



MKS Inc.

ESG

Report

2025
Environmental, Social, Governance

Table of Contents

A Letter from our President and CEO	3
1 Business Overview	4
Business Overview	5
Our Sustainability Strategy	7
Sustainable Product Portfolio	8
Advancing Clean Energy Production	9
Product Lifecycle	10
2 Corporate Governance	11
ESG Oversight and Risk Management	12
Key Policies and Statements	13
Key Management Systems	14
3 Environment	15
Reducing our Carbon Footprint	16
Environmental Performance Metrics	17

4 Social	19
Employee Engagement	20
Culture and Belonging	21
Our Workforce	23
Training and Development	24
Employee Occupational Health and Safety	25
Community Partnerships and Engagement	26
Product Stewardship	27
Supply Chain	28
5 About This Report and Indices	29
About This Report	30
Appendix: Environmental Data	31
SASB Index	32
TCFD Index	34

A Letter from our President & CEO

MKS is pleased to share its 2025 Environmental, Social, Governance (ESG) Report. This report details our commitments, progress, and achievements towards integrating sustainability into our business with a view toward creating long-term value for our stakeholders.

Our innovative spirit, collaborative approach, and foundation of integrity and trust drive our commitment to sustainability. By focusing on solving our customers' most complex technology challenges through cutting-edge technology and engineering, we develop products that meet customer needs while supporting the sustainability of our planet and the safety of our communities.

To this end, we continue to create sustainable solutions, such as our Modern cleaners, which significantly reduce energy use, chemical consumption, and wastewater generation in industrial cleaning processes, and our Compact Membrane Anode Closed-Loop System for alkaline zinc-nickel plating which reduces waste

generation, decreases energy consumption by 32%, and helps lower the overall carbon footprint. Along with these improvements, I am pleased to highlight a few key 2024 ESG achievements:



We remain committed to reducing our combined Scope 1 and 2 emissions by 42% by 2030, using 2022 as our baseline, in alignment with criteria established by the Science Based Targets initiative (SBTi). In 2024, informed by our Scope 3 screening analysis which determined the relevant Scope 3 categories for our business, we conducted our consolidated Scope 3 emissions inventory. We plan to submit our combined Scope 1, 2, and 3 targets to SBTi for validation in 2025.¹



We conducted our fourth annual global Employee Engagement Survey, achieving a record 88% participation rate.



We continued to receive external recognition for our sustainability efforts. In 2024, we received a “Low” ESG

Risk Rating from Sustainalytics. We were also recognized on Newsweek and Statista’s annual list of America’s Most Responsible Companies, and for the last three consecutive years, as one of the Best Companies to Work For by U.S. News & World Report.

As a key provider of foundational solutions in the connected world, we acknowledge our significant responsibility to society. At MKS, we view this responsibility as an opportunity to develop revolutionary products that contribute meaningfully to both technological advancement and environmental sustainability. Looking ahead, we are optimistic about how our business can support global initiatives to mitigate and adapt to climate change and foster sustainable innovation.



Thank you for joining us on this journey. Alongside our partners, customers, suppliers, and communities, we are excited about the opportunities ahead and look forward to building upon our progress toward a more sustainable future for all.

John T.C. Lee
President and CEO

¹ See [Appendix: Environmental Data](#) for more details on our calculation of Scope 3 emissions.

1 Business Overview



MKS Inc. enables technologies that transform our world. We deliver foundational technology solutions to leading edge semiconductor manufacturing, electronics and packaging, and specialty industrial applications. We apply our broad science and engineering capabilities to create instruments, subsystems, systems, process control solutions and specialty chemicals technology that improve process performance, optimize productivity and enable unique innovations for many of the world's leading technology and industrial companies.

Our solutions are critical to addressing the challenges of miniaturization and complexity in advanced device manufacturing by enabling increased power, speed, feature enhancement, and optimized connectivity.

Our solutions are also critical to addressing ever-increasing performance requirements across a wide array of specialty industrial applications.

Our mission is to be the innovation leader and trusted partner that pushes the boundaries of possibility. Key to this mission are our three pillars that guide our work.



Leading the Way Through Innovation

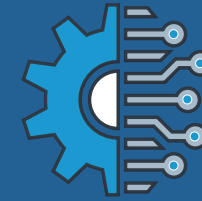
Innovation is our underlying growth engine—inventions lead to new product introductions, which lead to design wins, which lead to long-term revenue. Our relentless focus on innovation starts with taking the time to truly understand our customers' most complex problems – then designing innovative solutions to solve them.



Integrity Starts With Trust

When our customers have a complex problem to solve, they turn to MKS as a trusted partner. We are proud of the strong relationships we have thoughtfully cultivated over years of technical and application collaboration. Because of this solid foundation built on mutual trust, our customers, who have strong pipelines, engage us in their new programs. We consider this a high honor.

We also partner closely with our suppliers. It is the way we do business, and it is our investment in ensuring that our supply chain can deliver critical products when our customers need them.



Pushing the Boundaries of Possibilities

The solutions we create bring the future to life – that's what pushing the boundaries of possibilities is all about. Today's most exciting technologies such as artificial intelligence, augmented reality, 5G, and autonomous vehicles are all enabled by our broad portfolio of vacuum technologies, including pressure measurement and control, flow measurement and control, gas and vapor delivery, gas composition analysis, electronic control technology, reactive gas generation and delivery, power generation and delivery, and fiber optic temperature and position sensing, lasers, photonics, optics, precision motion control and vibration control, chemistry, equipment and services.

\$3.6B

2024
Revenue

\$271M

2024 R&D
Investment

~10,000

Total
Workforce

>85%

of wafer fabrication
equipment applications served

~70%

of critical steps to
manufacture package
substrates and PCBs¹

34,000+

Customers

20

Leading positions in
product categories²

~1,900

Engineers and
Scientists³

~3,200

Patents
Worldwide³

Low

ESG Risk Rating
by Sustainalytics

CDP

Discloser for the last 3
consecutive years

Best

Best Companies to Work For
U.S. News & World Report, 2024 / 2025 / 2026

Best Mid-Size Companies
Time, 2025

¹ Internal Company estimate.

² Product categories where TechInsights and/or MKS estimates MKS is #1 or #2 in segment share.

³ As of December 31, 2024.

Our Sustainability Strategy

MKS plays an integral role in delivering enabling solutions in an increasingly connected world. This position provides us with an opportunity to advance not just our own sustainability goals but also those of our customers. Our commitment to operating in an environmentally and socially responsible manner—in tandem with our employees, customers, suppliers, and communities—is unwavering. At MKS, sustainability informs the way we conduct business every day.

To execute our sustainability strategy, we established a three-year roadmap designed to help strengthen our sustainability program and continue to evolve our strategy in response to a changing global landscape and our stakeholders' expectations. Recognizing that we can best manage what we can measure, our priorities have included consolidating ESG data across our business, improving the quality of our baseline environmental data, and establishing reduction goals to benchmark future progress.

We continue to track energy, water, waste, and greenhouse gas (GHG) emissions data. In 2024, we leveraged an emissions accounting platform to recalculate our Scope 1 and Scope 2 greenhouse gas (GHG) emissions across all of our sites. In 2024, we expanded upon our prior Scope 3 screening results and calculated our Scope 3 emissions for Category 1: Purchased Goods and Services, and Category 11: Use of Sold Products as well as other material categories. In 2025, we plan to submit a science-based target that includes Scope 1, Scope 2, and Scope 3 emissions to SBTi.¹

We continue to monitor global regulatory requirements that may affect our business, including the California Climate Accountability Package, the German Supply Chain Act, the European Union (EU) Carbon Border Adjustment Mechanism, and the EU Corporate Sustainability Reporting Directive. We continuously evolve our existing programs and policies to align and comply with regulatory requirements globally.

Stakeholder Engagement

Strong relationships are built on a solid foundation of integrity and trust. We foster meaningful, open dialog with our stakeholders to address ESG matters of shared importance. We continue to engage with our stakeholders on sustainability issues through customer sustainability surveys, investor ESG surveys, and direct discussions that continue to play a vital role in shaping our ESG program. We recognize that our suppliers are key stakeholders in driving sustainability across our value chains. Supply chain transparency and engagement have become critical to how we operate. We work with our customers to support their sustainability initiatives and are developing a broader supplier engagement program.

¹ See [Appendix: Environmental Data](#) for more details on our calculation of Scope 3 emissions. Our chemicals business is excluded from Category 11 in accordance with current guidance for the chemicals sector.

² Based on total Scope 1 and 2 (market based) emissions.



Driving Sustainable Operations

- We seek to reduce CO₂ emissions, water usage, waste, and the creation of hazardous chemicals in our operations.
- In 2024 we achieved a reduction of 365 t of CO₂e compared to 2023.²

Innovating For Sustainability

- Sustainability is at the core of our innovation strategy. Our customers' sustainability needs help define our next products and solutions.
- In 2024, the Materials Solutions Division of MKS convened a workshop with key stakeholders including Original Equipment Manufacturers (OEMs), suppliers, and industry experts to address the evolving regulatory landscape and discuss strategies for driving growth and competitiveness through enhanced adoption of sustainable manufacturing and product design practices.

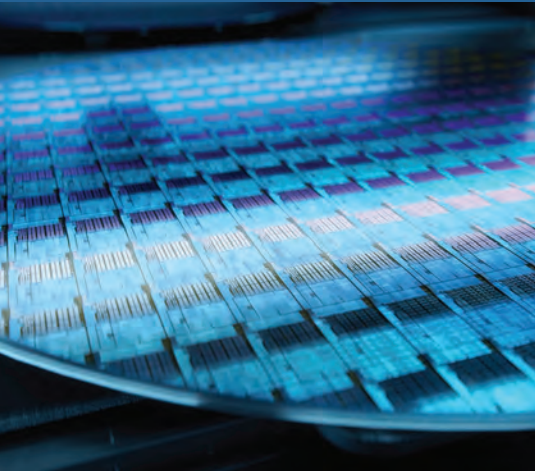
Strengthening Our Brand

- With a broad portfolio of market-leading solutions, we remain focused on quantifying and communicating the sustainability benefits of our solutions.
- In 2024, we conducted life cycle assessments (LCAs) and product carbon footprinting (PCF) to evaluate the environmental impact of selected products and technologies across their entire life cycle.

Sustainable Product Portfolio

As an innovation leader operating at the cutting edge of science, engineering, and technology, our vision is to enable technologies that transform our world. Our extensive science and engineering capabilities allow us to create solutions that are critical to addressing the challenges of miniaturization and complexity in advanced device manufacturing—enabling greater power, increased speed, enhanced features, and optimized connectivity. MKS has long partnered with customers to develop groundbreaking solutions for their most advanced technology challenges. Today our customers look to us to advance not just technology but also sustainability in the design and operation of our products. Through this work, we enhance our customers’ success and the safety and productivity of society. Our products are used in a broad range of industries and applications. Our focus is not only to make our own products more sustainable but also to advance critical sustainability technologies through our solutions.

