

Annual Sustainability Report

2025

Matthews INTERNATIONAL®

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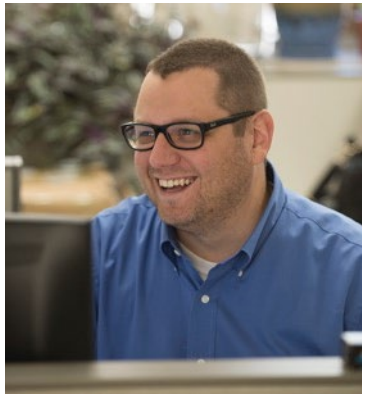
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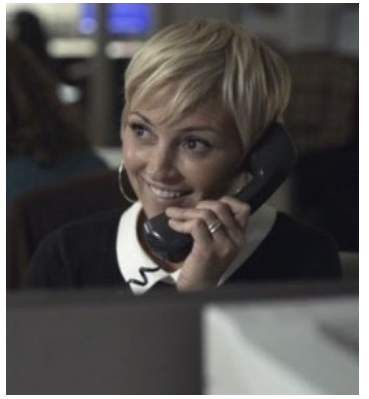
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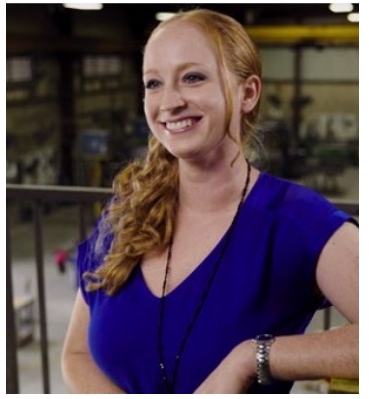
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About This Report



The information in this report covers the work happening across Matthews International Corporation ("Matthews" and/or the "Company") and highlights essential sustainability initiatives and our approach to managing material Environmental, Social and Governance (ESG) issues. Clear and transparent reporting on our sustainability progress is critical to our business success. Data and disclosures in this report were determined in part by our materiality assessment and in consultation with our most important stakeholders.

This report was informed by Global Reporting Initiative (GRI) Standards the International Sustainability Standards Board (ISSB) guidance, referencing Sustainability Accounting Standards Board (SASB) industry standards for Professional & Commercial Services and Industrial Machinery and Goods.

To disclose our progress towards the United Nations (UN) Sustainable Development Goals (SDG), each material disclosure topic indicates its respective SDG. This report also highlights how our progress and strategic initiatives support the UN Global Compact's (UNGC) Ten Principles, which we committed to supporting in 2020.

Combined, these frameworks take a multi-stakeholder approach to disclosing data that supports our mission as a sustainable, transparent, and responsible business.

This report includes data from calendar year 2025 and fiscal year 2025, as applicable. Calendar year 2025 covers January 1 through December 31, 2025, while fiscal year 2025 covers October 1, 2024 through September 30, 2025. Specific reporting periods are identified within the report, as applicable. Unless indicated otherwise, the scope of this report reflects the activities of all Matthews business units and operations, including activities through the respective dates of divestiture for Brand Solutions, Warehouse Automation, and Tooling.

The Board of Directors oversees the Company's environmental, social, and governance (ESG) strategies and initiatives as an integral component of the Company's overall strategy and risk management framework. This oversight includes corporate social responsibility, public policy, human rights, environmental, health and safety, and philanthropic initiatives.

The Matthews Board, its Committees, and Senior Management are responsible for ESG and sustainability oversight and approval of sustainability strategies, targets, and disclosures. The Senior Vice President, Human Resources continues to lead our sustainability reporting efforts in collaboration with the subject matter experts responsible for the oversight, management, and collection of our ESG data found within this report.

In addition, while working closely with management, the Board's Governance & Sustainability Committee continues to prioritize, support and assess the Company's annual sustainability initiatives with additional input from the Audit and Compensation Committees.

