice President and Chief Technology Officer

“Our capabilities accelerate the speed of innovation and, in collaboration with our customers, create products and solutions that transform the way they do business.”

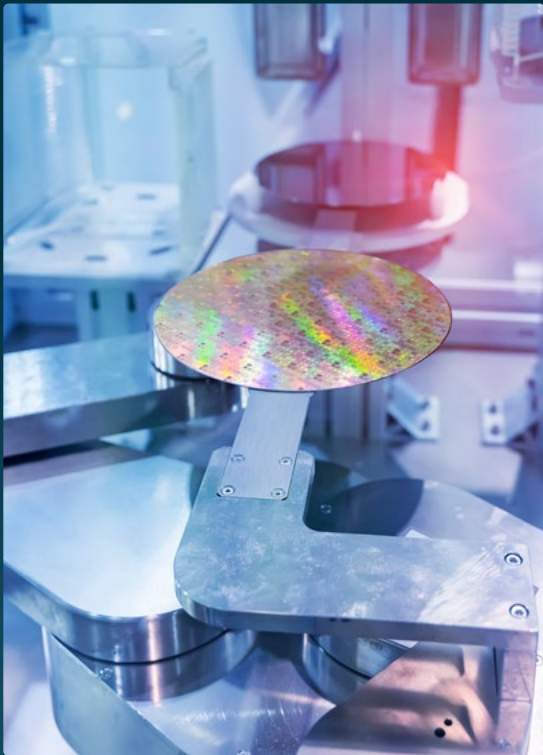
The breadth of our capabilities enables us to provide more sustainable value for our customers, from the materials we use to the infrastructure that enables performance.

Driven by science and innovation, we are shaping the future through advanced technologies and data platforms designed to be foundational and sustainable to the industries we serve. Our materials and yield-enabling capabilities empower industries from semiconductors to life sciences to facilitate breakthroughs that better our planet and our communities.

Additionally, our products and technologies are well-suited to advance innovation in industries like hydrogen purification, desalination, and clean energy, which extends the potential of our sustainability-related impact.

Enabling the rapid deployment of artificial intelligence (AI), many of our customers are advancing the state of technology in which our expertise in materials science and purity helps them improve performance, energy consumption, cost to manufacture, and speed-to-yield.

At Entegris, we are also leveraging AI to strengthen our own capabilities. Using this powerful capability for faster discovery and material creation, we are helping our customers, including our semiconductor customers, create the most advanced technology. Through the Entegris Digital Innovation Platform (EDIP), our data is being centralized, and routine tasks will be automated to accelerate decision-making for our scientists and engineers during the development process. With this platform, we can develop highly innovative products and solutions at a faster pace in collaboration with our customers.



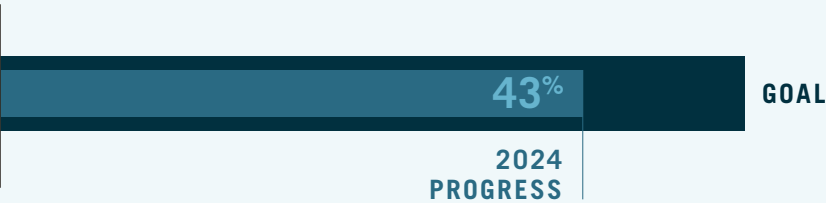
## IMPROVING WAFER YIELD

Our customers are continuously looking to make strides on the challenge of improving the number of operational chips yielded on a wafer during manufacturing. We partner with our customers to create new and improved solutions for purer, cleaner materials that can be used in the manufacturing process. This helps them reduce defects and costs, improve performance, and accelerate their speed-to-yield.

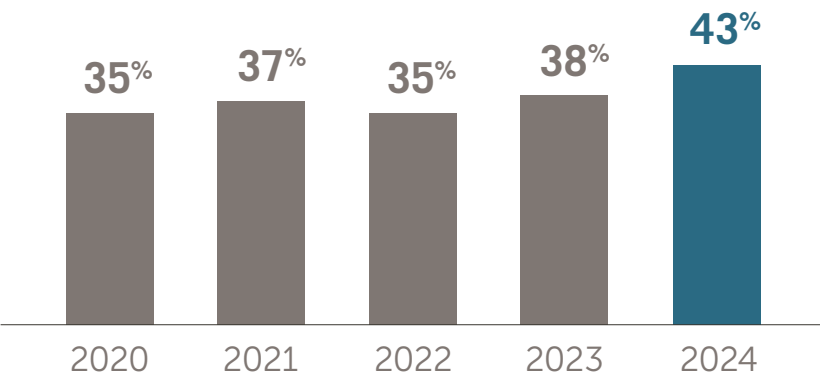
# Investing in Innovation

**GOAL**

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



**R&D SPENDING AS A PERCENT OF OPERATING EXPENDITURES (NON-GAAP)**

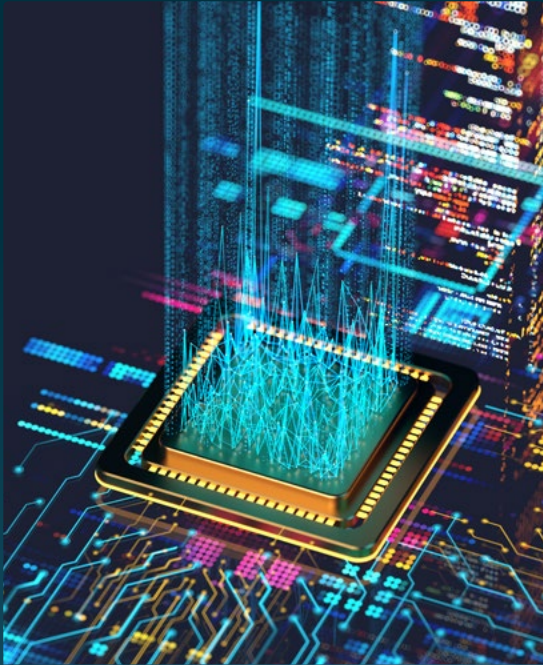


We are investing in building flagship Technology Centers in the United States (U.S.), Taiwan, and Korea where our leading customers operate. This allows for closer collaboration with our customers and the ability to engage them in iterative product design. Access to our digital tools also allows for better mechanistic understanding and fosters closer engagement.



**KOREA TECHNOLOGY CENTER**

Our recently opened Korea Technology Center (KTC) has multiple capabilities, including a particular focus on memory technology, to engage customers in the local semiconductor ecosystem. It also partners with local universities to access pathfinding research and help build our talent pipeline. Key focus areas for the KTC are advancing chemical mechanical polishing, etching formulations, cleaning applications, and precursors for film deposition. The broad capabilities at KTC will continue to allow us to help customers improve their speed-to-yield during their chip manufacturing ramp. The facility is a resource for our customers to work side by side with Entegris engineers to evaluate new materials and processes. Sustainability practices are also incorporated into this new center, processes such as recycling and treating water for use in the building facilities cooling systems, which saves approximately 8,000 tons of water annually to help reduce water costs.



**ENHANCING OUR DIGITAL CAPABILITIES**

Opened in 2023, our Singapore Digital Manufacturing Technology Center (SDMTC) features state-of-the-art digital 3D printing technologies and improves product design and manufacturing processes through advanced modeling and simulation technologies. At the SDMTC, all major phases in the R&D product-development cycle, from idea generation to testing and validation, are digitalized. The SDMTC's ability to handle large volumes of data creates a digital thread that connects the characteristics of raw materials to the performance metrics of final products.

# Advancing Sustainable Innovation

GOAL

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

2024 PROGRESS

**50.3%**  
of projects in New Product Development (NPD) process align with sustainability opportunities. Additionally, a stage gate assessment phase was added to the NPD process to ensure a proactive approach to evaluating sustainability opportunities.







**George Gonnella**  
Senior Director, Engineering

“Ensuring engineers evaluate sustainability at the beginning of the project creates more opportunity to drive innovation and reduces potential rework later.”

The technology roadmaps of our customers increasingly call for new material innovations and incremental device performance while achieving sustainable outcomes. In 2024, we focused on integrating sustainability into our NPD process to codify this priority from the onset. This facilitates the consistency and quality of product developers' analyses of opportunities that align with our sustainability goals, ensuring we offer more solutions to customers.

Additionally, we enhanced our NPD process in 2024 with new tools to better evaluate sustainability impacts. As a result, we are making a positive impact on carbon, water, waste, and other attributes that our customers value and expect from us as their supplier. Our teams have made promising advances in green chemistry, including the development of bio-based additives used in slurries that can be used in the semiconductor industry for polishing performance that is equivalent or better to traditional additives. These bio-based additives in our Material Solutions division contain small-molecule materials that are derived from bio-sources and are biodegradable, making them more eco-friendly. Other green chemistry initiatives include the development of bio-based solvents for our Advanced Purity Solutions division that are biodegradable and replace solvents used in membrane-fabrication processes.



## MINIMIZING THE ENVIRONMENTAL IMPACT OF OUR PRODUCTS

A recent customer collaboration regarding our InVue® sensors resulted in an improved environmental footprint. Our customer was seeking a new pressure sensor that had fewer potential contamination points. As part of improving the product design, the new manufacturing process became more efficient:

- Transportation steps were reduced from five events to two, which not only lowers the carbon footprint but also significantly cuts packaging material waste and results in annual savings.
- Moved from three high temperature oven cycles to zero, which reduces the process and energy needed by 72 hours, reducing operating costs.
- Annual raw material waste was reduced by 80%, diverting 2,378 pounds of landfill waste and reducing disposal costs.

# Creating Product End-of-Use Strategy

**GOAL**

Establish end-of-use circular economy strategy for our major product platforms, enabling circularity wherever possible by 2030.

