

# Science today for a sustainable tomorrow

ENSURING OUR LEGACY OF INNOVATION FOR FUTURE GENERATIONS



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## Science today for a sustainable tomorrow

We believe that by harnessing the power of science-based knowledge, Entegris can play a pivotal role in delivering lasting solutions to the complex and multi-faceted challenges that our global community faces.

Our approach to Corporate Social Responsibility (CSR) is defined by our desire to make a positive impact on the world and the strength of our commitment to doing so. Our goal is simple, but the path to realizing it will require all of us at Entegris to work together to ensure our legacy of innovation for future generations.

Our first report on our CSR program aims to provide all our stakeholders with a more in-depth and comprehensive understanding of how we are building a better and more sustainable world through our business operations.



**The overlapping and unprecedented crises of the last 18 months – from the COVID-19 pandemic to the widespread social unrest to ongoing climate issues – have challenged our personal and professional lives in profound ways.**

They have also reaffirmed the need for all of us to engage proactively to confront these challenges, both individually and collectively.

At Entegris, we have a long history of leadership and action in CSR. In 2020, we decided that the moment called for us to formalize our commitments with the creation of a CSR framework built on four pillars: Innovation, Safety, Personal Development and Inclusion, and Sustainability. With this framework as our guide, last year we established a series of aspirational goals across each of the four pillars and shared the details of our commitments with all our stakeholders by publishing the CSR section of our website.

We believe that everything we do as a business must be inextricably linked with what we stand for as an organization, must be aligned with our value proposition, and must have a lasting, positive impact on our world. This belief is the foundation of our approach to CSR, and it is why we have chosen the four pillars that span the breadth of our business as the anchors for our CSR program.

Establishing this CSR program has allowed us to more fully embed these efforts into both our business strategy and operations, which

enhances our ability to measure the impact and success of our efforts. As you will see in this report, the goals we have set for 2030 are ambitious. This is the first report regarding our progress towards our CSR goals, and going forward we expect to provide an annual update to share new developments. And as this report shows, we have already made progress across our business, thanks to the hard work and dedication of Entegris teams around the world.

Our path to making a lasting and positive impact on the world starts with science and innovation. As a leader in advanced materials science, Entegris' mission is to help our customers leverage our science-based solutions to support the most complex manufacturing environments. For more than 50 years we have advanced this mission by continually harnessing the power of innovation to enable new technologies that transform our world. That is what we mean when we say, "science today for a more sustainable tomorrow."

Entegris' response to the COVID-19 pandemic exemplifies how the mission of our business and our commitment to CSR come together to make change. We leveraged our decades of experience in advanced materials handling to develop new low-temperature storage bags that are being used by leading COVID vaccine manufacturers to safely produce and distribute their products around the world.

I invite all of our stakeholders to read this CSR report to learn more about the pillars that guide our framework, the progress we are already making, and the next phase of our efforts to achieve our goals. I look forward to your feedback and taking the next step together on our path to a more sustainable tomorrow.

A handwritten signature in black ink, appearing to read 'Bertrand Loy', written over a light grey circular graphic element.

**BERTRAND LOY**  
President and CEO



# Reporting Approach

## Materiality Assessment

In 2020, we began our first materiality assessment to help inform our CSR strategy and our reporting approach. We reviewed industry best practices and reporting guidelines including the Sustainability Accounting Standards Board (SASB).

In 2021, we directly engaged key stakeholders, including investors, customers, and Entegris team members, to understand their perspectives on the issues that are relevant to our business, our CSR strategy, and align to the United Nations' Sustainable Development Goals (U.N. SDGs). We will use this input to prioritize issues most important to our business and our stakeholders and to inform continued changes to our strategy and reporting. We will share the results of our materiality assessment in our 2021 CSR Report.

## Commitment to Ethics and Governance

Entegris has a proven track record of adhering to the highest standards of ethics and integrity in the conduct of our business, and we have established a strong governance system centered on our [PACE value](#) of accountability, integrity, and trust.

At the core of this framework is the company's Code of Business Ethics, a worldwide corporate policy that details the ethical standards that govern team member conduct. Entegris provides continuous training for its employees on a range of related topics such as anti-corruption compliance, conflicts of interest, confidentiality, anti-trust compliance, insider trading compliance, workplace harassment, anti-discrimination, and trade compliance. This includes mandatory annual training for all our full-time team members on ethical standards.

For the most recent Code of Ethics training performed in 2020, we achieved a course completion rate of over 99%. The company has also published policies on issues ranging from environmental health and safety to the sourcing of conflict minerals to human rights. Read [the detailed policies](#) on our website.

Entegris is committed to conducting self-assessments to ensure that our Code of Business Ethics, our policies, and our procedures are appropriately enforced throughout the organization, and we permit third-party auditing as arranged by the Responsible Business Alliance.

Entegris provides all team members with access to a 24-hour hotline for the reporting of any employment-related concerns. The Entegris Hotline is anonymous and confidential and is staffed by trained specialists from an independent third-party provider.



These specialists document any team member concerns and forward a written report for investigation. Entegris further ensures that team members are given the opportunity to report any suspected misconduct – anonymously if preferred – by granting protection to whistleblowers; any team member who uses these reporting mechanisms in good faith is offered protection against retaliation. Investigation of these matters is led by our law department with support from human resources and our internal audit team. The Audit and Finance Committee of the board of directors provides oversight of investigations and members receive regular updates.