Forward-looking statements

This report includes forward-looking statements. Forward-looking statements are based on expectations, forecasts, and assumptions by Matthews' management and involve uncertainties and other factors that could cause actual results to differ materially from those stated. See **Forward Looking Statements and Other Disclaimers**.

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Letter From The CEO

At Matthews International, our success is built on the trust of our customers, the dedication of our employees, and the support of the communities where we live and work. Creating long-term value for our stakeholders remains the foundation of our strategy and guides the decisions we make every day.

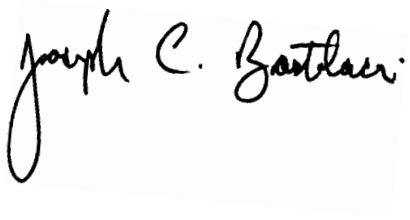
As our markets evolve, we are focused on positioning Matthews for sustained growth through innovation, operational excellence, disciplined execution, and responsible business practices. Advances in technology, changing customer expectations, and dynamic global conditions continue to reshape our industries and create new opportunities for growth and innovation. Our ability to adapt, innovate, and execute remains a key competitive advantage.

Environmental, Social, and Governance principles are part of how we operate and support our long-term objectives. We believe responsible business practices contribute to stronger performance, greater resilience, and enhanced value creation. Across our businesses, we leverage technology, engineering expertise, and data-driven solutions to help our customers improve efficiency, drive innovation, and advance their own sustainability goals while strengthening our market leadership.

Our employees are central to our success. Safety remains our highest priority, and we continue to invest in our people, foster collaboration, and create an inclusive environment where individuals can contribute, grow, and succeed. Our culture is strengthened by diverse perspectives, a shared commitment to excellence, and a focus on continuous improvement.

As we look ahead, we remain committed to operating with integrity, managing our business responsibly, and maintaining transparency and accountability in how we measure progress. Our priorities remain clear: serving our customers, investing in our people, delivering value to our shareholders, and being a responsible corporate citizen in the communities we serve.

On behalf of our Board of Directors and leadership team, thank you to our employees, customers, shareholders, suppliers, and community partners for your continued trust and partnership. Together, we are building a stronger Matthews International for the future.





Matthews continues to focus on innovation, operational excellence, and responsible business practices that support sustainable growth.

Joseph C. Bartolacci
President & CEO

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Who We Are

Matthews International is a global industrials leader with a portfolio of companies that advance industries where moments matter.

From the energy transition, supply chain traceability, and after-life remembrance, Matthews' two core segments—Memorialization and Industrial Technologies–deliver expertly manufactured products and precision-engineered technological solutions where reliability and quality drive performance.

Our History

Since our founding in 1850, Matthews has taken bold steps to regularly evolve and develop our businesses. Today, we are strategically positioned to capitalize on global and cultural shifts shaping our world. We remain committed to pioneering products and technologies that not only serve customers now but redefine what's next.

175
YEARS IN BUSINESS

~5,500
EMPLOYEES

17
COUNTRIES
4 CONTINENTS

1.5 BILLION
CONSOLIDATED REVENUE

**Fiscal year 2025 revenue includes SGK Brand Solutions ("SGK") results through the date of divestiture. Effective May 1, 2025, SGK's assets were contributed to Propelis, a new joint venture in which Matthews holds a 40% minority interest.*



Our Roots

- Founded by John Dixon Matthews in Pittsburgh, PA, as engraving and hand stamp business
- Offerings grow to include branding irons, rubber printing plates, military markings, and bronze manufacturing.
- Celebrates 100 years in business



Global Expansion

- Enters first international market and the company goes public, as Matthews International Corporation
- Corporate headquarters moves to current Two NorthShore location
- Enters cremation industry
- Establishes premier brand graphics business in Europe



Tremendous Growth

- Begins expansion of marking and fulfillment and warehouse automation
- Acquired majority interest in Saueressig in Germany
- Expands Memorialization with various strategic acquisitions including Aurora Casket–second largest acquisition in company history
- Purchased SGK, Inc. – largest acquisition in company history