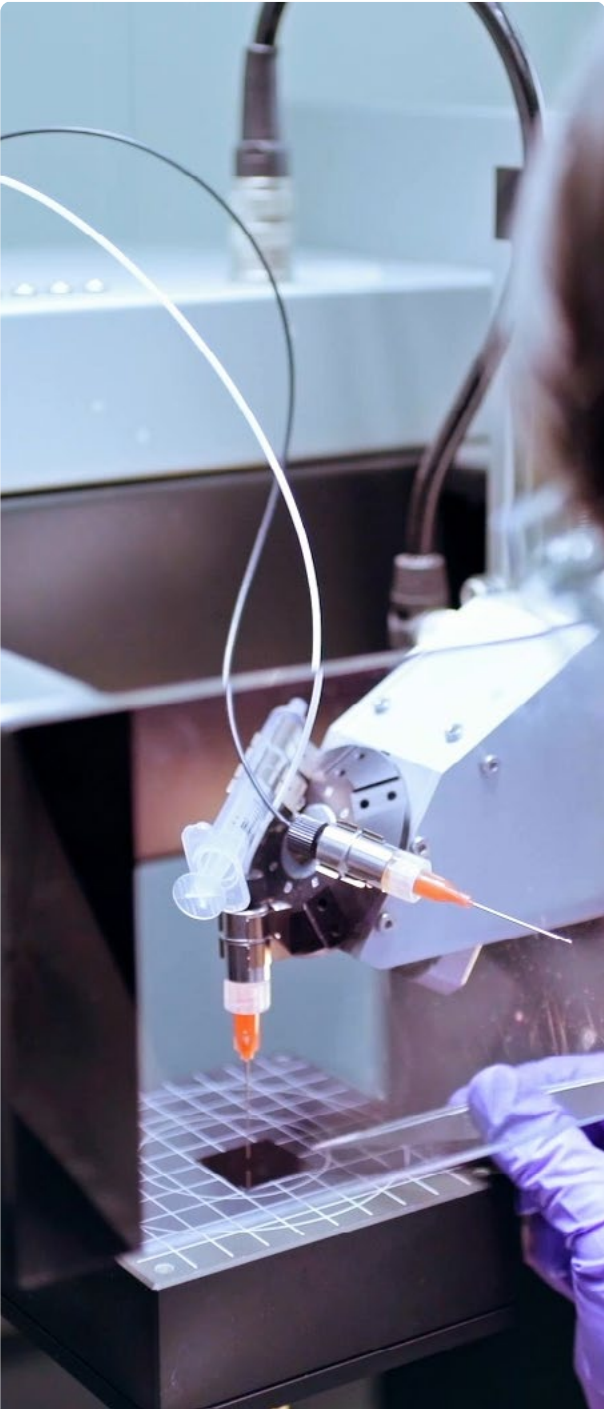
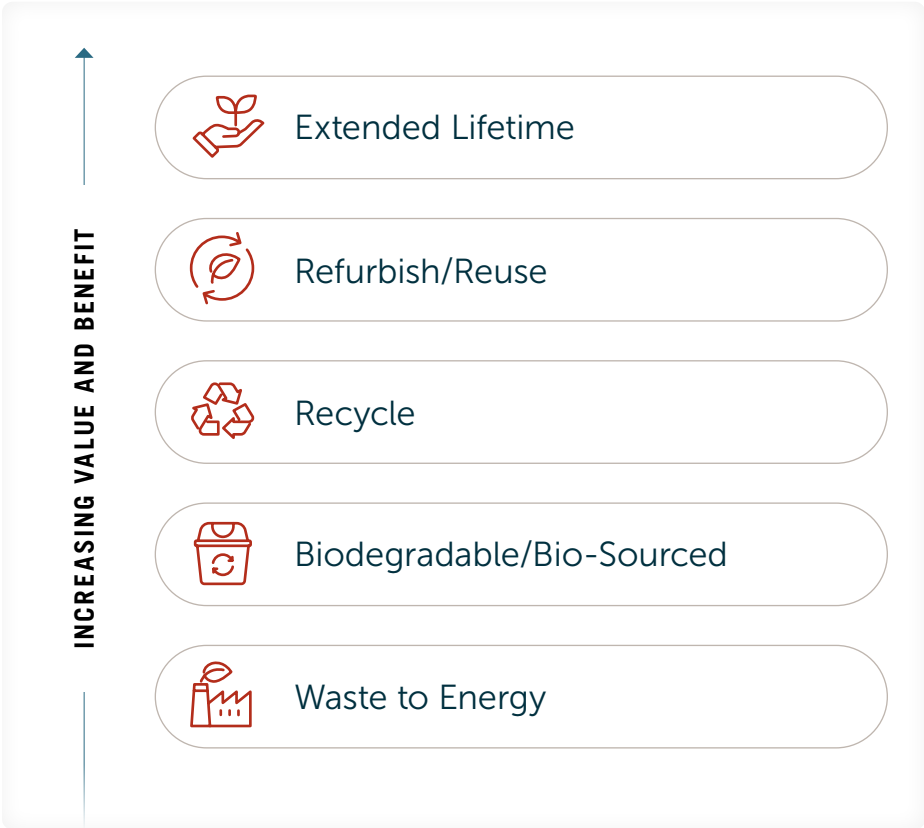
**2024 PROGRESS**

Developed a five-year roadmap, engaged teams and customers to enhance the plan, and initiated several pilot projects.

We are committed to assisting our customers in fulfilling their sustainability objectives by establishing a circular economy strategy for our major product platforms. To advance circular economy strategies, we aspire to offer comprehensive end-of-use guidance to our customers across our major product platforms.

Increasingly, our customers seek end-of-use solutions to reduce waste. We are focused on providing solutions for our major product platforms to help solve this challenge for customers, ultimately reducing resource intensity while delivering even more value.

To advance our circular economy strategy, we leverage our breadth of capabilities and our global reach to develop environmentally friendly end-of-use solutions for our products and packaging. Our product development teams incorporate end-of-use consideration in product design, guided by the hierarchy shown in the illustration to the right. For packaging, we aim to use materials that are bio-based, biodegradable, or recyclable when feasible. These efforts drive our progress to reduce landfill waste, increase circularity, and help reduce disposal costs for our company and our customers.





IN THE YEAR AHEAD,

WE ARE PRIORITIZING FOUR KEY INITIATIVES THAT WILL FURTHER INFORM OUR ROADMAP TO MOVE CLOSER TO OUR 2030 GOAL:

- 1

Reuse of wafer shippers
- 2

Recyclability and reuse of liquid microcontamination control (LMC) filters
- 3

Deposition-material canister reuse
- 4

Recyclability of polishing pads with fully recyclable shipping boxes

We will also assess additional initiatives to complement our current portfolio of projects. All the while, we are gathering customer feedback and other performance metrics that we plan to incorporate into future iterations of projects before moving to a greater scale.

LOOKING AHEAD

Our customers’ current and future needs will remain at the center of our innovation efforts, which come to life each day through our talented team, collaborative partnerships, and customer relationships, as well as in our global technology centers and labs. We will continue to enhance our new product-design process with tools, resources, and training to drive sustainable innovation and unlock new circular solutions. We believe there is strong potential to accelerate progress through digital transformation and artificial intelligence while increasing efficiency and quality.



BYFUSION "BYBLOCK" MADE WITH 20% PAD WASTE

RECYCLING CHEMICAL MECHANICAL PLANARIZATION PADS

Chemical Mechanical Planarization (CMP) pads used to polish semiconductor wafers are composed of polyurethane plastic, adhesives, and plastic foams, making them hard to recycle and requiring they be disposed of in landfills or by incineration. In 2024, we partnered with ByFusion, a company that repurposes landfill-bound plastic into building materials, on a project to explore if CMP pads could be incorporated into their recycling process. ByFusion was able to process CMP pads and polyurethane waste from our site into their building material blocks. We will continue to explore the viability of expanding this project on a larger scale. Additionally, we also analyzed how much contamination is left on CMP pads after use by our customers, finding that some pads have very little contamination residue after cleaning, thus providing a potential pathway for reuse and re-commercialization.



## PILLAR 2

# Safety

The safety of our people, customers, business partners, and the communities in which we operate is the foundation for our operational success. We are committed to ensuring safety in the workplace for our employees and in the products we deliver for our customers. This commitment to safety permeates everything we do, from our work on the manufacturing shop floor to the way we design our products.





# Primary Focus Areas



Cultivating a Culture of Safety



Achieving 100% Participation in Proactive Safety Activities



Ensuring an Injury-Free Workplace



**Leah Christakes**  
Vice President  
Environment,  
Health, Safety, and  
Sustainability

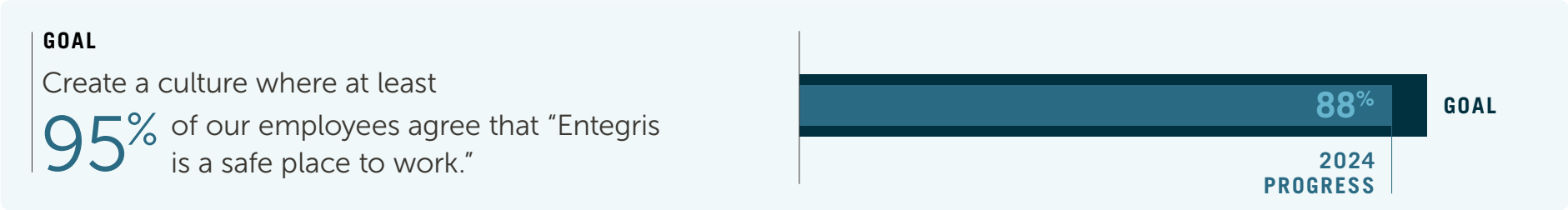
“We sponsor safety commitment events at our manufacturing sites to help employees gain more awareness on environmental health and safety. They foster collaboration and help remind employees of the importance of having safety as part of our daily routine.”

The Executive Leadership Team oversees health and safety issues and provides frequent updates to the Board of Directors. Additionally, the Environmental, Health, Safety, and Sustainability Committee of the Board provides risk-management oversight on the Company’s health, safety, quality, and product regulatory matters, among others.

The safety of our people, customers, business partners, and the communities in which we operate is the foundation for our operational success.



# Cultivating a Culture of Safety



We maintain a culture that empowers and engages our employees in all aspects of our Environmental Health and Safety (EHS) systems. A cornerstone of this engagement is our commitment to Stop Work Authority. Stop Work Authority is 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 to a person or a release or other action that might result in damage or harm to the environment or to equipment, processes, or property. We celebrate employees who recognize potentially unsafe actions, stop activity, and get concerns addressed before proceeding, sharing their stories companywide on a weekly basis.



**Jennifer Johnson**  
Manager EHS, Chaska, MN

“At Entegris, we always want employees to feel they have the power to stay safe. Our commitment to Stop Work Authority emphasizes that all employees have the authority to stop work if they have any concerns about a situation, and we encourage employees to do so.”

To further strengthen our safety culture, we continue to expand our SafeStart® training program across our organization. Here, we are raising awareness regarding states of mind — complacency, fatigue, frustration, and rushing — that can lead to critical errors. More than 5,300 Entegris employees, from our CEO to the factory floor, have been trained in SafeStart and actively share their SafeStart stories every day. These real-world examples raise awareness, reduce unsafe behaviors, and help all Entegris employees embrace our safety culture.