Entegris builds on these policies and protections with a comprehensive enterprise risk management framework. The company maintains an enterprise risk assessment team led by senior management who meet quarterly to provide early visibility into events that could threaten our organization or operations. Our board of directors receives reports on, and oversees the management of, these risks. Read more on the [Corporate Governance section](#) of our website.

### **CSR Governance**

In 2020, we established a CSR Council comprised of members of our senior management team who have direct responsibility for advancing the four pillars of our CSR strategy. The CSR Council meets monthly to review dashboards outlining progress and future efforts for each pillar. Progress against our CSR goals is included among senior leaders' annual performance objectives.

The CSR Council is led by our company's chief executive officer, Bertrand Loy, and includes: Joe Colella, senior vice president, general counsel, and chief compliance officer; Jim O'Neill, senior vice president and chief technology officer; Todd Patterson, vice president of global environmental, health and safety; Neil Richards, senior vice president of global operations and supply chain; Sue Rice, senior vice president of human resources; Bill Seymour, vice president of investor relations, and other members of the Entegris leadership team.

Our board of directors is actively engaged in our CSR program and receives updates from senior management regarding related matters during the year. The board recognizes that the long-term interests of our stockholders are best advanced when considering other stakeholders and interested parties, including customers, Entegris team members, business partners, and the communities in which we operate.

# Reporting Alignment

## U.N. Sustainable Development Goals

Entegris is committed to operating a CSR program that is aligned with the U.N. SDGs and considers the U.N. SDGs to be the blueprint to achieve a better and more sustainable future for all. Across our business we look to the SDGs to guide our own efforts in addressing the most critical global challenges we face, from poverty and inequality to climate change and environmental degradation.

When it comes to our Innovation Pillar, one of our 2030 goals is aligning 100% of our innovation portfolio to advance the U.N. SDGs. Entegris' products and solutions are key enablers in the production of semiconductors and help address a wide range of societal challenges – from the democratization of technology, to the development of electric vehicles to help fight climate change, to the advancement of AI in modern medicine.

## Sustainability Accounting Standards Board

We are aligning our CSR reporting with SASB, which provides a meaningful framework for disclosing information about our sustainability efforts to investors and other constituents. The standards identify the environmental, social, and governance issues most relevant to the semiconductor industry – enabling readers to compare peer performance and benchmark within the industry. In this year's report we will begin to provide SASB metrics, where possible. You can find more information about our reporting on SASB metrics in the Data Appendix section of this report.





PILLAR ONE

# Innovation

We believe in the transformational power of innovation.

Innovation is at the heart of how we bring value to our customers. Innovation is the catalyst for Entegris’ role in enabling everything from the smartphone in your pocket to your autonomous vehicle, as well as the high performance servers that power cloud computing, and even the Aramus™ single-use assembly that is used to store and transport COVID-19 vaccines.

But innovation is not only central to the success of our business; it’s also central to our ability to have a positive impact on the global community. Our products, solutions, and technological expertise have the power to influence the way people work and live for the better. Innovation in the field of materials science, for example, drives the advancement of technology that is fundamental to achieving the U.N. SDGs. At Entegris, we believe pursuing innovation with purpose creates economic value, enables greater access to technology, and improves the lives of millions of people around the world.

### 2030 INNOVATION GOALS

- 1 Invest at least 55% of operating expenditures in Research & Development (R&D)
- 2 Commit 100% of innovation portfolio to advance our customers’ technology roadmaps
- 3 Align 100% of innovation portfolio to advance the U.N. SDGs

### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS





## 2030 Innovation Goals

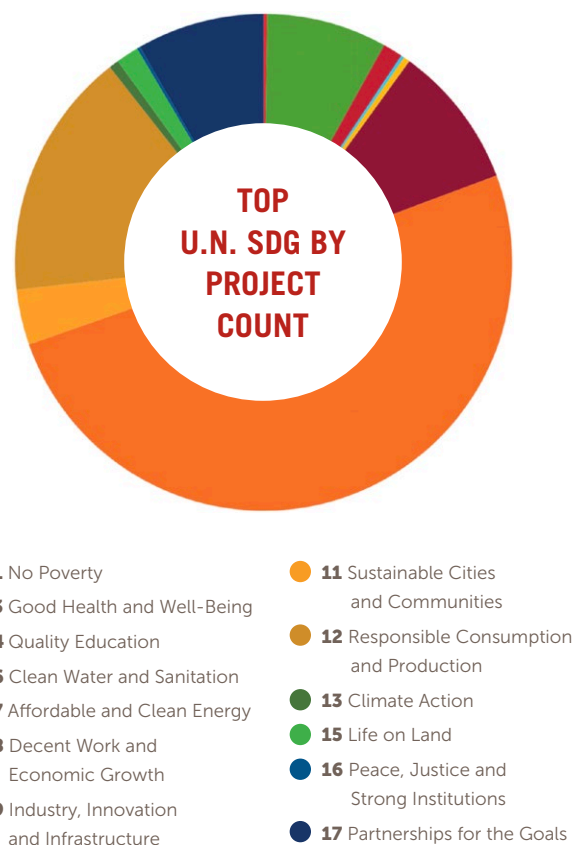
This belief in the power of innovation to change the world is why we have set three ambitious goals for how we will transform our business by 2030. These goals direct our business to accelerate its investment in R&D while also more fully aligning our innovation agenda to serving our customers' most advanced technologies as well as the U.N. SDGs.

