

## ENVIRONMENTAL HEALTH AND SAFETY POLICY

The Materion business management system requires the design, manufacture and distribution of our products be accomplished through a continuous improvement process that is committed to protecting the environment and providing for the safety and health of employees, customers, visitors and the general public.



This commitment to people and the environment is a value that cannot be compromised. No job we do or service we perform is so urgent that we cannot take the time to perform each aspect of the job in a safe and environmentally responsible manner. The Materion business management system commits each employee to comply with all applicable legal requirements, follow established procedures, prevent pollution, conserve energy, minimize waste and promote recycling.

Executive management ensures the sustainability of this policy as part of its annual business planning and review process and the line organization has functional ownership in order to drive employee involvement at all levels toward the achievement of documented, clearly defined and measurable goals and objectives. This policy is shared with employees, the public, our vendors and customers.

# MATERION ENVIRONMENTAL HEALTH AND SAFETY PRINCIPLES

The following environmental, health and safety principles are ingrained into every aspect of our operations and our daily work.

**Each employee is committed to be a proactive steward of the environment, work safely and promote the safe use of our products.** The goal of our safety culture is the elimination of accidents, injuries, health impacts and environmental harms at work and to encourage safety at home, not just as an objective, but as the way we conduct daily business. Emissions to air, water and earth are properly controlled for the protection of people and to prevent pollution of the environment.

**We believe that incidents, injuries and illnesses are preventable.** We utilize a disciplined environmental, health and safety management system to protect people and the environment. We seek to identify the environmental aspects of our activities, products and services to determine if they can result in significant health, safety or environmental impacts.

**Management is responsible** for integrating these environmental, health and safety principles into daily work activities and for diligently responding to employee, community and customer concerns. The line organization has functional ownership and drives employee involvement at all levels.

**Each employee is responsible for maintaining an awareness** of work practices and preventing conditions that may result in an unsafe situation or harm the environment. It is the responsibility of each employee to promptly notify management of any unsafe or harmful condition. Procedural compliance and the use of safe work methods and practices are expected at all times.

**We conduct business in compliance** with applicable environmental, health and safety laws, regulations and Materion standards.

**We work to continually improve** our environmental, health and safety performance and consider the expectations of interested parties by incorporating environmental, health and safety considerations and objectives into business plans and decisions, research and development and product stewardship. Our culture drives continuous improvement by establishing measurable targets and goals.

**We utilize measurements and accountabilities** for monitoring and documenting performance towards goals, overseeing improvements and maintaining the effectiveness of our environmental, health and safety systems.

**We identify and prepare for unexpected emergencies** and do not become complacent to everyday risks and challenges.

## HEALTH AND SAFETY

We believe that a strong safety culture is central to our business success and 2022 represents the 21<sup>st</sup> year applying a systematic approach to occupational safety and health improvement. The health, safety and well-being of employees is our highest priority and a Materion core value. To ensure our colleagues leave their workplace safely every day we maintain a comprehensive, systems based approach to continually improving Environmental, Health & Safety (EH&S) performance.

We review and update our long-range strategies on an annual basis. Each global location develops and implements site specific improvement plans based on prior injuries, observations, audit results and near misses. Locations track completion progress, execution is supported by the corporate EHS function and execution is tied to leadership incentive compensation. The predominate themes in 2022 centered around increasing employee engagement in the EHS improvement process, improving hazard awareness, decreasing the risk of ergonomic injuries and reducing the risk of hand injuries. Critical safety statistics, metrics and trends are published daily on our corporate intranet site. The near miss frequency rate, OSHA recordable injury rate and the severity rate for full-time employees are checked on a daily basis and receive executive review on a monthly basis. Contracted employees' injury and near miss experience is also tracked in a similar fashion. Lessons learned from serious incidents and near misses are shared across the organization along with other proactive measures to promote transparency, and increase visibility which all serve to improve employee hazard awareness and lower risk tolerance. Safety procedures, observations, compliance audits, and awareness training are implemented at all global facilities.

## PROTECTING PEOPLE

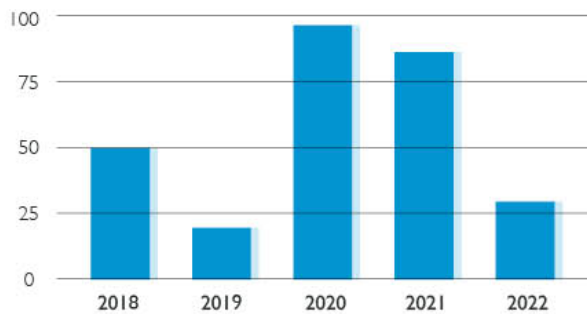
Materion works very hard every day to continuously reduce the risk of injury to its people and contractors. Materion is committed to fully comply with all applicable product safety, occupational safety and health, and environmental laws and regulations. Key safety metrics, as seen below, are trending down and we are thankful to each employee for their continued

## Health and Safety



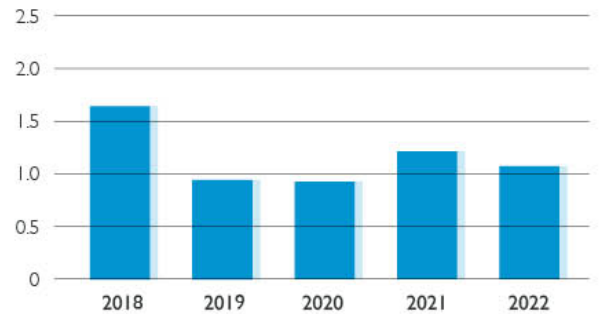
vigilance, contributions and engagement. Materion did not experience a workplace fatality during the timeframe covered in the bar chart below. Injury frequency performance for 2022 improved slightly from the prior year while severity performance achieved the second lowest rate in the last 5 years. Reductions in ergonomic and laceration injuries account for the difference, as both were improvement focus areas for most sites. Product stewardship also plays an important role at Materion. The safe use and handling of our products is a vital aspect of our responsibility as a good corporate citizen and we have had an award-winning product stewardship program for over 50 years. In addition to our EH&S program, Materion has a robust approach to security at all sites which includes ALICE emergency preparedness training in the event of an active shooter.

### SEVERITY RATE



Number of lost and restricted duty days per 200,000 work hours

### INJURY RATE



Number of OSHA recordable injuries per 200,000 work hours