We also leverage our EHS Leadership Program to set a high standard for execution and performance related to health and safety at Entegris. The program highlights initiatives like the Entegris Way, which is our global operational approach to identify what is most important to our teams and to our customers and to establish employee-led safety committees, host Gemba walks, perform inspections, and ensure visible leadership at all levels. In 2024, this program was introduced through interactive training sessions and created a foundation for our continued progress to zero injuries.



## SAFER GAS DELIVERY SYSTEMS

Our commitment to safety also guides our product solutions. For over 20 years, Entegris has been helping customers with safe and efficient solutions for specialty gases. Our Entegris Safe Delivery Source® (SDS) package helps customers meet increasing demands in purity, productivity, and safety by providing gas cylinders to help store and deliver gases more safely.



# Increasing Participation in Our EH&S Journey

GOAL

Achieve **100%**

participation rate in proactive safety activities at operating locations.

2024 PROGRESS

**87%** of our employees

participated in at least one proactive safety activity a month, up from 74% in 2023 and up from 25% in 2020. We also increased our near miss reporting and established active, local safety committees that are particularly impactful, allowing us to take action to prevent future incidents.



COMMITTING TO SAFETY EVERY DAY

At Entegris, we engage our teams to prioritize safety and participate in safety programs at all levels of the organization. To celebrate our culture of safety and to engage employees, safety campaigns and events are scheduled across our global manufacturing sites, focusing on improving hazard recognition, conducting safety inspections, and sharing best practices. These events create a collaborative environment and include teamwork activities to emphasize the importance of having safety as part of our daily routines:

- Our Oseong, Korea, facility's safety campaign included a safety-themed drawing contest, drills, and training covering risk assessment, Stop Work Authority, chemical safety, personal protective equipment (PPE), and fire extinguisher use.
- Our Kulim, Malaysia, facility hosted an EHS week that included game stations to raise awareness of safety at work, at home and on the roads and provide essential tips on safe motorcycle-riding practices for employees who commute by motorcycle.
- Our Billerica, Massachusetts, facility hosted Safety Week, which included training on fire prevention, personal protective equipment, and chemical safety; a recycling competition; and an EH&S barbecue that included educational and interactive activities to promote safety.

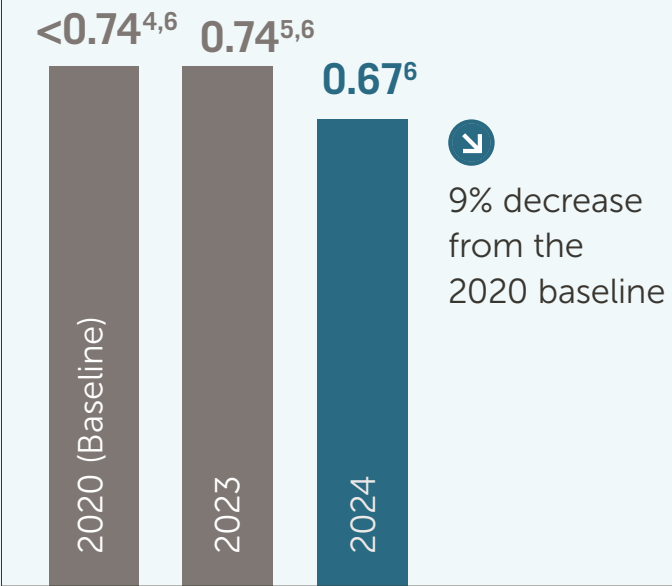
# Building an Injury-Free Workplace

**GOAL**

Achieve an injury-free work environment at Entegris.

**2024 PROGRESS**

Total Recordable Incident Rate (TRIR)



<sup>4</sup> This value includes business units that have been divested. Future reporting will not include this group.  
<sup>5</sup> The 2023 figure has been restated due to the reclassification of an injury.  
<sup>6</sup> As defined by U.S. OSHA record keeping rule.

As a manufacturing company, we have a responsibility to minimize risk for our employees and to create a workplace in which employees can perform their jobs safely. We are continuously improving our processes and safeguards to work toward an injury-free workplace.

Our safety performance is grounded in our global safety-management system, which is accessible by all our employees. Through this system, employees are encouraged to report incidents, near misses, or other observations. Management uses the information generated by the system is to set safety-related policies and to set goals for future performance.

Our Global Safety Management System establishes consistent and rigorous procedures for critical elements of our safety program. These "Entegris Way" procedures include incident management, injury prevention, emergency response, EHS Leadership, Stop Work Authority, lifesaving rules, and process-safety management. Each location builds on this to include site-specific aspects of these critical programs, as well as strong operating procedures to ensure that the safe way to perform each task is well understood. We provide regular training on all aspects of our EHS programs, with 99.9% of safety training completed by our employees in 2024.

**ALL ENTEGRIS LOCATIONS PARTICIPATE IN SAFETY INITIATIVES INCLUDING:**

Training

Observations

Inspections







**We continue to develop and improve our global Process Safety Program through the review of risk-related data and ongoing improvement of our programs across our global operations. Recent initiatives include:**

- Establishing a more robust process for Prestart Up Safety Review for new or changed equipment and processes.
- Implementing more rigorous safety requirements for personal protection equipment.
- Strengthening our incident-investigation and corrective-action programs by having all investigations and recommended corrective actions be reviewed in an 8D root in cause analysis framework with all global operations vice presidents.

In 2024, we expanded and increased the effectiveness of our training programs. To acknowledge our safety commitment with employees from day one, we launched a mandatory employee orientation training program for all new hires, including part-time employees. We also launched a new video training, available in multiple languages, to increase the consistency of training programs and tools. Additional training is assigned based on job and location, so that we are more targeted in our delivery of relevant content. We are piloting a tool that assigns safety training based on the needs of each job.

## **ENVIRONMENTAL, HEALTH, AND SAFETY MANAGEMENT SYSTEM**

At Entegris, we are committed to conducting business in ways that protect the environment and provide a safe and healthy workplace for our employees, visitors, contractors, communities, and stakeholders. We maintain a cohesive and efficient system for managing risk and pollution prevention efforts across the entire company. For more information see our [Environmental, Health, and Safety Policy](#).

Our Environmental, Health, Safety & Sustainability Committee oversees environmental compliance. All our manufacturing sites are committed to the continuous improvement related to quality, environment, safety, and sustainability within their operations. Our certifications include ISO 9001, ISO 14001, and ISO 45001 standard requirements as listed below. We have certified over 65% of our factories to both ISO 14001 and ISO 45001. We are continuously improving to determine the risk of spills, including improvements to equipment.

To maintain the effectiveness of our EHS management system, each site develops internal training plans through a Learning Management System (LMS) or in-person classroom sessions. Participation in this training is required for all employees, ensuring awareness and compliance across the Company.

## **LOOKING AHEAD**

As part of our commitment to the safety of our people, customers, and business partners, we strive to expand our initiatives around EHS Leadership and the SafeStart program. We expect to continuously improve our safety processes aligned to best practices and the safety of our products, which are further supported by identifying opportunities for improvement in our health and safety data.




# Personal Development and Inclusion


At Entegris, our employees are critical to our ability to help our customers improve their productivity, performance, and technology. Supporting the professional development and growth of our employees and striving to create an inclusive workplace fosters a culture in which everyone is treated with respect and dignity. We are committed to investing in our employees' development and in our talent pipeline to fuel our long-term growth as demand for our innovation and expertise grows.







# Primary Focus Areas

 Developing Talent and Leadership

 Increasing Workforce Satisfaction

 Advancing Inclusion and Belonging

 Promoting STEM Education



**Yong Lee**  
Vice President, Human Resources, Asia

“We strive to create an environment at Entegris that encourages individual development for professional growth, fosters a collaborative and inclusive culture, and is a rewarding place in which to work.”

Our Board of Directors, through the Management Development & Compensation Committee, provides oversight on human capital matters through a variety of methods and processes. These include receiving regular updates from our Senior Vice President, Global Human Resources and Corporate Communications, and discussing topics related to human capital-management efforts and other initiatives impacting our workforce, such as employee survey results, hiring and retention, employee demographics, labor relations, compensation and benefits, succession planning, and employee training initiatives.



We are committed to investing in our employees’ development and in our talent pipeline to fuel our long-term growth as demand for our innovation and expertise grows.

# Developing Talent and Leadership

## GOAL

Establish structured career development plans for all team members, aiming for an average of

**80** hours of learning per employee annually.

## 2024 PROGRESS

Each of our team members spent an average of 32.0 hours on learning and development representing an increase of 2.6 hours versus our 2023 baseline of 29.4 hours. Key initiatives such as our Management Achievement Program, Great Leader Profile Business Simulation, Supervisor Training, and LinkedIn Learning Challenges contributed towards our 2024 average hours of learning and development per employee.

At Entegris, we are committed to creating a workplace in which our colleagues have opportunities to grow and thrive and one in which feel challenged, fulfilled, and appreciated. We provide ongoing training and development for all of our employees.

TO DRIVE INNOVATION AND EXCELLENCE, WE OFFER LEARNING OPPORTUNITIES AND DEVELOPMENT PROGRAMS AT ALL CAREER STAGES, SUCH AS:



**Entegris Academy:** To advance knowledge in the semiconductor industry and our business unit technologies, the Entegris Academy is our hub for employee technical training. The Entegris Academy offers virtual and in-person resources for both newcomers and seasoned experts and curates a vast library of technical content, videos, and podcasts accessible to all global team members. We also engage external subject-matter experts for technology-specific training.



**Entegris Development Programs:** To cultivate technical skills and expertise across diverse technical domains, we provide structured pathways for emerging leaders to grow. Our Entegris Leadership Development Program (ELDP) provides support for employees with engineering or supply chain backgrounds and the Operations Leadership Development Program (OLDP) provides support for employees with three to five years of experience in operations.



In 2024, both programs continued to experience significant growth in participation, with ELDP expanding by 67% and OLDLP by 117% compared to 2023. Additionally, in 2024, we established the Plant Leader Accelerator Program for high-potential internal talent with at least seven years of plant experience to prepare for more senior-level leadership positions.

**Leadership and Management Programs:** We provide leaders the opportunity to expand management skills through executive training programs at academic institutions, including Cornell, Dartmouth, Harvard, M.I.T., and the National University of Singapore. We also continuously expand and deliver technical and leadership training for internal talent through our Entegris Great Leader Profile, Management Achievement, and Supervisor Training Programs, which are aimed at advancing leadership and management skills for career growth.