**Our first goal is to invest at least 55% of our operating expenditures in R&D.** Investment at this level will enhance our ability to develop breakthrough technologies that can transform society, but also ensures that our technology is leading-edge, which should assure the sustainability of our business over the long term. In 2020, we invested more than 35% (non-GAAP) of operating expenses in R&D. This includes research in advanced materials, which enables the performance of leading-edge semiconductor devices, as well as in polymer science, which ensures the highest levels of chemical purity needed for high manufacturing yield.

**The second goal is to commit 100% of our innovation portfolio to advancing our customers' technology roadmaps.** We allocate significant spending to the global Entegris technology centers in order to collaborate more closely and effectively with our global customers. We also devote resources to our technical workforce, hiring scientists and engineers whose skills unite across our global teams to support the ambitions of our fastest growing customers.

**The third goal is to align 100% of our innovation portfolio to advance the U.N. SDGs** where we can make the greatest impact, from clean energy to sustainable cities to action on climate change. As a baseline in 2021, we mapped all items in our innovation portfolio to the most important technology roadmaps to showcase alignment.

For our third goal, we asked project leaders to identify three U.N. SDGs that most closely aligned with their project goals. Not surprisingly, the greatest number of projects in the innovation pipeline aligned with SDG 9 – (Industry, Innovation, and Infrastructure). Beyond that, projects in the portfolio touched on a range of U.N. SDGs from Good Health and Well-Being (SDG 3), to Responsible Consumption and Production (SDG 12), to Climate Action (SDG 13), as the chart below illustrates.



Aligning with the most relevant U.N. SDGs will allow Entegris to better support the innovations that will advance the industry and expand our ability to address complex global challenges through better resource allocation.

# Innovation in Action

Every day at Entegris our teams work with customers and suppliers to address critical business and societal challenges with innovative solutions. Below are a few recent examples of how we are rooted in the technology infrastructure – from the cloud to our customers – and how we use the power of innovation to solve problems.



## **Advancing Communication Technology**

The digital revolution has led to increasingly vast amounts of data that need to be processed, communicated, and stored, much of it via our smart phones. This requires ever-more advanced chips capable of greater processor performance, memory density, and modem speed. Working with the world's leading chip manufacturers, Entegris is enabling the ongoing improvement of mobile communications (e.g. 5G) by developing more advanced materials – through a unique combination of performance materials and critical materials handling solutions. The result is a better product that enables cutting-edge performance in the pockets of millions of people around the world.



## **Advancing Autonomous Driving**

With the greater semiconductor content in advanced automotive applications and greater use of higher-end processors in autonomous vehicles, the need for device reliability has become paramount. While microchip reliability is important to all technologies, when it comes to autonomous vehicles, defects leading to failure could be catastrophic. That is why Entegris is developing better solutions that can enable improved chip reliability, thereby making smart mobility also safe mobility. Our efforts are focused on addressing this problem at its root, which means preventing latent defects from being introduced during the manufacturing process. Entegris is proud to partner with leading global vehicle manufacturers (and advanced semiconductor manufacturers) to advance this critical work.



## **Advancing Vaccine Safety**

Our long-standing commitment to innovation allows us to adapt to new emerging needs. Recently, the capabilities required to achieve ultrapure levels of contamination necessary in the semiconductor industry were translated directly into the handling of life-critical materials in the biopharmaceuticals field. A critical part of delivering COVID-19 vaccines to people around the world is being able to safely keep them cold during transport. To meet this urgent global challenge, Entegris leveraged its decades of experience in pure materials handling in the semiconductor industry to develop low-temperature storage bags that are being used by leading COVID vaccine manufacturers to handle the production and distribution of their products.

## What's Next

As we continue to advance our 2030 innovation goals, here are some specific actions we are taking to ensure we deliver on our commitments.

- Continuing to expand our global footprint of technology centers to be closer to our customers and key centers of innovation, by increasing our talent and technical capabilities in Taiwan, South Korea, Singapore, Japan, and China.
- Strengthening communication channels among project leaders to ensure alignment with customer roadmaps and U.N. SDGs.
- Collaborating with universities to develop new polymers to differentiate product performance and new materials for emerging technology.



IN 2020,  
WE INVESTED  
**35%**  
(NON-GAAP)  
OF OPERATING  
EXPENSES IN R&D





## PILLAR TWO

# Safety

Navigating the pandemic has provided a daily reminder for why workplace safety has always been a top priority at Entegris.

The reasons for this are clear: Safety is a principal focus because Entegris genuinely cares about the safety and welfare of our teams.

A work culture where safety is universally recognized as a top priority also creates an environment of manufacturing excellence.

Our commitment is not just focused on our people but also on the safety of our customers and business partners. This extends to the design and manufacture of our products, and supports a core part of our value proposition to develop the purest and safest solutions across complex supply chains, including, for example, [SDS®3](#), [Safe Delivery Source](#) and [FluoroPure® HDPE drums](#).

### 2030 SAFETY GOALS

- 1 **Strive for an injury-free work environment at all Entegris facilities**
- 2 **Create an environment where more than 95% of colleagues say “Entegris is a safe place to work”**
- 3 **Achieve 100% manufacturing participation rate in proactive reporting of safety opportunities**

### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS





## 2030 Safety Goals

For Entegris, being a leader in safety requires active engagement and proactively working to both reduce workplace injuries and increase the overall culture of safety across the business. The three goals we have established for 2030 speak to this integrated approach to team members' health and safety and our belief that it is critical for all of us to be engaged in maintaining a safe work environment.