Innovation Evolution

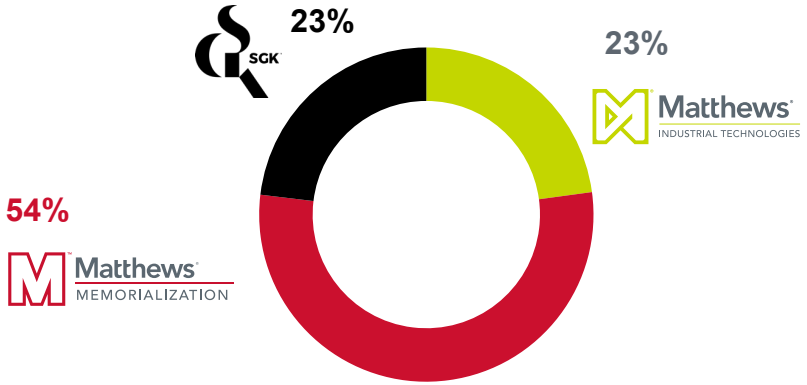
- Through strategic acquisitions, Matthews builds out its Engineering business, focusing on solutions for the energy transition, including hydrogen fuel cells and dry battery electrode manufacturing.
- Matthews sharpens its focus on industrial technologies, divesting SGK and aligning strategy toward Industry 4.0 solutions.

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What We Do

Total Sales by Segment



Total Sales by Region



**Revenue segmentation reflects fiscal year 2025, ended September 30, 2025, and includes SGK Brand Solutions ("SGK") results through the date of divestiture. Effective May 1, 2025, SGK's assets were contributed to Propelis, a new joint venture in which Matthews holds a 40% minority interest.*



A premier provider in the memorial industry.

A global leader in commemorative, memorial, burial, and cremation products, dedicated to helping families move from grieving to remembrance. Our expertise and innovative solutions support our customers in delivering meaningful services and meeting the needs of today's families.

- Matthews Aurora Funeral Solutions
- Matthews Cemetery Products
- Matthews Granite
- Matthews Environmental Solutions



We make technology work, every day.

A global leader in industrial technologies, dedicated to empowering visionaries to transform industries through precision technologies and intelligent processes. Our expertise in engineering and identification solutions helps customers meet the demands of a rapidly evolving industrial landscape.

- Matthews Engineering
- Matthews Marking Systems

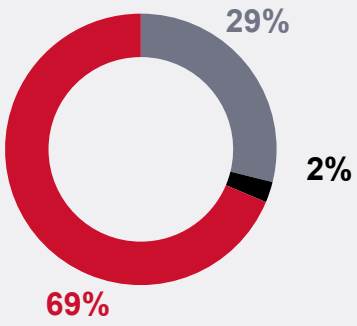
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Our Global Footprint

A place where we create opportunity and success everyday

16
COUNTRIES

Geographic Distribution



★ Corporate Headquarters - Pittsburgh, Pennsylvania



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Vison & Core Values

Committed to Our Original Values

From the first iron die cast and engraved in 1850, to the products and high-tech engineered solutions offered today, Matthews has built its reputation on adhering to the principle of providing unparalleled quality and service while continuously evolving, innovating and growing.

Built into our DNA is a constant pursuit of excellence and opportunities to expand our customer relationships to help them grow while we grow. Our core values today, reflect the same values held nearly 175 years ago.

Our Vision is to be a place where we create opportunity and success everyday.

