

## Environmental Health and Safety Policy

It is the intent of MKS Instruments, Inc. to conduct all business activities in a safe and responsible manner that respects our employees, our customers, the environment and the global communities where we operate. Environmental health and safety considerations are fundamental to our business practices. We will ensure that all employees of MKS understand, promote and assist in the implementation of this policy, and to adhere to the following principles:

- We will operate our business in an environmentally and socially responsible manner
- We will work to eliminate unsafe conditions in our workplaces so as to prevent the occurrence of work-related injuries, illnesses and property losses
- All employees are responsible for performing their job activities in a safe and reasonable manner in accordance with safety training, job-specific instructions, and applicable regulatory safety regulations
- All employees are encouraged to identify and report any unsafe work conditions or safety incidents, and all reports will be investigated and corrected
- Employees are responsible to promptly report to their supervisor any occupational injury or illness
- In the event of the occurrence of an occupational injury or illness to an employee, we will provide prompt medical care, prompt access to fair and appropriate benefits and a return to gainful employment whenever possible
- Our management team will be measured by their understanding, support and implementation of our safety and health programs
- We will comply with all applicable regulatory and statutory requirements
- We will work together with our employees, customers, communities and other interested parties to continuously improve our environmental health and safety programs
- We will set and review environmental health and safety goals and objectives with respect to, protecting the environment, pollution prevention, and protecting our employees from injury and illness

We welcome, encourage and support the participation of all MKS employees in our safety and health programs. Together we can help ensure that each employee has a safe and healthful workplace as we continue to provide quality products as a responsible neighbor in our various communities.



John T.C. Lee  
President and Chief Executive Officer

1/10/24  
Date