**To ensure the physical safety of our teams, the first of our 2030 goals is to strive for an injury-free work environment at all Entegris facilities.** This requires the engagement from all team members by reporting and eliminating hazards in the work environment. In 2020, our total recordable incident rate (TRIR) was less than 0.74, down from 1.19 in 2019 and 1.64 in 2018. Our TRIR includes all recordable injuries across Entegris facilities during the calendar year and is calculated following the U.S. Occupational Health and Safety Administration (OSHA) regulation. Additionally, in 2020, we incurred no monetary penalties as a result of legal proceedings associated with team members' health and safety violations. We also focused our efforts on tracking and eliminating serious and severe injuries on our journey to an injury-free workplace.

Our two other goals are rooted in our efforts to build a culture of safety.

**The first is to create an environment where more than 95% of our colleagues say "Entegris is a safe place to work,"** up from our baseline of 90%, as of our 2020 employee survey.

**The second is to achieve a 100% manufacturing participation rate in proactive reporting of safety opportunities.** Toward the end of 2020, roughly one in three team members were submitting either an observation, a near miss, or first aid, or participated in an inspection each month.

Our shared focus and responsibility for a healthy and safe workplace environment will help enable us to reach our ambitious vision.





## Recognizing Safety Performance

Our team members are critical to achieving our safety goals. As we ask them to get more involved, we want to recognize them for their contributions. In 2020, Entegris launched a quarterly program to recognize manufacturing departments globally for achieving defined safety performance levels centered around working safely and responsibly. When the program launched in 2020, 65% of our teams achieved their quarterly goals, and this has since increased to 75% in 2021.

In addition, the Annual Safety Performance Recognition program was rolled out in 2021. Our sites in Kulim, Malaysia, and Yonezawa, Japan, were presented with the Platinum Award for exceeding over one million hours worked without an OSHA recordable injury. Twelve other sites received Gold Awards for exceeding 500,000 hours or for achieving one year without a recordable injury.



## COVID-19: An Unparalleled Safety Challenge

The pandemic has presented an unprecedented challenge and highlighted the importance of protecting our teams not only from physical injury but also from the spread of infectious diseases.

Early in the pandemic, we developed pre-entry health screening by installing automated temperature scanning devices and a visitor management system at all facilities. Anyone entering an Entegris facility has been required to verify their COVID-19 health risk status by registering into our visitor management system. We also have developed Pandemic Preparedness Response teams at each of our facilities to implement protective measures such as installing MERV13 or higher efficiency filters in our ventilation systems, eliminating high touch points, and implementing improvements to social distancing, such as modifying our team members' work stations and environments. We are continuing to proactively communicate with our team members through various means, including regular videos from leaders across the organization that provide ongoing updates on safety protocols across our operations.

Last spring, in an effort to revitalize our focus on our protective measures, we launched a contest that invited team members to produce their own videos on the challenges faced during the pandemic. The video submissions were featured on the Entegris intranet.



## What's Next

As we continue to make progress toward our 2030 safety goals, here are some specific actions we will be taking to ensure we deliver on our commitments.

- Enhancing our Proactive Ergonomic program that uses leading software to evaluate potential ergonomic risks and identify safer ways to perform daily tasks.
- Expanding our Process Safety program with an initial emphasis on strengthening our process hazards analysis competencies.
- Implementing our Life Saving Rules program to increase team member awareness of our most critical safety procedures, including posting these rules in key locations in our facilities to serve as visual reminders of their importance. These critical safety procedures are designed to prevent the most serious injuries and include hot work permitting, control and isolation of hazardous energy, confined space entry permitting, and wearing personal protective equipment.



IN 2020,

**90%**

OF OUR COLLEAGUES  
FELT THAT "ENTEGRIS  
IS A SAFE PLACE  
TO WORK"



### PILLAR THREE

# Personal Development and Inclusion

Entegris' number one competitive advantage is our nearly 6,000 team members around the world.

In an industry and a world where change is accelerating and complexity is increasing, enabling every team member to reach their fullest potential is not only foundational to who we are but is also a critical business imperative.

To maintain this competitive advantage, we are focused on managing a work environment where everyone is treated fairly and where diversity of perspectives and backgrounds shape and enrich the decisions that are made about our business. We also want to ensure that all our team members have the chance to grow in their careers and acquire the technical and leadership skills needed to achieve their full potential. This is why we are putting ongoing learning at the center of the company's programs.

Entegris is a values-driven culture centered around our PACE values: People and teamwork; Accountability, integrity and trust; Creativity and innovation, and dedication to Excellence. We believe these values create the foundation for a workplace where everyone can thrive.

## 2030 PERSONAL DEVELOPMENT AND INCLUSION GOALS

- 1 Invest more than \$30 million over the next 10 years in STEM scholarships and engineering internships for women and individuals from underrepresented communities
- 2 Aim to fill more than 50% of new engineering roles with women and/or individuals from underrepresented groups, and aim to achieve 50% diversity among board members
- 3 Increase participation in real-time learning opportunities and internal training hours by greater than five times the hours completed in 2020

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



## 2030 Personal Development and Inclusion Goals

To make sure we are investing in and nurturing the strength of our most important asset, our people, we have set three goals for 2030 that we believe will help us to establish a workforce that is both more diverse and better prepared to be productive in a rapidly changing world.

