MKS Inc.

ESG

Report

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A Letter from our

President & CEO

MKS is pleased to share its 2026 Environmental, Social, and Governance (ESG) Report. This report outlines how we continue to integrate sustainability considerations into our strategy, operations, and decision-making to support long-term value creation for our stakeholders.

At MKS, our innovative spirit, collaborative approach, and unwavering commitment to integrity and trust shape how we grow our business and deliver for customers. By focusing on solving our customers' most complex technology challenges through advanced engineering and differentiated capabilities, we develop products and solutions that support performance, reliability, and efficiency across the industries we serve. These same priorities, operational excellence, risk management, and responsible growth, also underpin our sustainability efforts.

Throughout 2025, we continued to advance programs that improve efficiency, reduce resource use, and support safer, more reliable operations for our stakeholders. At the same time, we made targeted investments to strengthen our global footprint and enhance our proximity to customers. In 2025, we continued to progress on the construction of our new Supercenter Factory in Malaysia, which we opened in June 2026, and broke ground on a new chemical manufacturing and TechCenter facility in Thailand. These are strategic investments designed to expand localized manufacturing, technical service, and innovation capabilities in Southeast Asia. These facilities reflect our commitment to scaling alongside our customers and supporting regional growth through resilient, high-quality operations.

In addition, I am pleased to highlight several key ESG achievements since the beginning of last year:

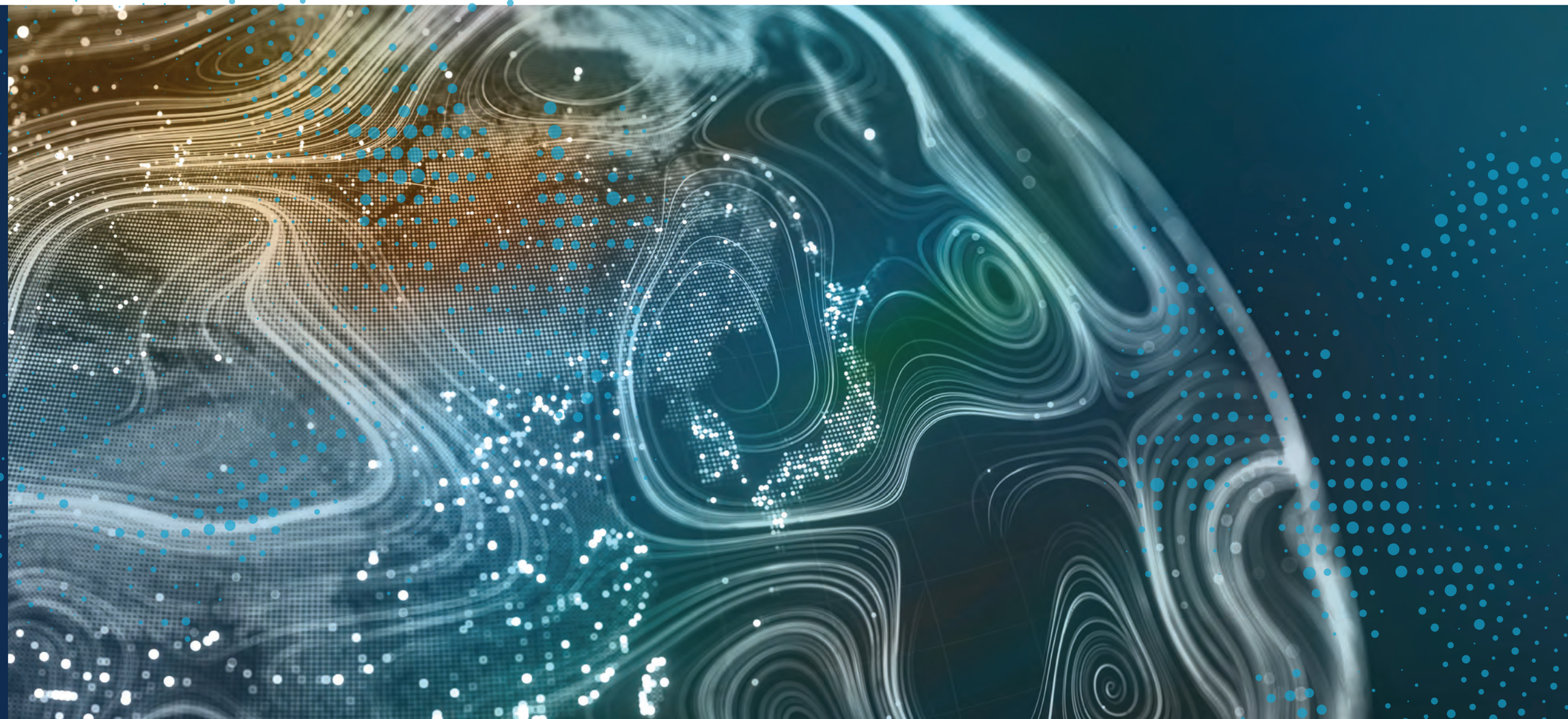
- **We received approval from the Science Based Targets initiative (SBTi) of our near-term Scope 1, 2, and 3 greenhouse gas (GHG) emissions reduction targets, reinforcing our approach to managing climate-related risks and opportunities.**
- **We generated approximately 1,500 MWh of electricity from a new rooftop solar installation at our Guangzhou, China equipment factory, avoiding nearly 900 tCO2e emissions annually and further supporting our GHG reduction goals.**
- **We conducted our fifth annual Global Employee Engagement Survey, achieving a record 91% participation rate, reflecting continued employee engagement and alignment as we evolve our business.**
- **We received a low ESG risk rating from Sustainalytics and were once again recognized as one of the Best Companies to Work For by U.S. News & World Report. We also were recognized as one of America's Best Midsized Companies by Time and Statista, Inc., and one of America's Most Responsible Companies by Newsweek and Statista, Inc.**

As a key provider of foundational technologies in the connected world, we recognize our responsibility to operate with care, consistency, and accountability. We view this responsibility as part of how we manage risk, strengthen customer relationships, and position MKS for sustainable, long-term growth in a rapidly evolving global marketplace. Looking ahead, we remain focused on executing our strategy in a manner that aligns with stakeholder expectations, supports customer needs, and strengthens the resilience of our operations. We believe this approach enhances our ability to deliver lasting value over time while navigating an increasingly complex operating environment.

Thank you for your continued interest in MKS. Together with our employees, customers, partners, suppliers, and communities, we look forward to building on our progress toward a more sustainable future for all.

John T.C. Lee
President and CEO

1 Business Overview



MKS enables technologies that transform our world. We deliver foundational technology solutions to leading edge semiconductor manufacturing, electronics and packaging, and specialty industrial applications. We apply our broad science and engineering capabilities to create instruments, subsystems, systems, process control solutions and specialty chemicals technology that improve process performance, optimize productivity, and enable unique innovations for many of the world's leading technology and industrial companies. Our solutions are critical to addressing the challenges of miniaturization and complexity in advanced device manufacturing by enabling increased power, speed, feature enhancement, and optimized connectivity. Our solutions are also critical to addressing ever-increasing performance requirements across a wide array of specialty industrial applications.

Our Mission and Guiding Principles

Our mission is to be the innovation leader and trusted partner that pushes the boundaries of possibility. Key to this mission are three pillars that guide our work.

Leading the Way Through Innovation

Innovation is our underlying growth engine—inventions lead to new product introductions, which lead to design wins, which lead to long-term revenue. Our relentless focus on innovation starts with taking the time to truly understand our customers' most complex problems—then designing innovative solutions to solve them.

Integrity Starts With Trust

When our customers have a complex problem to solve, they turn to MKS as a trusted partner. We are proud of the strong relationships we have thoughtfully cultivated over years of technical and application collaboration. Because of this solid foundation built on mutual trust, our customers, who have strong pipelines, engage us in their new programs. We consider this a high honor.

We also partner closely with our suppliers. It is the way we do business, and it is our investment in ensuring that our supply chain can deliver critical products when our customers need them.

Pushing the Boundaries of Possibility

The solutions we create bring the future to life – that's what pushing the boundaries of possibilities is all about. Today's most exciting technologies such as artificial intelligence, augmented reality, 5G, and autonomous vehicles are all enabled by our broad portfolio of vacuum technologies, including pressure measurement and control, flow measurement and control, gas and vapor delivery, gas composition analysis, electronic control technology, reactive gas generation and delivery, power generation and delivery, and fiber optic temperature and position sensing, lasers, photonics, optics, precision motion control and vibration control, chemistry, equipment and services.

We follow four guiding principles—these are the values that we aspire to live and work by every day.

Grow

We strive to deliver sustainable and profitable growth by focusing on three key areas: solving our customer's most critical problems, identifying and investing in high growth areas, and leading in financial performance.

Win

We believe in the power of collaboration. To win as a team, we encourage decisionmakers to work together, consider diverse perspectives, and think holistically about the impact of each choice on the enterprise, the group, and individual team members. We are committed to fostering an inclusive and equitable environment where all voices are valued and everyone has the opportunity to contribute to our shared success.

Innovate

Innovation requires a blend of curiosity and courage. We empower our people to question, challenge, and think beyond what we've always done. "What if" is a welcomed phrase at MKS. Our teams are always exploring new ideas and approaches to drive an accelerated cadence and inspire breakthroughs; we stay vigilant for new opportunities and potential disruptions.

Own

We all have a stake in our company's success, reflected in our commitment to our customers and suppliers. We focus on being accountable at both the team and individual levels, and we strive for continuous improvement to ensure we deliver with excellence every day.

