



OSHA STRATEGIC PARTNERSHIP AGREEMENT

BETWEEN

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)

BOISE AREA OFFICE

AND

**MICRON IDAHO SEMICONDUCTOR MANUFACTURING (TRITON)
LLC)**

AND

EXYTE U.S., INC.

I. DENTIFICATION OF PARTNERS

The groups listed below have developed this joint OSHA Strategic Partnership Agreement (hereafter referred to as “OSP” or “the partnership”), with a common objective to provide a safe and healthful environment for the Micron Idaho Semiconductor Manufacturing (Triton), LLC project (Triton Project). It is the intent of this agreement to focus the combined expertise and knowledge of the groups below to promote safety and encourage all workers on site to do their part in achieving the same goal.

- Boise Area Office of the Occupational Safety and Health Administration (OSHA)
- Micron Idaho Semiconductor Manufacturing (Triton), LLC.
- Exyte U.S., Inc., Triton Project Engineering, Procurement, Construction (EPC) Contractor

All contractors and subcontractors working at this site will participate in this partnership agreement. A copy of the executed OSHA Strategic Partnership Agreement will be formally transmitted to existing contractors on the Triton Project site and will be included as an addendum to the Triton Site Specific Environmental, Health and Safety Plan, each new contractor onboarded will be briefed on the requirements established in this partnership agreement.

II. PURPOSE/SCOPE

Micron Idaho Semiconductor Manufacturing (Triton), LLC (Micron) and Exyte U.S., Inc. (Exyte) recognize the importance of providing a safe and healthy work environment for workers engaged in construction projects. To facilitate OSHA’s goal of reducing occupational-related fatalities and serious injuries within the construction industry, the Boise Area Office of the Occupational Safety and Health Administration (OSHA), Micron, and Exyte have agreed to enter into a cooperative partnership agreement for the Triton Project described below.

This partnership is consistent with OSHA’s long-range efforts to develop a contractor and government partnership approach to safety management which includes; implementing all facets of jobsite safety, increasing construction community participation in safety processes, promoting innovations in safety management, and achieving self-compliance through cooperative efforts from labor, management, and OSHA.

Triton Project Address: 8000 South Federal Way, Boise, Idaho 83716
Micron campus in Boise Idaho Triton Construction Project

Schedule: October 2023 to 2025

Peak Project Labor: ~4000 persons

Triton Project Description:

Micron plans to invest substantially through the end of the decade to construct and operate a new high-volume semiconductor fabrication facility (Fab) for leading- edge memory manufacturing in Boise, Idaho. This will be the first new memory manufacturing fab built in the U.S. in 20 years, ensuring domestic supply of leading-edge memory required for market segments like automotive and data centers, fueled by accelerated adoption of artificial intelligence and 5G.

Beginning in 2023, Micron plans to start construction on the following structures (see **Table 1**)

Table 1 - Micron Triton Project Scope

Structure	Size	Description
Leading-Edge High-Volume Manufacturing Fab	~1.2 million sq ft includes 600,000 sq ft of cleanroom 4-Story Building	Idaho High Volume Manufacturing Fabrication Building producing advanced DRAM memory and housing advanced packaging activities. It would be the largest single cleanroom (600,000sqft) ever built in the U.S.
Administrative Building	~475,000 sq ft	5- Levels
Probe Building	~670,000 sq ft	TBD
Central Utility Building (CUB)	~800,000 sq ft	TBD
Product Support Building (HPM)	~440,000 sq ft	TBD
Projects Office Building	~55,000 sq ft	TBD
Detached Warehouse	~200,000 sq ft	TBD
Gas Plant	2 - 180ft tall columns and cold box units	TBD
Electrical Substation		In partnership with Idaho Power
Wastewater Treatment and Renewal Facility	390,000 sq ft	TBD
Industrial Wastewater and Storm Water Retention Basins	TBD	TBD
Other: Parking	TBD	TBD

III. GOALS & STRATEGIES

OSHA, Micron and Exyte are committed to reducing workplace accidents and fatalities during the construction of the Triton project through compliance with OSHA standards and regulations, risk elimination, enhanced safety and health programs, worker training, implementation of best work practices, total worker health and occupational health support, and emergency response management. It will include mentoring and training for participating subcontractors and their employees and challenge them to improve their own safety and health programs.