**Our first goal is focused on expanding access to the field of engineering by investing more than \$30 million over the next 10 years in STEM scholarships and engineering internships for women and individuals from underrepresented communities.** In 2020, we established the Entegris Foundation to fund the STEM scholarships and as of 2021, we have contributed \$5 million to the Foundation. In 2021, the Foundation is partnering with nine colleges and universities to award one student at each school with an annual \$25,000 scholarship for three years. In addition to the Foundation, we also committed more than \$1 million annually to support internships and co-ops.

**Our second goal helps advance diversity in all its forms across all levels of our company by broadening access to career and leadership opportunities. We aim to fill more than 50% of new engineering roles with women and/or individuals from underrepresented groups.** In 2020, 39% of new engineer hires we made were from these groups. To meet our goal, we are increasing our on-campus programs, building relationships with key student programs that target underrepresented groups in engineering, expanding internship/co-op and engineering development programs, and upgrading our external career portal. We also aim to achieve 50% diversity among our board members. In 2021, we added two new diverse board members and increased diversity on our board to 33%, up from 13% in 2020.

**Our third goal is to promote career development by increasing participation in real-time learning opportunities and internal training hours by more than five times the 109,000 hours completed in 2020.** To build this learning culture, we have created and deployed numerous managerial and technical development programs, thereby offering more avenues for ongoing learning. For example, we strengthened the Entegris Leadership Development program, which provides a three-year training opportunity for recent graduates in product, manufacturing, and quality engineering. This rotational program allows these new hires to develop a broad and diverse functional perspective of our product development cycle from the ideation stage all the way to high volume manufacturing. This will help them be better contributors as we aim to bring greater discipline and speed into our new product development cycles. Preparing our colleagues to solve the urgent problems of today and tomorrow will make each individual stronger and in turn will strengthen our business as a whole.





## Supporting and Empowering Our Teams

We believe in providing all of our people with the rewards, policies, and opportunities for growth needed to deliver their best work.

Our Total Rewards program supports the achievement of business objectives through careful alignment to our PACE values, philosophy, efficiency, and market-based principles. We are also committed to ensuring that rewards and recognition support all our team members equitably by, for example, annually reviewing gender pay equity relative to performance and market practices.

We recognize teams that exemplify our PACE values and introduce revenue-generating and productivity-enhancing initiatives through our Champions Cup program. Teams who demonstrate this criteria are nominated and reviewed each quarter and the winner receives a team award of \$25,000 USD and company stock.

Through our learning and development team, we provide team members with a range of resources including training programs and e-learning courses. We have also established a "Great Leader Playbook," which provides a researched point-of-view and set of tips and strategies to help team members build talent for the future, drive partnerships, foster innovation, lead with tenacity and humility, make data-driven decisions, and drive customer centricity. This guide is the basis for all of our leadership development programs and was used to create a Management Achievement Program, where over 750 leaders to date have been taught skills and methods to manage the different aspects of being a leader at Entegris.

## Ensuring Team Members' Well-Being During a Crisis

The COVID-19 pandemic has posed a challenge not only to the physical health of the Entegris community, but also the emotional, social, and financial well-being of our entire team. That is why we have focused on a holistic approach to empowering and supporting our team members with the information and tools to build resilience and better manage the ongoing stress and uncertainty brought on by COVID-19.

Here are a few of the key initiatives we implemented in 2020:

- We launched a global employee support program that focuses on our team members' total health. We provided resources, information sessions, and access to information related to physical, emotional, social, and financial well-being.
- We made it easier for team members to serve and give back in their communities by matching their charitable contributions and providing thousands of local volunteer opportunities through the Fidelity Giving Platform.
- We enhanced benefits in areas like family leave to give team members additional flexibility for caring for those closest to them.
- We held a series of webinars for team members globally about diversity and inclusion, how to avoid biases, and creating an environment that is welcoming to all.



## What's Next

As we continue to make progress toward our 2030 personal development and inclusion goals, here are some specific actions we will be taking to ensure we deliver on our commitments.

- Launching our Operations Leader Development program and Cell Leader Development program to expand opportunities for ongoing career growth.
- Implementing guidance actions in support of continuous improvement in labor and human rights, continue auditing labor and ethics practices in collaboration with global operations and supply chain, issuing Responsible Business Alliance (RBA) self assessments for all of our global operations facilities, and requesting RBA Validation Audits at three of our primary operations facilities in 2021.
- Expanding our four employee network groups to include Cross-Generational, Women of Entegris, LGBTQ+, and Veterans employee networks.



IN 2020,

**39%**

OF NEW ENGINEER  
HIRES WERE FEMALE  
AND/OR FROM  
UNDERREPRESENTED  
GROUPS



## PILLAR FOUR

# Sustainability

At Entegris we know the importance of environmental sustainability to our collective future cannot be overstated and that we all have a critical role to play in ensuring we meet our goals.

That is why Entegris believes we have a responsibility to use resources wisely and to drive innovation that will enable technological advancement while protecting and preserving both the planet and the communities in which we live and work.

We recognize that the world's resources are limited; over the next few decades the demand for energy, clean water, and other natural resources is likely to increase due to population growth and economic development. Entegris is dedicated to minimizing the environmental burden of our global operations by focusing on what we consume to manufacture our products, including reducing water and energy consumption, and increasing our use of renewably sourced electricity.

Perhaps in no other area of our CSR program is our belief in Science Today for a Sustainable Tomorrow more relevant, or our focus on using innovation to change the world more needed.