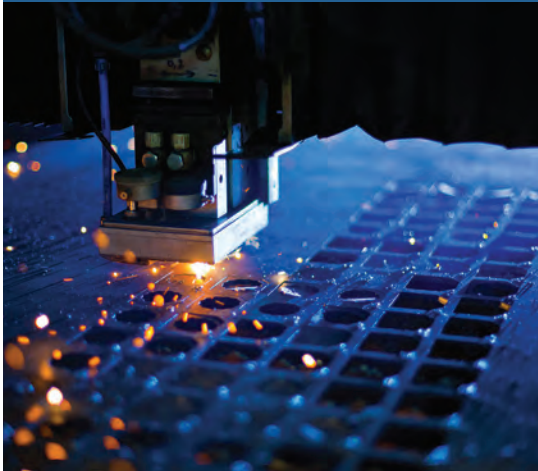
Semiconductor



Driving innovation in critical subsystems for deposition, etch, lithography, inspection/metrology, and wet processing

Offering wet processing and gas delivery systems that reduce excess water usage, power, and chemical consumption

Electronics & Packaging



Enabling next-generation electronic devices with our critical laser-based processing systems

Offering a portfolio of proprietary, environmentally friendly chemistry and plating equipment solutions for printed circuit board and package substrate markets

Specialty Industrial



Harnessing core expertise across markets such as surface finishing/functional coatings, solar manufacturing, synthetic diamond manufacturing, medical diagnostics, and more

Using environmentally sustainable chemistry alternatives including chromium (VI)-free, lead-free, nickel-free, cyanide-free across essential industrial processes

Offering a portfolio of plating equipment solutions designed to save resources through highly efficient chemical regeneration systems


Advancing Clean Energy Production

Clean Energy and Renewable Applications


Our products support and advance clean and renewable energy through a variety of applications, including the following:

- Sustainable and highly efficient plating solutions for c-Si solar cell grid metallization
- Revolutionary processes to enable more efficient solar energy production through electroplating of the solar cell contact fingers, thus increasing cell efficiency while significantly lowering material costs
- Flow, valve, and pressure measurement products that control vacuum pressure and the delivery of gases used in the fabrication of photovoltaic cells
- Mass spectrometers, lasers, and photonics components used to optimize the manufacturing of solar panels
- High corrosion resistant electroless nickel plating solutions for hydrogen fuel cell applications


I. Advancing sustainability through our products




Gas analyzers for air monitoring and automotive emissions testing



Vacuum solutions for synthetic diamond manufacturing (CarbonNeutral® product certified)




Pulsed lasers and gas controllers for solar cell fabrication




Chemistries for the metallization of solar modules


II. Making our products more sustainable




Dissolved ozone delivery system with water recycling solution



Chemistries to enhance corrosion protection for wind turbines



Environmentally sustainable chemistry alternatives (Cr VI-free, Pb-free, N-free, CN-free)



Auxiliary equipment for wastewater reduction and treatment



Product Lifecycle

In our ongoing commitment to sustainability and environmental responsibility, we apply the Life Cycle Thinking approach to assess the sustainability impact of our products. We have conducted hundreds of PCF analyses and disclose our PCF analyses to customers upon request. Furthermore, we have conducted LCAs on selected products. LCAs provide a comprehensive approach to evaluating the environmental impact of products, spanning their entire life cycle. They help identify areas for resource reduction, waste reduction, and environmental harm mitigation.

As we continue to deepen our understanding of the sustainability impact of our products, we aim to strengthen our sustainability practices, enhance transparency, and meet the evolving expectations of regulators as well as our stakeholders, including customers and investors.

Responding to Customer Needs

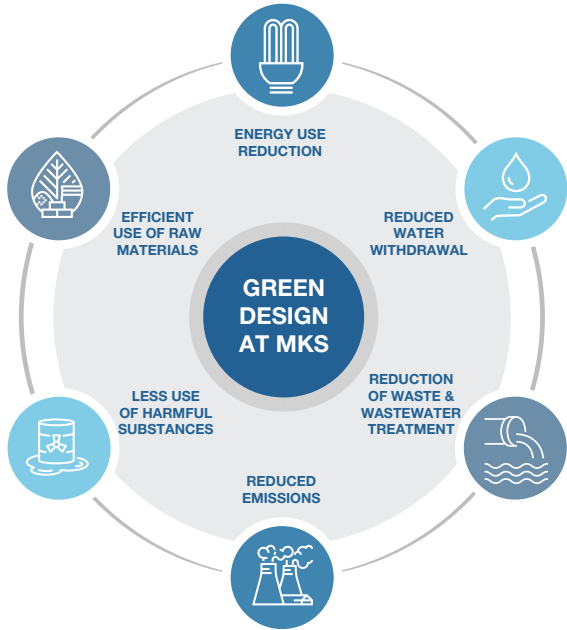
Our customers increasingly seek transparency and actionable insights as they work toward their sustainability goals.

Transparency is a key aspect of our sustainability efforts, involving open communication and stakeholder engagement. We provide information about our products' environmental impact through PCF disclosures, demonstrating our commitment to transparency.

By utilizing LCAs and PCFs analyses, we provide our customers with precise, data-backed information about the environmental performance of our offerings. These tools help our customers make informed decisions and empower them to meet their sustainability targets.

Green Innovation in Product Design

The insights gained from our LCAs and PCF analyses also play a role in shaping the future of MKS. Data is used by our product teams to integrate sustainability principles into the design and development of our



next-generation products. Our approach focuses on minimizing the environmental impact of our products while maintaining the highest standards of quality, reliability, and performance.

Green design at MKS involves a variety of strategies as shown in the illustration.

Collaborating for a Sustainable Future

We look forward to expanding our product lifecycle management efforts to include LCAs focused on specific materials in the future.

We also invite our suppliers and peers to join us in adopting LCAs and PCF disclosures as standard practices within the industry. Our sustainability initiatives require stakeholder engagement for success. We foster dialogue, solicit feedback, and view stakeholder engagement as an opportunity to identify innovative solutions, drive industry change and create shared value. Together, we can harness the power of data-driven insights to drive positive change, nurture innovation, and build a more sustainable and resilient future for all.



2 Corporate Governance

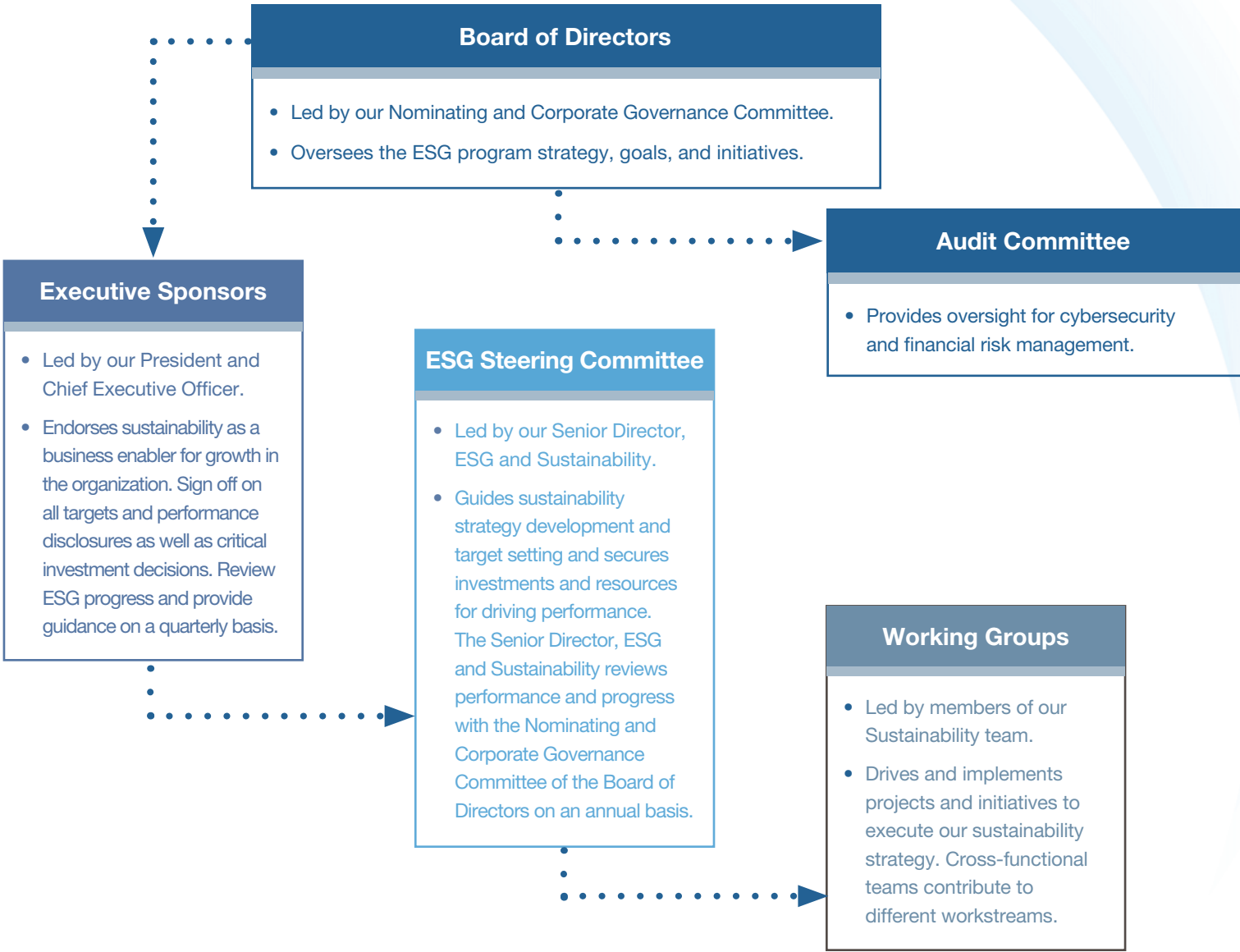


ESG Oversight and Risk Management

ESG is a key priority for MKS and our leadership. As such, our ESG Program is overseen by both the Nominating and Corporate Governance Committee of our Board of Directors, and our President & CEO.

At MKS, we maintain an Enterprise Risk Management (ERM) program to identify, assess, prioritize, and respond to key risks facing the Company. This includes an annual formal risk assessment presented to the Board of Directors, along with regular updates to executive leadership. In addition, the Board receives targeted briefings from business leaders on specific strategic, operational, financial, and compliance/EHS risks.

