

# RESPONSIBLE BUSINESS ALLIANCE (RBA) COMPLIANCE

The RBA Code of Conduct (Version 8.0 – 2024) is a set of standards on social, environmental and ethical issues in the electronics industry supply chain. The standards set out in the RBA Code of Conduct (RBA Code) reference international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards, and many more.

Materion supports these standards and is committed to complying with the principles outlined in the RBA Code. This commitment has been flowed to Materion suppliers through our Supplier Quality Manual and our Materion Supplier Code of Conduct. The sections below provide an overview of our company's commitment to the RBA Code.

## SECTION A – LABOR

Materion is committed to respecting and upholding all applicable labor and employment regulations and guidelines in each location in which it operates and the human rights and dignity of our workforce worldwide. Materion meets or exceeds all labor and human rights guidelines outlined in the RBA Code.

## SECTION B – HEALTH AND SAFETY

At Materion, the occupational health and safety of our employees is an important aspect of our business. Implementing appropriate practices and procedures is essential to keeping our workforce on the job and safe. To support our commitment to the occupational health and safety of our employees, Materion has developed and implemented a Health and Safety Management System (HSMS) to address occupational health and safety at our facilities; as well as developed long range plans to adopt the OSHAS 18001 occupational health and safety management system standard. In addition, critical health and safety metrics have been incorporated into Materion's performance measurements for all layers of the organization to demonstrate commitment to these standards.

## SECTION C – ENVIRONMENTAL

Materion understands the importance of our environmental responsibility to our employees and the community. Incorporating practices and procedures that protect the environment into our manufacturing processes, not only protects the environment that we work and live in but also

the entire organization and community. To support our commitment to environmental protection, Materion maintains certification with the ISO 14001 environmental management system standard. In addition, critical environmental metrics have been incorporated into Materion's performance measurements for all layers of the organization to demonstrate commitment to these standards.

### SECTION D – ETHICS

Materion, its subsidiaries, employees, directors and executive officers are committed to observing the highest standards of ethics and integrity in all of our business operations and interactions. Materion also expects its suppliers, agents, contractors, business partners and consultants to maintain similar standards of ethics and integrity.

### SECTION E – MANAGEMENT SYSTEMS

Materion has established a management system that aligns with the standards contained in the RBA Code. Our management system is designed to ensure compliance with all applicable laws, regulations and customer requirements related to our operations, products and services, to identify and mitigate operational risks associated with the RBA Code standards and to facilitate continuous improvement.

If you have any questions or would like more information about Materion's commitment to the RBA Code, please contact your Materion representative.