## 2030 SUSTAINABILITY GOALS

- 1 **Reduce energy consumption by more than 20% per Entegris revenue dollar from 2020 baseline**
- 2 **Achieve 100% electricity consumption generated from renewable sources, where available**
- 3 **Decrease water usage by more than 50% per Entegris revenue dollar from 2020 baseline**

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



## 2030 Sustainability Goals

The world's need for increased attention and action on the issue of sustainability is why we have identified three ambitious goals for 2030 that directly engage our team members, suppliers, and external experts to find new ways to radically improve processes to limit our environmental impact and conserve valuable resources. Following the development of our goals in 2020, we implemented a new process for collecting and tracking our usage of water, electric, and natural gas across all Entegris locations. This allowed us to establish our 2020 baseline metrics, identify reduction opportunities, and create a global plan for implementing resource conservation initiatives. The new tool solidifies how we will measure and report progress going forward.

Two of our goals are targeted directly at the role of energy in our operations. **The first is to reduce our energy consumption by more than 20% per Entegris revenue dollar from our 2020 baseline of 557 Metric Million British thermal unit (MMBtu)/\$1 million.**

Our operations globally use electricity, which is provided in most cases from traditional combustion sources. So, in addition to conserving energy, **our second goal is to achieve 100% electricity consumption generated from renewable sources, where available.**

Our third goal is focused on conservation, and its aim is to decrease our water usage by more than 50% per Entegris revenue dollar from the 2020 baseline.

As of 2020, water usage per revenue dollar was 580 m<sup>3</sup>/\$1 million. By reducing the use of water and reusing water throughout our operations, we can ensure that we are responsible stewards of the earth's most vital resources.

Water and energy conservation help us address the needs of our communities and the planet as well as our business. Efforts to reduce water and energy use encourage process efficiencies that ultimately save resources, especially as supply becomes more stressed. Our shift to more renewably sourced energy will further help reduce the impact of our manufacturing operations on the environment and the communities in which we operate.





# Building a More Sustainable Business

Making sustainability a core part of every aspect of Entegris' business is a top priority, and across the world our teams are moving quickly to implement the transformations that are needed to ensure the future of our business and our planet. Here are a few examples of what we've achieved so far.



## **A First-of-Its-Kind Plant in Taiwan**

From its construction to its water consumption and its energy sourcing, our newest and largest global facility in Taiwan is being built to integrate the company's 2030 sustainability goals throughout all its manufacturing processes. For example, we have set aggressive goals to reduce water use in this facility by more than 50% versus what is currently consumed at a similar existing facility.



## **Water Reduction and Reuse**

Entegris has recognized the opportunity to collect, reuse, and recycle the clean water that would have otherwise been discharged from our facilities. We have drafted a three-year plan to install water recovery systems across our global operations. With the installation of these systems, we will offset our current water withdrawals and work toward achieving our 2030 goal.



## **Advancing Sustainability Through Chemistry**

Many of our products begin with the formulation and processing of hazardous materials such as flammable, corrosive, air reactive or toxic solids, liquids, and gases. Our scientists and engineers look for opportunities to eliminate the use of these materials through our Sustainable Chemistry program. Where substitution or elimination is not an option, we assess the safety of process and designs, develop maintenance strategies, and share hazard information and control strategies across our operations.

In addition to assessing and minimizing environmental and sustainability concerns at the beginning of the product lifecycle, we work to reduce products or components which contain hazardous substances.

## What's Next

On the path to achieving our 2030 sustainability goals, we are developing an initial five-year roadmap that outlines plans for energy reduction, renewable energy transition, and water conservation. Our priorities include:

- Using our recently established process for collecting and tracking usage of water, electric, and natural gas, we will implement equipment and process improvements to reduce consumption across our operations.
- Embedding energy, waste, and water reduction goals into our new product and development process. With an established factory footprint, teams are challenged to do better with every new process and product.
- Identifying regional renewable energy suppliers and supply opportunities to build a strategic multi-year migration plan that expands our use of renewable energy around the world while meeting the needs of our business.
- Developing sustainability leaders and teams across each of our large facilities to achieve site-specific energy and water consumption reduction goals.



**ENTEGRIS HAS  
BEEN AWARDED  
AN ECOVADIS  
SILVER MEDAL IN  
RECOGNITION OF  
SUSTAINABILITY  
ACHIEVEMENT**





## Supply Chain

At Entegris, our CSR journey runs through all of our operations, but it doesn't end there. Our CSR program extends to every part of our business, including our supply chain. That's because making a lasting impact is something that requires partnership. To deliver a more sustainable tomorrow, we must also build a more sustainable and inclusive supply chain with our suppliers today.

### Responsible Business Alliance

We have adopted the RBA Code of Conduct and have deployed it as our supplier code of conduct. The RBA Code of Conduct outlines Entegris' fundamental expectations for supplier business conduct with respect to ethics, labor and human rights, health and safety, environmental protection, and compliance with laws (including those prohibiting corruption and bribery). Entegris expects all its nearly 6,500 suppliers and partners to support the RBA Code of Conduct requirements, as well as demonstrate transparency in their environmental, social, and governance (ESG) performance.

This approach has helped us build a resilient supply chain, which has been evident during the COVID-19 pandemic.

Here are a few examples of how our commitment to partnership and transparency with our suppliers is driving us forward together.