This strategic partnership will seek to increase communication and mutual respect between all stakeholders and develop a business/labor/government partnership approach to safety management, providing OSHA the confidence to focus limited resources on projects requiring more attention.

The overall goal of this partnership between OSHA, Micron and Exyte is to create a working relationship that focuses on preventing work-related fatalities, reducing serious workplace hazards, and establishing a foundation for the development of an effective safety and health program utilizing Micron and Exyte Safety methodologies and processes outlined in the Goals and Strategy Table below:

Table 2 – Goals & Strategies Table

Goal	Strategies	Measures
<p>1. Implement strategies to recognize and eliminate workplace hazards.</p>	<ol style="list-style-type: none"> 1. Provide task specific training associated with work scope to be completed by craft workers on the project. Examples would include Fall Protection, Scaffold user, rigging, lockout tagout. 2. Perform Job Hazard Analyses (JHAs) with the subcontractors for all appropriate work scopes. 3. Perform daily Pre-Task Planning with craft work crews ensuring that task specific and workplace hazards are identified and that the work is planned appropriately. 4. Require that supervision and EHS Professional review and verify the work steps and hazard mitigation steps established on the PTP. 	<ol style="list-style-type: none"> i. Track number of Job Hazard Analysis accepted by Exyte prior to a work scope being allowed to begin. ii. Develop and present weekly toolbox talks reviewing the site trends both negative and positive and the actions needed to correct the poor trends identified. iii. Weekly submission of an EHS report identifying EHS inspection findings, corrective actions, PTPs/SPAs findings, equipment inspections, and Toolbox Talks.
<p>2. Implement strategies to test and train construction craft workers for competency with the Triton ID1 EHS requirements.</p>	<ol style="list-style-type: none"> 1. Provide new contractor orientation to individuals that perform work on the Project. Provide visual verification to individuals that have completed new contractor orientation. 2. Implement a mentoring program for construction workers new to the project. 3. Assign new-to-site craft employees a mentor. 	<ol style="list-style-type: none"> i. Verify comprehension of the material delivered in new contractor orientation through testing conducted after orientation. ii. Track number of verifications of competency provided prior to allowing a craft employee to operate without the oversight of a mentor.

Goal	Strategies	Measures
3. Implement an ongoing site safety audit program	<ol style="list-style-type: none"> 1. Implement daily documented site inspections by EHS Professionals. 2. Implement Safe Behavior Observation (SBO) program that requires supervision talks and focused job site inspections. 3. Implement a daily two- person High Risk Inspection Program where Exyte Management performs an inspection of High-Risk Work activities. Use the summary of trends identified to develop toolbox talks and focused job site inspections. 	<ol style="list-style-type: none"> i. Track the hazards found during site safety inspections, track corrective actions implemented. ii. Measure the timeframe needed to correct the hazards. iii. Provide compiled EHS weekly reports combined data to OSP Coordinator during the OSP meetings. iv. Share to workers at the site jobsite and OSHA observations and near-miss incident report summaries.
4. Promote a cooperative relationship between labor and management and encourage employee participation in safety program to achieve a safe and healthful workplace.	<ol style="list-style-type: none"> 1. Provide forums for craft workers to give feedback to management for concerns related to the projects. 2. Develop an Incident Free Workplace Culture that encourages project employees to engage and participate in Safety. 3. Provide an open forum during Mass Safety Meetings to allow for craft input. 4. Conduct routine craft feedback forums to solicit input. 5. Project Management to maintain an “Open Door” Policy to allow craft the opportunity to share concerns in a private setting. 6. Implement an anonymous feedback mechanism to promote craft sharing. 7. Provided and share through project communication boards (You said we did). 	<ol style="list-style-type: none"> i. Track input provided during feedback forums and for anonymous reporting, and responses to input. ii. Provide and track number of IFW training to employees on the project to promote a culture of care and concern and personal ownership of safety on the project.

IV. SAFETY & HEALTH MANAGEMENT SYSTEMS

The Safety and Health Management System (SHMS) is an important component of this OSP agreement to encourage collaboration between the project management team, supervisors, and the workers on site.