Key Metrics at a Glance

$3.9B
2025
Revenue

$299M
2025 R&D
Investment

~10,000
Employees
Worldwide

>85%
of Wafer Fabrication
Equipment Applications Served

~70%
of Critical Steps to
Manufacture Package
Substrates and PCBs[1]

Responsible Company
America's Most
Responsible Companies
Newsweek and Statista, Inc.
2024 / 2025 / 2026

19
Leading Positions in
Product Categories[2]

~1,900
Engineers and
Scientists[3]

~2,800
Patents
Worldwide[3]

Low
ESG Risk Rating
by Sustainalytics

CDP
Discloser for the Last
4 Consecutive Years

Best Company
Best Companies to Work For
U.S. News & World Report, 2024 / 2025 / 2026
America's Best Companies
Time and Statista, Inc., 2025 / 2026

[1] *Internal Company estimate.*
[2] *Product categories where MKS is #1 or #2 in segment share according to TechInsights and internal Company estimates.*
[3] *As of December 31, 2025.*

Our Sustainability Strategy

MKS plays an integral role in delivering enabling solutions in an increasingly connected world, which provides us with an opportunity to advance not just our own sustainability goals, but also those of our customers. Our commitment to operating in an environmentally and socially responsible manner—in tandem with our employees, customers, suppliers, and communities—is unwavering.

To execute our sustainability strategy, we established a strategic roadmap designed to help strengthen our sustainability program. We continue to evolve our strategy in response to a changing global landscape and our stakeholders' expectations. Recognizing that we can best manage what we can measure, our priorities have included consolidating ESG data across our business, improving the quality of our baseline environmental data, and establishing GHG reduction goals to benchmark future progress.

We continue to track environmental data and enhance our energy and GHG emissions data management platforms and systems to ensure MKS' energy and GHG data reflect a complete and accurate view of our operations and supply chain. In early 2026, MKS' near-term science-based emissions reduction targets were approved by the SBTi. MKS committed to reduce absolute Scope 1 and 2 GHG emissions 42% by 2030, from a 2022 baseline year, and committed that 69% of its suppliers and customers, by emissions covering purchased goods and services and use of sold products, will have science-based targets by 2030.

MKS monitors global regulatory requirements that may affect our business, such as the California Climate Accountability Package, the German Supply Chain Act, the European Union (EU) Carbon Border Adjustment Mechanism, and the EU Corporate Sustainability Reporting Directive. We periodically review and update our programs and policies to align and comply with current and emerging regulatory requirements globally.

Stakeholder Engagement

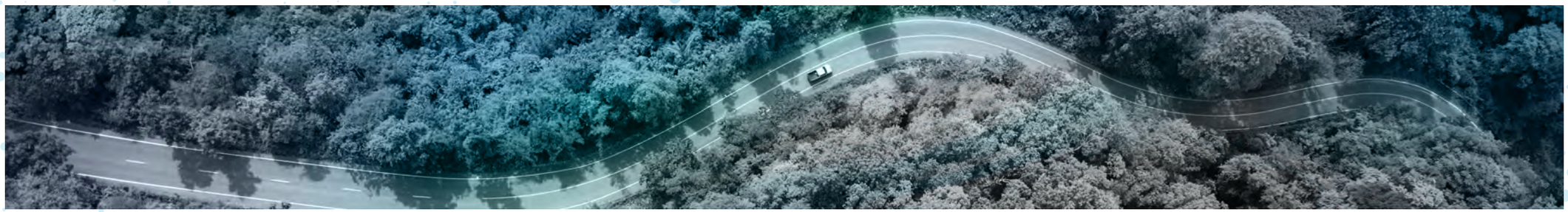
Strong relationships are built on a solid foundation of integrity and trust. We foster meaningful, open dialogue with our stakeholders to address ESG matters of shared importance. We continue to engage with our stakeholders on sustainability issues through customer, investor and other sustainability surveys, and direct discussions that continue to play a vital role in shaping our sustainability program. We recognize that our suppliers are key stakeholders in driving sustainability across our value chains. Supply chain transparency and engagement are critical to how we operate.

Driving Sustainable Operations

- Our near-term science-based emissions reduction targets were approved by the SBTi.
- In 2025 we achieved a reduction of 5% of Scope 1 and Scope 2 CO_2e compared to 2024.

Innovating For Sustainability and Strengthening Our Brand

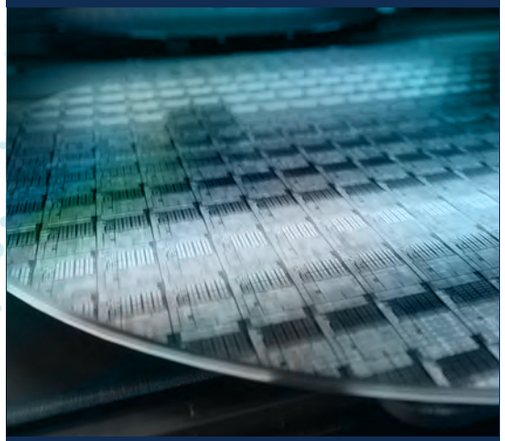
- With a broad portfolio of market-leading solutions, we remain focused on innovating, as well as quantifying and communicating the sustainability benefits of our solutions.
- In 2025, we conducted several in-depth life cycle assessments (LCAs) and nearly 900 product carbon footprints (PCFs) to evaluate the environmental impact of selected products and technologies across their entire life cycle.



Sustainable Product Portfolio

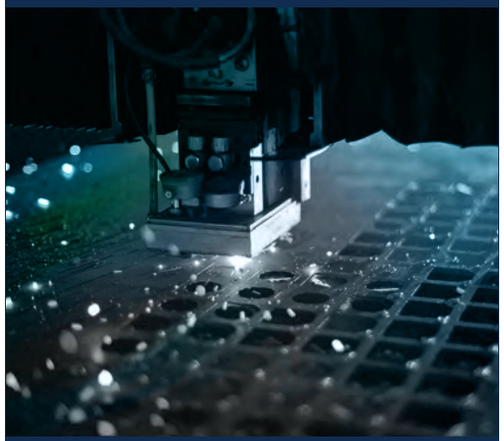
As an innovation leader operating at the cutting edge of science, engineering, and technology, our vision is to enable technologies that transform our world. At MKS, we think ahead and solve ahead, anticipating challenges and developing integrated solutions that redefine what is possible—improving performance, optimizing productivity, and accelerating innovation. MKS has long partnered with customers to develop groundbreaking solutions for their most advanced technology challenges. Today our customers look to us to advance not just technology but also sustainability in the design and operation of our products. Through this work, we enhance our customers' success and the safety and productivity of society. Our products are used in a broad range of industries and applications. Our focus is not only to make our own products more sustainable but also to advance critical sustainability technologies through our solutions.

Semiconductor



- Driving innovation in critical subsystems for deposition, etch, lithography, inspection/metrology, and wet processing
- Offering wet processing and gas delivery systems that reduce excess water usage, power, and chemical consumption

Electronics & Packaging



- Enabling next-generation electronic devices with our critical laser-based processing systems
- Offering a portfolio of proprietary, environmentally friendly chemistry and plating equipment solutions for printed circuit board and package substrate markets

Specialty Industrial

- Harnessing core expertise across markets such as surface finishing/ functional coatings, solar manufacturing, synthetic diamond manufacturing, medical diagnostics, and more
- Using environmentally sustainable chemistry alternatives including chromium (VI)-free, lead-free, nickel-free, cyanide-free across essential industrial processes
- Offering a portfolio of plating equipment solutions designed to save resources through highly efficient chemical regeneration systems

Advancing Clean Energy Production

Clean Energy and Renewable Applications

Our products support and advance clean and renewable energy through a variety of applications, including the following:

- Sustainable and highly efficient plating solutions for c-Si solar cell grid metallization
- Revolutionary processes to enable more efficient solar energy production through electroplating of the solar cell contact fingers, thus increasing cell efficiency while significantly lowering material costs
- Flow, valve, and pressure measurement products that control vacuum pressure and the delivery of gases used in the fabrication of photovoltaic cells
- Mass spectrometers, lasers, and photonics components used to optimize the manufacturing of solar panels
- High corrosion resistant electroless nickel plating solutions for hydrogen fuel cell applications
- Advanced Thin Film Coatings, Instruments, Lasers, Optical and Opto-Mechanical Components, Optical Assemblies, and Vibration Control products that support nuclear fusion research and development

I. Advancing sustainability through our products

- Gas analyzers for air monitoring and automotive emissions testing
- Vacuum solutions for synthetic diamond manufacturing (CarbonNeutral® product certified)
- Pulsed lasers and gas controllers for solar cell fabrication
- Chemistries for the metallization of solar modules

II. Making our products more sustainable

- Dissolved ozone delivery system with water recycling solution
- Chemistries to enhance corrosion protection for wind turbines
- Environmentally sustainable chemistry alternatives (Cr VI-free, Pb-free, N-free, CN-free)
- Auxiliary equipment for wastewater reduction and treatment

Product Solutions Supporting Sustainability Goals

Our Optics' infrared imaging solutions contribute to environmental performance, safety, and resource efficiency across multiple use cases. Our high-sensitivity Mid-wave Infrared (MWIR) lenses support early detection of hazardous gas leaks, helping customers enhance operational safety and meet regulatory requirements. Our thermal imaging and zoom lens technologies also support wildfire detection and firefighting, enabling earlier response and improved monitoring. Our manufacturing process applies a closed loop germanium recycling process that reduces dependence on virgin materials, thereby helping to reduce the carbon intensity of infrared optics products.

Product Lifecycle

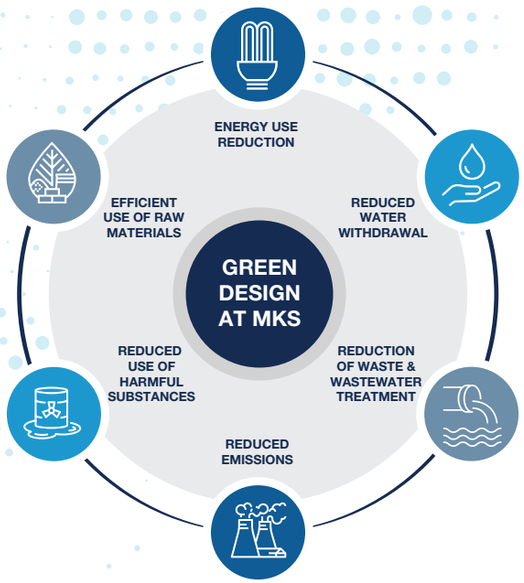
In our ongoing commitment to sustainability and environmental responsibility, we apply the Life Cycle Thinking approach to assess the sustainability impact of our products. We leverage LCAs and PCFs to develop a clear picture of material impacts, manufacturing hotspots, and opportunities for circular design. These efforts also strengthen our ability to support customers seeking reliable, science-based environmental data, and position MKS as a proactive industry partner on the path to more sustainable innovation.