While we search for new perspectives and insights through external hires, we also provide opportunities for our employees to grow their careers at the Company and regularly fill open vacancies with internal candidates. In addition, management periodically assesses succession planning for certain key positions and reviews our workforce to identify high-potential employees for future growth and development.

Throughout the year, employees are provided feedback and continuous development discussions through formal and informal review sessions. Annually, all employees participate in a formal performance review process. As part of our goal to establish career development plans, we encourage all employees to create structured development and training plans aligned with their career paths. In 2024, we enhanced this process by formally tracking career development plans through an online platform.



INCREASING WORKFORCE SATISFACTION

Aligned to our PACE Values, we provide our employees with a positive work environment that allows them to develop professionally and encourages them to continue innovating. The Board, through the Management, Development, and Compensation Committee, regularly assesses employee satisfaction within the Company, promotes accountability at all levels, and seeks to help management establish competitive compensation policies with the goal of empowering our employees and maintaining job satisfaction.

We regularly conduct surveys of our employees to understand their perspectives and gain feedback on critical topics, including a formal engagement survey on an annual basis. During 2024, these topics included feedback on leadership, safety, communication across the organization and within teams, and overall work experience. Management uses the information gathered from these surveys to inform its decision-making with respect to employee matters, with the aim of continuing to be a top employer of choice. In 2024, we had an 86% participation rate on the engagement survey.

We seek to attract and retain talented employees by providing a compelling total-rewards package consisting of competitive pay, health and welfare benefits, and financial wellness programs. For example, we offer a Global Employee Support Program through which our employees and their families have access to resources in support of their mental and emotional well-being. Additionally, we provide an Employee Education Assistance Program to full-time employees, designed to encourage them to continue their education in courses that will help them advance their career at Entegris. We also offer an Employee Stock Purchase Plan (ESPP) with the opportunity to purchase company stock at a discount for employees who are scheduled to work more than 20 hours per week and are employed in a participating country. For more information on the benefits we offer, see our [website](#).

FAIR COMPENSATION

In line with our PACE Values, we conduct annual global compensation reviews to ensure competitive compensation for all employees. Additionally, we collaborate with a third-party firm to comprehensively assess our total rewards programs worldwide, implementing several program enhancements to ensure local market competitiveness. Furthermore, all team members are eligible to participate in annual incentive plans, which offer the opportunity to receive cash bonuses based on the achievement of financial and operational objectives.



Sue Rice

Senior Vice President, Global Human Resources and Corporate Communications

“Developing capabilities that align with our PACE Values and encouraging Great Leader Profile characteristics like accountability and customer centricity is essential to building strong teams. The General Manager Mindset is about learning to view the enterprise with an owner’s mindset and arming employees with financial literacy and functional business understanding of the entire Entegris value chain.”



LEADERSHIP MEETING SUMMIT

We hosted more than 200 leaders from around the Company’s global operations at the Network Leaders’ Summit. Related to the summit’s theme of the changing industry landscape, the multi-day event consisted of presentations and business simulations aligned to Entegris’ long-term strategy for success, with our customers at the center of the strategy. Leaders were encouraged to attain a General Manager Mindset, rooted in Entegris’ PACE Values and Great Leader Profile.



# Advancing Inclusion and Belonging

## GOAL

Advance a culture of equality and belonging to attract and retain highly skilled employees that are in demand in the technology industry.<sup>7</sup>

## 2024 PROGRESS

We are establishing a measurement plan to gather insights and track progress.

We believe that maintaining a culture of belonging helps enable us to innovate more effectively, attract top talent in a competitive marketplace, and perform better overall. We seek to create an environment in which everyone is treated fairly and is provided with equal opportunities for career development and advancement.

To build an inclusive candidate pipeline and ensure a broad pool of candidates with in-demand skills, we partner with high schools, technical and community colleges, and military organizations; participate in career fairs and R&D and engineering events; and widely distribute opportunities across job boards.

Our Employee Networks are open for participation by all employees and are designed to foster a culture of belonging and an environment in which all individuals are valued for their skills and talents. Our five Employee Networks expand professional networks throughout the Company by providing opportunities for mentorship and career advancement.

We require annual anti-harassment and anti-discrimination training at Entegris for all employees. For more information regarding our commitments to equal opportunity, anti-discrimination, and anti-harassment, see our [Code of Business Ethics](#) and [Human Rights Policy](#).

30+

events led by Employee Networks to foster connection, learning, and growth opportunities

<sup>7</sup> As a global corporation, operating in a highly competitive talent marketplace driven by innovation, we recognize that fostering inclusion and belonging is essential to attract and retain top-tier talent. As such, we have updated our advancing inclusion and belonging goal to better align with our evolving needs and future growth objectives.



# Promoting STEM Education

**GOAL**

Invest more than

\$35M

in engineering internships, co-ops, rotational programs, and STEM scholarships to enable a stronger STEM workforce.

**2024 PROGRESS**

Entegris and the Entegris Foundation continued to expand our investment in engineering internships, co-ops, rotational programs, and STEM scholarships investing \$22.4 million to date.

As a science-based company, we recognize our unique opportunity to effect positive changes and expand access to STEM education in order to build the highly skilled workforce we need to grow and compete. We strive to bring more people into the industry and provide the skills, knowledge, and experience to the next generation of innovators and leaders to fuel our growth. We continually evolve our approach to making these investments based on our forecasted business needs aligned to strategic planning and company performance.

**IN 2024, WE CONTINUED TO INVEST IN KEY PROGRAMS TO ACTIVELY DEVELOP POOLS OF TALENT, INCLUDING:**



**Internship, Co-Op, and Rotational Programs**

We continue to expand programs that provide students with valuable developmental opportunities and enrich our talent pipeline. In 2024, our programs’ participation grew by 47%.



**Global Mentorship Program**

Our global mentorship program underscores our commitment to foster talent development and provide support for all employees in STEM fields. We aim to provide valuable guidance and resources to all employees interested in participating, creating opportunities for collaboration and growth. We use a platform that allows all employees to search for mentor and mentee opportunities, as well as to self-nominate, self-accept, and give guidance.



**Scholarship Programs**

We awarded a total of 66 scholarships to students across the globe in 2024, including 29 scholarships in the U.S. and 37 across Asia in Japan, Taiwan, Malaysia, and Korea. At Entegris, we engage with our scholarship recipients through numerous avenues, including tailored programming allowing the scholars the opportunity to learn about the company, one-on-one workshops, and hiring the scholar recipients within our co-op and/or internship programs. The scholars continue to be a strong talent pipeline and also reinforce strategic relationships for our organization. Our affiliation with these scholars has helped us build a stronger brand on campuses to attract talent now and in the future, while affecting immediate positive change within the lives of our scholar recipients.

DEVELOPING THE PEOPLE BEHIND OUR INNOVATION

In 2024, we funded multiple scholarships to select high-achieving students attending numerous universities in the U.S. and Asia. Through these initiatives, we aim to broaden students’ awareness and interest in our organization to help attract talent for our engineering internships, co-ops, and rotational programs.



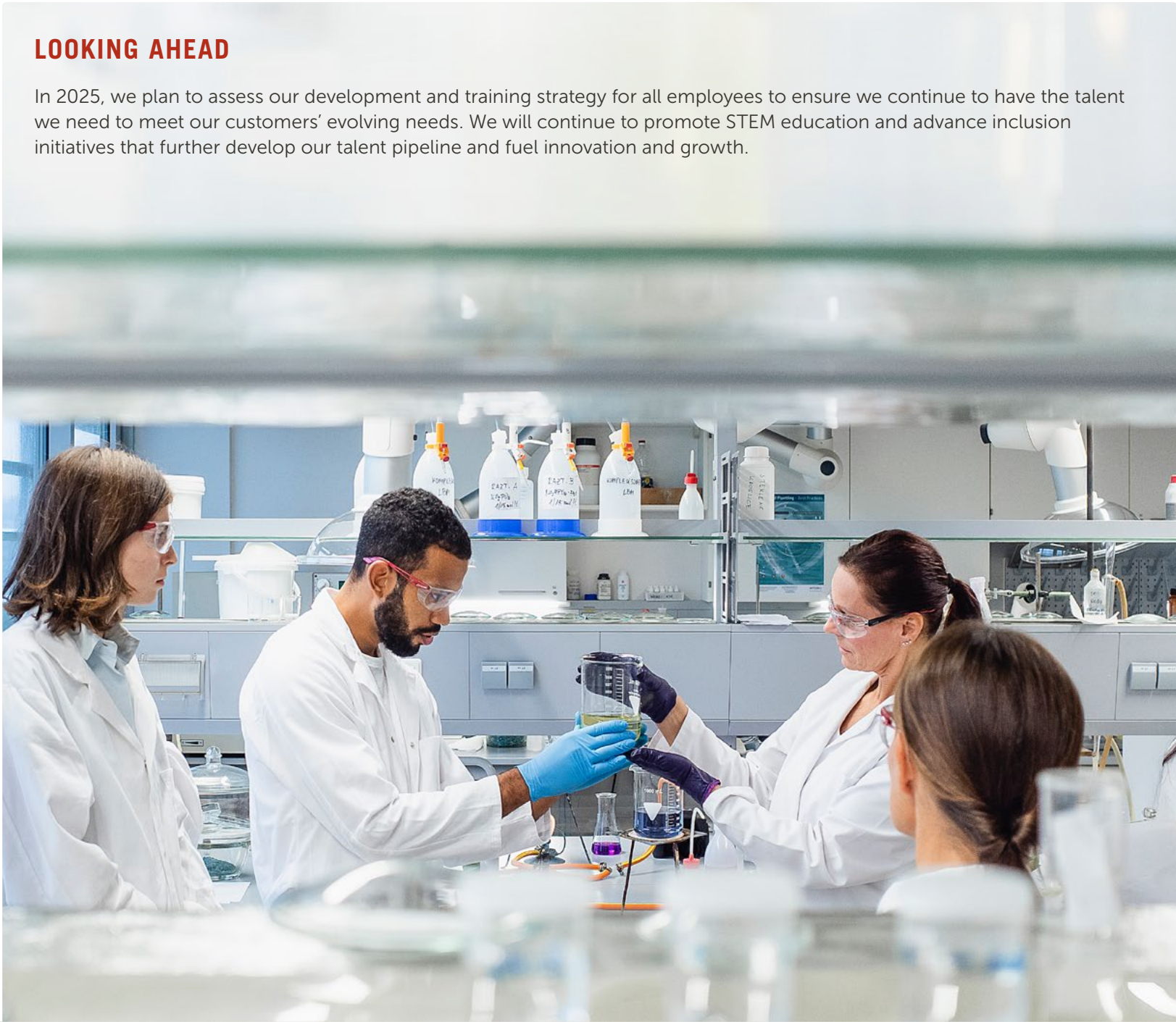
STUDENT SPOTLIGHT  
Jason Martin

In 2023, as a senior at the University of Minnesota, Twin Cities, Jason Martin was awarded Entegris’ STEM scholarship to support his education pursuing his chemical engineer degree with a minor in management. Jason participated in our co-op program, where he was based, in our Chaska, Minnesota office working as a Product Life Cycle Engineer Co-op.