In partnership with our property insurance provider, FM Global, we conducted climate risk assessments on windstorm, flood, wildfire, and earthquake exposure at a number of our major sites. For more information on how we evaluate climate-related risks and opportunities, please see the Task Force on Climate-Related Financial Disclosures (TCFD) index at the end of this report.



Key Policies and Statements

ESG-related policies and statements include:

CODE OF BUSINESS CONDUCT AND ETHICS

Our Code of Business Conduct and Ethics links our mission and guiding principles with standards of professional conduct that we expect of our Board, management team, and employees across the globe. We also require our sales representatives and distributors to follow appropriate codes of conduct as set forth in our agreements with them. These practices reflect our commitment to integrity in every aspect of our operations.

ANTI-CORRUPTION POLICY AND PROCEDURES

As a global company, we are required to comply with anti-corruption laws worldwide. MKS employees are prohibited from offering, giving, soliciting, or receiving any form of bribe or kickback, either directly or indirectly.

WHISTLE-BLOWER HOTLINE

Our Code of Business Conduct and Ethics outlines our grievance process for anyone who believes an employee has engaged or is engaging in conduct that violates our Code of Business Conduct and Ethics. We provide all employees with access to a confidential, anonymous, 24/7 MKS Compliance Hotline, operated by a third party. We do not tolerate retaliation against any employee who submits a good faith report as demonstrated in our Safe Reporting and Non-Retaliation Policy.

ENVIRONMENTAL HEALTH AND SAFETY POLICY

Environmental health and safety considerations are fundamental to our business practices. We ensure that all employees of MKS understand, promote, and assist in the implementation of leading-edge environmental, health and safety practices and principles.

HUMAN RIGHTS AND LABOR STANDARDS POLICY

We are committed to upholding the human rights of workers and treating employees with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, and direct employees.

STATEMENT ON COMBATting HUMAN TRAFFICKING AND MODERN SLAVERY

We are committed to conducting business in an ethical and responsible manner, and we have a zero-tolerance policy relating to human trafficking and forced labor. With regard to our operations and supply chain, we are committed to maintaining and improving our systems and processes

to ensure we comply with all national and international rules and regulations regarding human trafficking and forced labor. We post our annual Statement on Combatting Human Trafficking and Modern Slavery in our Business and Supply Chains on our website.

POLITICAL CONTRIBUTIONS POLICY

MKS funds, assets, and personnel may not be used to make any political contribution or render assistance to any political party or candidate for political office. Examples of prohibited contributions include cash contributions to political candidates, political parties or other political organizations, using or loaning Company personnel or property for political party work or campaign activities, or guaranteeing the debt of a political party.

CYBERSECURITY AND DATA PRIVACY PROGRAMS

MKS' Cybersecurity, Crisis Management and Business Continuity programs are designed to prepare us for a broad range of potential events and position us to respond to and continue operations during and after a cyberattack. We have strategies to reduce our cybersecurity and data risks through conducting periodic risk assessments and audits, hiring data security personnel, providing annual training programs, updating our restoration procedures, and investing in strengthened access requirements and threat detection capabilities.

Building on these strategies and as part of our enterprise information security program, we continue to implement enhancements to our enterprise in pivotal areas such as privileged access management, security monitoring systems and response systems, application backups, and data-recovery capabilities.

MKS respects the privacy of all individuals when processing personal data. Our data privacy program is designed to meet the requirements of applicable data protection laws and regulations. We maintain policies, processes and procedures relating to our collection, processing and use of personal data, explaining how, when and why employee and business contact information may be collected, used or processed. Data privacy training is required for all of our employees.

Our privacy team, in collaboration with multiple functions across the organization, engages in continuous improvements to our data privacy program to address rapidly changing global data privacy laws and regulations.

Key Management Systems

MKS developed a formal Global Management System for Environmental, Health, and Safety (MEHS) in 2021. Designed to protect our employees, other stakeholders, and the environment, this system is structured around four strategic pillars:



Our Environmental Health and Safety team has developed a strong foundation and structure for the MEHS over the last few years.

In 2024, we continued to build on the progress achieved in 2023, when we advanced the implementation of our Global MEHS Management system at seven major sites globally. We conducted internal MEHS audits at selected key sites in Europe and Asia and initiated internal audits at our sites in the United States. To support the global adoption of our management system, our MEHS policies are translated into local languages and made available in each region. We also continue to provide annual global safety training to all employees.

In 2024, 26 of our sites¹ maintained a formalized Occupational Health and Safety (OH&S) Management System certified to ISO 45001-2018, the internationally recognized standard for providing a safe and healthy workplace. Moreover, 41 of our sites² have a formalized Environmental Management System (EMS) certified to ISO 14001-2015, the internationally recognized standard for designing and implementing an EMS.

The EMS portion of our MEHS uses a set of processes, and practices that enable us to reduce our environmental impact. Our EMS enables us to monitor resource efficiency, reduce waste, and drive continuous improvement. We continue to evaluate new sites for ISO 14001 certification to enhance our global EMS.

EMS-Certified Sites



¹ 26 and ² 41 of MKS' labs, offices, warehouses, and manufacturing sites.

3 Environment



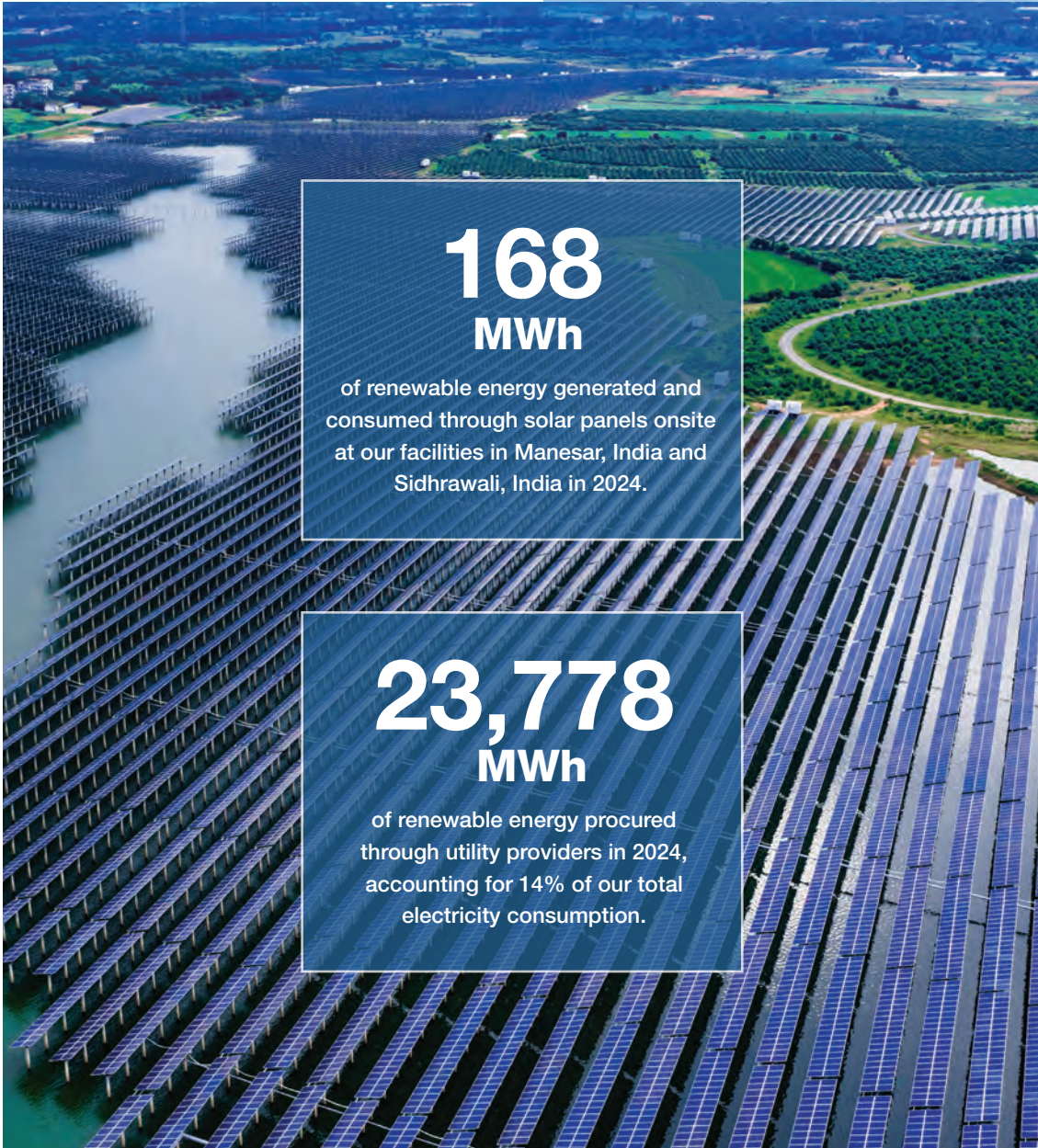
Reducing Our Carbon Footprint

At MKS, we are committed to reducing the environmental impact of our products and operations. We manage our program through our EMS, which is detailed in the [Key Management Systems](#) section of this report.

We engage with our internal teams to develop a comprehensive plan to reduce our operational emissions across the business. In 2024, we leveraged an emissions accounting platform to recalculate our Scope 1 and Scope 2 GHG emissions from our 2022 baseline through 2024. Previously, our Scope 2 data coverage was 95%. However, our recalculated metrics include estimations to fill any gaps across our 136 global sites. Our Scope 2 data now covers 100% of our labs, offices, warehouses, and manufacturing sites. In 2024, we also expanded upon our earlier Scope 3 screenings and calculated our Scope 3 emissions for Category 1: Purchased Goods and Services, and Category 11: Use of Sold Products as well as other material categories, for the first time.¹

In addition, our corporate Facilities and Environmental, Health, and Safety teams evaluate opportunities across our sites where we can:

- **Implement energy efficiency measures**
- **Procure renewable energy through utility providers**
In 2024, we increased the percentage of electricity from renewable sources from 25% to 50% at three of our manufacturing sites in Massachusetts, USA.
- **Purchase renewable energy certificates (RECs) through a Virtual Power Purchase Agreement (VPPA)**
- **Explore onsite energy generation projects**
In late 2024, a new 8,000 square-meter solar photovoltaic rooftop system was installed at our Guangzhou facility in China. The new system generates over 1.5 million kWh of renewable energy annually, which meets up to 75% of the facility’s annual energy needs. We expect the new system to reduce costs and GHG emissions associated with the facility.