Mission

To continually expand, encourage and inspire greater opportunities for growth–for ourselves, the clients we serve and the communities in which we live. We achieve collective success by:

- Focusing on growth in our core business
- Reinvesting in our diversified portfolio
- Creating shareholder value

Our Core Values

Empower and inspire us to…

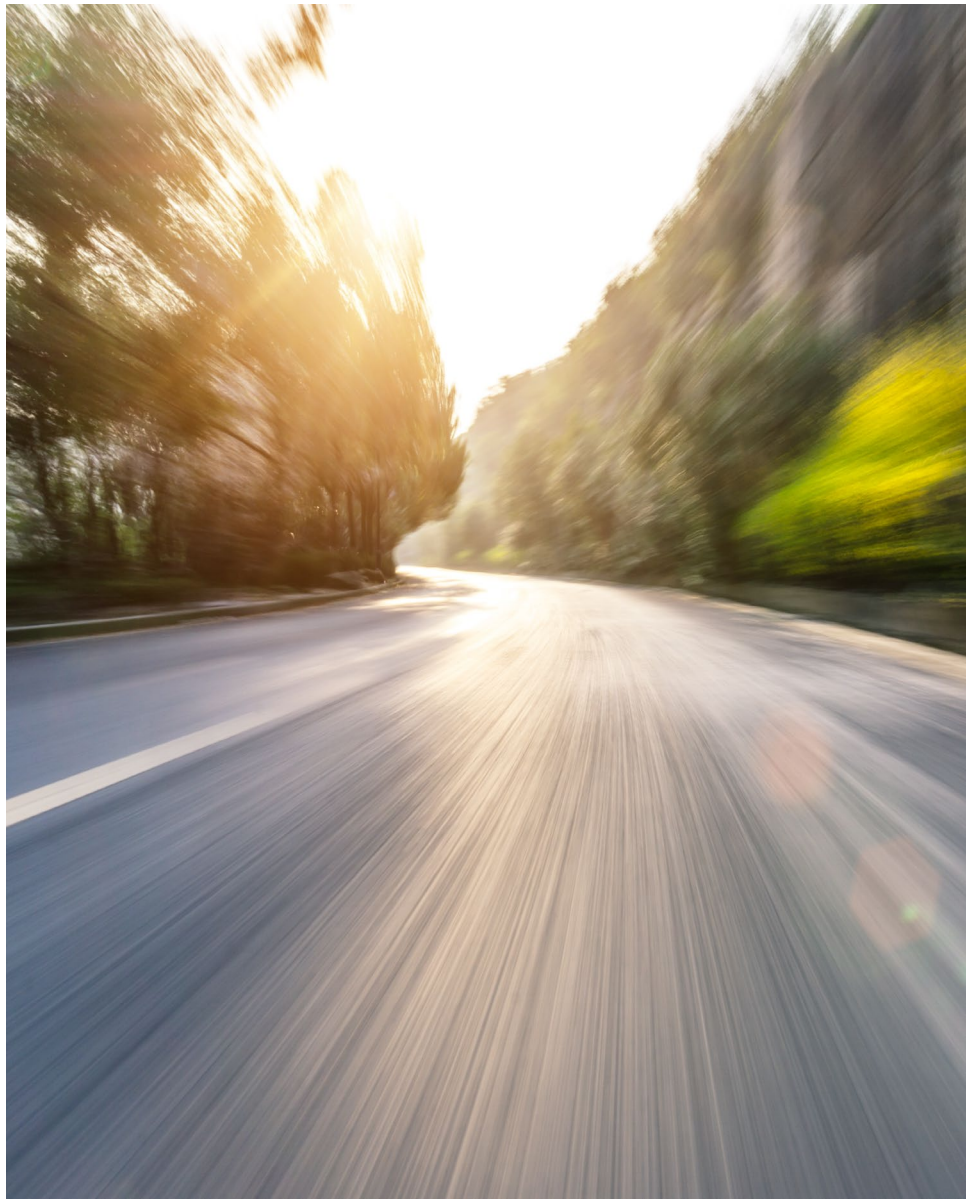
Demonstrate Integrity
Be honest and trustworthy; keep promises; live the Matthews Code of Business Conduct and Ethics.

Cultivate
Promote everyone's growth with the right environment, resources and recognition.