“I’m very thankful to Entegris for their support of my scholarship. Working at Entegris provided me with real-world experience in a fast-paced environment. I appreciate these opportunities to help students like me pursue our dreams and support our career goals.”

LOOKING AHEAD

In 2025, we plan to assess our development and training strategy for all employees to ensure we continue to have the talent we need to meet our customers’ evolving needs. We will continue to promote STEM education and advance inclusion initiatives that further develop our talent pipeline and fuel innovation and growth.





# Sustainability

At Entegris, we recognize the importance of optimizing usage of all resources in our manufacturing facilities and having processes that support a healthy planet. By improving efficiency and reducing waste, we not only minimize our environmental footprint but also strengthen operational performance and cost effectiveness.



# Primary Focus Areas



Investing in Climate and Energy Efficiency Initiatives



Managing Water



Reducing Waste



**Neil Richards**  
Senior Vice President  
Global Operations,  
Supply Chain, and  
Quality

“At Entegris, we are embedding sustainability strategies across the business, from new product development to our manufacturing sites to our supply chain partners and practices, because improving our environmental impact is not just good for the planet but is good for our business and customers.”

By improving efficiency and reducing waste, we not only minimize our environmental footprint but also strengthen operational performance and cost effectiveness.



# Investing in Climate and Energy Efficiency Initiatives

GOAL

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

2024 PROGRESS

Our combined Scope 1 and Scope 2 emissions decreased by **16%** versus 2020 baseline.

With oversight from the Environmental, Health, Safety, and Sustainability Committee of the Board, we continuously work to manage sustainability and climate-related risks across the enterprise. This includes conducting independent external audits and verification of our emissions reporting. We also conduct annual training and awareness on climate-related programs for applicable employees. Specifically, we maintain an overall training plan across our company, with trainings for each site.

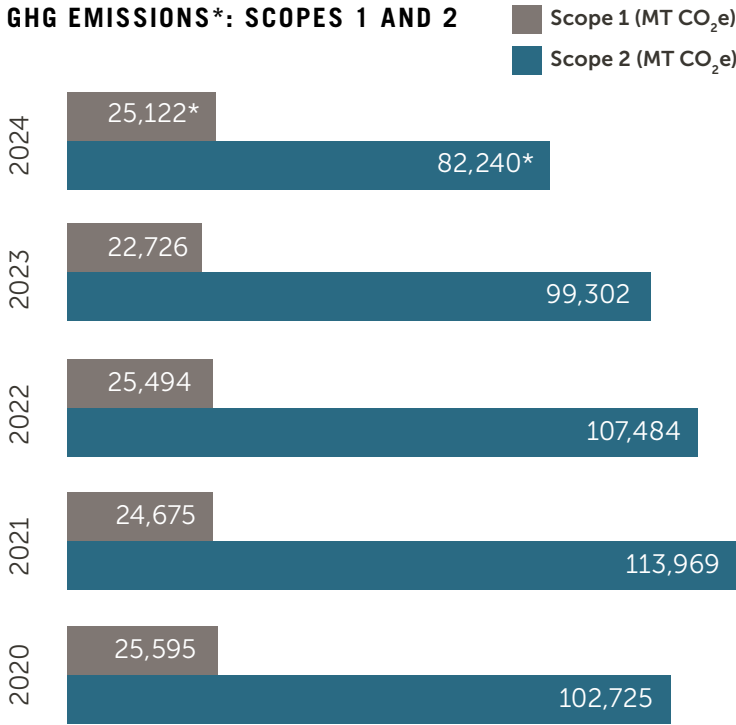
We actively participate in the Carbon Disclosure Project (CDP) for climate and water disclosure, as well as with EcoVadis to provide transparency and demonstrate accountability in our sustainability efforts. These globally recognized ratings provide stakeholders insights into our environmental performance and supply chain practices, as well as enable us to identify opportunities for improvement.

DECARBONIZATION

At Entegris, we are committed to reducing Scope 1 and Scope 2 GHG emissions to minimize our impact on the environment and advance operational resiliency. Our 2030 goal is to reduce absolute GHG emissions by 42% from the 2020 baseline. We select initiatives by prioritizing renewable energy and energy efficiency projects that provide a positive return on investment and contribute to long-term cost efficiency, as well.

We collaborate with industry sustainability experts to ensure accurate assessments, including validating our GHG emissions reporting with a third party. This year, to further demonstrate our commitment, we committed to the Science Based Targets initiative (SBTi) to further demonstrate our commitment to sustainability. Additionally, in 2024, we began the process of calculating our Scope 3 emissions inventory. Starting with 2024 data, we are publishing the Scope 3 categories related to business travel and employee commuting. We will continue efforts to increase data collection and refine processes in order to expand our inventory of Scope 3 categories.

GHG EMISSIONS\*: SCOPES 1 AND 2



\*Scope 2 figures noted are market-based.

GHG EMISSIONS: SCOPE 3 CATEGORIES

	2024 (MT CO <sub>2</sub> e)
Category 6: Business Travel	3,415
Category 7: Employee Commuting	17,796

RENEWABLE ENERGY

Transitioning to renewable energy is a key component of our emissions-reduction strategy, especially as more of our customers prioritize emissions reductions across their supply chains. We are developing a comprehensive renewable energy plan to reduce carbon emissions and support our sustainability goals, as well as our customers’ objectives. As part of this effort, our operating sites are expanding the use of renewable energy sources, and we continue to purchase renewable energy credits to further offset our carbon footprint, which is reflected in our market-based emissions reporting.

In 2024, we procured 50,000 megawatt hours (MWh) of renewable energy credits for our U.S. facilities and 15,000 MWh for our Malaysia facilities, a significant increase from the 12,000 MWh of renewable energy we sourced across the company in 2023. Additionally, our solar generating array at our Kulim, Malaysia, factory supplied 2,300 MWh of renewable energy.

	2023	2024
Total Energy Consumption (including renewable energy and directly generated renewable energy)	264,330	270,177
MWh of Renewable Energy*	12,275	67,300
MWh of Renewable Energy Credits	12,000	65,000
MWh of Directly Generated Renewable Energy	275	2,300
Percent of Energy from Renewable*	4.65%	24.91%

\*Represents sum of renewable energy credits plus directly generated energy.

EXPANDING ON-SITE RENEWABLE ENERGY

Our site in Jangan, Korea, installed 90 kilowatt (kW)-capacity solar panels on their office building (predicted to cover 1% of the site’s electricity usage) and are registered K-RE100 by the Korea Energy Agency. In addition, the site has installed eight electric vehicle charging stations.



OUR JANGAN, KOREA FACILITY

**We are actively improving energy efficiency across our major manufacturing sites in the U.S. and Asia with initiatives to reduce energy usage, improve efficiency, and lower costs. Recent initiatives to reduce energy usage at our facilities include improving our heating and cooling systems at manufacturing facilities:**

- Our Burnet, Texas, manufacturing facility is replacing the chiller system used for HVAC and manufacturing processes. The new chiller system retires older compressors that use more energy with smaller compressor pumps that can ramp up with demand, so less energy is used. Additionally, the overall cooling system design for the facility was improved during the installation so that the system is more streamlined and can use less energy. As part of efforts to upgrade the chiller system, two older, freon-based chillers were removed, thus eliminating use of this greenhouse gas. The new chiller system is estimated to reduce annual energy usage by 20% and reduce annual energy costs by 40% versus the previous system.
- At our Danbury, Connecticut, plant, we are making a capital investment to install a centralized HVAC plant that will replace older, inefficient units with newer, efficient boilers, chillers, and cooling towers. Each phase of the project will realize energy savings, and at completion, the estimated electrical savings are expected to be 2.5 million kilowatt-hours (kWh) and a 30% reduction on costs annually. Additionally, the updated system will use less natural gas and replace older equipment that used outdated refrigerants.



DEPARTMENT OF ENERGY (DOE) TREASURE HUNT PARTICIPATION

In 2024, we engaged in the U.S. Department of Energy’s Better Buildings Initiative and started participating in the DOE Energy Treasure Hunt program as part of our efforts to pinpoint energy-saving opportunities. Throughout the year, we conducted structured assessments at our major energy-consuming facilities and walkthroughs to observe energy usage, identify savings prospects, and collect data on equipment and operations.



# Managing Water

**GOAL**

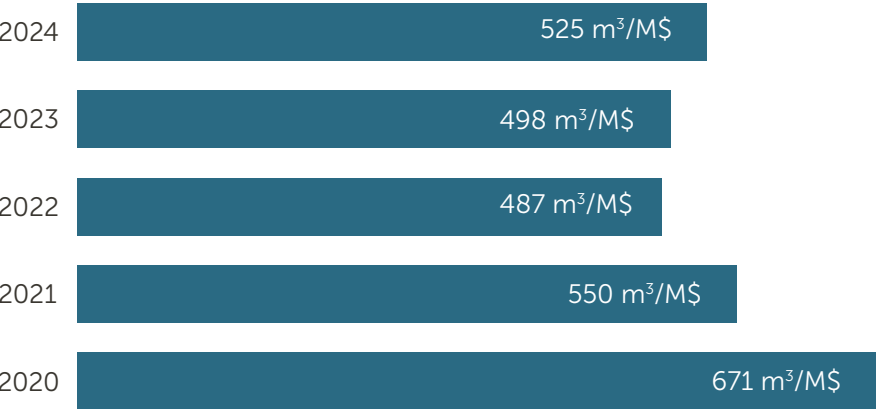
Decrease water usage intensity by more than **50%** from the 2020 baseline.

**2024 PROGRESS**

Our water usage intensity was **525 m<sup>3</sup>** per million Entegris revenue dollar.