In 2025, we strengthened our internal LCA and PCF methodologies to align with the GHG Protocol Product Standard and relevant ISO standards, improved data collection, and expanded access to high-quality material data. These upgrades increased the speed and accuracy of our assessments. Beyond operational improvements, we expanded our LCA and PCF program to cover a broader set of our product portfolio, which included expanding the PCF capabilities across our chemicals business, completing nearly 900 PCFs, and completing several LCAs on products used in the electronics plating processes in accordance with ISO 14040/44 standards. These efforts demonstrate MKS' commitment to supporting customer sustainability objectives with high-quality, transparent, and methodologically robust information.

As we continue to deepen our understanding of the sustainability impact of our products, we aim to strengthen our sustainability practices, enhance transparency, and meet the evolving expectations of regulators as well as our stakeholders, including customers and investors.

Green Innovation in Product Design

The insights gained from our LCA and PCF analyses also play a role in shaping the future of MKS. Data is used by our product teams to integrate sustainability principles into the design and development of our next-generation products. Our approach focuses on minimizing the environmental impact of our products while maintaining the highest standards of quality, reliability, and performance.



Green design at MKS involves a variety of strategies as shown in the illustration.

Collaborating for a Sustainable Future

As expectations for transparency grow, we will seek to expand assessments across more product families, deepen supplier data integration, and enhance cross-functional engagement. Through rigorous LCAs, detailed PCFs, and close customer partnerships, we are advancing transparency, improving environmental performance, and supporting shared progress toward global climate goals.

We also invite our suppliers and peers to join us in adopting LCA and PCF disclosures as standard practices within the industry. Our sustainability initiatives require stakeholder engagement for success. We foster dialogue, solicit feedback, and view stakeholder engagement as an opportunity to identify innovative solutions, drive industry change, and create shared value. Together, we can harness the power of data-driven insights to drive positive change, nurture innovation, and build a more sustainable and resilient future for all.

2

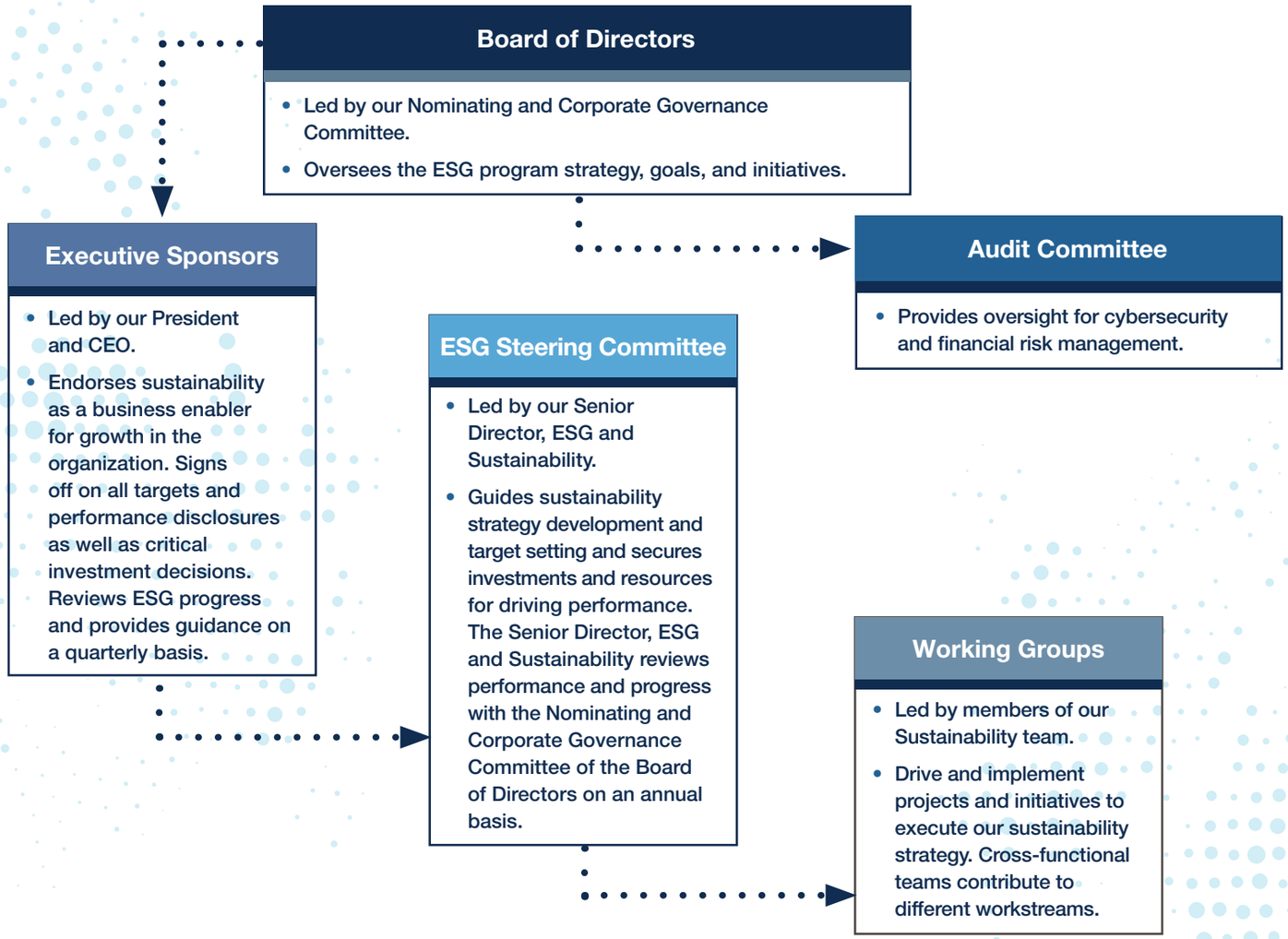
Corporate Governance

ESG Oversight and Risk Management

ESG is a key priority for MKS and our leadership. As such, our ESG Program is overseen by both the Nominating and Corporate Governance Committee of our Board of Directors, and our President & CEO.

At MKS, we maintain an Enterprise Risk Management (ERM) program to identify, assess, prioritize, and respond to key risks facing the Company. This includes an annual formal risk assessment presented to the Board of Directors, along with regular updates to executive leadership. In addition, the Board receives targeted briefings from business leaders on specific strategic, operational, financial, and compliance/EHS risks.

In partnership with our property insurance provider, FM Global, we conducted climate risk assessments on windstorm, flood, wildfire, and earthquake exposure at a number of our major sites.



Key Policies and Statements

ESG-related policies and statements include:

CODE OF BUSINESS CONDUCT AND ETHICS

Our Code of Business Conduct and Ethics links our mission and guiding principles with standards of professional conduct that we expect of our Board, management team, and employees across the globe. We also require our third party sales representatives and distributors to follow appropriate codes of conduct as set forth in our agreements with them. These practices reflect our commitment to integrity in every aspect of our operations.

ANTI-CORRUPTION POLICY

As a global company, we are required to comply with anti-corruption laws worldwide. MKS employees are prohibited from offering, giving, soliciting, or receiving any form of bribe or kickback, either directly or indirectly.

COMPLIANCE HOTLINE

Our Code of Business Conduct and Ethics outlines our grievance process for anyone who knows of or reasonably believes there has been conduct that violates our Code of Business Conduct and Ethics. We provide all employees with access to a third party-operated, confidential, anonymous, 24/7 MKS Compliance Hotline. We will not discipline, discriminate against, or retaliate against any employee who reports conduct in good faith, whether or not such information is ultimately proven to be correct.

ENVIRONMENTAL HEALTH AND SAFETY POLICY

Environmental health and safety considerations are fundamental to our business practices. We ensure that all employees of MKS understand, promote, and assist in the implementation of our environmental, health and safety practices and principles.

HUMAN RIGHTS AND LABOR STANDARDS POLICY

We are committed to upholding the human rights of workers and treating employees with dignity and respect. This applies to all workers, including full-time and temporary employees, as well as student, contract, and any other type of worker.

STATEMENT ON COMBATTING HUMAN TRAFFICKING AND MODERN SLAVERY

We are committed to conducting business in an ethical and responsible manner, and we have a zero-tolerance policy relating to human trafficking, child labor, and forced labor. In our operations and supply chain, we are committed to maintaining and improving our systems and processes to ensure we comply with all national and international rules and regulations regarding human trafficking and forced labor. We post our annual Statement on Combatting Human Trafficking and Modern Slavery in our Business and Supply Chains on our website.

PROHIBITION ON POLITICAL CONTRIBUTIONS

Our Code of Business Conduct and Ethics and Anti-Corruption Policy prohibit the use of MKS funds, assets, or personnel to make political contributions or support any political party or candidate for public office in any jurisdiction. Examples of political contributions include, but are not limited to, giving money to political candidates or organizations, using MKS staff, time, or property for political activities, or guaranteeing loans for political parties.

CYBERSECURITY, CRISIS MANAGEMENT AND BUSINESS CONTINUITY PROGRAMS

MKS' Cybersecurity, Crisis Management and Business Continuity programs are designed to prepare us for a broad range of potential events and position us to respond to and continue operations during and after a cyberattack. As part of our enterprise information security program, we regularly assess and deploy technical safeguards designed to detect cybersecurity threats and protect our information systems from these threats. In addition, we maintain incident response and recovery plans, the effectiveness of which is tested and evaluated on a regular basis. We also provide privacy and security training, including quarterly phishing education campaigns, to enhance employee awareness of how to detect and respond to cybersecurity threats.