Be Our Best
Deliver on commitments; own our customers' problems and solutions, do what's right every time.

Innovate
Listen to our customers and develop new products and services; always look for the better way; create solutions using ingenuity and creativity.

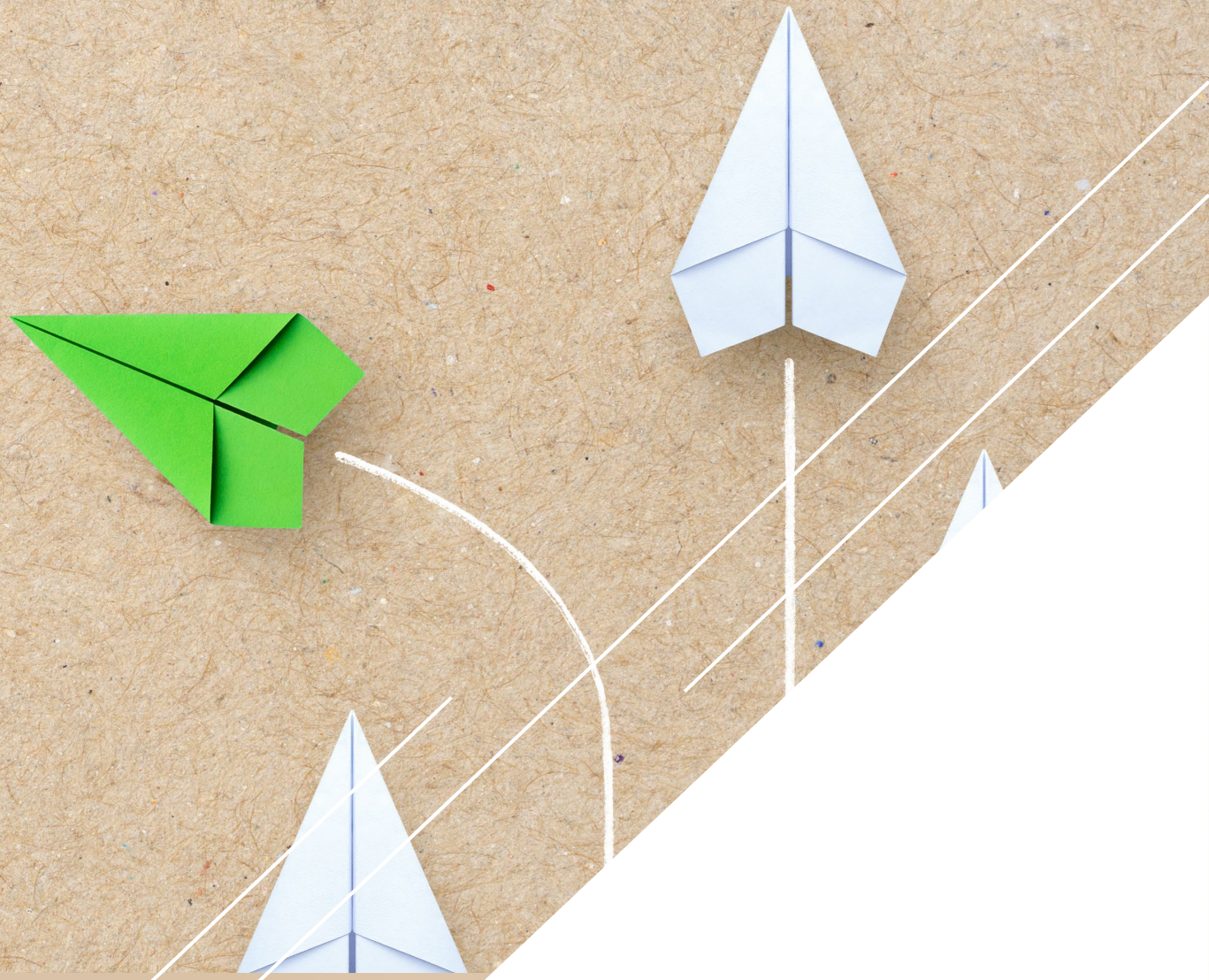
Live the Matthews Spirit
Be passionate, collaborative, creative; communicate and cooperate with our partners to make strong decisions; know that each one of us is empowered and acts owners of the business.