Effective water management remains central to our CSR strategy. Led by our Senior Vice President, Global Operations, Supply Chain, and Quality, we prioritize assessing areas with high water usage, and we actively explore methods to reduce consumption and reclaim water resources. Through ongoing training and collaboration, our local teams continue to identify opportunities for improvement, sharing best practices across locations. This fosters a culture of innovation and reinforces our commitment to responsible water stewardship and proactive action against negative environmental impacts.

**Water Metrics (Water Cubic Meters/\$1M)**



In 2024, our water usage intensity increased slightly compared to 2023 as we qualified new manufacturing site locations, such as our Kaohsiung Science Park (KSP) facility in Taiwan. Equipment installation and qualification require water, which increases our intensity temporarily until sites are in production. We expect a similar headwind in 2025 as we continue to qualify manufacturing sites and are developing plans to offset increases with projects that improve our overall intensity.

We are committed to water stewardship programs at our global facilities, such as expanding water recycling processes. In Chaska, Minnesota, we implemented a new water-recycling process during the manufacturing of dual-layer tubing solutions in our Advanced Purity Solutions division. A new filtration system was installed that allows water that was previously discarded during production to be captured, filtered, purified, and reused for production. Our manufacturing team identified the best design options to integrate the filtration system into the production process resulting in a process that creates more consistent manufacturing conditions than before water recycling. This project results in saving an estimated 50,000 gallons of water annually, leading to cost efficiencies, and represents a 4% reduction in water usage at our Chaska facility versus 2020.



OUR JANGSAN SITE IN KOREA INSTALLED A ROOFTOP RAINWATER COLLECTION SYSTEM AT THEIR MAIN MANUFACTURING BUILDING. THE 10 M3 TANK WILL COLLECT WATER TO BE USED FOR THE COOLING TOWERS.

# Reducing Waste

GOAL

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

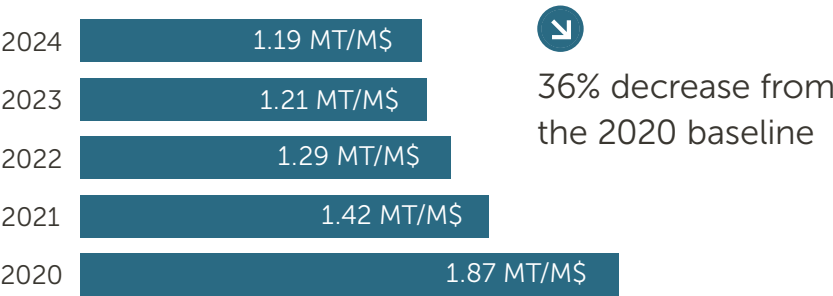
2024 PROGRESS

Landfill waste was  
**1.19** metric ton (MT) per Entegris million revenue dollar.

In addition to our innovation pillar goal to establish a circular end-of-use strategy for our major product platforms, we focus on incorporating a zero-waste approach when designing and managing products and processes to systematically eliminate waste while conserving resources. Our teams are assessing materials across our company to understand their sources, volumes, and types in order to devise strategies that minimize waste generation. A recent example is the focus on recycling at our Massachusetts sites. Throughout the duration of 2024, the teams at all three Massachusetts sites — Franklin, Billerica, and Bedford — were able to find several recycling solutions to different waste streams. In Franklin, team members identified the need to reduce pallet waste being sent from the site and were able to coordinate a new scrap-recycling stream with their waste vendor. In Billerica and Bedford, efforts have been made to establish and expand recycling programs for the sites’ nitrile gloves, disposable gowning, and high-density polyethylene (HDPE) plastic bottles. All these efforts combined led to the diversion of 50,000 lbs. of otherwise landfilled waste.

For more information on our circular economy efforts, see the [Creating Product End-of-Use Strategy](#) section.

Landfill Waste Metrics



Materials selected for use in our operations are reviewed and approved for their impact on the operations and the environment. Our operations are subject to federal, state, and local regulatory requirements relating to export controls and environmental, waste management, and health and safety matters, including measures related to the release, use, treatment, transportation, discharge, disposal, and remediation of contaminants, hazardous substances, and wastes, as well as practices and procedures applicable to the construction and operation of our facilities. For more information see the [Advancing Sustainable Innovation](#) section.

LOOKING AHEAD

We are continuously building upon our current sustainability initiatives by expanding the programs that deliver the strongest results. This includes collaborating with industry sustainability experts to ensure accurate assessment and to validate our GHG emissions reporting, such as our commitment to SBTi and calculating our Scope 3 emissions inventory. These efforts reflect our continued commitment to innovation and reducing environmental impact while creating long-term value for our customers.



IMPROVING WASTE BEST PRACTICES

At our Bloomington, Minnesota, site, great strides have been made to reduce landfill waste. Starting in 2023, members of the facilities team identified a large opportunity to recycle process-related low-density plastic. The plastic, a very thin film used in various cleanroom processes — is normally very difficult to recycle. The team discovered that by baling the plastic using an existing cardboard baler on site, they could both recycle and sell the low-density polyethylene (LDPE) with their current waste vendor. This plastic recycling initiative has now expanded across the site with more process-related streams being diverted. It led to the site recycling more than 26,000 lbs. of plastic through the back half of 2024 and having their recycling cost be completely reimbursed by the waste vendor.



# Supply Chain

Our customers are increasingly focused on the effectiveness, dependability, and consistency of their supply chains. We believe growing a sustainable and resilient supply chain, coupled with efforts to protect the environment and promote human rights, strengthens our competitiveness and drives operational excellence that further ensures the safety of our employees and the quality of our products.



# Primary Focus Areas



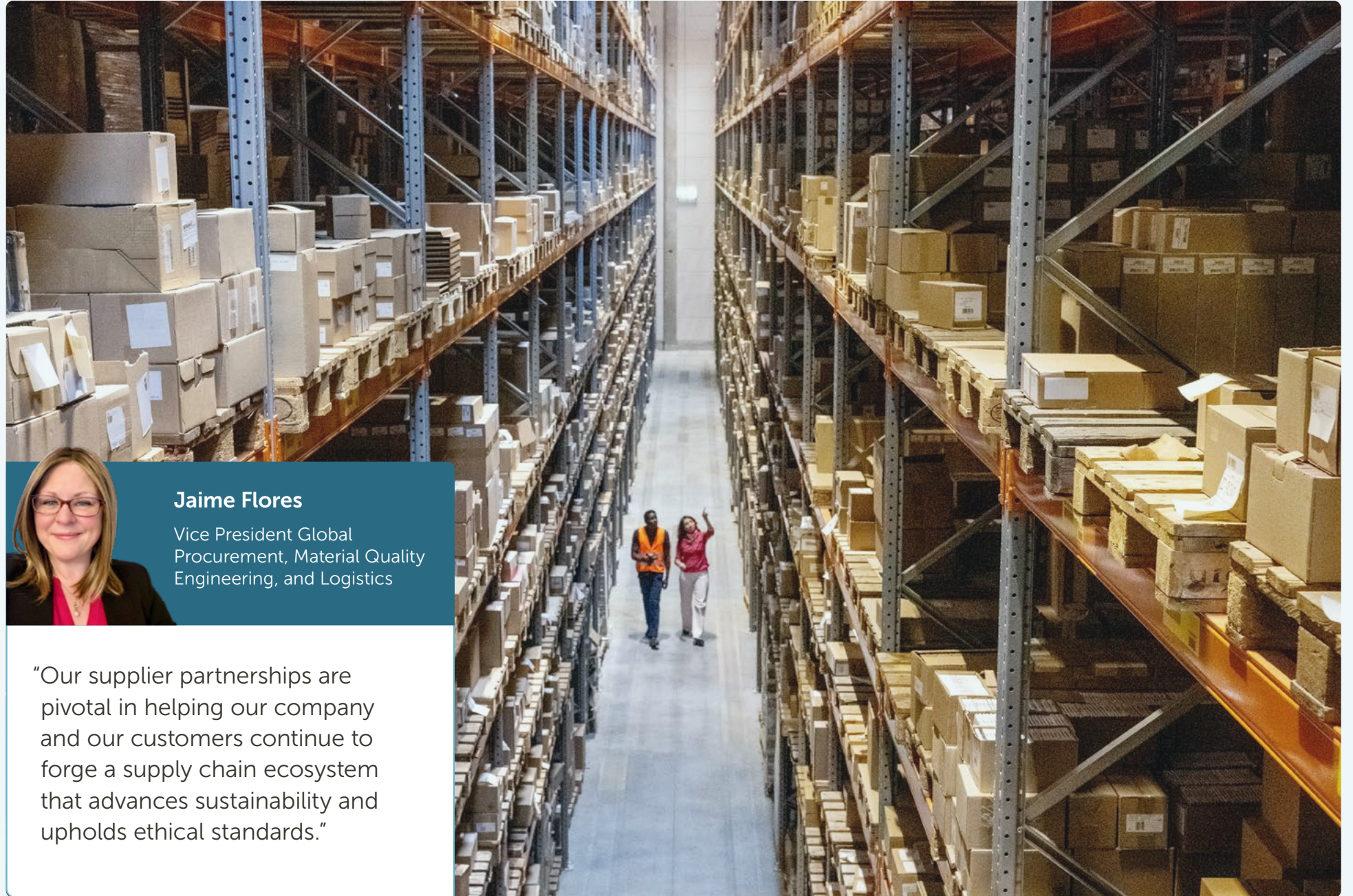
Enhancing Our Supply Chain Strategy



Managing Suppliers



Implementing Responsible Sourcing



**Jaime Flores**

Vice President Global Procurement, Material Quality Engineering, and Logistics

"Our supplier partnerships are pivotal in helping our company and our customers continue to forge a supply chain ecosystem that advances sustainability and upholds ethical standards."



# Enhancing Supply Chain Strategy

**68%** of our suppliers (direct and indirect) acknowledge the Responsible Business Alliance (RBA) Code of Conduct.

We balance the demands of doing business with the need to protect the environment and its resources and to ensure the health and safety of our employees, customers, and the communities in which they live and work.

Our Operations team is committed to upholding responsible, sustainable practices. As such, we are members of the Responsible Business Alliance (RBA) and adopted their [RBA Code of Conduct](#) as our supplier code of conduct. The RBA Code of Conduct outlines our fundamental expectations for supplier business conduct with respect to labor and human rights, health and safety, environmental protection, and compliance with laws and ethics. We work with suppliers to support the RBA Code of Conduct requirements, including the Universal Declaration of Human Rights and the International Labor Organization (ILO) standards. Additionally, we certify our business-management system to the requirements of Environment ISO 14001 and Safety ISO 45001. For more information, see our [Sustainable Supply Chain Policy](#) and the [Safety](#) section of this report for additional ISO certifications Entegris has achieved.