### Supplier Engagement

Actively sharing our sustainability vision and path with our suppliers is critical to the success of Entegris' CSR efforts. Entegris partners with suppliers who are similarly committed to building sustainable supply chains and establishing roadmaps to advance ESG initiatives.

Entegris works together with suppliers to set goals and identify improvement paths for CSR through a range of activities, including supplier virtual events, supplier audits, and supplier scorecards. Entegris has also developed a supplier portal as a vehicle for sharing expectations and information.

### Supplier Collaboration

In working toward a circular economy, we're developing programs throughout the ecosystem, both upstream and downstream of Entegris.

Entegris has a continuous process of supply chain due diligence to confirm the absence of regulated substances, as defined by the industry standard IEC 62474, within the material composition of products. We reach out to all of our suppliers to communicate requirements and collect validation of regulatory compliance.

In addition, it is our policy to not knowingly purchase materials from suppliers that participate in behaviors that are not in line with Entegris expectations, industry best practices, and global requirements.

Therefore, the company's product stewardship team actively:

- Tracks regulatory requirements, industry standards, customer requirements and feedback, and emerging best practices.
- Evaluates the application of global regulations and industry standards to Entegris products and drives conformance.
- Uses software to track requirements by commodity for RBA conformance and materials compliance with global laws and regulations for all Entegris products.
- Communicates and provides awareness to suppliers and manufacturing partners on the various regulations and industry standards that Entegris requires.
- Evaluates and qualifies new suppliers.

In addition, Entegris has actively supported the efforts of the Responsible Minerals Initiative (RMI) since its inception. RMI is an industry-wide effort to understand and determine how best to mitigate the complex issue of conflict minerals. We support RMI's program by conducting due diligence of our suppliers and reasonable inquiries into country of origin for their materials that align with guidelines established by the Organisation for Economic Co-operation and Development (OECD) and RBA. See our [Conflict Minerals Report](#), which is filed annually with the U.S. Securities and Exchange Commission.

### **Supplier Sustainability Awards**

Recognizing and learning from the important work that suppliers are doing within CSR makes our end-to-end supply chain stronger. This is why each year Entegris acknowledges leadership in CSR with a sustainability award. Winners are identified based on performance in Entegris' sustainability scorecard and their impact on the industry and the communities they serve.

### **Supplier Diversity**

Entegris is committed to fostering inclusion and diversity across our entire workforce, and we extend that commitment to our supply base. In this area, we have met words with actions by having set, and achieved, an ambitious goal that positions us as an industry leader with more than 15% of Entegris' spending awarded to diverse suppliers.





## What's Next

As we continue to advance our supply chain efforts, here are some specific objectives we are working toward to ensure we deliver on our commitments.

- Continually increasing the number of suppliers participating in CSR audits (including criteria for assessment of environmental, health, safety, ethics, and labor practices), which has been growing since measurement began. As of 2020, we have conducted 131 cumulative audits.
- Ensuring a high level of spending with diverse suppliers.
- Growing the number of targeted suppliers who have signed the Entegris RBA Supplier Code of Conduct.



# Data Appendix

Entegris is committed to accountability and transparency when it comes to reporting and measuring the impact of our CSR program and progress against our 2030 goals. The following charts present the company's 2030 goals from our four CSR Pillars – Innovation, Safety, Personal Development and Inclusion, and Sustainability – and include measurement baselines (some of which may include estimates) and future reporting and measurement plans. These charts also include the SASB metrics for the semiconductor industry and, where possible, data connected to those metrics. Our intention is to provide data for all SASB metrics where possible as part of our commitment to fully aligning with the SASB standards.

## PILLAR 1: INNOVATION

2030 GOALS	BASELINE 2020 RESULTS	PAGE REFERENCE
Invest 55% of OPEX in R&D	35% (non-GAAP)	Pillar One: Innovation (page 9)
Commit 100% of innovation portfolio to advance our customers' technology roadmaps	Not evaluated in 2020, progress noted in Innovation Pillar	Pillar One: Innovation (page 9)
Align 100% of innovation portfolio to advance the U.N. SDGs	Not evaluated in 2020, progress noted in Innovation Pillar	Pillar One: Innovation (page 9)

SASB TOPICS	CODES	ACCOUNTING METRICS	2020 RESULTS	PAGE REFERENCE
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not reported. Read more about our approach to product compliance and IEC declarable substances in the Supply Chain section.	Supply Chain (page 25)
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Not applicable to our business	N/A
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Read more in Supply Chain section <a href="#">Conflict Minerals Report (CMR)</a> <a href="#">Sustainable Sourcing Policy</a> <a href="#">Conflict Minerals Policy</a>	Supply Chain (page 25)
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses because of legal proceedings associated with anti-competitive behavior regulations	\$0	N/A



**PILLAR 2: SAFETY**

2030 GOALS	BASELINE 2020 RESULTS	PAGE REFERENCE
Strive for an injury-free work environment at all Entegris facilities	Total Recordable Injury Rate (TRIR) <0.74 <sup>1</sup>	Pillar Two: Safety (page 13)
Create an environment where more than 95% of colleagues say, "Entegris is a safe place to work"	90%	Pillar Two: Safety (page 13)
Achieve a 100% manufacturing participation rate in proactive reporting of safety opportunities	25%	Pillar Two: Safety (page 13)

SASB TOPICS	CODES	ACCOUNTING METRICS	2020 RESULTS	PAGE REFERENCE
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Read more in Safety Pillar	Pillar Two: Safety (pages 13-15)
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	\$0	N/A