A Site Specific Environmental, Health and Safety Plan (SSEHSP) has been implemented for the Triton Project and will continue through the duration of this OSP. The SSEHSP provides an incident and illness prevention administrative structure and management process to promote

environmental, safety and health performance and compliance of subcontractors and workers on the worksite. The Triton Project SSEHSP is consistent with OSHA's "Recommended Practices for Safety and Health Programs in Construction". Below are the requirements of the SHMS in accordance with OSHA Directive CSP 03-02-003 OSHA Strategic Partnership Program for Worker Safety and Health.

Management Leadership Roles

- Micron and Exyte leadership seek to establish a world-class safety culture and are committed to work with subcontractors and site employees to eliminate hazards and maintain a healthy and safe workplace, while emphasizing the individual's responsibility.
- Micron and Exyte leadership will monitor subcontractor performance and compliance of the SSEHSP by:
 - Emphasizing worker engagement in safety through "See Something, Say Something, Do Something" or "Listening Tour" field assessments.
 - Establishing a Safety Professional Staffing model to drive site safety culture:
 - if < 20 workers, at least one OSHA 30 safety representative per shift. Must be an EHS Professional Manager if high hazard work.
 - if ≥ 20 workers, at least one on-site full time EHS Professional Manager.
 - if ≥ 50 workers, a second EHS Professional per shift, with additional EHS Professionals required for each increment of 50.
 - Implementing Lessons Learned and Best-Known Methods (BKMs) to promote safe construction and site EHS compliance.
 - Maintaining and reviewing Emergency Response Plans for each stage of construction and providing dedicated (ERT) team.
 - Compiling, monitoring, and communicating traditional lagging EHS performance indicators (near miss, injury, environmental release)
 - Conducting prequalification and subcontractor readiness review by Exyte.

Worker Participation

Micron and Exyte believe that an effective safety and health program requires meaningful participation and commitment from site workers and their leaders. Workers on the Triton Project will be encouraged to report jobsite hazards and bring potential hazards to the attention of Micron, Exyte, and/or their supervisors for immediate response and correction. Workers will attend a Site Safety Orientation prior to working on the site (including subcontractors and temporary staffing), emphasizing their role in safety and encouraging hazard identification and reporting including stop-work authority for any unsafe activity.

Hazard Identification and Assessment

Micron and Exyte recognize that an effective safety and health program requires proactive and

ongoing processes to identify and assess safety hazards. For the Triton Project, Micron and Exyte will implement jobsite safety compliance to OSHA standards including, but not limited to, the following ways:

- Perform Constructability Reviews to anticipate potential hazards, schedule and congestion conflicts, and identify methods to control or mitigate the hazards.
- Conduct a pre-task execution meeting (Construction Review) for high hazard tasks and require a Work Authorization Permit (PTW) for activities needing extra safety controls or having potential impact to Micron operations.
- Require Subcontractors applicable JHAs. PTPs/SPAs and JHAs will be made readily available in the area where work is being performed.
- Require Subcontractors to submit a “Three-Week Look-Ahead” for high-risk activities providing adequate details and notice for proper planning and safety analysis.
- Require Subcontractors to plan their work activities in advance, preparing the requisite permits, obtaining signatures, logging permits with Exyte and posting signed permits in the work area, prior to performing work.

Hazard Identification and Control

- Micron and Exyte consider Hazard Prevention and Control a process that includes monitoring and identifying jobsite hazards and taking the appropriate corrective actions to promote a safe and healthy jobsite. Micron and Exyte will use the following leading indicator programs to control hazards:
- Emergency Response Team (ERT) conducts confined space evaluation.
- Weekly Environmental Audits to promote construction compliance with hazardous material control, hazardous waste management, wastewater and storm water management, air pollution control and solid waste management.
- Daily Subcontractor Safety Inspections to monitor safety compliance and implement timely hazard mitigation.
- Daily Stretch and Flex exercises at the beginning of every work shift to increase flexibility and stimulate neurological activity at the muscles.
- “Clean as you go” to maximize hazard reduction through housekeeping.

Education and Training

- Micron and Exyte recognize the importance of providing workers and supervisors with training to explain the project’s safety and health programs and expectations, hazard recognition and reporting process, and worker role in helping to eliminate hazards before an incident occurs. Micron and Exyte will validate that workers receive training on safety and health by requiring:
- Subcontractors will provide training records demonstrating their employees (and sub- tier

contractors) have received safety and health training and instructions, certifications, and/or qualifications to properly and safely performing job tasks assigned to them.