We regularly engage assessors, consultants and other third parties to support our enterprise information security program. These engagements encompass a variety of activities, including information security maturity assessments and independent reviews of our information security control environment and operating effectiveness.

MKS respects the privacy of all individuals when processing personal data. Our data privacy program is designed to meet the requirements of applicable data protection laws and regulations. We maintain policies, processes and procedures relating to our collection, processing and use of personal data, explaining how, when and why employee and business contact information may be collected, used or processed. Data privacy training is required for all of our employees.

Our privacy team, in collaboration with multiple functions across the organization, engages in continuous improvements to our data privacy program to address rapidly changing global data privacy laws and regulations.

Environmental Health and Safety Management System

MKS maintains a global Environmental Health and Safety (EHS) Management System across its operations worldwide. The system, aligned with the ISO 14001-2015 Environmental Management System and the ISO 45001-2018 Occupational Health and Safety System, provides a consistent EHS framework for governance, risk management, compliance, and continual improvement. The system is supported by an EHS governance structure that defines common expectations, processes, and oversight for EHS across the company. This framework is supported by global standards, risk management, compliance, audit and assessment programs, corrective and preventative action management, and demonstrated leadership commitment. MKS continues to develop and evolve its EHS framework across its global operations.

While all sites operate under MKS' global EHS Management System, 66 also operate under third-party certified management systems, with 41 holding ISO 14001-2015 certification and 25 sites receiving ISO 45001-2018 certification.

Additionally, three of our Germany sites operate an Energy Management System, in accordance with the principles of ISO 50001-2018 standard, which enhances our ability to optimize, track, and reduce our energy consumption.

EMS-Certified Sites

Global Environmental Champion Team

In 2025, MKS rolled out its Global Environmental Champions team, a cross-regional network of engaged employees launched to support environmental improvement across regions. The team acts as regional scouts, tasked with sharing best practices across sites and translating global environmental goals into practical local actions.

The Global Environmental Champions team improves the visibility, consistency, and quality of environmental reporting while strengthening the culture of environmental ownership and leadership throughout the organization.

3 Environment

Reducing Our Carbon Footprint

At MKS, we are committed to reducing the environmental impact of our products and operations. We manage our environmental program through our global EHS Management System, which is detailed in the **Environmental Health and Safety Management System** section of this report.

Beyond our EHS Management System, we continue to implement measures to reduce our operational GHG emissions footprint. In March 2026, we received SBTi approval of our near-term science-based emissions reduction targets. These targets include a commitment to reduce absolute Scope 1 and 2 GHG emissions[1] by 42% by 2030 from a 2022 baseline year, and a commitment that 69% of suppliers and customers by emissions covering purchased goods and services and use of sold products will have science-based targets by 2030. For more information on how we engage with our suppliers, review the **Supply Chain** section of this report.

Alongside our emissions targets, we continue to advance our energy and GHG emissions data management systems to increase the granularity and precision of data across our value chain. In addition, we continue to evaluate opportunities across our sites to:

- **Implement energy efficient measures**

  In 2025, our Sidhrawali, India manufacturing site achieved a 22% reduction in energy consumption per ton of production through measures including natural air ventilators, power-factor optimization, and upgraded lighting controls. These actions also supported a 2% reduction in CO_2 emissions per ton of product produced.

- **Procure renewable energy through utility providers**

  25,019 MWh of renewable energy procured through utility providers in 2025, accounting for 15% of our total electricity consumption

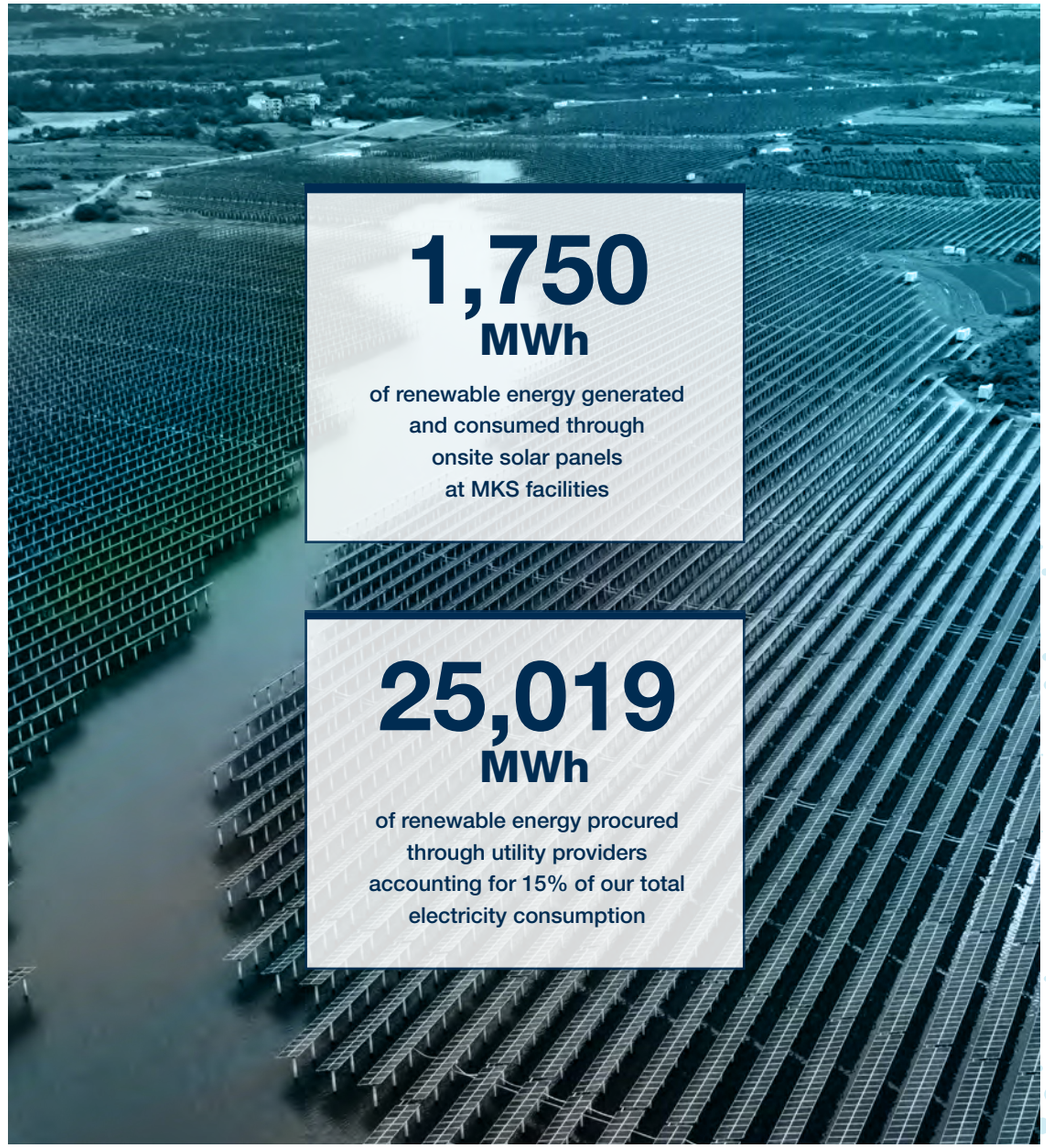
  In 2025, we increased the percentage of electricity from renewable sources from 25% to 50% at three of our manufacturing sites in Massachusetts, USA

- **Purchase renewable energy certificates (RECs) through a Virtual Power Purchase Agreement (VPPA)**

- **Explore onsite energy generation projects**

  In 2025, 1,750 MWh of renewable energy was generated and consumed through onsite solar panels at MKS facilities in Manesar, India, Sidhrawali, India, and Guangzhou, China. These investments reduce costs and GHG emissions associated with the facilities.

[1] *See Appendix: Environmental Data for more details on our calculation of Scope 1 and 2 emissions.*



Environmental Performance Metrics

We continue to collect data for GHG emissions, energy, water, and waste across all of our sites. Our data management system consolidates electricity, water, natural gas, and fuel for all of our sites, streamlining the collection of environmental metrics and providing a more comprehensive view of environmental performance across the business.

We also recognize the importance of understanding environmental impacts across the value chain. Through our assessment of the Scope 3[1] emissions categories relevant to MKS, we identified that GHG emissions associated with the products we sell and from the goods and services we purchase are among the most significant contributors to our overall Scope 3 emissions profile.

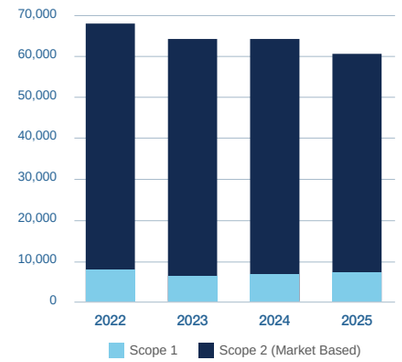
Our environmental data reflects our efforts to capture the full impact of our business on the environment and how we use that information to inform future reduction efforts.

We are currently using internal key performance indicators to improve our water and waste management strategies. For example, in 2025, our Materials Solutions Division introduced a quarterly environmental reporting scorecard, which includes waste generation and water consumption data, to improve the monitoring and management of its environmental performance at production sites and technology centers. We intend to expand the quarterly scorecard program within the Materials Solutions Division and to other parts of the organization in the future.

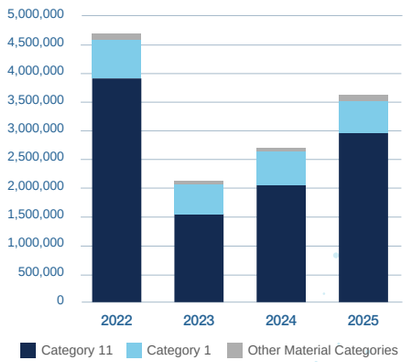
Regarding waste, we are working to better understand our waste types and quantities. We are currently collecting waste and wastewater data and reviewing it for accuracy.