¹ See [Appendix: Environmental Data](#) for more details on our calculation of Scope 3 emissions. Our chemicals business is excluded from Category 11 in accordance with current guidance for the chemicals sector.

Environmental Performance Metrics

We continue to collect data for GHG emissions, energy usage, water usage, and waste across all of our sites. To support our data collection, tracking, and reporting efforts, we implemented a data management system that consolidates electricity, water, natural gas, and fuel usage for all of our sites. This platform not only streamlines the collection of environmental metrics but also provides a comprehensive view of our environmental performance across the business.

We also recognize the importance of tracking our environmental impact across the value chain. Through our assessment of Scope 3 emissions¹ categories relevant to MKS, we identified that GHG emissions from the products we sell and from the goods and services we purchase are the most significant contributors to our overall Scope 3 emissions profile. In 2024, based on this assessment, we calculated our Scope 3 emissions footprint for the first time for Category 1: Purchased Goods and Services, and Category 11: Use of Sold Products as well as other material categories. Now that we have determined our Scope 3 emissions baseline, we plan to submit Scope 1, 2 and 3 targets to the SBTi for validation.

The environmental data shown here reflects our efforts over the past year to improve how we capture the impact of our business on the environment and, with this information, the ability to assess how to reduce our impact going forward. In 2024, we procured 23,778 MWh of renewable electricity through utility providers, accounting for 14% of our electricity consumption.

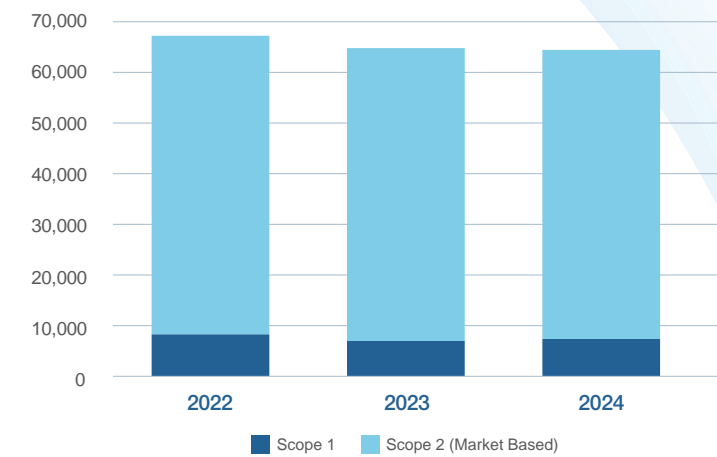
Metric	2022	2023	2024
Energy Management (MWh)			
Electricity Usage	167,585	167,513	167,088
Self-Generated Energy	109	148	168
Fuel Usage (natural gas, LPG, fuel oil, kerosene, propane)	41,849	35,365	37,696
District heating (purchased)	5,901	4,879	4,778
Steam (purchased)	4,125	3,874	4,166
Total Energy Usage	219,569	211,779	213,896

¹ Scope 3 emissions reflect emissions from sources that are owned or controlled by other organizations in our upstream and downstream value chain but are the consequence of our organization's activities.

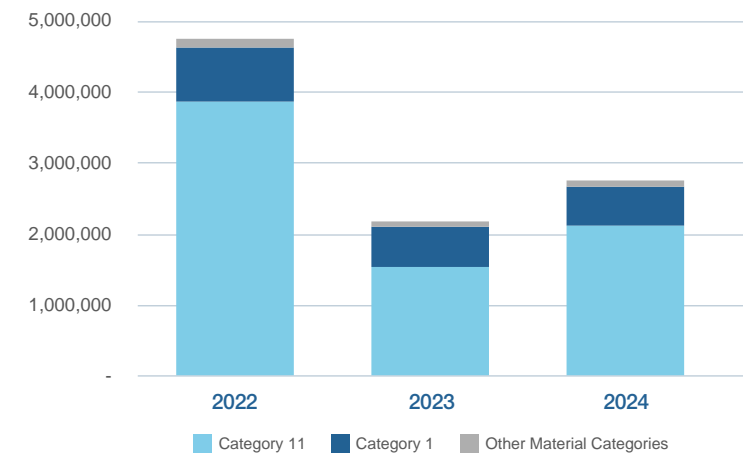
² See [Appendix: Environmental Data](#) for more details on our calculation of Scope 1 and 2 emissions.

³ See [Appendix: Environmental Data](#) for more details on our calculation of Scope 3 emissions. Our chemicals business is excluded from Category 11 in accordance with current guidance for the chemicals sector.

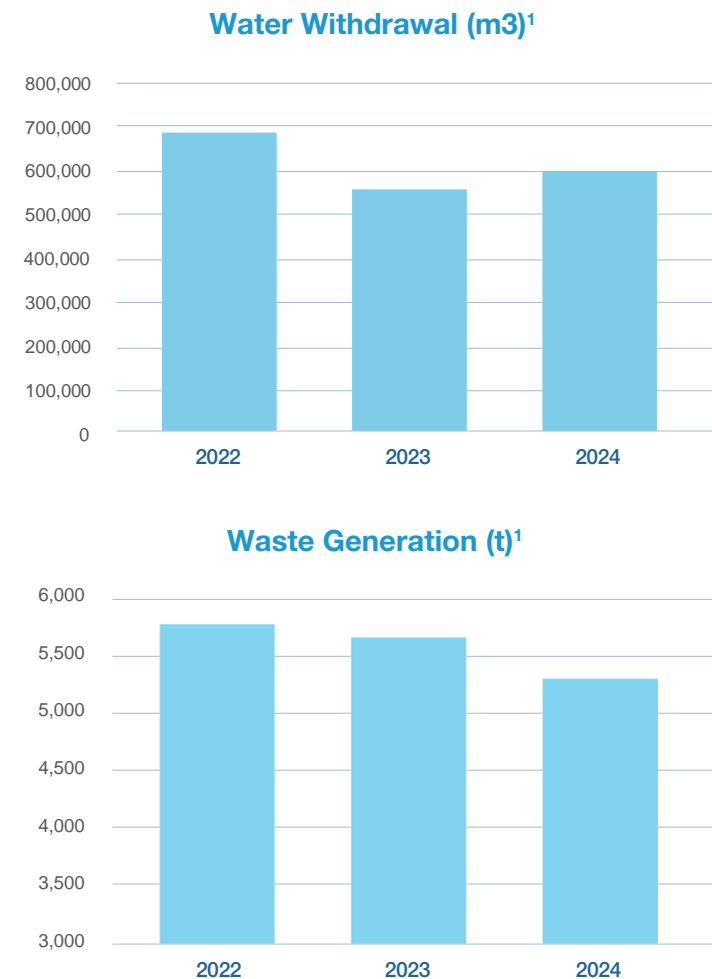
Scope 1 and 2 Emissions 2022-2024 (t CO2e)²



Scope 3 Emissions 2022-2024 (t CO2e)³



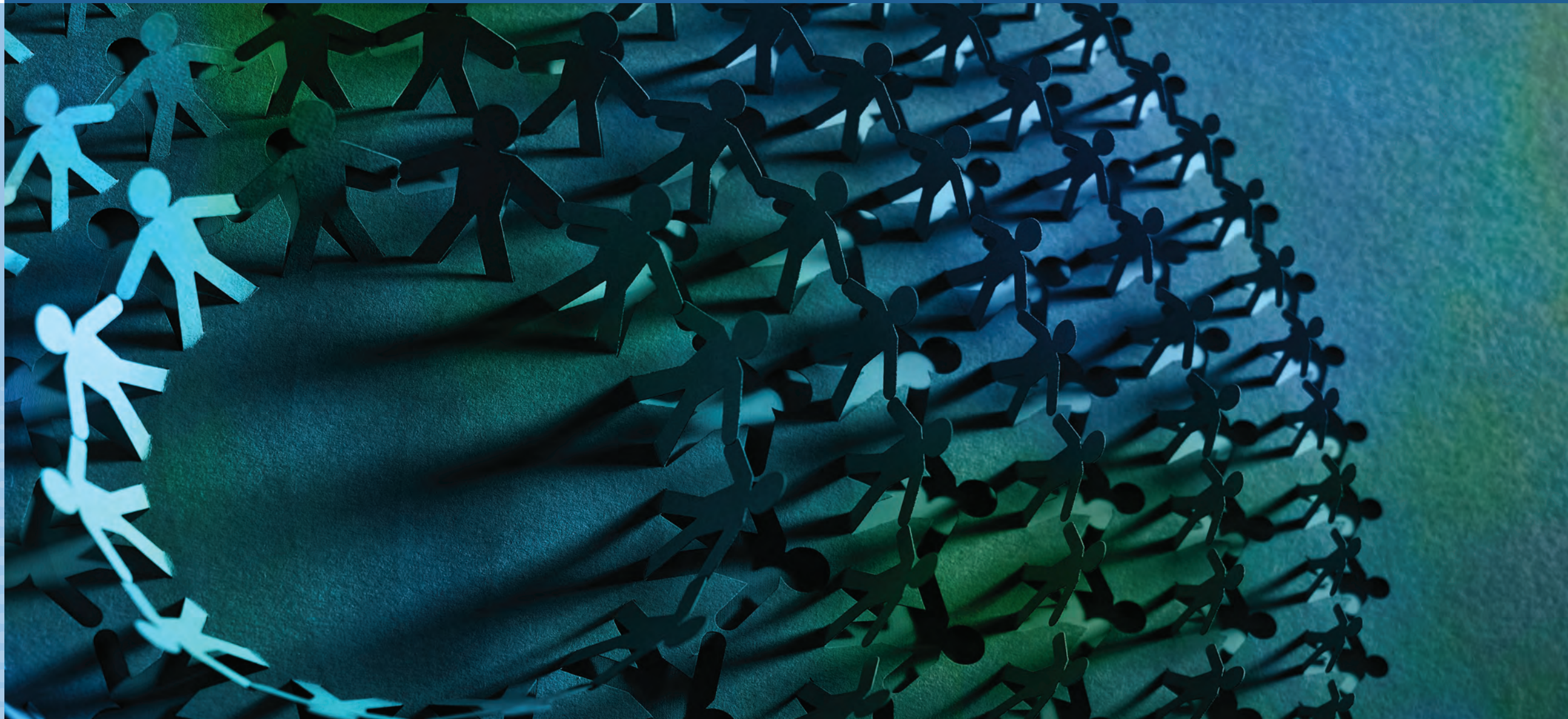
We are currently using internal key performance indicators (KPIs) to improve our water and waste management strategies. For example, we identified key sites for water management analysis using the World Resources Institute (WRI) Aqueduct Water Risk Atlas for sites with high and extremely high-water stress. Regarding waste, we are working to better understand our waste types and quantities. We are currently collecting waste and wastewater data and reviewing it for accuracy.