**PILLAR 3: PERSONAL DEVELOPMENT AND INCLUSION**

2030 GOALS	BASELINE 2020 RESULTS	PAGE REFERENCE
Invest more than \$30 million in STEM scholarships and engineering internships for women and individuals from underrepresented communities	Scholarships not yet granted in 2020 <sup>2</sup>	Pillar Three: PD&I (page 17)
Aim to fill more than 50% of new engineering roles with women and/or individuals from underrepresented groups	39% <sup>3</sup>	Pillar Three: PD&I (page 17)
Aim to achieve 50% diversity among board members	13% <sup>4</sup>	Pillar Three: PD&I (page 17)
Increase participation in real-time learning opportunities and internal training hours by more than five times the hours completed in 2020	109,000 hours <sup>5</sup>	Pillar Three: PD&I (page 17)

1. As defined by U.S OSHA recordkeeping rule.

2. In 2020, we established and began to fund the Entegris Foundation for the STEM scholarships and as of 2021, we have contributed \$5 million to the Foundation.

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

4. Baseline value in 2020 included one female on the board of eight members. In 2021, we added two new diverse board members and increased diversity on our board to 33%.

5. Training hours measured are those delivered for employee development.

**PILLAR 3: PERSONAL DEVELOPMENT AND INCLUSION (CONT.)**

SASB TOPICS	CODES	ACCOUNTING METRICS	2020 RESULTS	PAGE REFERENCE
<b>Employee Engagement, Diversity, and Inclusion</b>	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	(1) 1.6% foreign nationals (2) 48% employees located outside of North America	N/A

**PILLAR 4: SUSTAINABILITY**

2030 GOALS	BASELINE 2020 RESULTS	PAGE REFERENCE
<b>Reduce energy consumption by more than 20% per revenue dollars from 2020 baseline</b>	557 MMBtu/\$1 million <sup>6</sup>	Pillar Four: Sustainability (page 21)
<b>Achieve 100% electricity consumption generated from renewable sources, where available</b>	Data not available yet for 2020 <sup>7</sup>	Pillar Four: Sustainability (page 21)
<b>Decrease water consumption by more than 50% per revenue dollars from 2020 baseline</b>	580 m <sup>3</sup> /\$1 million <sup>8</sup>	Pillar Four: Sustainability (page 21)

SASB TOPICS	CODES	ACCOUNTING METRICS	2020 RESULTS	PAGE REFERENCE
<b>GHG Emissions</b>	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	(1) 30,855 Co2E <sup>9</sup> (2) Not reported	N/A
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Read more in Sustainability Pillar	Pillar Four: Sustainability (page 23)
<b>Energy Management</b>	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 1,092,708 gigajoule (GJ) (2) 64% (3) 0% <sup>7</sup>	Pillar Four: Sustainability (page 21)
<b>Water and Wastewater Management</b>	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) 1,078,926 m <sup>3</sup> <sup>8</sup> (2) Not reported	Pillar Four: Sustainability (page 21)
<b>Waste and Hazardous Materials Management</b>	TC-SC-150a.1	Amount of hazardous waste from manufacturing; percentage recycled	3,246 metric tons; Not reported <sup>10</sup>	N/A

6. Total of all sources of energy used by manufacturing operations under Entegris control. Includes calculated estimates where some data are not yet readily available.

7. Work to identify renewable energy from global energy sourcing is in process. 15% renewable electricity is already part of sourced electricity from utility providers.

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

9. Scope 1 calculated for facilities within Entegris operational control using the IPCC Fifth Assessment Report (2014).

10. 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.

# CSR Ratings and Rankings

In addition to aligning with SASB standards, Entegris has its sustainability and CSR performance measured by leading ratings organizations. Here is a round-up of some of the rankings and assessments Entegris has received.



## EcoVadis

EcoVadis provides business sustainability ratings for more than 75,000 businesses in its network. In 2021, Entegris was awarded a Silver Medal (up from Bronze in 2020), placing us among the top 25% of companies assessed by EcoVadis.



## MSCI

MSCI is a leading provider of company ESG ratings for institutional investors. Entegris' most recent MSCI rating (from December 2020) is "BBB", placing us in the top 42% of our industry peers (as defined by MSCI).



## Sustainalytics

Sustainalytics is a leading provider of company ESG ratings for institutional investors. Entegris' most recent Sustainalytics Risk Rating is "23.0," placing us in the top 25% of our broader industry peers (as defined by Sustainalytics).



## RBA

RBA is an industry group with a mission of promoting CSR in global supply chains. One of the most fundamental RBA programs is the Validated Assessment Program (VAP), which is the leading standard for onsite compliance verification and effective, shareable audits for CSR.

## CAUTIONARY STATEMENTS

This report contains "forward-looking statements." The words "believe," "expect," "anticipate," "intend," "estimate," "forecast," "project," "should," "may," "will," "would" or the negative thereof and similar expressions are intended to identify such forward-looking statements. These statements include 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, 2020, filed with the Securities and Exchange Commission on February 5, 2021, and in Entegris' other periodic filings. Except as required under the federal securities laws and the rules and regulations of the Securities and Exchange Commission, Entegris undertakes no obligation to update publicly any forward-looking statements or information contained herein, which speak as of their respective dates. Forward-looking statements are not guarantees of future results.

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## ABOUT ENTEGRIS

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



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