METRIC	2022	2023	2024	2025
Energy Management (MWh)				
Electricity Usage	167,585	167,513	167,088	163,035
Self-Generated Energy	109	148	168	1,750
Fuel Usage (natural gas, LPG, fuel oil, kerosene, propane)	41,849	35,365	37,696	38,924
District heating (purchased)	5,901	4,879	4,778	5,148
Steam (purchased)	4,125	3,874	4,166	5,478
Total Energy Usage	**219,569**	**211,779**	**213,896**	**214,335**

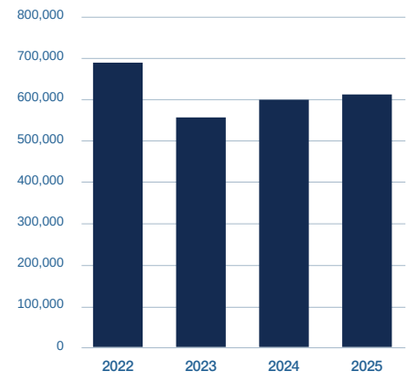
Scope 1 and 2 Emissions (t CO_2e)[2]



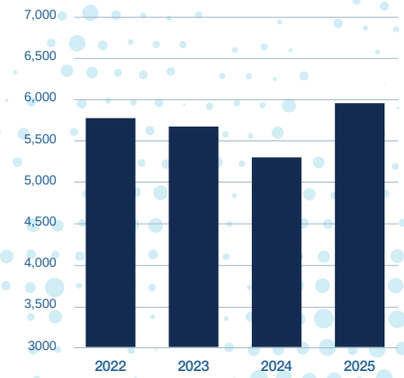
Scope 3 Emissions (t CO_2e)[1]



Water Withdrawal (m3)[2]



Waste Generation (t)[2]



[1] Scope 3 emissions reflect emissions from sources that are owned or controlled by other organizations in our upstream and downstream value chain but are the consequence of our organization's activities. See Appendix: Environmental Data for more details on our calculation of Scope 3 emissions. Our chemicals business is excluded from Category 11 in accordance with current guidance for the chemicals sector.

[2] See Appendix: Environmental Data for more details.

4 Social

Employee Engagement

MKS remains dedicated to fostering meaningful connections with its employees. In 2025, MKS conducted its fifth annual global employee engagement survey, with a record 91% participation rate. The survey findings were analyzed and shared with our President and CEO, the executive leadership team and our Board of Directors. Comprehensive communication of the results was extended to all employees and supplemented with executive videos and both in-person and virtual focus groups to pinpoint prevailing themes. Leveraging these themes and data points, tailored action items were created to encourage meaningful change, with corporate initiatives focusing on innovation and cross-departmental collaboration.

Additionally, our executive leadership team routinely engages in direct communication with employees worldwide, helping ensure alignment with the Company's strategic goals. Our executive leadership team is committed to continuously enhancing MKS' workplace environment and steering organizational growth, with the annual engagement survey serving as a pivotal component for gathering employee insights.

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Training and Development

MKS remains steadfast in its dedication to fostering learning and professional growth. We offer our employees a comprehensive catalog of programs, courses and resources aimed at building leadership capabilities and personal effectiveness. Our performance management framework is designed to provide ongoing, actionable feedback, and facilitate dynamic career development conversations throughout the year.

We extend financial assistance for higher education to eligible employees, including support for college and graduate studies. Additionally, we ensure accessibility to online learning resources, such as LinkedIn Learning, cultivating professional development.

Culture and Belonging

In 2025, we sought to strengthen our globally connected workplace to support collaboration, innovation, and consistent execution across regions. As a company operating in complex, highly technical markets, performance depends on how effectively our people work together. During the year, we scaled leadership development, mentoring, and employee-led initiatives that support professional growth and global connection across our workforce.

Our efforts were reflected in continued external recognition, including being named to U.S. News & World Report's Best Companies to Work For list for the third consecutive year, and Newsweek and Statista, Inc.'s America's Most Responsible Companies, also for the third consecutive year. Additionally, Time and Statista, Inc. has awarded MKS America's Best Companies in 2025 and 2026. These recognitions reflect the alignment between strong workplace practices and sustained business performance.

Inclusion Academy

We launched Inclusion Academy, a global learning platform designed to equip leaders and teams with practical skills to collaborate effectively across cultures, functions, and regions.

A core offering within the Academy is 4C, Cross-Cultural Communication & Collaboration, a workshop designed to strengthen how teams navigate and leverage cultural differences to improve communication, collaboration, and trust in a geographically and functionally diverse organization. Through case-based discussion and applied exercises, participants develop shared language and tools to improve alignment and execution across borders.

The Academy also reinforces inclusive leadership practices by equipping managers to lead teams where diverse perspectives are actively engaged, feedback is delivered effectively, and decision-making remains transparent and performance-driven.

Tailored sessions for teams expand reach and ensure direct relevance to business priorities. Inclusion Academy centers on applied capability, strengthening how teams communicate, align, and deliver results across our global operations.

MentorConnect / Global Mentoring

MentorConnect Cohort 1 completed its first full global cycle, connecting over 400 employees across regions and functions to expand networks and support professional development.

The program increased cross-regional visibility and created structured development relationships beyond reporting lines. Participants reported strong satisfaction with the experience, citing expanded perspective, meaningful dialogue, and stronger connection across the organization.

Employee Resource Groups

In 2025, we expanded the impact and external visibility of our Employee Resource Groups, Women@MKS and Veterans@MKS, supported by executive sponsorship and structured annual programming.

- **Women@MKS** served as a Platinum Sponsor of the Institute of Electrical and Electronics Engineers (IEEE) Women in Engineering International Leadership Summit in Paris, France, reflecting our sustained commitment to advancing women in engineering and technical disciplines. Women@MKS also hosted professional development sessions and executive engagement forums across regions focused on leadership readiness and career progression.
- **Veterans@MKS** expanded in-person engagement across U.S. sites through networking lunches and local events designed to strengthen community among veterans and allies. These gatherings increased peer connection, enhanced leadership visibility, and supported career development discussions for veterans building technical careers within our organization.

Both ERGs operate with defined programming plans aligned to workforce engagement priorities and provide structured opportunities for connection and professional growth.

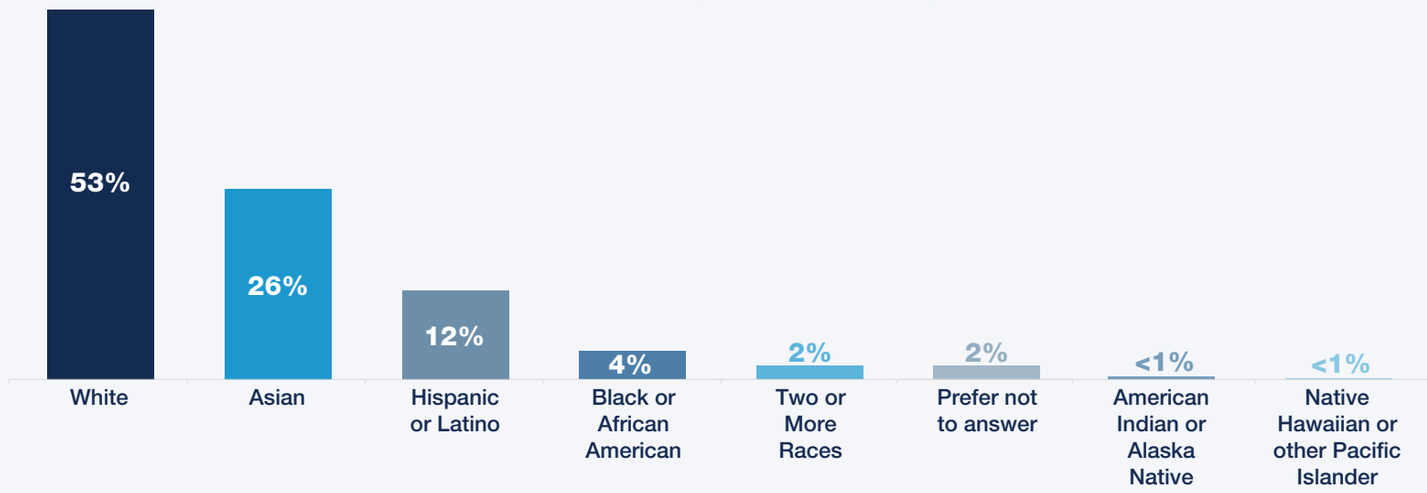
Compensation and Pay Equity

We are committed to providing total compensation packages that attract, motivate, and retain our employees. Our approach ensures competitiveness in the external market and fairness internally, while aligning with our business goals and strategy. As part of this commitment, we conduct comprehensive analyses of pay practices across our major regions of operation. These reviews help identify and, if necessary, rectify any disparities promptly and effectively. The results of these analyses guide appropriate compensation adjustments and are embedded in our global compensation processes to ensure equity and consistency across the organization. Additionally, we maintain a flexible global work policy to support our people in balancing work and life.

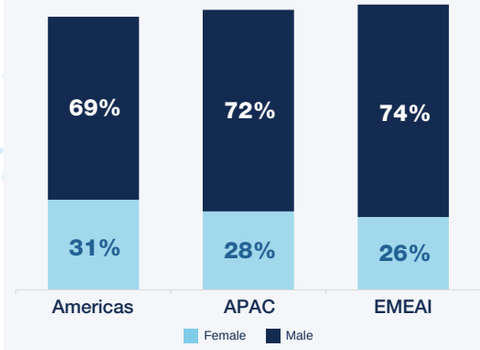
Our Workforce

Our workforce reflects the global community we serve. We proudly represent a vibrant mix of cultures, spanning 25+ languages and operating in 34 countries.