¹ See [Appendix: Environmental Data](#) for more details.



4 Social



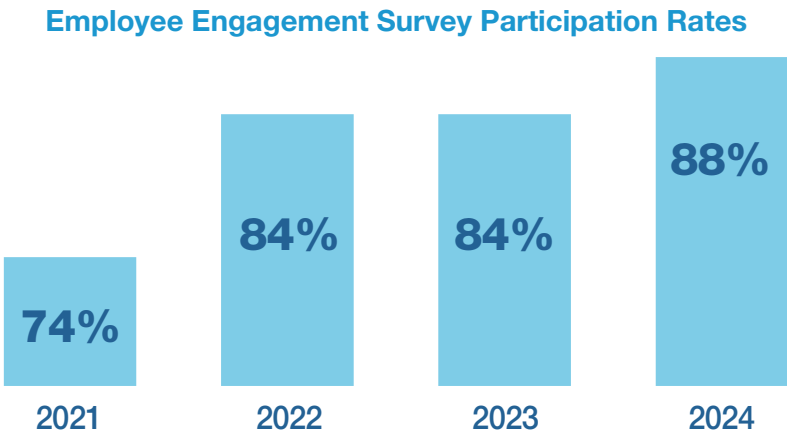
Employee Engagement

With our global workforce, ensuring that each employee feels engaged and valued is of the utmost importance. We believe that action and messaging must come from the top, and as such, our President & CEO holds the organization accountable at the highest level. We conduct employee surveys annually in order to gain insights into our employees’ perspectives, experiences, and concerns regarding MKS.

In 2024, we conducted our fourth annual global employee engagement survey, with a record 88% participation rate. This milestone reflects our continued effort to foster a more connected and inclusive workplace and demonstrates not only employees’ strong willingness to share their perspectives, but also their growing trust that leadership will genuinely listen and act on their feedback.

A high participation rate is often a sign that employees feel heard and believe their input will drive real change. The survey findings were analyzed and shared with our President & CEO, our Executive Leadership Team, and our Board of Directors. Comprehensive communication of the results was extended to all employees, supplemented by executive videos, and both in-person and virtual focus groups were held to pinpoint prevalent themes. These themes and data points were leveraged to tailor action items to encourage meaningful change, with corporate initiatives focusing on communication, innovation, and inclusion.

Additionally, our Executive Leadership Team regularly engages with employees worldwide, helping ensure alignment with the Company’s strategic goals. We are proud of our leadership’s commitment to enhancing the workplace and steering organizational growth.



Culture and Belonging

Our Guiding Principles—Grow, Win, Innovate, Own—shape every aspect of our business strategy. We are committed to operating our business in a socially responsible manner and prioritize building meaningful relationships with our employees, communities, and partners—relationships grounded in integrity and trust. We believe that when every team member feels valued and connected, we achieve more together—we grow as an organization, win as a team, drive innovation through diverse ideas, and own our collective success. In practice, this means cultivating an environment where

everyone can contribute fully, knowing that their unique perspectives are appreciated and that we each “own” the responsibility of building an inclusive workplace

Reflecting on our efforts, Newsweek and Statista acknowledged MKS in their 2024 and 2025 list of America’s Most Responsible Companies. Additionally, for the last three consecutive years, MKS has been recognized by U.S. News & World Report as one of the Best Companies to Work For and was also named in 2025 as one of America’s Best Mid-Size Companies by Time and Statista.



Global Mentoring: MentorConnect

In 2024, as part of our Global Culture & Belonging initiative, we launched our inaugural global mentoring program, *MentorConnect*. This program provides cross-functional and cross-cultural mentoring opportunities for employees at all levels, pairing employees across regions and departments to promote knowledge sharing and support career development. Engaging in *MentorConnect* broadens employees' understanding of our business and strengthens collaboration across the Company, reinforcing our commitment to an inclusive, learning-oriented culture.

Through this program, **we grow and learn together**—building individual capabilities while strengthening bonds across our global team, allowing colleagues to gain insights from perspectives beyond their day-to-day environments.

Employee Resource Groups (ERGs)

ERGs are another vital pillar of Culture & Belonging at MKS. In 2024, we launched our first two ERGs: **Women@MKS** and **Veterans@MKS**. These voluntary, employee-led groups are open to all employees and are actively supported by the Company to ensure their success. ERGs provide empowering spaces for employees to build community, share experiences, and drive positive change within MKS.

Women@MKS recently rolled out a professional development initiative aimed at advancing careers by providing participants with access to leadership workshops, conferences, and networking events. Many of these events are hosted in collaboration with nonprofit STEM partners, creating opportunities for our employees to engage with and support the broader community.

Similarly, **Veterans@MKS** brings together veterans and allies across the Company, fostering camaraderie and aiding the transition of veterans into the industry with mentoring and career guidance. Both groups embody our “win as a team” mindset by building networks of support that benefit all colleagues who participate.

Shared Learning & Dialogue

Open dialogue and continuous learning are central to how we innovate and foster belonging at MKS. In 2024, our Culture & Belonging initiatives included virtual book clubs and discussion groups that brought employees together from around the world. One highlight was the reading of *The Culture Map: Breaking Through the Invisible Boundaries of Global Business* by Erin Meyer. This book, which explores how cultural differences affect workplace interactions, spurred cross-cultural conversations among employees. Participants discussed how communication, leadership, and collaboration can vary across cultures, sharing personal insights and learning to better navigate our globally diverse workplace.

These shared learning experiences deepen understanding and empathy, helping us innovate by blending ideas from different cultural viewpoints. They also reinforce a sense of belonging, as employees see that their backgrounds and voices matter in shaping our collective knowledge. Beyond book clubs, we held virtual discussion panels and “lunch and learn” sessions on topics ranging from inclusive design to regional holiday traditions, all with the aim of connecting colleagues and celebrating the diversity of our people.

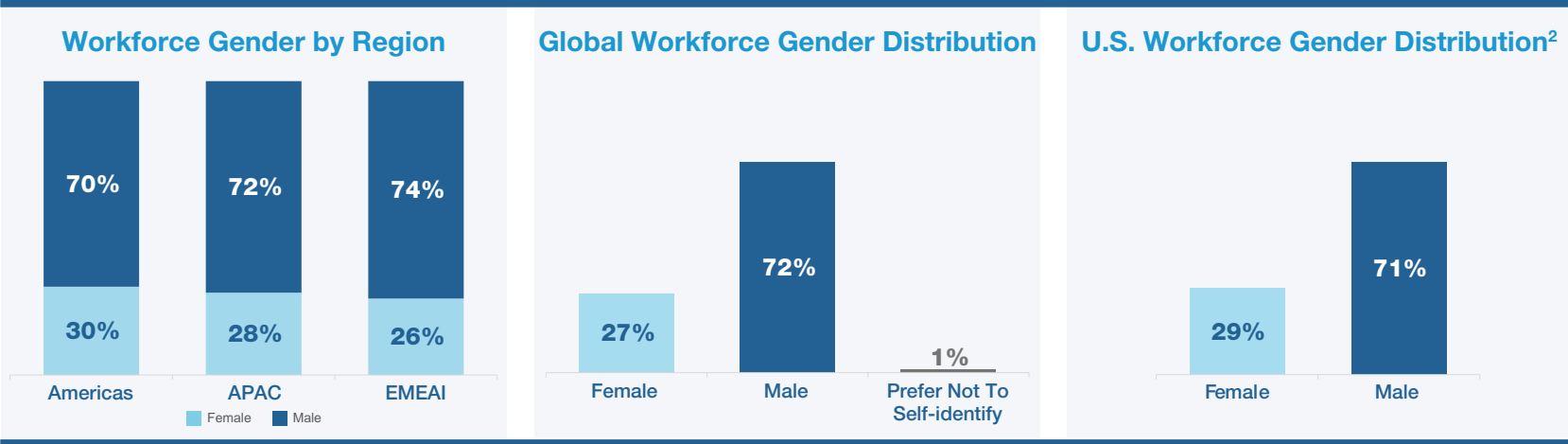
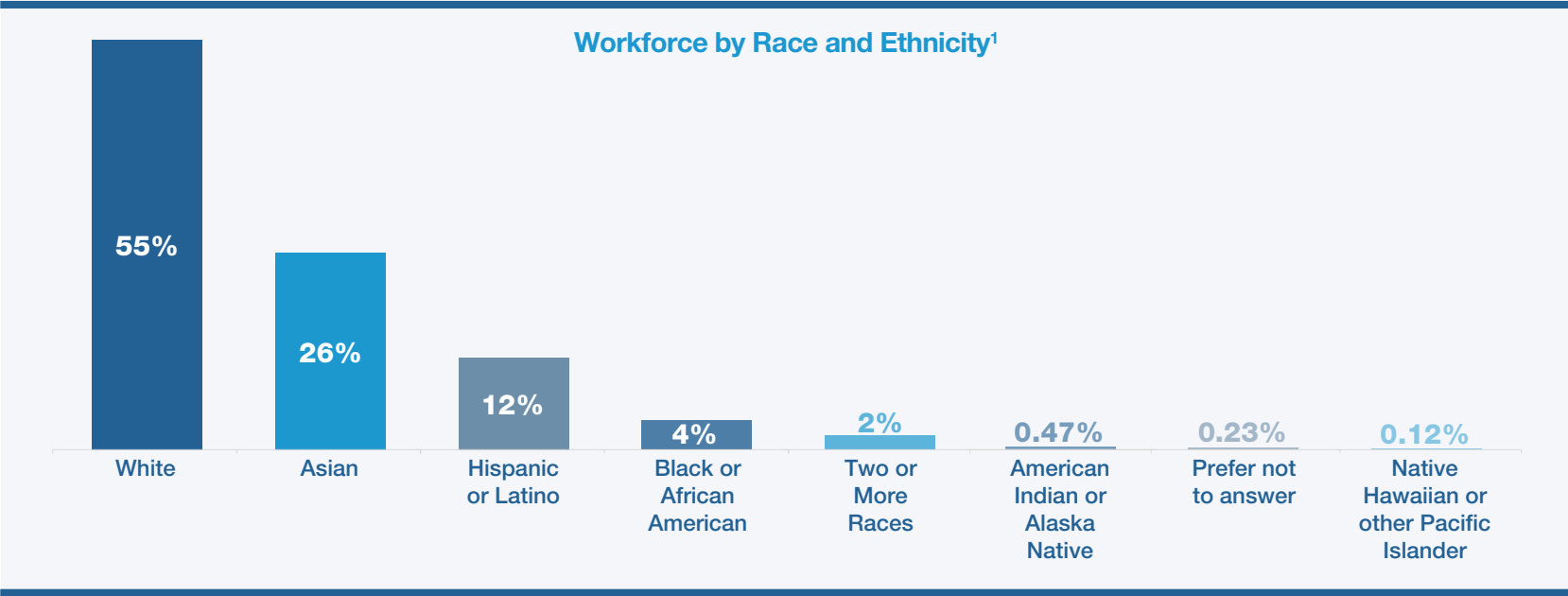
Compensation and Pay Equity

We are committed to providing total compensation packages that attract, motivate, and retain our employees. Our approach ensures competitiveness in the external market and fairness internally, while aligning with our business goals and strategy. As part of this commitment, we routinely conduct comprehensive analyses of pay practices across our major regions of operation. These reviews help identify and, if necessary, rectify any disparities promptly and effectively. The results of these analyses guide appropriate compensation adjustments and are embedded in our global compensation processes to ensure equity and consistency across the organization.

