

HUMAN RIGHTS POLICY

PURPOSE

The purpose of this policy is to define the human rights principles of Entegris, Inc. and its subsidiaries (“Entegris”, “we”, “us”, or “our”). Through adherence to this policy, our [PACE values](#), and our [Code of Business Ethics](#), Entegris strives to prevent human rights abuses in our operations and businesses.

GENERAL PRINCIPLES

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

As set forth in our [Corporate Social Responsibility Framework](#), we are committed to ensuring the safety of our colleagues, customers, and business partners, and we strive to operate our business in an environmentally responsible way to conserve the world’s natural resources. We expect our suppliers to adhere to industry best practices and global requirements and to manage their businesses in a way that is consistent with Entegris’ values. We are dedicated to being a world-class organization committed to the highest ethical standards, to treat people with respect and dignity no matter their backgrounds, and to provide our colleagues opportunities to learn and develop, professionally and personally. Please see our 2030 Goals for the quantitative targets we have established and seek to achieve.

Employees in all of our locations are responsible for complying with the principles outlined in this policy and our Code of Business Ethics, which are available on our website, communicated internally and shared externally to relevant parties. Management will assist employees in understanding and interpreting this policy. Entegris takes these standards very seriously. Non-compliance by our employees may result in serious disciplinary action up to and including termination of employment.

DIVERSITY AND NONDISCRIMINATION

Entegris supports, encourages and values diversity in our workplace, as well as in our customers, suppliers and other business partners. We provide equal employment opportunity for all applicants and employees. We are committed to complying with all legislation in countries where we operate. We do not discriminate on the basis of race, color, religion, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic

information, military and veteran status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation or ordinance.

HARRASSMENT PROHIBITION

Entegris believes that harassment, discrimination, and retaliation are unjust, damage our work environment and such behavior by managers, co-workers or suppliers will not be tolerated. Entegris is committed to providing a work environment free of sexual harassment as well as harassment based on factors such as race, color, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance.

WORKING HOURS AND MINIMUM WAGE STANDARDS

Our compensation and benefits are intended to be competitive. Entegris pays employees at least the minimum wages and overtime rates required by law and collective labor agreements and, if no such laws or agreements apply, wages in line with marketplace practices. Our competitive pay levels are based on job descriptions and are independent of gender, age, ethnicity, or other personal characteristics or beliefs. Our working hours do not to exceed the maximum set by local law. Furthermore, except in emergency or unusual situations, a workweek should not be more than 60 hours per week. Entegris seeks to ensure that our employees not work longer than 6 consecutive days without at least one day off. Entegris expects its suppliers to comply with these expectations.

FREEDOM OF ASSOCIATION

In many of the locations where we operate, employees have the right to freely associate or not associate with third party organizations such as labor organizations, along with the right to bargain or not bargain collectively in accordance with local laws. While we do not believe employees need any third party to stand between them and Entegris, we respect those rights. We are committed to treating our employees with dignity and respect and creating an environment of open communications where employees can speak with their managers about their ideas, concerns or problems and address workplace issues together. We encourage our employees to share their ideas, concerns or suggestions through an environment of cooperation and teamwork. We believe such dialogue contributes to the meaning and quality of work.

PREVENTION OF HUMAN TRAFFICKING

Entegris does not and will not use forced, debt bonded, indentured labor, involuntary prison labor, slavery, or human trafficking in our business and will not tolerate such labor in our supply chain. Please see our California Transparency in Supply Chains Act Disclosure Statement for

additional information. Furthermore, we forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment.

CHILD LABOR

Entegris will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform hazardous work, overtime, or night shift work. We expect our suppliers to comply with these expectations.

FORCED LABOR

Entegris will not retain original employee documents (such as government issued identification, passport or work permits), unless employees voluntarily request that we safely store them, or where required by law, and we will not deny access to such documents.

We do not permit employees paying recruitment fees or other related fees, in order to obtain employment, as this practice can result in employees being forced to work in order to pay off debt incurred as part of securing employment. If an employee has been charged fees to secure employment, those fees shall be repaid to the employee.

CONFLICT MATERIALS

Entegris is committed to the responsible sourcing of “conflict minerals” throughout our supply chain. Please see our [Conflict Minerals Policy](#) for additional information.

ENVIRONMENTAL HEALTH, SAFETY, AND SECURITY

Entegris is committed to conducting business in ways that protect the environment and provide a safe and healthy workplace for our employees, visitors, contractors, communities and other stakeholders. Please see the [Entegris Global Environmental Health and Safety \(EHS\) Policy](#) for additional information.

GRIEVANCE AND REMEDY PROCESSES

We have established formal grievance and remedy processes to enable anyone, including employees, employees of our suppliers and other external stakeholders, to report human rights concerns through our third-party-operated [ethics reporting portal](#). Anyone who believes that there may have been a violation of this policy should report it through this channel. Allegations will be promptly investigated, and we will pursue action to mitigate any adverse human rights impacts.

ADMINISTRATION

The Senior Vice President, General Counsel, Chief Compliance Officer and Secretary has overall responsibility for the administration of this policy, the Code of Business Ethics and for ensuring appropriate follow-through of reported violations. This policy will be reviewed annually.

Human Resources and Supervisors/Managers at all levels are responsible for upholding this policy and fully supporting Entegris' efforts to create a respectful, fair, and safe work environment; to model their behavior accordingly; and to report non-compliance with this policy.

Environmental Health & Safety Supervisors/Managers at all levels are responsible for upholding the safety elements of this policy; supporting our efforts to maintain a safe work environment; modeling their behavior accordingly; and reporting non-compliance with those elements of this policy.