

# ASM Global Occupational Health and Safety (OHS) policy statement

## Scope

This policy covers all ASM Global operations, business units, direct and indirect employees, onsite contractors, as well as upstream and downstream value chain stakeholders.

## OHS Policy

This policy is deeply rooted in our values: We Care. We Innovate. We Deliver.

Occupational Health and Safety strives to promote and maintain the physical, mental, and social well-being of workers. Its objectives include ensuring worker health and working capacity; conducive working conditions and environments; work organization and working cultures that reflect essential value systems, and include effective policies, managerial systems, practices, and principles for participation.<sup>1</sup> This policy is applicable to all ASM employees worldwide working at any ASM location and/or anywhere an ASM employee works on behalf of the company. This policy is also applicable to visitors and third parties working on ASM sites.

We care about the health and safety of people, and the safety of operations, within ASM and across our value chain, together striving to do everything feasible to create the safest work environment.

We nurture a culture with care for each other's health and safety where employee engagement facilitates improvement opportunities and concerns are openly reported, and we systematically and structurally assess and respond to mitigate safety and health risks. ASM is committed to providing a safe work environment and healthy working conditions for our employees that promotes their occupational health and safety.

We seek to be a leader in health and safety, within our own operations, and by actively inspiring and engaging our value chain and industry to meaningfully advance the health and safety programs and results of our industry. We actively engage in and contribute to industry standards and best management practices and will comply with applicable legal requirements and are guided by international standard including but not limited to the Responsible Business Alliance (RBA) code of conduct and its relevant and referenced standards. We set our annual KPI targets and objectives and drive innovation toward delivering on these ambitions.

We focus on the identification and elimination of hazards and the prevention, and mitigation of exposure to occupational health and safety risks, in close cooperation with and engagement of employees, their

representatives, management, and experts in the field of safety. For residual exposure risk, we work collaboratively to identify and implement improvements.

We strive to design, manufacturing, deliver, and support intrinsically and innovatively safe equipment for all users and operators of our equipment to maintain a high level of occupational health and safety in the use of our products, in our operations and across our value chain.

We maintain a structural, globally harmonized occupational health and safety management system to manage all occupational health and safety aspects and strive to go beyond this foundation to make it leading model and inspiration beyond ASM. We are informed by meaningful stakeholder engagement and considerable in-house occupational health & safety expertise, as well as the RBA Code of Conduct, World Health Organization, and other leading frameworks and bodies.

We strive to be constantly learning and acting on that learning, locally and globally, and with urgency, such that we are meaningfully improving our systems, culture, and performance every single day.

## Revision History

This policy will be reviewed & updated in alignment with the latest ASM corporate business document review processes or every 3 years, whichever is sooner.

Approved by: Corporate Vice President Sustainability

Date: January 20, 2025

Revision: B