Additionally, we maintain a flexible global work policy to support our people in balancing work and life.

Our Workforce

Our workforce reflects the global community we serve. We proudly represent a vibrant mix of cultures, spanning 25+ languages and 35+ countries.



¹ Percentages do not sum to 100% due to rounding.
² Given that a significant portion of our workforce is based in the U.S., we also present U.S.-specific gender data.

Training and Development

MKS remains steadfast in its dedication to fostering learning and professional growth. We offer our employees a comprehensive catalog of programs, courses, and resources aimed at building leadership capabilities and personal effectiveness. We have expanded our course offerings to encompass areas such as employee engagement, change management, and leadership excellence, underscoring our commitment to continuous improvement.

As part of our commitment to personal and professional development, our Global Learning and Development team designed and launched a three-year strategy in alignment with our corporate goals and objectives. The strategy adopts an integrated approach to professional development and includes the following elements:

LinkedIn Learning®



Offered to all regular employees to support their personal and professional development goals. This platform provides 24x7 accessible e-learning opportunities for our employees.

Virtual Learning Corner (VLC)



A curated library of professional development courses, including select LinkedIn Learning® courses. The VLC is refreshed quarterly and aligns with the MKS learning strategy and topics related to our performance management process.

Our Global Learning Catalog contains leadership and individual development courses virtually or in person. The catalog links our VLC, LinkedIn Learning®, and Workday platforms together to create a seamless and integrated interface that our employees can access for all their professional development activities.

Leadership Development

Developing inclusive leaders is a strategic priority in our talent development strategy. To that end, we have embedded Culture & Belonging learning content into both our **Emerging Leaders Program** for early-career professionals and our **Executive Development Program** for senior leaders. We also recognize that leadership development is an ongoing journey, so we complement these leadership-focused training sessions with virtual and in-person initiatives such as New Leader Orientation, Quarterly Leadership Series, and Management Foundations to support leaders at every stage.

When training the next generation of MKS leaders, we include modules on inclusive leadership, unconscious bias, and effective cross-cultural teamwork. By doing so, we ensure that our values are interwoven with leadership skills from the very start of a leader's journey.

Throughout these programs, workshops and interactive exercises challenge participants to broaden their perspectives, collaborate with colleagues from diverse backgrounds, and lead teams where everyone feels empowered to contribute. Our goal is to cultivate leaders who not only excel in driving performance and innovation but also embody and advocate for an inclusive culture—reinforcing the message that creating a sense of belonging is a responsibility we own at every level of management. This approach aligns with our belief that leadership success is measured not just by winning business outcomes, but by how we win as one unified, respectful, and inclusive team.

Employee Occupational Health and Safety

MKS is committed to providing a safe workplace for all employees and strives toward zero injuries, occupational illnesses, and incidents. We believe in the Vision ZERO mindset, aiming to achieve zero incidents today, tomorrow, and into the future by emphasizing leading-edge safety indicators and continuously improving our safety culture.

This commitment is reinforced through compliance with applicable laws and regulations on workplace safety, including the recognition and control of workplace hazards, tracking injury and illness rates, and maintaining detailed emergency plans. Our efforts are guided by our comprehensive Global Management System for Environmental, Health, and Safety, which is detailed in the [Key Policies and Statements](#) section.

In 2024, MKS achieved a 37% reduction in recordable injury cases compared to 2023 (39 vs. 62 cases), demonstrating the effectiveness of recent safety initiatives and enhanced employee engagement. We also

recorded nearly 6,000 safety walks (52% above target) and employees across the organization actively contributed to a culture of prevention by proactively identifying and reporting safety risks—a robust indicator of engagement at all levels.

Our MEHS, launched in 2021, continues to be rolled out across multiple regions through a phased process. While implementation was initially expected to be completed by 2026, the timeline has been extended, and full implementation is now targeted for 2030. In 2024, we completed MEHS self-assessments at nine sites globally, and the first round of cross-country MEHS audits is scheduled for 2025.

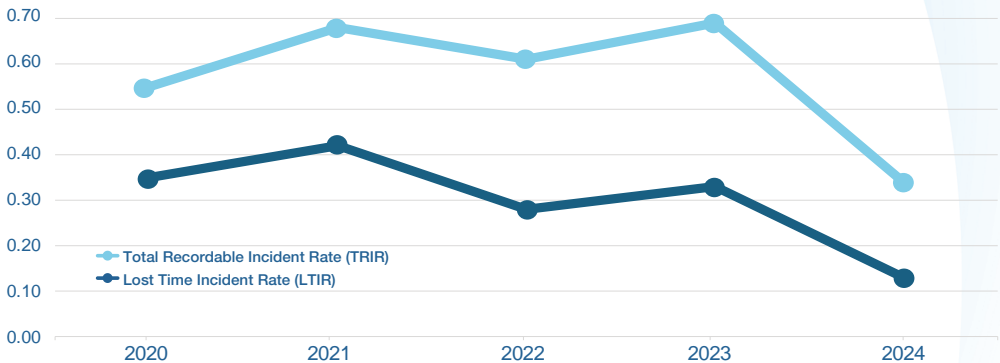
To further strengthen our approach, we launched two new safety programs aimed at raising awareness among leaders and mid-level management: Safety Toolbox Talks and Safety Moments. Additionally, we introduced our first-ever Safety Awards Program to recognize outstanding safety performance across sites and individuals.

We also hosted our 4th annual Health and Safety Day, held virtually and onsite under the theme “What does safety mean to you?” Employees, including senior leadership, participated in video submissions and local town halls to reinforce a shared commitment to safety. Additionally, MKS provides mandatory environmental, health, and safety training to ensure all employees are equipped with the knowledge to perform their jobs safely and to protect the environment. In 2024, we delivered

a total of 12 courses in various languages, including two new courses. We are working to standardize this training across our three divisions to facilitate safer work environments and to enable us to track more safety metrics on a global level.

Lastly, the integration of the Materials Solutions Division’s sites into our EHS platform was completed in 2024, marking a major milestone in unifying safety practices across our global operations.

Global Safety Metrics



▼37%

Reduction in recordable injury cases (39 cases in 2024 vs 62 in 2023)

~6,000

Safety walks (52% above target)

9

MEHS self-assessments completed globally

First ever Safety Awards Program launched recognizing top-performing sites and individuals

2

New safety programs

- Safety Toolbox Talks
- Safety Moments

All Materials Solutions Division sites fully integrated into EHS reporting platform

Community Partnerships and Engagement

Our Culture & Belonging initiatives extend beyond our offices and into the communities where we live and work. We partner with nonprofit organizations that share our values of opportunity, education, and support for underrepresented groups in STEM, shown below.

By investing in these and other community partnerships, we aim to amplify our impact beyond MKS. Our employees are encouraged to participate in volunteer

initiatives, mentorship programs, and joint initiatives with these partners—from volunteering at STEM workshops for students to attending conferences and career fairs that reach a wide array of future talent. These relationships enrich our own Culture & Belonging efforts internally (bringing back new ideas and perspectives) while contributing to a more equitable and inclusive landscape in our industry and communities.

- **Wounded Warrior Project** – supporting wounded veterans through career transition and skills development programs, reflecting our gratitude and commitment to those who have served.



- **Society of Women Engineers (SWE)** – encouraging women to pursue and thrive in engineering and technology fields and helping us connect our Women@MKS efforts with a broader global network of women in STEM.



- **The Trevor Project** – backing the leading organization focused on crisis intervention and suicide prevention for LGBTQ+ youth, as part of our dedication to inclusion and support for all identities.



- **National Society of Black Engineers (NSBE)** - collaborating with an organization devoted to increasing the representation of Black professionals in engineering, which aligns with our drive to expand the diversity of our talent pipeline.



Local Initiative: Charity Cycling

Last year, employees at the Materials Solutions Division’s Germany sites once again participated in the City Cycling initiative—a competition that encourages individuals to complete as many everyday journeys as possible by bicycle over a 21-day period, promoting climate-friendly mobility. Our Materials Solutions Division supported the initiative by donating €0.50 for every kilometer cycled to a climate-focused organization.

Teams from the Berlin, Feucht and Trebur sites collectively covered 17,562 kilometers—exceeding the distance from New York City to Sydney (15,990 km). This effort equated to a saving of approximately 2,914 kg of CO₂, the amount that 139 trees would absorb in a year.

A resulting €8,781 donation was made by our Materials Solutions Division to the Heinz Sielmann Foundation’s “Mission Artenschutz” project, which works to preserve biodiversity in Germany through land acquisition, biotope protection, environmental education, and other targeted actions.

During a ceremony in August 2024, the donation was presented to Heinz Sielmann Foundation’s Relationship Fundraising Manager, Christian Wolf, who expressed his gratitude on behalf of the foundation:

17,562

Kilometers cycled

saving approximately

2,914

kg of CO₂

the amount

139

trees would absorb in a year

“On behalf of the Heinz Sielmann Foundation, I would like to thank MKS for the renewed donation. We will be able to use the funds to significantly support our activities.”

Ingo Steinbeck, Senior Director of Finance, presented the symbolic donation check and thanked all participants:

“We would like to thank all participants for their commitment this year. At MKS, we win as a team. We in management are delighted that our committed colleagues show initiative for climate protection and take ownership every year by cycling around town. We are happy to support this—this year with our donation to the Heinz Sielmann Foundation.”

