

## DIVERSITY & INCLUSION STATEMENT

At Matthews International, we see diversity and inclusion (D&I) as a priority to be considered in every aspect of our business. United by our drive to create together, strive together and grow together, we are committed to continue to cultivate a culture of boundless possibilities for everyone.

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.

This commitment is grounded in our central core value – Integrity. As an organization with a history that spans more than 170 years, we have always believed that mutual respect, valuing the worth of all people, doing what's right and celebrating diversity is just the way we work and the way we do business.

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 will be established to help shape plans and program priorities so we can effectively contribute to advancing racial equity and greater diversity and inclusion within our own organization.

We are a unique organization, diverse in culture, talent and geography. We stand committed to a culture reflecting the people, clients, customers and communities we serve.