- Exyte and construction subcontractor workers to possess an OSHA10 Certification card or show evidence of American Reciprocal Safety Council (ARSC) Basic Plus training.
- Exyte and construction subcontractor Supervisors and Safety Representatives have completed OSHA30 Construction Safety training.
- Subcontractors will review SSEHSP requirements and role in the site safety culture with their employees (and sub-tier contractors).
- Workers attend Exyte Site Safety Orientation Training prior to performing work on site to train on awareness of construction hazards and emphasize expectations for identifying, reporting and controlling hazards including but not limited to; proper procedures for PPE, Hazard Identification (JHAs/PTPs/SPAs), Working from Heights, Confined Space, Hot Works, and Lockout/Tagout.
- Workers attend Incident Free Workplace (IFW) training highlighting supervisors' and workers' roles in maintaining an Incident Free Workplace culture.
- Workers receive a weekly Toolbox Talk on applicable safety related topics, trends from SBOs and inspections, and PTP/SPA reviews.

Communication and Coordination for Employers on Multi-employer Worksites

- Micron and Exyte consider effective communication and coordination among contractors and their workers critical to a safe workplace. Accordingly, Micron and Exyte will implement the following safety communications:
- Foreman /Superintendents will conduct a daily Foreman's Meeting in the work area to review high risk tasks for the shift.
- Workers will attend a Daily PTP/SPA review at the beginning of the shift.
- Workers will attend a weekly Toolbox Talk (TBT) that covers applicable safety topics, trends from SBOs and inspections, PTP/SPA analysis, and lessons learned from incidents.
- Superintendents, EHS Managers, and Subcontractor Leaders will attend a weekly Subcontractor Coordination Meeting to discuss EHS performance metrics, inspection trends, corrective actions, policy changes, upcoming hazards, and environmental issues.
- Safety Managers and Subcontractor Management will attend a weekly Safety Leadership Team Meeting to evaluate the project safety and establish a strategic plan that will maintain an Incident Free Workplace culture.
- EHS Representatives will provide a daily review of high-risk tasks and discuss items identified by the safety walk.
- EHS Representatives from each subcontractor will meet weekly to discuss workplace safety inspection results (SBOs, Audits, Inspections, and Investigations).
- Random workers will receive an invitation card to a monthly Craft Feedback Forum to obtain honest and open feedback regarding workers' opinions on safety and the site

working conditions.

- Workers are invited to a Monthly Mass Safety Meeting (All Hands) to discuss recent incidents and lessons learned, maintaining an Incident Free Workplace, project status and forward look of upcoming hazards.

IV. WORKER INVOLEMENT

Micron and/or Exyte will provide a briefing that will enable employees to understand the tenets of this OSP agreement. Participants should understand the principles and guidelines of this agreement and realize the purpose of the cooperative agreement is to enhance their awareness of safety and health and improve their safety and health program.

The executives of partnering contractors in this cooperative agreement will submit a letter stating executive commitment to developing and maintaining a safety and health program for this construction project. It should make clear such a program is a priority for the officer and that he (or she) will personally track programs and hold managers accountable for administration of the safety and health program. The letter should be addressed to the OSHA BAO Area Director. A similar letter should be addressed to managers and employees and posted for two months in the workplace. Such letters must also be translated (in writing) in the language of the workers.

V. PERFORMANCE MEASURES

Performance measures as outlined in Section III will be used to assess the effectiveness of the partnership. Micron and/or Exyte will gather and track data for the performance measures and share the information with OSHA, as specified in Appendix B of the Strategic Partnership Program for Worker Safety and Health, OSHA Directive CSP 03-02-003.

VI. ANNUAL EVALUATION

The partnership will be evaluated by the Boise Area Office on an annual basis by using the OSHA Strategic Partnership Program Annual Partnership Activities Report and Evaluation format, as specified in Appendix C of the Strategic Partnership Program for Worker Safety and Health, OSHA Directive CSP 03-02-003. The annual evaluation data will be provided to OSHA no later than 30 days after the anniversary date of the partnership signing. It will be the responsibility of the partners to collect the required data to evaluate and track the overall results and successes of the partnership. Micron and Exyte understand that once a safety and health program is established, it should be evaluated at least annually to verify that it is being implemented as intended, to identify opportunities for improvements, and to evaluate the program's progress in meeting its goals.

