



## **Global Environmental Health & Safety Policy**

Enovix Corporation, including its global subsidiaries (“Enovix” or the “Company”) is committed to protecting the environment and ensuring the health, safety and welfare of all employees, contractors, visitors and communities in which we operate. This Environmental Health & Safety (EHS) Policy applies to all Enovix operations, facilities, employees and contractors worldwide in support of the Company’s objective to maintain compliance with all applicable environmental and occupational health and safety laws and regulations.

This policy establishes the framework for setting and reviewing EHS objectives and provides the foundation for our EHS management system, including effective risk management and regular assessments. Enovix management is committed to providing the leadership, resources and organizational support necessary to implement its EHS goals and objectives. From the innovative products we design, to where and how we manufacture them, we strive to conserve, recycle and reuse our resources efficiently using responsible environmental practices and prioritize the occupational safety, health, and well-being of our employees, contractors, customers, and visitors.

### **Environmental Stewardship and Management**

It is our policy to conduct our business in an environmentally responsible way and minimize environmental impacts. We expect our employees, vendors and suppliers to comply with all applicable environmental laws. We implement our environmental commitment through our CARE principles:

- **C**ommit to complying with all applicable environmental laws, regulations and other compliance obligations, ensuring that our processes align with the highest environmental protection requirements.
- **A**ssess proactively the environmental aspects and impacts of our activities and implement control measures by integrating principles of risk control, engineering, emission minimization and energy efficiency.
- **R**educe our environmental carbon footprint throughout the total product life cycle by prioritizing the use of sustainable materials and promoting product designs that emphasize longevity, recyclability, and eco-friendly disposal methods.
- **E**ducate, communicate and train our employees, contracted and outsourcing partners as well as suppliers and customers to enhance environmental awareness.

We are committed to minimizing the use of any substance or material that may cause environmental damage, minimizing environmental risks by employing safe technologies and operating procedures, and being prepared to respond appropriately to accidents and emergencies.

## Occupational Safety and Health Program

Enovix has a long-standing philosophy of taking pride in its practices to ensure the safety, health, and well-being of our employees. In addition to detailed guidance on topics such as emergency preparedness, hazard prevention and employee wellness, we implement our occupational safety and health commitment through our CARE principles:

- **Commit** to complying with all applicable safety and health laws, regulations and other requirements applicable to Enovix, thereby ensuring a secure and compliant manufacturing environment.
- **Assess** the occupational safety and health risk to identify potential workplace hazards. Implement effective control measures and take every reasonable effort to eliminate the hazards that may lead to accidents and injuries.
- **Review** the safety and health risk assessment diligently to reduce risk by adapting our safety and health protocols based on changing conditions and emerging technologies. Demonstrate our commitment to staying ahead of potential workplace risks.
- **Encourage** active participation and consultations with employees in EHS programs. Provide relevant safety and health information and training, empowering our employees with the knowledge and skills necessary to navigate their roles safely, fostering a culture of awareness and accountability.

We periodically review our EHS management system's objectives and targets and monitor our performance for continual improvement. The Company endeavors to allocate the necessary resources to fulfill our EHS strategies, and actively collaborate with stakeholders on our commitment to environmental, health, and safety responsibility, as well as ethical business practices.

Employees can report concerns or violations by calling the Company's anonymous toll-free whistleblower hotline or via an online web portal at [enovix.ethicspoint.com](https://enovix.ethicspoint.com). The toll-free number in North America is 833- 833-4914. Employees are encouraged to provide as much detail as possible so that the Company may conduct a full investigation of any inquiries or reports.



Dr. Raj Talluri  
President and Chief Executive Officer

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