## HELPING SHAPE TOMORROW THROUGH OUR 2024 SUPPLIER PARTNERSHIP EVENT

In 2024, our annual Supplier Partnership event focused on the evolving state of the semiconductor industry and the vital role we play in shaping its future.

The event explored the needs of customers and the indispensable contributions of our suppliers, with sustainability and circularity at the center of our conversations. We also delved into innovative strategies to build a more responsible, resilient supply chain.

As we discussed the possibilities beyond immediate challenges, we shared insights on our business-continuity planning and examined how we could strengthen our partnership with suppliers, drive industry advancements, and ensure long-term success together.



# Managing Suppliers

All suppliers are expected to align with our commitment to adopt social, environmental, and health and safety standards and codes that minimize risk, support economic stability, and promote responsible use of natural resources. It is our policy to maintain supplier relationships that are ethical, based on mutual benefit, and focused on a shared commitment to meet or exceed our customer requirements. We also expect our suppliers to have a defined qualification protocol for their own suppliers, including quality, cost, capacity, environmental, social, governance, and performance criteria.

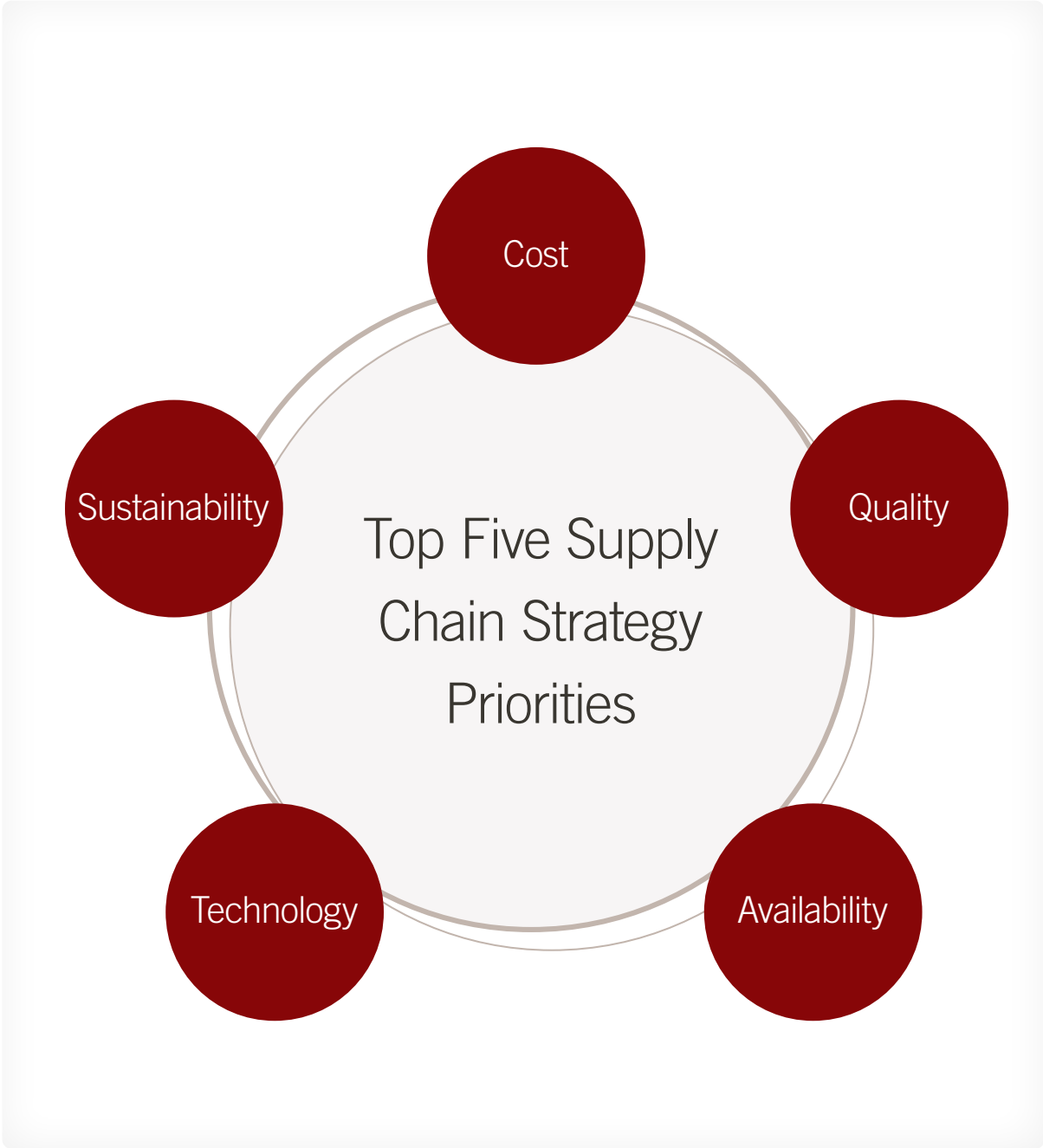
To ensure suppliers understand and follow the applicable materials regulations, we provide suppliers with education through a resource center which includes training courses and support.

## IMPLEMENTING RESPONSIBLE SOURCING

Our process for selecting, qualifying, and managing suppliers includes corporate responsibility criteria across supplier evaluations, report cards, and risk assessments. We use supplier segmentation and risk assessment to identify critical suppliers based on business value, competitive advantage, spend, revenue impact, and criticality of material.

At Entegris, we utilize a supplier scorecard to assess and promote sustainability within our supply chain. This helps us evaluate suppliers on key metrics and identify partners who align with our commitment to sustainable practices. This includes asking suppliers to report their GHG Scope 1 and 2 emissions.

Our suppliers are expected to continuously reduce their own environmental footprint, as well as social and governance risks, in the creation of their products.



## RECOGNIZING SUPPLIERS WHO EXEMPLIFY OUR VALUES

The Entegris Excellence in Corporate Integrity and Compliance Awards recognize suppliers who demonstrate outstanding commitment to ethical practices, sustainability, and operational excellence. These awards celebrate partners who align with our values and contribute to advancing responsible practices throughout our supply chain.



CONFLICT MINERALS

We actively review our products for compliance and conformance with governmental and customer requirements affecting raw materials and substances that might be used in manufacturing processes. All sourced materials have legal requirements for reporting and possible restrictions. It is critical that suppliers provide material conformance statements to support the reporting requirements. Additionally, we expect our suppliers to adopt policies and establish their own due-diligence programs to be able to identify and certify whether or not any of the materials supplied to Entegris contain conflict minerals. For more information, see the [Responsible Minerals Due Diligence Playbook](#).

THE CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010

We are committed to complying 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 dollars to be transparent about the efforts they have undertaken to eradicate slavery and human trafficking in their supply chain.

LOOKING AHEAD

In 2025, we aim to build upon the tools we implemented in 2024 to enhance supplier engagement and drive sustainability across our supply chain. This includes expanding the use of the supplier scorecard to elevate our sustainability performance and foster greater collaboration and transparency by empowering our suppliers to align with our sustainability goals.



# Integrity and Accountability

At Entegris, we hold in high regard and seek to exemplify accountability, integrity, and trustworthiness. Underpinning these aspirations is our focus on upholding sound governance practices, as we believe that there is a direct connection between good corporate governance and sustained long-term business success. We strive to conduct our business in alignment with standards of ethics and integrity consistent with our PACE Values.





# Primary Focus Areas



Upholding Business Ethics and Compliance



Ensuring Data Privacy and Cybersecurity

## UPHOLDING BUSINESS ETHICS AND COMPLIANCE

Our [Code of Business Ethics](#) is designed to help us uphold ethical standards and integrity in all aspects of our business conduct by providing practical guidance on common ethical issues and explaining our position on situations that may arise. Additionally, our commitment to the principles outlined in the Code along with our PACE Values permeates company culture and influences our interactions with our business partners and communities. Simply stated, we aim to maintain our good reputation each day.

Our Senior Vice President, General Counsel, Chief Compliance Officer, and Secretary is primarily responsible for coordinating compliance, communication, and training activities to support the Code, as well as for managing compliance reporting, monitoring, and enforcement activities. The general manager of each of the Company's business units and of each regional and functional organization is directly responsible for ensuring compliance with the substantive ethical standards of the Code of Business Ethics by employees working for the organization for which he or she is responsible.

We conduct regular internal audits of ethical standards, and all employees are required to complete annual training on the Code of Business Ethics.

## THIRD-PARTY RISK MANAGEMENT

The Entegris Business Partner Risk Management Policy commits all our global operations to follow strictly defined, appropriately tailored procedures to apply risk-based due diligence when engaging third parties, including trading companies, resellers, sales channel partners, vendors, and consultants. The risk areas evaluated for third parties include business ethics, corruption, bribery, fraud, and regulatory compliance. We utilize a third-party tracker technology solution to facilitate onboarding, risk mitigation, and monitoring of third-party relationships.

## HUMAN RIGHTS

We are committed to recognizing and respecting human rights in all the countries in which we operate and complying with all applicable national laws and international treaties concerning human rights, social rights, and labor rights in those countries, and we respect the sovereignty of nations throughout the world. We seek to do business with customers, suppliers, and contractors who share our commitment to human rights.

Our approach to human rights is informed by international standards. In developing our approach, we are informed 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 take these standards very seriously and employees in all our locations are responsible for complying with the principles outlined in our [Human Rights Policy](#) and our Code of Business Ethics. Noncompliance with these policies by our employees could result in serious disciplinary action up to and including termination of employment. Additionally, our third party-operated ethics reporting portal [ENTEGRITY](#) provides an anonymous channel to escalate and notify the top management of any suspected wrongdoing of an employee.

## ANIMAL WELFARE

In our research, we are committed to minimizing the use of animal testing, which is rarely relied on or required in the development of our products. When testing is required by law or regulations and when all other options have been exhausted, our policy is to prioritize referencing historical third-party data and, if not available, utilize accredited third-party labs (AAALAC1 or equivalent).

**POLITICAL CONTRIBUTIONS**

We encourage employee participation in civic activities, for example, service on governmental bodies, work with advocacy organizations, or participation in political campaign activities. Such activities are considered personal volunteer activities and should be undertaken on employees’ own time and in compliance with Company policies. Employees may not represent that their own political contributions (or any related opinions or affiliations) are related in any way to, or in the name of, Entegris. No employee, nor anyone acting on Entegris’ behalf, may make any direct or indirect political contribution or expenditure on behalf of Entegris unless authorized in writing by the Law Department.