Product Stewardship

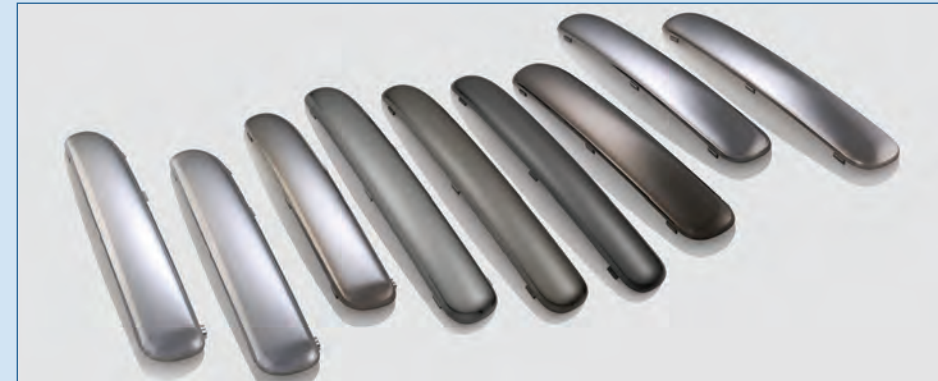
At MKS, we are dedicated to protecting human health, preserving natural resources, and supporting the integrity of the global environment. As such, we aim to develop differentiated and innovative products, solutions, and services that consistently meet or exceed our customers' expectations. Reflecting our commitment to continuous improvement and innovation, we foster a world-class quality culture that promotes problem solving with data-driven solutions and inspires accountability and ownership in employees at every level. Our principles provide guidance to our teams worldwide, informing best practices, even for day-to-day business conduct.

MKS products are designed, manufactured, and tested to comply with applicable directives, safety standards, customer requirements, and product-specific regulations. Our Quality Management System complies with the ISO 9001-2015 standard, with 67 MKS sites¹ currently certified, demonstrating our ongoing commitment to customer trust and quality.

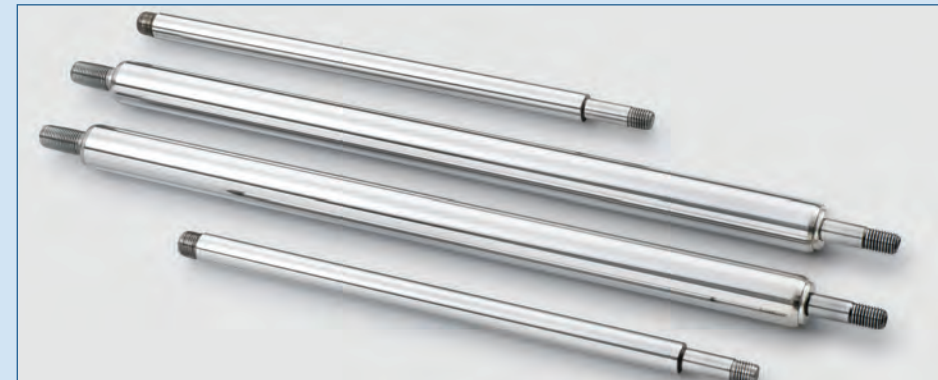
In our chemistry business, we classify substances of concern using a matrix that includes hazardous potential, use category, and current or anticipated global regulatory restrictions. We actively seek to eliminate the substances of the highest concern. In 2024, we achieved an 18% reduction in high-risk products.

We are at the forefront of commercializing processes that remove substances of concern and prioritize the use of less hazardous chemicals whenever possible. We actively promote safer alternatives, such as TriChrome® Cr(VI)-free decorative chrome plating and BluCr® trivalent hard chrome technology, both of which eliminate the need for hexavalent chromium and avoid the use of PFAS-containing mist suppressants. In 2024, we further advanced these efforts by introducing and promoting our PFAS-free mist suppressants and wetting agents.

TriChrome® processes are setting design benchmarks with the sustainable alternative to hexavalent chromium plating, offering unique alloy properties that allow for color adjustments and provide high corrosion resistance.



Our trivalent chromium **BluCr®** process easily outperforms hexavalent coatings and eliminates toxic lead anodes making hard chrome plating significantly less hazardous and safer for platers and the environment.



¹ 67 of MKS' labs, offices, warehouses, and manufacturing sites.

Supply Chain

A critical part of our business strategy is cultivating strong relationships with our supply chain. As part of our responsible and sustainable sourcing strategy, we are committed to working in partnership with our suppliers to set clear expectations for how we work together. Our goal is to create partnerships that support responsible and ethical business practices, conduct, and compliance with applicable laws and regulations, resulting in better outcomes for our employees, businesses, suppliers, and communities.

For example, we are implementing several initiatives to ensure compliance with the German Supply Chain Act (GSC Act) for our German sites. These include the launch of an internal due diligence process to identify key risks related to human rights and labor rights. In accordance with the GSC Act's requirements, we are also evaluating and, where necessary, establishing additional systems and processes for supplier monitoring and assessment to better determine and manage critical risks within our supply chain.

Supplier Code of Conduct

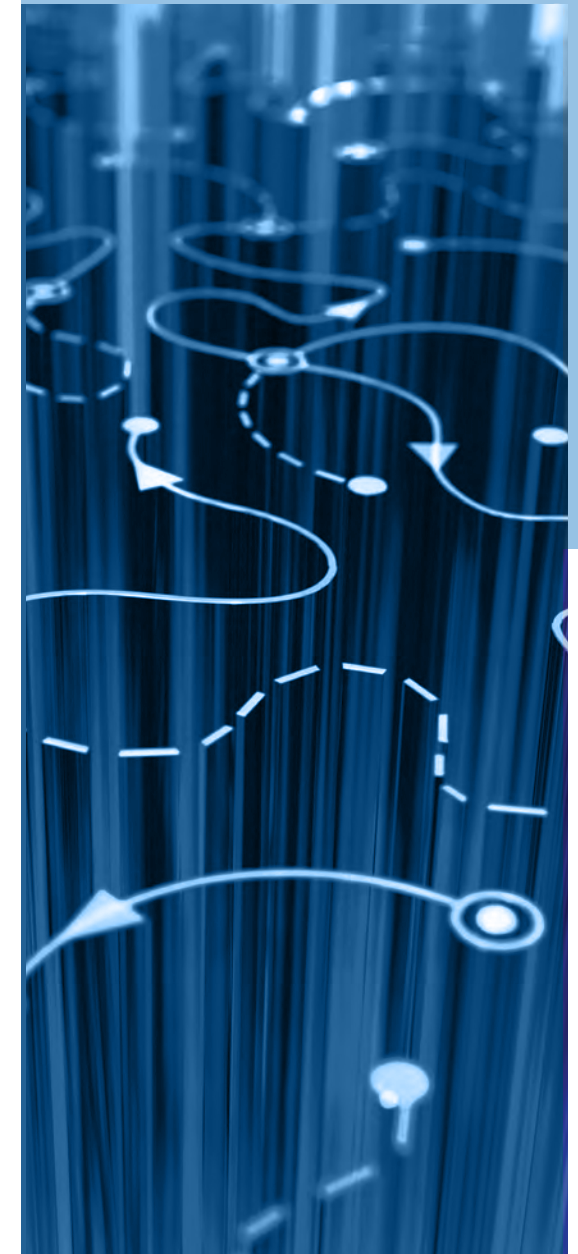
MKS has adopted the industry standard Responsible Business Alliance Code of Conduct as its Supplier Code of Conduct. The Supplier Code of Conduct provides standards and guidelines of conduct for all suppliers doing business with MKS worldwide. Please see our [Supplier Code of Conduct](#) for further details.

We have implemented a risk-based, comprehensive assessment process of our most critical suppliers on material ESG topics. This process provides valuable insights into the maturity of our suppliers' practices on key ESG topics. We are incorporating insights from the assessment results and any identified risks into our broader supplier engagement and risk mitigation strategies.

Conflict Minerals

MKS is committed to identifying any of its suppliers who source "conflict minerals" from the Democratic Republic of the Congo (DRC) region from conflict sources as outlined in our [Conflict Minerals Policy](#).

In 2024, we surveyed our direct supplier base, requesting the smelting source of any gold, tin, tantalum, or tungsten that may be used in the products supplied to MKS. We received responses from 76% of the suppliers we contacted, representing 90% of our direct supplier spend on products containing conflict minerals. We report our results to the Securities and Exchange Commission (SEC) annually. Our 2024 [Conflict Minerals Report](#), filed with the SEC on May 29, 2025, provides further detail on our due diligence process and findings.



5 About This Report and Indices



About This Report

Disclaimer

This 2025 ESG report is MKS' fifth report and was prepared in alignment with the Sustainability Accounting Standards Board (SASB) for our industry and incorporates the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) into our ESG reporting strategy and transparency efforts.

See our SASB index and our TCFD index for more information.

The quantitative metrics included in this report cover MKS' owned and leased facilities using available data for the 2024 calendar year. Please refer to the [Environmental Performance Metrics](#) page of this report for specific data coverage information. MKS engaged Sodali & Co to support with content development. Our ESG data and information included in this report is unaudited and may be subject to revision.

Forward-looking Statements

This report contains forward-looking statements regarding MKS, including statements about our strategy, our goals, and our commitments. These statements are subject to a number of risks and uncertainties and are not guarantees of future performance. Actual events or results may differ materially from those in these forward-looking statements. Factors that could cause actual events to differ materially from those in these forward-looking statements are described in MKS' Annual Report on Form 10-K for the fiscal year ended December 31, 2024 filed with the SEC on February 25, 2025, and any subsequent quarterly reports on Form 10-Q. All forward-looking statements are based on MKS' current estimates, projections, and assumptions, and we assume no obligation to update them.

Appendix: Environmental Data

Metric	2022	2023	2024
Scope 1 and Scope 2 Emissions (t CO2e)			
Scope 1	8,207	6,850	7,254
Scope 2 (market-based)	58,953	57,888	57,119
Scope 2 (location-based)	63,931	64,596	63,582
Total Scope 1 and Scope 2 (Market-based)	67,160	64,738	64,373
Scope 3 Emissions¹ (t CO2e)			
Category 1 Purchased Goods and Services ²	765,502	568,413	548,129
Category 2 Capital Goods	67,083	17,219	30,261
Category 3 Fuel and Energy Related Activities	23,762	24,307	23,525
Category 4 Upstream Transportation and Distribution	11,249	13,969	15,679
Category 5 Waste	2,133	2,249	2,114
Category 6 Business Travel	10,253	8,696	11,027
Category 7 Employee Commuting	7,169	6,802	6,836
Category 11 Use of Sold Products ³	3,874,060	1,533,413	2,119,027
Category 12 End of Life Treatment	332	916	119
Total Scope 3 Emissions	4,761,543	2,175,984	2,756,717
Energy Management (MWh)			
Electricity Usage	167,585	167,513	167,088
- Electricity from Renewable Sources	17,360	23,724	23,778
Self-Generated Energy	109	148	168
Fuel Usage (natural gas, LPG, fuel oil, kerosene, propane)	41,849	35,365	37,696
District heating (purchased)	5,901	4,879	4,778
Steam (purchased)	4,125	3,874	4,166
Total Energy Usage	219,569	211,779	213,896
Water (m3)⁴			
Water Withdrawal ⁵	687,375	556,858	598,816
Waste (t)⁴			
Total Waste ⁶	5,772	5,656	5,298

¹ Category 1: Purchased Goods and Services, and Category 11: Use of Sold Products were identified as the most significant contributors to our overall Scope 3 Emissions profile.