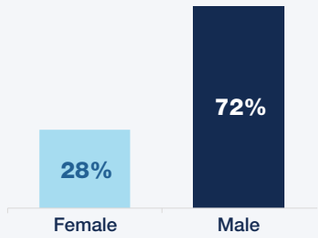
U.S. Workforce by Race and Ethnicity[1]



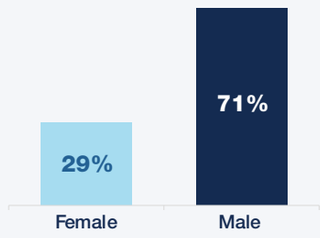
Workforce Gender by Region



Global Workforce Gender Distribution



U.S. Workforce Gender Distribution[2]



[1] *Percentages do not sum to 100% due to rounding.*

[2] *Given that a significant portion of our workforce is based in the U.S., we also present U.S.-specific gender data.*

Employee Occupational Health and Safety

MKS is committed to providing a safe workplace for all employees and pursuing a goal of zero injuries, occupational illnesses, and incidents. Built from our Own It guiding principle, our Vision ZERO mindset aims to achieve zero incidents by emphasizing leading-edge safety indicators and continuously improving our safety culture. The following four pillars help us to achieve our EHS vision:

- **EHS Leadership & Capability**
- **Personal Ownership & Engagement**
- **Understanding & Managing Significant Risk**
- **Governance**

Our commitment is grounded in compliance with applicable laws and regulations on workplace safety, including the recognition and control of workplace hazards, tracking injury and illness rates, utilizing a global travel risk management program, and maintaining detailed emergency and business continuity plans. Our efforts are guided by our comprehensive Global EHS Management System, which is detailed in the **Environmental Health and Safety Management System** section of this report.

In 2025, MKS' EHS teams across its three divisions were restructured. The newly integrated EHS team allows MKS to optimize EHS processes and practices through cross-boundary collaboration and shared learning, which enables the EHS team to support the broader organization in a more consistent and globally harmonized manner. The integrated EHS team is organized by geography, with three centralized centers of expertise to serve the global organization. The EHS team continues to look for additional ways to integrate MKS' management systems, processes, governance activities, and assurance instances.

In 2025, MKS achieved a 15% reduction in recordable injury cases compared to 2024 (33 vs. 39 cases), demonstrating the effectiveness of recent safety initiatives and enhanced employee engagement. We also conducted 9,734 safety walks (approximately twice the target), and employees across the organization actively contributed to a culture of prevention by proactively identifying and reporting safety risks—a robust indicator of engagement at all levels.

Our walk-the-talk leadership visits, toolbox talks, and proactive Safety Moments encourage and enable workers to identify EHS risks and contribute to solutions. Our Safety Concern reporting program, which includes monitoring to ensure timely follow-up and continuous learning, captures near misses and unsafe acts and conditions. Our Safety Awards Program recognizes outstanding safety performance across sites and individuals. In 2025, we also hosted our 5th annual Health and Safety Day, held virtually and on-site under the theme "Embracing AI, Elevating Safety."

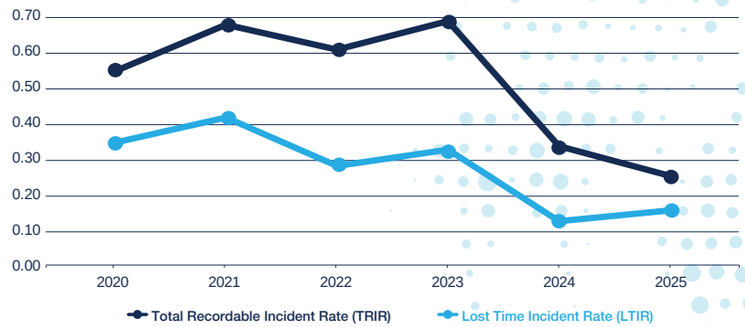
Additionally, we provide mandatory EHS training to ensure all employees are equipped with the knowledge to perform their jobs safely and to protect the environment.

MKS aims to continuously improve its safety culture. To that end, in 2025, MKS launched its first safety survey across its operations, which was designed to help assess the strengths and weaknesses of the EHS program. With over 7,000 responses, the survey highlighted MKS' strength in embedding safety as a regular part of the day-to-day conversations, with a strong view that managers demonstrate a commitment to safety. Details of the safety survey were analyzed at both the group level and at the division and site level. Where common themes emerged across all divisions, global programs were developed to address them. These include expanded safety concern reporting, safety culture programming, and a greater focus on critical risk activities.

Strengthening Our Safety Culture

In 2025, our Materials Solutions Division launched a three-phase safety culture improvement program, including an employee survey, a leadership safety workshop, and a planned employee safety workshop. The leadership workshop focused on the importance of safety to business success, defining the safety culture MKS seeks to establish, identifying current gaps, and clarifying leadership's role in fostering a strong safety culture. The employee safety workshop is expected to be completed in 2026. We plan to expand the program across MKS in the future.

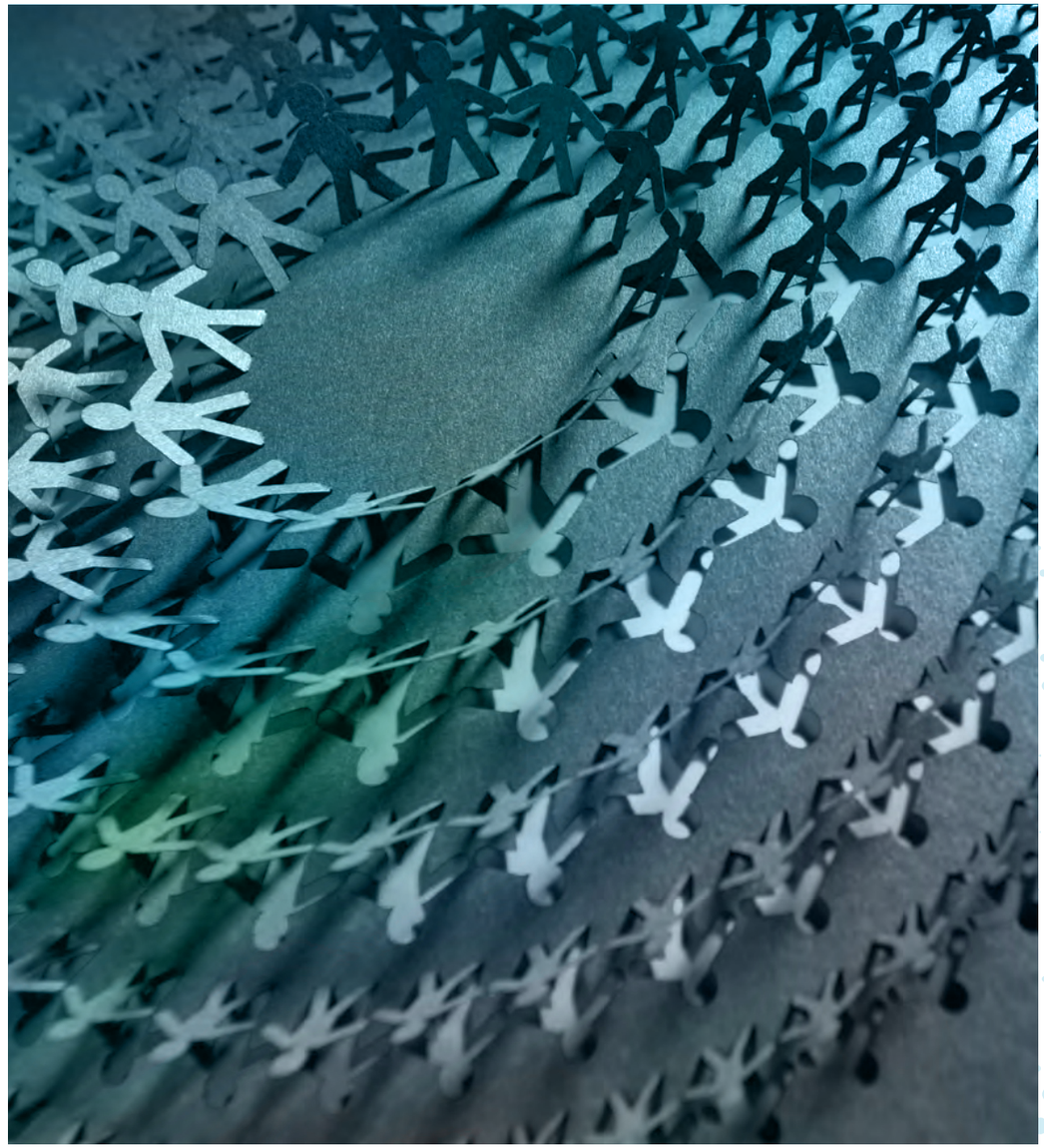
Global Safety Metrics



Community Partnerships and Engagement

Our Culture and Belonging initiatives extend beyond our offices into the communities where we live and work. We partner with nonprofit organizations that share our values of opportunity, education, and support for underrepresented groups in STEM, as described below. By investing in these and other community partnerships, we aim to extend our impact beyond MKS. Employees are encouraged to participate in volunteer initiatives, mentorship programs, and joint efforts with these partners—from volunteering at STEM workshops for students to attending conferences and career fairs that engage future talent. These relationships also support our internal Culture and Belonging strategy by bringing back new ideas and perspectives while contributing to a more equitable and inclusive landscape in our industry and communities.

- **Wounded Warrior Project** – supporting wounded veterans through career transition and skills development programs, reflecting our gratitude and commitment to those who have served.
- **The Trevor Project** – backing the leading organization focused on crisis intervention and suicide prevention for LGBTQ+ youth, as part of our dedication to inclusion and support for all identities.
- **Society of Women Engineers (SWE)** – encouraging women to pursue and thrive in engineering and technology fields and helping us connect our Women@MKS efforts with a broader global network of women in STEM.
- **National Society of Black Engineers (NSBE)** – collaborating with an organization devoted to increasing the representation of Black professionals in engineering, which aligns with our drive to expand the diversity of our talent pipeline.



Product Stewardship

At MKS, we are dedicated to protecting human health, preserving natural resources, and supporting the integrity of the global environment. As such, we aim to develop differentiated and innovative products, solutions, and services that consistently meet or exceed our customers' expectations. Reflecting our commitment to continuous improvement and innovation, we foster a world-class quality culture that promotes problem solving with data-driven solutions and inspires accountability and ownership in employees at every level. Our principles provide guidance to our teams worldwide, informing best practices, even for day-to-day business conduct.