- Verify core elements of the Safety and Health Program are implemented, monitor process performance, and identify opportunities for improvement.
- Track lagging and leading indicators to evaluate the effectiveness of the Safety and Health Program and make appropriate adjustments.

- Gather craft feedback during monthly meetings and safety inspections and conduct safety perception surveys once per quarter to improve site safety.
- Exyte subcontractor quarterly scorecard.
- Take necessary actions to improve the program and overall safety and health performance.
- Partner with OSHA Area Offices on third-party audits to evaluate the program's implementation and progress in meeting stated goals.

VII. OSHA VERIFICATION PROCEDURES

OSHA will conduct at least one non-enforcement verification visit annually (or as resources allow). OSHA will report the hazards identified and recommendations to each exposing contractor, Micron and Exyte. Abatement will be made by each exposing contractor and documentation thereof sent to Micron, Exyte and OSHA.

Onsite non-enforcement verification consisting of a worksite review will be conducted as part of the quarterly partnership meeting or remotely as resources allow. OSP verifications must be performed in accordance with the OSP Program Directive, CSP [03-02-003].

Micron, Exyte and its subcontractors will remain subject to OSHA inspections and investigations in accordance with agency policies. OSHA will continue to investigate fatalities and catastrophes that occur at member companies as well as formal complaints and severe injury reports received.

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VIII. INCENTIVES

OSHA's Field Operations Manual details opportunities available during citation/case settlement for all employers who undergo onsite enforcement inspections. These opportunities are also available for partnering companies participating in the Partnership. OSHA will also offer, as resources permit, the following incentives: Being available for offsite activities such as participating in audits and evaluations, workshops, speaking events, and providing informational materials.

IX. PARTNERSHIP MANAGEMENT AND OPERATION

Micron, and Exyte will,

- Form a partnership committee to monitor the implementation of this agreement. It will consist of a representative from each of the designated partners. The committee will review contractor compliance and involvement in the partnership; analyze jobsite audits;

initiate improvements; and evaluate modifications, achievements, and success of the partnership.

- Agree to allow OSHA representatives site access during inspection activities (monitoring any un-programmed activities such as fatalities and employee complaints). Review monthly incident summaries, including first aid, injury, and near-miss reports, with recommendations for improvement.
- Require the use of appropriate personal protective equipment by all entering the worksite. Appropriate personal protective equipment, including ANSI-approved hardhats, eye protection and high-visibility reflective vests or high-visibility clothing, cut resistant gloves and safety toed shoes as a minimum, will be worn at appropriate times on the worksite.

OSHA will:

- If necessary, refer to Idaho Occupational Safety and Health Consultation Program staff and/or Boise Area Office for assistance.
- Share the responsibility for overseeing site safety, serving as a point of contact, and overseeing the partnership goals.
- Conduct a quarterly partnership evaluation and include data used to monitor the success of the partnership efforts.
- OSHA will designate a Boise Area Office contact to be used as a resource for technical issues and assist the partnership with off-site safety and health training.
- OSHA will give priority to OSP when the employer(s) requests technical advice, publications, national statistics covering all standards and training material to the employer(s) upon request. Such requests will not cause an OSHA inspection.

X. WORKER AND EMPLOYER RIGHTS

This partnership does not preclude workers and/or employers from exercising any rights provided under the OSH Act (or, for federal workers, 29 CFR 1960), nor does it abrogate any responsibility to comply with rules and regulations adopted pursuant to the Act.

XI. PARTNERSHIP TERM

This partnership will expire at the completion of the project listed, not to be later than three years from the date of signing this agreement. If either OSHA, Micron, or Exyte wishes to withdraw their participation prior to the established termination date, the agreement will terminate upon receiving a written notice of the intent to withdraw from either signatory providing 30 days' notice.

XII. SIGNATORIES

Signed this day of YEAR

Micron Idaho Semiconductor
Manufacturing (Triton) LLC

David G. Kearns Area Director
OSHA Boise Area Office

Exyte