² Category 1: Purchased Goods and Services was calculated using a GHG Protocol-aligned hybrid approach that combines both supplier-specific and averaged emission factors. We leverage spend data for a majority of our purchased goods and services, except for raw materials from our chemical business, where we used emission factors from Ecoinvent. We have not yet collected actual supplier emission factors.

³ Category 11: Use of Sold Products was calculated in line with the GHG Protocol using electricity consumption data for our equipment, and global emissions factors. These metrics do not include our chemical business.

⁴ Data coverage indicates the percentage of total area covered in square feet. Total area includes all worldwide manufacturing sites, labs, offices, and warehouses of MKS Inc. and its subsidiaries, and covers a total of 7,076,262 square feet.

⁵ Data coverage: 2022: 95%, 2023: 94%, 2024: 94%.

⁶ Data coverage: 2022: 83%, 2023: 83%, 2024: 80%.

SASB Index

Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board (SASB) is an independent, private sector organization with a mission to develop and disseminate sustainability accounting standards that help public corporations disclose material, decision-useful information to investors. For additional information on the SASB Standards, please visit sasb.org.

To support investors and stakeholders, MKS has provided the following disclosures based on the SASB Standards for our primary industry, Electrical & Electronic Equipment.

Primary Industry Standard: Electrical & Electronic Equipment Activity Metrics (as of 12/31/2024)

METRIC	CODE	2024 RESPONSE
Number of units produced by product category	RT-EE-000.A	Proprietary, confidential information
Number of employees	RT-EE-000.B	Total workforce of approximately 10,200. See Section: Our Workforce

Accounting Metrics (as of 12/31/2024)

Energy Management		
(1) Total energy consumed	RT-EE-130a.1	(1) Total energy consumed: 213,896 MWh
(2) Percentage grid electricity		(2) Percentage grid electricity: 78%
(3) Percentage renewable		(3) Percentage renewable: 11%
Hazardous Waste Management		
(1) Amount of hazardous waste generated	RT-EE-150a.1	(1) Amount of hazardous waste generated: 3,523 t
(2) Percentage recycled		(2) Percentage recycled: not disclosed
Number and aggregate quantity of reportable spills, quantity recovered	RT-EE-150a.2	We do not currently track the number of reportable spills on a consolidated basis
Product Safety		
(1) Number of recalls issued	RT-EE-250a.1	(1) Number of recalls issued: 15
(2) Total units recalled		(2) Total units recalled: 864
Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-EE-250a.2	Monetary losses as a result of legal proceedings associated with product safety: 0
Product Lifecycle Management		
Percentage of products by revenue that contain IEC 62474 declarable substances	RT-EE-410a.1	We do not track products that contain IEC 62474 declarable substances
Percentage of eligible products, by revenue, that meet energy efficiency certification	RT-EE-410a.2	We do not manufacture products that are eligible for ENERGY STAR®.
Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	We do not publicly disclose revenue generated from renewable energy-related and energy efficiency- related products.

SASB Index

Accounting Metrics (as of 12/31/2024)

METRIC	CODE	2024 RESPONSE
Materials Sourcing		
Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	<p>To support supply chain continuity, we diversify, when possible, to avoid single source suppliers, particularly for our critical materials. We have a process to identify if any of our suppliers are on watch lists or have been debarred to ensure that we are doing business with permitted and reputable suppliers, and we require our suppliers to do the same.</p> <p>We continue to review supply chain continuity risks for products containing critical materials and will apply risk mitigation steps where needed.</p>
Business Ethics		
Description of policies and practices for prevention of: (1) corruption and bribery (2) anti-competitive behavior	RT-EE-510a.1	See Section: Key Policies and Statements
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2	Monetary losses as a result of legal proceedings associated with bribery or corruption: 0
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	RT-EE-510a.3	Monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations: 0

TCFD Index¹

Task Force on Climate-related Financial Disclosers

The Financial Stability Board’s Task Force on Climate-related Financial Disclosure (TCFD) has developed a voluntary, consistent climate-related financial risk disclosure for use by companies in providing information to investors, lenders, insurers, and other stakeholders. MKS’ TCFD report is organized around the framework’s four main tenets, which are governance, strategy, risk management, and metrics and targets. For additional information on TCFD, please visit fsb-tcfd.org.

TOPIC	2024 RESPONSE
Governance	
Describe the board’s oversight of climate-related risks and opportunities	Our Nominating and Corporate Governance Committee of our Board of Directors oversees the ESG program strategy, goals, and initiatives. Our Board of Directors is informed of our key enterprise risks, which may include climate-related risks and opportunities, and the actions we are taking with respect to our ESG program.
Describe the management’s role in assessing and managing climate-related risks and opportunities	Our ESG Steering Committee meets monthly and consists of key members of the senior leadership team, including Operations, Legal, Human Resources, Marketing, and Finance. The ESG Steering Committee guides the process and subsequent management of climate-related risks and opportunities for our business. The ESG Steering Committee reports to the Executive Leadership team, and the ESG Steering Committee Program Leader presents ESG-related performance and progress to our Nominating and Corporate Governance Committee of our Board of Directors on an annual basis.
Strategy	
Climate-related risks and opportunities identified over the short, medium, and long term	<p>We recognize climate-related risks and opportunities are likely to impact our business in the future. We regularly conduct risk assessments for physical climate-related risks related to our direct operations in partnership with our property insurer, and we included climate-related risks into our Enterprise Risk Management (ERM) process starting in 2024.</p> <p>Our technology suite and product portfolio position us to capture climate-related opportunities that can expand our business and add diversity to our service offerings. For example, renewable energy, in particular, solar energy and electric vehicles, are applications that present opportunities for us. We also see an opportunity in some of our traditional business markets, such as automotive, in advancing decarbonization efforts, as our customers are driving demand for products that can be manufactured using more efficient production processes or products that have a lower overall energy use or carbon footprint over their lifetime. We are ensuring that this demand influences our innovation priorities. We continue to invest R&D, time, and effort into products that transform our world from both a technological and sustainability standpoint, and as more and more of our customers and value chain partners set ambitious decarbonization goals, MKS is committed to supporting their progress in furthering global environmental efforts.</p>
Impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	<p>At MKS, sustainability informs the way we conduct our business every day. We recognize that decarbonization is high on the agenda for our customers and investors, and these stakeholders increasingly expect us to decarbonize our own operations.</p> <p>We are taking concrete actions to reduce the impact our products have on CO2 emissions, as well as water usage, and waste and hazardous chemistry creation. Further, sustainability is at the core of our innovation strategy. Our customers’ sustainability needs help define our next products and solutions. As a leader in our industries, we seek to continue to quantify and report on the sustainability benefits of our solutions.</p> <p>We are also evaluating key market and business segments where sustainability, and especially emissions reduction, is an integral value proposition, and redefining our go-to-market strategies with targeted value propositions for these segments.</p>
Resilience of strategy using a 2°C or lower scenario	We are continuing to embed climate scenario analysis into our Enterprise Risk Management (ERM) process and strengthen our climate commitments by systematically integrating the insights into our strategic planning process to proactively mitigate climate risks and realize new business opportunities.

¹ We acknowledge that the TCFD was formally disbanded at the COP28 conference in late 2023, and the IFRS Foundation’s International Sustainability Standards Board (ISSB) has taken over responsibility of monitoring climate-related risk disclosures effective January 1, 2024. In keeping with industry best practice, we are evaluating the inclusion of ISSB-aligned disclosures under IFRS 1 and IFRS 2 in future reporting cycles and look forward to providing updates in coming years.

TCFD Index

TOPIC	2024 RESPONSE
Risk Management	
Processes for identifying and assessing climate-related risks	<p>Climate-related risks are part of our ERM process and can be assessed and tracked separately.</p> <p>Climate-related physical risks are assessed by us in partnership with FM Global, our property insurance provider for our major sites. We have conducted preliminary, climate-risk assessments on windstorm, flood, wildfire, and earthquake exposure topics for some of our major sites. Following these risk assessments, we worked with our property insurer to develop response and mitigation plans. Furthermore, we have identified key sites to focus on for water management using the WRI Aqueduct Water Risk Atlas for sites with high and extremely high-water stress.</p>
Processes for managing climate-related risks	<p>Our ERM process consists of a top-down ranking of corporate risks, with those that are flagged frequently weighted more significantly. A list of the seven most important current and emerging risks has been created, and an action plan is developed and reviewed by executive leadership.</p> <p>Please see the ESG Oversight and Risk Management section of this framework for further details on our ERM process.</p> <p>In addition, our climate-related risks, including those identified in FM Global's assessments and through our ERM process, will be discussed and reviewed by the ESG Steering Committee. The Sustainability team and relevant working groups will implement any necessary actions to mitigate the risks.</p>
Integration of risk processes into overall risk management	<p>MKS maintains a robust, ongoing ERM process to identify, assess, prioritize, and respond to risks, which includes a formal risk assessment. After a formal risk assessment is completed, an action plan is developed for each top risk, and progress on the risk response is shared quarterly with our President & CEO.</p>
Metrics and Targets	
Metrics used to assess climate-related risks and opportunities	<p>We currently track environmental metrics for our global operations, including our Scope 1 and 2 GHG emissions, energy usage, water usage, and waste data. We have also calculated and disclosed our Scope 3 emissions for 2022-2024.</p> <p>To improve our water and waste management strategies, we are currently using internal KPIs. For example, we have identified key sites to focus on for water management using the WRI Aqueduct Water Risk Atlas for sites with high and extremely high-water stress. For waste, we are working to better understand our waste types and quantities. As a first step, we are focusing on waste data collection at our manufacturing locations.</p>
Scope 1, 2 and 3 GHG emissions (for calendar year 2024)	<p>Scope 1 Emissions: 7,254 t CO2e</p> <p>Scope 2 Emissions (Market-Based): 57,119 t CO2e</p> <p>Scope 3 Emissions: 2,756,717 t CO2e</p>
Targets used to manage climate-related risks and opportunities and performance against targets	<p>In December 2023, we committed to reducing our combined Scope 1 and 2 emissions by 42% by 2030 from our 2022 baseline, according to criteria established by SBTi. Following the development of our consolidated Scope 3 baseline, we are formalizing a Scope 3 target in line with SBTi criteria and plan to submit our targets to SBTi for validation in 2025.</p>