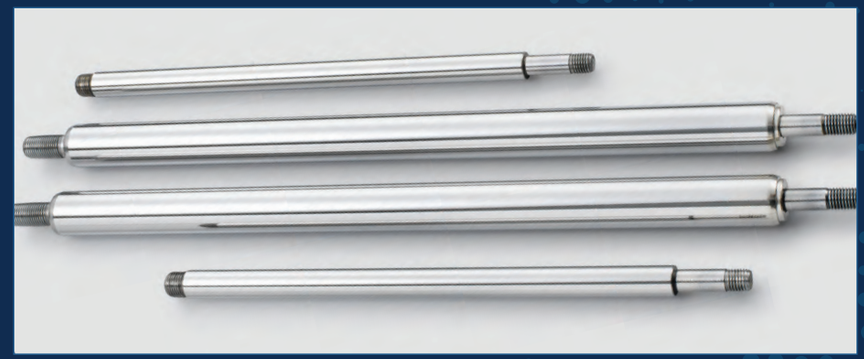
MKS products are designed, manufactured, and tested to comply with applicable directives, safety standards, customer requirements, and product-specific regulations. Our Quality Management System complies with the ISO 9001-2015 standard, with 67 MKS sites[1] currently certified, demonstrating our ongoing commitment to customer trust and quality.

In our chemistry business, we classify substances of concern using a matrix that includes hazardous potential, use category, and current or anticipated global regulatory restrictions. We actively seek to eliminate the substances of the highest concern. In 2025, we achieved an 18% reduction in high-risk products.

We are at the forefront of commercializing processes that remove substances of concern and prioritize the use of less hazardous chemicals whenever possible. We actively promote safer alternatives, such as TriChrome® Cr(VI)-free decorative chrome plating and BluCr® trivalent hard chrome technology, both of which eliminate the need for hexavalent chromium. Additionally, we provide non-PFAS containing mist suppressant and wetting agents as well as Top- and Basecoats for Zinc flakes applications. In 2025, we further advanced our efforts by introducing and promoting our BPA-free or low-BPA products for a variety of applications.

TriChrome® processes are setting design benchmarks with the sustainable alternative to hexavalent chromium plating, offering unique alloy properties that allow for color adjustments and provide high corrosion resistance.

BluCr®, our trivalent chromium process, easily outperforms hexavalent coatings and eliminates toxic lead anodes making hard chrome plating significantly less hazardous and safer for platers and the environment.



[1] *67 of MKS' labs, offices, warehouses, and manufacturing sites.*

Supply Chain

A critical part of our business strategy is cultivating strong relationships across our supply chain. As part of our responsible sourcing strategy, we work with suppliers to set clear expectations for how we do business together. Our goal is to build partnerships that support responsible and ethical business practices and compliance with applicable laws and regulations, contributing to better outcomes for employees, businesses, suppliers, and communities.

Supplier Code of Conduct

MKS has adopted a Supplier Code of Conduct which provides standards and guidelines for all suppliers doing business with MKS worldwide. Please see our **Supplier Code of Conduct** for additional details.

Supplier Assessment and Monitoring

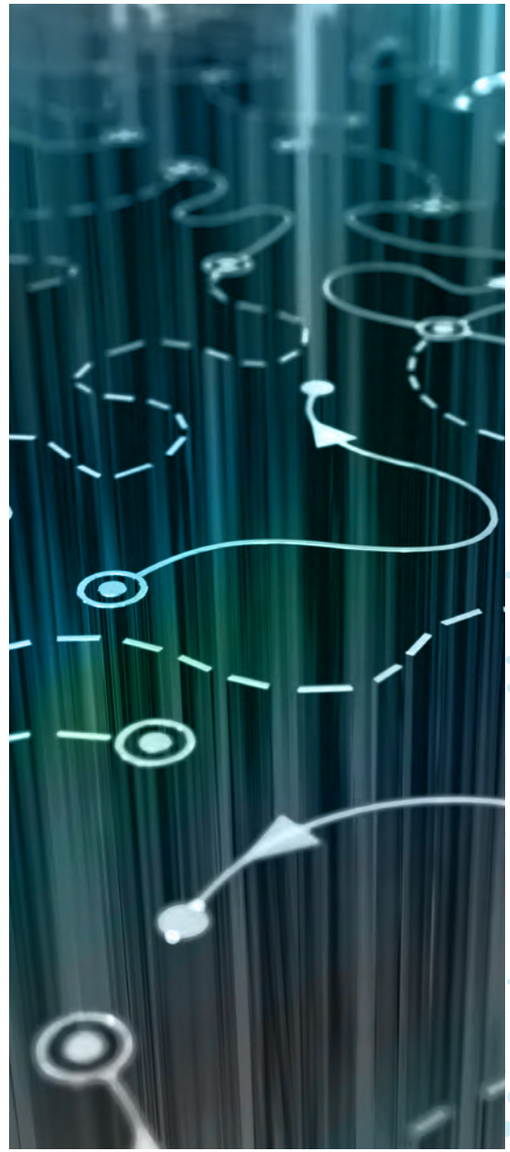
We conduct an annual supply chain risk assessment of in-scope suppliers using third-party assessment tools to identify key human rights and labor rights risks in accordance with the German Supply Chain Act (GSC Act) requirements. Initial screenings are conducted to evaluate in-scope suppliers based on several factors, including country location and other risk factors. Then, identified potentially high-risk suppliers are required to complete detailed individual assessments, followed by implementation-specific preventative and corrective actions where necessary.

MKS also assesses key strategic suppliers' responsible sourcing practices annually to understand ESG maturity across a broad range of ESG topic areas. Feedback and guidance materials are provided to suppliers to foster continuous improvement and capacity-building in addition to designated corrective action requirements, where necessary, on relevant ESG topics. Insights from the assessment results and identified risks are further incorporated into our broader supplier engagement and risk mitigation strategies.

Conflict Minerals

MKS is committed to identifying suppliers who source "conflict minerals" from Conflict-affected sources in the Democratic Republic of the Congo (DRC) and adjoining countries, as outlined in our **Conflict Minerals Policy**.

In 2025, we surveyed our direct supplier base, requesting information on the smelting source of any gold, tin, tantalum, or tungsten that may be used in products supplied to MKS. We received responses from 75% of the suppliers contacted, representing 91% of our direct supplier spend on products containing conflict minerals. We report our results to the U.S. Securities and Exchange Commission (SEC) annually. Our 2025 Conflict Minerals Report, filed with the SEC on May 28, 2026, provides additional detail on our due diligence process and findings.



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About This Report and Indices

About This Report

Disclaimer

This 2026 ESG report is MKS' sixth report and was prepared in alignment with the Sustainability Accounting Standards Board (SASB) for our industry and incorporates the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) into our ESG reporting strategy and transparency efforts.

See our SASB index and our TCFD index for more information.

The quantitative metrics included in this report cover MKS' owned and leased facilities using available data for the 2025 calendar year. Please refer to the Environmental Performance Metrics page of this report for specific data coverage information. MKS engaged Sodali & Co to support with content development. Our ESG data and information included in this report is unaudited and may be subject to revision.

Forward-looking Statements

This report contains forward-looking statements regarding MKS, including statements about our strategy, our goals, and our commitments. These statements are subject to a number of risks and uncertainties and are not guarantees of future performance. Actual events or results may differ materially from those in these forward-looking statements. Factors that could cause actual events to differ materially from those in these forward-looking statements are described in MKS' Annual Report on Form 10-K for the fiscal year ended December 31, 2025, filed with the SEC on February 24, 2026, and any subsequent quarterly reports on Form 10-Q. All forward-looking statements are based on MKS' current estimates, projections, and assumptions, and we assume no obligation to, and expressly disclaim any obligation to, update or alter them, whether as a result of new information, future events, or otherwise, even if subsequent events cause our views to change, after the date of this report.

Appendix: Environmental Data

METRIC	2022	2023	2024	2025
Scope 1 and Scope 2 Emissions (t CO2e)				
Scope 1	8,207	6,850	7,254	7,548
Scope 2 (market-based)	58,953	57,888	57,119	53,437
Scope 2 (location-based)	63,931	64,596	63,582	60,502
Total Scope 1 and Scope 2 (Market-based)	**67,160**	**64,738**	**64,373**	**60,985**
Scope 3 Emissions[1] (t CO2e)				
Category 1 Purchased Goods and Services[2]	765,502	568,413	548,129	619,771
Category 2 Capital Goods	67,083	17,219	30,261	81,111
Category 3 Fuel and Energy Related Activities	23,762	24,307	23,525	22,370
Category 4 Upstream Transportation and Distribution	11,249	13,969	15,679	37,701
Category 5 Waste	2,133	2,249	2,114	2,250
Category 6 Business Travel	10,253	8,696	11,027	12,595
Category 7 Employee Commuting	7,169	6,802	6,836	6,762
Category 11 Use of Sold Products[3]	3,874,060	1,533,413	2,119,027	2,904,166
Category 12 End of Life Treatment	332	916	119	48
Total Scope 3 Emissions	**4,761,543**	**2,175,984**	**2,756,717**	**3,686,774**
Energy Management (MWh)				
Electricity Usage	167,585	167,513	167,088	163,035
- Electricity from Renewable Sources	17,360	23,724	23,778	25,019
Self-Generated Energy	109	148	168	1,750
Fuel Usage (natural gas, LPG, fuel oil, kerosene, propane)	41,849	35,365	37,696	38,924
District heating (purchased)	5,901	4,879	4,778	5,148
Steam (purchased)	4,125	3,874	4,166	5,478
Total Energy Usage	**219,569**	**211,779**	**213,896**	**214,335**
Water (m3)[4]				
Water Withdrawal[5]	687,375	556,858	598,816	613,886
Waste (t)[4]				
Total Waste[6]	5,772	5,656	5,298	5,972

[1] Category 1: Purchased Goods and Services, and Category 11: Use of Sold Products were identified as the most significant contributors to our overall Scope 3 Emissions profile.