**BRIBERY AND CORRUPTION**

We prohibit all employees and all third-party intermediaries and other business partners retained by Entegris from engaging in any corrupt activity dealing with and for Entegris. This includes directly or indirectly (through a third-party intermediary) offering, promising, providing, or authorizing anyone to provide money or anything of value to a government official or any private individual or entity for the purpose of obtaining or retaining any improper advantage. Our Senior Vice President, General Counsel, Chief Compliance Officer, and Secretary is responsible for overseeing all employee compliance with our policy and practices related to bribery and corruption.

**WHISTLEBLOWER AND GRIEVANCE MECHANISMS**

We have established formal grievance and remedy processes to enable anyone, including employees, employees of our suppliers, and other external stakeholders, to report concerns through our third party-operated ethics reporting portal [ENTEGRITY](#). Anyone who wants to report workplace issues can report it through this channel. Allegations will be promptly investigated, and we will pursue action to mitigate any adverse human rights impacts.

Our Entegris hotline is available 24 hours a day seven days a week in all local languages where we operate. Employees can remain anonymous and trained independent specialists will forward a written report to the Law Department for investigation. In addition, the company maintains an “open door” policy under which employees are encouraged to speak up and share their concerns directly with management without fear of reprisal.







## ENSURING DATA PRIVACY AND CYBERSECURITY

As a key global supplier to the semiconductor ecosystem, data privacy and cybersecurity are crucial to ensuring our ability to serve our customers without interruption.

### DATA PRIVACY

We respect the privacy and confidentiality of the personal information of our customers, our people, and others with whom we do business. We protect personal and other confidential information in all forms. We collect, store, use, transmit, and dispose of personal and confidential information in a way that is transparent and promotes trust. Our IT Security Policy is available to all employees in the Code of Business Ethics.

### CYBERSECURITY

The Board recognizes the importance of maintaining the trust and confidence of our customers and employees. To more effectively prevent, detect, respond to, and recover from information security incidents, we have a dedicated Chief Information Security Officer whose team is responsible for leading enterprise-wide information security strategy, policy, standards, architecture, and processes. The Board, specifically the Audit and Finance Committee, receives regular reports from the Chief Information Security Officer on, among other things, our cyber risks and threats, the status of projects to further enhance our information security systems, assessments of our security program, and the emerging threat landscape.

We perform risk assessments on a regular basis and continuously monitor our systems and technical security controls to ensure their integrity and effectiveness. Additionally, we maintain a robust incident-response plan and verify the regular maintenance and testing of our backup and protective systems.

Mandatory cybersecurity training is conducted annually for all Entegris employees. The training provides critical information on how employees can protect themselves and Entegris against cybersecurity risks.

# Planning for the Future **Today**

Navigating increasingly complex business landscapes can present new ethical challenges or compliance-related questions. This is why we are steadfast in our work to provide clear standards to our team, as well as practical guidance and ongoing training, while also reinforcing a culture that values accountability, integrity, and trustworthiness. The company regularly engages in risk assessments to proactively identify and manage emerging risks. We will continue to examine new ways to consistently meet our Code of Business Ethics and protect our good reputation.





# Data Appendix

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

## ENTEGRIS 2030 CSR GOALS (BY PILLAR)

Pillar	2030 Goals	2020 Baseline	2021 Results	2022 Results	2023 Results	2024 Results
Innovation	Invest at least 55% of our operating expenditures in research and development (R&D)	35.0%	37.0%	35.0%	38.0%	43.0%
	Align 100% of new product innovation with our sustainability goals	This is a new goal as of 2023 and was not evaluated in 2020	N/A	N/A	31.0%	50.3%
	Establish end of-use, circular economy strategy for our major product platforms	This is a new goal as of 2023 and was not evaluated in 2020	N/A	N/A	N/A	N/A
Safety	Commit to achieving an injury-free work environment at Entegris	Total Recordable Incident Rate (TRIR): <0.74 <sup>1</sup>	Total Recordable Incident Rate (TRIR): 0.51 <sup>1</sup>	Total Recordable Incident Rate (TRIR): 0.79 <sup>1</sup>	Total Recordable Incident Rate (TRIR): 0.74 <sup>1,2</sup>	Total Recordable Incident Rate (TRIR): 0.67 <sup>1</sup>
	Create a culture where at least 95% of our colleagues agree that “Entegris is a safe place to work”	90%	87%	90%	88%	88%
	Achieve 100% participation rate in proactive safety activities at operating locations	25%	46%	67%	74%	87%

<sup>1</sup> As defined by U.S. OSHA recordkeeping rule.  
<sup>2</sup> The 2023 figure has been restated due to the reclassification of an injury.

ENTEGRIS 2030 CSR GOALS (BY PILLAR), CONTINUED

Pillar	2030 Goals	2020 Baseline	2021 Results	2022 Results	2023 Results	2024 Results
Personal Development and Inclusion	Advance a culture of equality and belonging to attract and retain highly skilled employees that are in demand in the technology industry	This is a new goal as of 2024 and was not evaluated in 2020	N/A	N/A	N/A	We are establishing a measurement plan and baseline to gather insights and track progress
	Invest more than \$35 million in engineering internships, co-ops, rotational programs, and STEM scholarships to enable a stronger STEM workforce	Invested \$1.9M in engineering internships, co-op, and rotational programs. Scholarships not yet granted in 2020	Invested \$2.8M in STEM scholarships, engineering internships, co-op, and rotational programs	Invested \$3.4M in STEM Scholarships, engineering internships, co-op, and rotational programs	Invested \$5.4M in STEM scholarships, engineering internships, co-op, and rotational programs. Invested \$13.5 million to date	Invested \$8.9M in STEM scholarships, engineering internships, co-op, and rotational programs  Invested \$22.4 million to date
	Establish structured career development plans for all employees, aiming for an average of 80 hours of learning per employee annually	This is a new goal as of 2023 and was not evaluated in 2020	N/A	N/A	29.4 hours <sup>3</sup> per employee	32 hours per employee
Sustainability	Reduce absolute greenhouse gas emissions (Scope 1 and 2) by 42%	Scope 1 Emissions: 25,595 MT CO <sub>2</sub> e  Scope 2 Emissions: 102,725 MT CO <sub>2</sub> e	Scope 1 Emissions: 24,675 MT CO <sub>2</sub> e  Scope 2 Emissions: 113,969 MT CO <sub>2</sub> e	Scope 1 Emissions: 25,494 MT CO <sub>2</sub> e  Scope 2 Emissions: 107,484 MT CO <sub>2</sub> e	Scope 1 Emissions: 22,726 MT CO <sub>2</sub> e  Scope 2 Emissions: 99,302 MT CO <sub>2</sub> e	Scope 1 Emissions: 25,122 MT CO <sub>2</sub> e  Scope 2 Emissions: 82,240 MT CO <sub>2</sub> e
	Decrease water usage per Entegris revenue dollar by more than 50%	671 m <sup>3</sup> per million Entegris revenue dollar <sup>4</sup>	550 m <sup>3</sup> per million Entegris revenue dollar <sup>4</sup>	487 m <sup>3</sup> per million Entegris revenue dollar <sup>4</sup>	498 m <sup>3</sup> per million Entegris revenue dollar <sup>4</sup>	525 m <sup>3</sup> per million Entegris revenue dollar <sup>4</sup>
	Reduce landfill waste by more than 50% in metric tons per Entegris revenue dollar	1.87 MT per million Entegris revenue dollar	1.42 MT per million Entegris revenue dollar	1.29 MT per million Entegris revenue dollar	1.21 MT per million Entegris revenue dollar	1.19 MT per million Entegris revenue dollar

<sup>3</sup> Training hours measured are those delivered for employee development for full-time and part-time employees.  
<sup>4</sup> Total potable water withdrawn from manufacturing operations under Entegris control, includes calculated estimates where metered values are not yet readily available.



## SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB)

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

Topic	Code	Metric	2024 Results	References
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	(1) 25,122 MT CO <sub>2</sub> e <sup>1</sup> (2) Not reported	Read more in the <a href="#">Sustainability Pillar section</a>
	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	93% of Entegris Scope 1 emissions are from direct fuel consumption at manufacturing sites Scope 1 emissions reduction strategy is incorporated into our energy reduction strategy which covers direct site fuel consumption	Read more in the <a href="#">Sustainability Pillar section</a>
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	(1) 1,425,480 GJ (2) 68% (does not include on site renewable) (3) 24.91% (includes onsite and REC)	Read more in the <a href="#">Sustainability Pillar section</a>
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) 1,702,973 m <sup>3</sup> (2) 592,323 m <sup>3</sup> , 18% Consumed water is total water-waste water	Read more in the <a href="#">Sustainability Pillar section</a>
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	(1) 5,760 MT of hazardous waste <sup>2</sup> (2) Not reported	Read more in the <a href="#">Sustainability Pillar section</a>

<sup>1</sup> Scope 1 calculated for facilities within Entegris operational control using the IPCC Fifth Assessment Report (2014).  
<sup>2</sup> We recycle hazardous waste, but regional variations in the designation of hazardous materials and how the waste is classified makes it difficult to quantify this activity.

SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB), CONTINUED

Topic	Code	Metric	2024 Results	References
Workforce Health & 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 <a href="#">Safety Pillar section</a>
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	\$2,000	
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	
	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	
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Entegris has ongoing risk mitigation programs designed to assess risk levels of materials suppliers	For additional information refer to the <a href="#">Implementing Responsible Sourcing</a> section, Entegris Conflict Minerals Policy and Entegris Sustainable Supply Chain Policy
Intellectual Property Protection & Competitive Behaviour	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0	



# About Entegris

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

## 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 “Risks Factors” in Item 1A of Entegris’ Annual Report on Form 10-K for the fiscal year ended December 31, 2024, filed with the Securities and Exchange Commission on February 12, 2025, and in Entegris’ other periodic filings. Except as required under the federal securities laws and the rules and regulations of the Securities and Exchange Commission, Entegris undertakes no obligation to update publicly any forward-looking statements or information contained herein, which speak as of their respective dates. Forward-looking statements are not guarantees of future results.

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## ABOUT THIS REPORT

This report highlights our commitments to CSR and provides information on our programs, policies, oversight, governance, and performance around CSR-related issues that are important to our company and our stakeholders, including customers. Unless otherwise specifically stated, this report covers Entegris, Inc.’s (“Entegris”, “the Company”, “us”, “we”, or “our”) performance and disclosures for the fiscal year ended December 31, 2024.



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