

Updated June 3, 2021

What does the term ESG refer to?

Environmental, Social and Governance (ESG) policies are those in which we incorporate and commit to an extra set of standards of social consciousness. It may bring to mind environmental issues such a climate change and resource scarcity, but the term stands for much more. The three (3) parts of ESG are:

Environmental: Environmental criteria may include a company’s energy use, waste, pollution, natural resource conservation and treatment of animals. The criteria can also be used in evaluating any environmental risks a company might face and how the company is managing those risks.

Social: Social criteria look at a company’s relationships with its employees and other businesses. The criteria include unethical and unsafe employee or supply chain practices, product safety and data security.

Governance: Governance criteria includes accurate and transparent accounting methods, as well as ensures stockholders are given an opportunity to vote on important issues. Lack of appropriate Board oversight and decision-making structures can undermine investor confidence in management.

Does Matthews International Corporation (“Matthews” and/or the “Company”) disclose an enterprise-level human rights policy?

Yes, Matthews has a comprehensive enterprise-level human rights policy that is applied to all Company operations regardless of geographical location. The Board of Directors is directly responsible for Matthews’ policy on human rights. We also are in accordance with the United Nations Global Compact and strictly follow its guidelines.

How does Matthews promote diversity and equality in the workplace?

At Matthews, we see diversity and inclusion (D&I) as a priority to be considered in every aspect of our business. We understand and firmly believe in the value that diverse experiences, perspectives and ideas bring to our workforce and offers our clients. We know our employees deserve equal opportunities regardless of race, gender, gender expression, age, disability, religion, sexual orientation and more, and we are committed to fostering an environment where everyone feels that they belong.

We recently launched a new D&I initiative reaffirming our commitments to ensure widespread representation of, and equitable opportunities for, all people at all levels within our company. A global council, representative of our diverse workforce helps to shape plans and program priorities so we can effectively contribute to advancing racial equity and greater diversity and inclusion within our own organization.

We stand committed to the protection of women’s rights and the rights of all minority groups and creating a culture that reflects the people, clients, customers and communities we serve.

What is Matthews' position on the right to water?

As a signatory to the United Nations Global Compact, we identify the right to water as a fundamental human right. This means, we believe everyone is entitled to have access to sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic use.

How does Matthews promote labor rights including health and safety in the workplace and beyond?

At Matthews, we have a detailed [Code of Business Conduct & Ethics](#) that goes into detail about our views on labor rights as well as health and safety. Some of the topics we want to highlight are as followed:

- We firmly stand against any form of forced and child labor including, but not limited to, slavery and human trafficking. We believe in this to the extent that we require all vendors and suppliers to take the same stance.
- We do not tolerate any form of harassment in the workplace.
- Health and safety are a primary concern at Matthews International and that is why our health and safety team track all incidents at every location globally as they constantly work on effective ways to reduce health and safety related incidences. Specifically, Matthews International has a robust occupational health and safety policy that covers all operations in every facility.
- Any misconduct observed in the workplace including vandalism, harassment, drug abuse, IT security, theft, discrimination and safety issues should be reported via www.matw-ethics.com.

What kind of training do Matthews employees receive?

Employees of Matthews offers a standardized training program in which our goal is for employees to learn key compliance concepts that help our workforce to be successful and to meaningfully and lawfully contribute to the success of the Company. This includes, but is not limited to:

- Workstation and site familiarization.
- An introduction to each employee's role and team, such as general work processes, job specific training and weekly check-ins.
- A global business overview of Matthews International including our organization structure, commitment to safety, and Matthews' values.
- Applicable business code of conduct and ethics training, anti-corruption training, safety training, lean training and human rights and IT security awareness training.
- HR system familiarization and business systems training.

How does Matthews manage its Environmental, Social and Governance (ESG) responsibilities?

Matthews maintains a Global Steering Committee dedicated to ESG that reports to the Board of Directors. The Committee has administration of all policies and operational control in the areas of environmental, health and safety and social risks. The Committee meets once a quarter on a date when all members can be in 100% attendance, either in person or video conference. The Committee is led by Yuriy Wowczuk, Sr. Director and Head – Global Production and Technology, who reports on ESG progress directly to the Board of Directors at the Board of Directors Quarterly meeting.

What does Matthews do to positively impact the community?

As a company serving customers and clients around the world, Matthews takes seriously its role as a global citizen. In addition to encouraging and supporting local charities in the communities in which we live and work, Matthews International has its own charity, Matthews Children's Foundation, that has supported numerous children's charities across the United States by donating more than \$4 million since its inception. Matthews has a long history as strong partners to both the United Way and the Leukemia Lymphoma Society and participates in numerous events with each throughout the year.

Does Matthews use corporate funds for the purposes of political advocacy? Including lobbying, campaign contributions, and contributions to tax-exempt groups including trade associations?

Matthews does not use corporate funds for the purpose of political advocacy and spends \$0 on any political advocacy, lobbying, or tax-exempt groups.

How does Matthews approach identifying and mitigating informational security risks?

Matthews IT conducts a monthly Risk Review where risks and mitigation efforts are evaluated and kept updated on progress for senior leadership.

Does Matthews have an information security training program?

Yes, all Matthews employees are required to complete information security training upon being hired and on an annual basis.

How often does senior leadership brief the Board of Directors on information security matters?

The Board of Directors is briefed twice per year during Audit Committee meetings.

Does Matthews have an information security risk insurance policy?

Yes, Matthews has a cyber-insurance policy.

Is Matthews externally audited by top information security standards?

Yes, Matthews undergoes periodic auditing by a third party to assess information security maturity that is used as an input to further improve information security at Matthews.