[2] Category 1: Purchased Goods and Services was calculated using a GHG Protocol-aligned hybrid approach that combines both supplier-specific and averaged emission factors. We leverage spend data for a majority of our purchased goods and services, except for raw materials from our chemical business, where we used emission factors from Ecoinvent. We have not yet collected actual supplier emission factors.

[3] Category 11: Use of Sold Products was calculated in line with the GHG Protocol using electricity consumption data for our equipment, and global emissions factors. These metrics do not include our chemical business.

[4] Data coverage indicates the percentage of total area covered in square feet. Total area includes all worldwide manufacturing sites, labs, offices, and warehouses of MKS Inc. and its subsidiaries, and covers a total of 7,076,262 square feet.

[5] Data coverage: 2022: 95%, 2023: 94%, 2024: 94%, 2025: 98%.

[6] Data coverage: 2022: 83%, 2023: 83%, 2024: 80%, 2025: 82%.

SASB Index

Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board (SASB) is an independent, private sector organization with a mission to develop and disseminate sustainability accounting standards that help public corporations disclose material, and decision-useful information to investors. For additional information on the SASB Standards, please visit sasb.org.

To support investors and stakeholders, MKS has provided the following disclosures based on the SASB Standards for our primary industry, Electrical & Electronic Equipment.

Primary Industry Standard: Electrical & Electronic Equipment Activity Metrics (as of 12/31/2025)

METRIC	CODE	RESPONSE
Number of units produced by product category	RT-EE-000.A	Proprietary, confidential information
Number of employees	RT-EE-000.B	See Section: **Our Workforce**

Accounting Metrics (as of 12/31/2025)

Energy Management		
(1) Total energy consumed	RT-EE-130a.1	(1) Total energy consumed: 214,335 MWh
(2) Percentage grid electricity		(2) Percentage grid electricity: 76%
(3) Percentage renewable		(3) Percentage renewable: 12%
Hazardous Waste Management		
(1) Amount of hazardous waste generated	RT-EE-150a.1	(1) Amount of hazardous waste generated: 3,035 t
(2) Percentage recycled		(2) Percentage recycled: not disclosed
Number and aggregate quantity of reportable spills, quantity recovered	RT-EE-150a.2	We report spills as required by our operating permits or license requirements
Product Safety		
(1) Number of recalls issued (2) Total units recalled	RT-EE-250a.1	0
Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-EE-250a.2	0
Product Lifecycle Management		
Percentage of products by revenue that contain IEC 62474 declarable substances	RT-EE-410a.1	We do not track products that contain IEC 62474 declarable substances
Percentage of eligible products, by revenue, that meet energy efficiency certification	RT-EE-410a.2	We do not manufacture products that are eligible for ENERGY STAR®
Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	We do not publicly disclose revenue generated from renewable energy-related and energy efficiency-related products

SASB Index

Accounting Metrics (as of 12/31/2025)

METRIC	CODE	RESPONSE
Materials Sourcing		
Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	To support supply chain continuity, we diversify, when possible, to avoid single source suppliers, particularly for our critical materials. We have a process to identify if any of our suppliers are on watch lists or have been debarred to ensure that we are doing business with permitted and reputable suppliers, and we require our suppliers to do the same. We continue to review supply chain continuity risks for products containing critical materials and will apply risk mitigation steps where needed.
Business Ethics		
Description of policies and practices for prevention of: (1) corruption and bribery (2) anti-competitive behavior	RT-EE-510a.1	See Section: Key Policies and Statements
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2	0
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	RT-EE-510a.3	0

TCFD Index[1]

Task Force on Climate-related Financial Disclosures

The Financial Stability Board's Task Force on Climate-related Financial Disclosure (TCFD) has developed a voluntary, consistent climate-related financial risk disclosure for use by companies in providing information to investors, lenders, insurers, and other stakeholders. For additional information on TCFD, please visit fsb-tcfd.org. MKS' TCFD report is organized around the framework's four main tenets, which are governance, strategy, risk management, and metrics and targets.

TOPIC	RESPONSE
Governance	
Describe the board's oversight of climate-related risks and opportunities	Our Nominating and Corporate Governance Committee of our Board of Directors oversees the ESG program strategy, goals, and initiatives. Our Board of Directors is informed of our key enterprise risks, which may include climate-related risks and opportunities, and the actions we are taking with respect to our ESG program.
Describe the management's role in assessing and managing climate-related risks and opportunities	Our ESG Steering Committee meets periodically and consists of key members of the senior leadership team, including Operations, Legal, Human Resources, Marketing, and Finance. The ESG Steering Committee guides the process and subsequent management of climate-related risks and opportunities for our business. The ESG Steering Committee reports to the Executive Leadership team, and the ESG Steering Committee Program Leader presents ESG-related performance and progress to our Nominating and Corporate Governance Committee of our Board of Directors on an annual basis.
Strategy	
Climate-related risks and opportunities identified over the short, medium, and long term	We recognize climate-related risks and opportunities are likely to impact our business in the future. We regularly conduct risk assessments for physical climate-related risks related to our direct operations in partnership with our property insurer, and we included climate-related risks into our Enterprise Risk Management (ERM) process starting in 2024. Our technology suite and product portfolio position us to capture climate-related opportunities that can expand our business and add diversity to our service offerings. For example, renewable energy, in particular, solar energy and electric vehicles, are applications that present opportunities for us. We also see an opportunity in some of our traditional business markets, such as automotive, in advancing decarbonization efforts, as our customers are driving demand for products that can be manufactured using more efficient production processes or products that have a lower overall energy use or carbon footprint over their lifetime. We are ensuring that this demand influences our innovation priorities. We continue to invest R&D, time, and effort into products that transform our world from both a technological and sustainability standpoint, and as more and more of our customers and value chain partners set ambitious decarbonization goals, MKS is committed to supporting their progress in furthering global environmental efforts.
Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	At MKS, sustainability informs the way we conduct our business every day. We recognize that decarbonization is high on the agenda for our customers and investors, and these stakeholders increasingly expect us to decarbonize our own operations. We are taking concrete actions to reduce the impact our products have on CO2 emissions, as well as water usage, and waste and hazardous chemistry creation. Further, sustainability is at the core of our innovation strategy. Our customers' sustainability needs help define our next products and solutions. As a leader in our industries, we seek to continue to quantify and report on the sustainability benefits of our solutions. We are also evaluating key market and business segments where sustainability, and especially emissions reduction, is an integral value proposition, and redefining our go-to-market strategies with targeted value propositions for these segments.
Resilience of strategy using a 2°C or lower scenario	We are continuing to embed climate scenario analysis into our Enterprise Risk Management (ERM) process and strengthen our climate commitments by systematically integrating the insights into our strategic planning process to proactively mitigate climate risks and realize new business opportunities.

[1] *We acknowledge that the TCFD was formally disbanded at the COP28 conference in late 2023, and the IFRS Foundation's International Sustainability Standards Board (ISSB) has taken over responsibility for monitoring climate-related risk disclosures effective January 1, 2024. In keeping with industry best practice, we are evaluating the inclusion of ISSB-aligned disclosures under IFRS 1 and IFRS 2 in future reporting cycles and look forward to providing updates in coming years.*

TCFD Index

TOPIC	RESPONSE
Risk Management	
Processes for identifying and assessing climate-related risks	Climate-related risks are part of our ERM process and can be assessed and tracked separately. Climate-related physical risks are assessed by us in partnership with FM Global, our property insurance provider for our major sites. We have conducted preliminary, climate-risk assessments on windstorm, flood, wildfire, and earthquake exposure topics for some of our major sites. Following these risk assessments, we worked with our property insurer to develop response and mitigation plans. Furthermore, we have identified key sites to focus on for water management using the WRI Aqueduct Water Risk Atlas for sites with high and extremely high-water stress.
Processes for managing climate-related risks	Our ERM process consists of a top-down ranking of corporate risks, with those that are flagged frequently weighted more significantly. A list of the seven most important current and emerging risks has been created, and an action plan is developed and reviewed by executive leadership. Please see the "Integration of risk processes into overall risk management" section below for further details on our ERM process. In addition, our climate-related risks, including those identified in FM Global's assessments and through our ERM process, will be discussed and reviewed by the ESG Steering Committee. The Sustainability team and relevant working groups will implement any necessary actions to mitigate the risks.
Integration of risk processes into overall risk management	MKS maintains a robust, ongoing ERM process to identify, assess, prioritize, and respond to risks, which includes a formal risk assessment. After a formal risk assessment is completed, an action plan is developed for each top risk, and progress on the risk response is shared quarterly with our President & CEO.
Metrics and Targets	
Metrics used to assess climate-related risks and opportunities	We currently track environmental metrics for our global operations, including our Scope 1 and 2 GHG emissions, energy usage, water usage, and waste data. We have also calculated and disclosed our Scope 3 emissions for 2022-2025. Our overall approach to managing business risks and opportunities, including climate-related risks and opportunities, is supported by the use of additional internal metrics and KPIs. For example, we have identified key sites to focus on for water management using the WRI Aqueduct Water Risk Atlas for sites with high and extremely high-water stress. For waste management and minimization activities, we are working to better understand our waste types and quantities, with a focus on waste data collection and management at our manufacturing locations.
Scope 1, 2 and 3 GHG emissions (for calendar year 2025)	Scope 1 Emissions: 7,548 t CO_2e Scope 2 Emissions (Market-Based): 53,437 t CO_2e Scope 3 Emissions: 3,686,774 t CO_2e
Targets used to manage climate-related risks and opportunities and performance against targets	In December 2023, we committed to reducing our combined Scope 1 and 2 emissions by 42% by 2030 from our 2022 baseline, according to criteria established by SBTi. Following the development of our consolidated Scope 3 baseline, we formalized a Scope 3 target in line with SBTi criteria and received validation by SBTi of our targets in March 2026.