

## HEALTH AND SAFETY

We believe that a strong safety culture is central to our business success and 2025 represented the 2nd 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 strategic long-range strategies on an annual basis. Each global location develops and implements site specific improvement plans based on corporate initiatives, prior injury experience, observations, audit results and near misses. Locations track plan completion progress; execution is supported by the corporate EHS function and execution is tied to leadership incentive compensation. The predominate themes in 2025 centered around initiating the integration of Human Operating Performance (HOP) principles into our EHS system. We also deployed a unique risk assessment tool referred to as the Energy Wheel. The energy wheel allows the operators to quickly understand what energy sources are present in their job, which tasks could create a hazard and the mitigation steps needed to control the energy sources and application of direct controls. Our benchmarking efforts uncovered this approach which is expected to assist us in transitioning from a largely dependent to independent state of the DuPont Bradley curve. We also continued to lower the risk of ergonomic and hand injuries.

Critical safety statistics, metrics and trends are published daily on our corporate intranet site. The near miss rate, OSHA recordable injury rate and the severity rate for full time workers are tracked 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 and other proactive measures to promote transparency, increase visibility and 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 vigilance, contributions and engagement; and as a result, Materion did not experience a workplace fatality during the timeframe covered in the bar chart below. Injury and severity rates for 2025 were both at lowest rates in tracked period (below); which is attributed to our ongoing emphasis on HOP principles and training. 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 a 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.

	Unit	2021	2022	2023	2024	2025
Injury Rate	See Note 1	1.22	1.12	1.20	1.06	0.93
Severity Rate	See Note 2	59	30	71	37	23

Notes:

- 1: Number of OSHA recordable injuries per 200,000 work hours
- 2: Number of lost and restricted duty days per 200,000 work hours