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Our Sustainability Strategy



Our Commitment to Building a Better World



Committed to Our Original Values

Sustainability is a core part of our business, from the products and solutions we create to our impact on the environment, communities, and people where we live and work. For Matthews, progress means advancing environmental stewardship, social responsibility, and sustainable economic growth.

Our aspiration is to create business opportunities that deliver value for our stakeholders and the environments in which we operate. Our portfolio of businesses provides work environments, products, services, and solutions that promote a productive and efficient use of resources. We believe this commitment supports the enduring success of our customers, stakeholders, and people.

We remain committed to understanding and addressing the environmental and social impacts of our business, effectively managing related risks and opportunities, and creating long-term economic value across our markets. This commitment is reflected throughout our global operations and in our relationships with employees, contractors, vendors, and local communities.

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Our Framework

Building a Strong Foundation

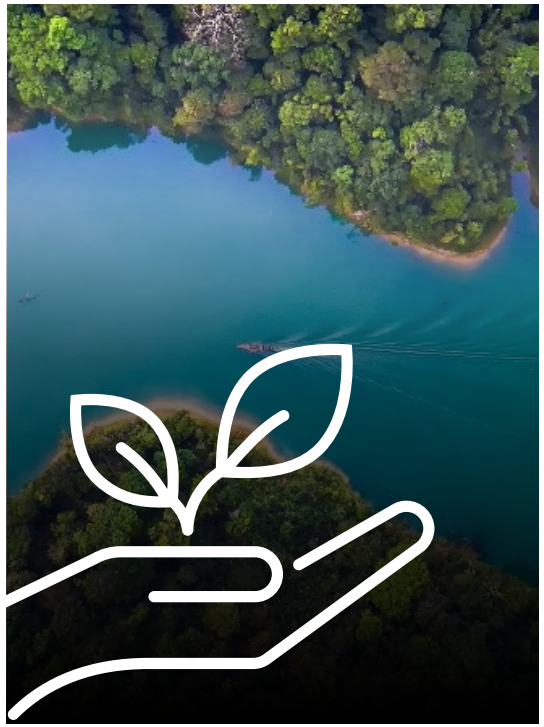
We thoughtfully developed our Sustainability Framework with direct input and support from various subject matter experts within the Company. This collaborative approach provides deep organizational oversight for our sustainability efforts, within a clearly defined roadmap consisting of measurable (short, medium, and long-term) strategic actions.

The sustainability framework is informed by Global Reporting Initiative (GRI) standards. We are a signatory to the United Nations Global Compact and continually review our strategy with consideration of its Ten Principles and the Sustainable Development Goals (SDGs). Our efforts are also guided by the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate related to Financial Disclosures (TCFD) to ensure that financial material sustainability information is available for review and consistently reported on in conjunction with ESG data.

In 2023, we laid the foundation for this framework by implementing a digital data collection system and strengthening standardized reporting practices across the organization. These efforts established baseline metrics that inform current progress and guide the development of future sustainability targets. We continue to refine and build upon the original foundation from 2023.

Sustainability Priorities

By focusing on the environmental, social, and governance aspects of our business, Matthews aligns with global sustainability objectives while fostering a more equitable and resilient future. Prioritizing key sustainability metrics enables us to measure performance, identify opportunities for improvement and transparently communicate our progress. These efforts support our broader business strategy and long-term success.







Environmental

- Carbon Emissions Reduction
- Energy Efficiency Audits
- Water Management Assessment
- Responsible Waste Management
- Continued Regulatory Compliance

Social

- Workplace Health & Safety
- Employee Development & Performance
- ESG Awareness & Education
- Community Engagement

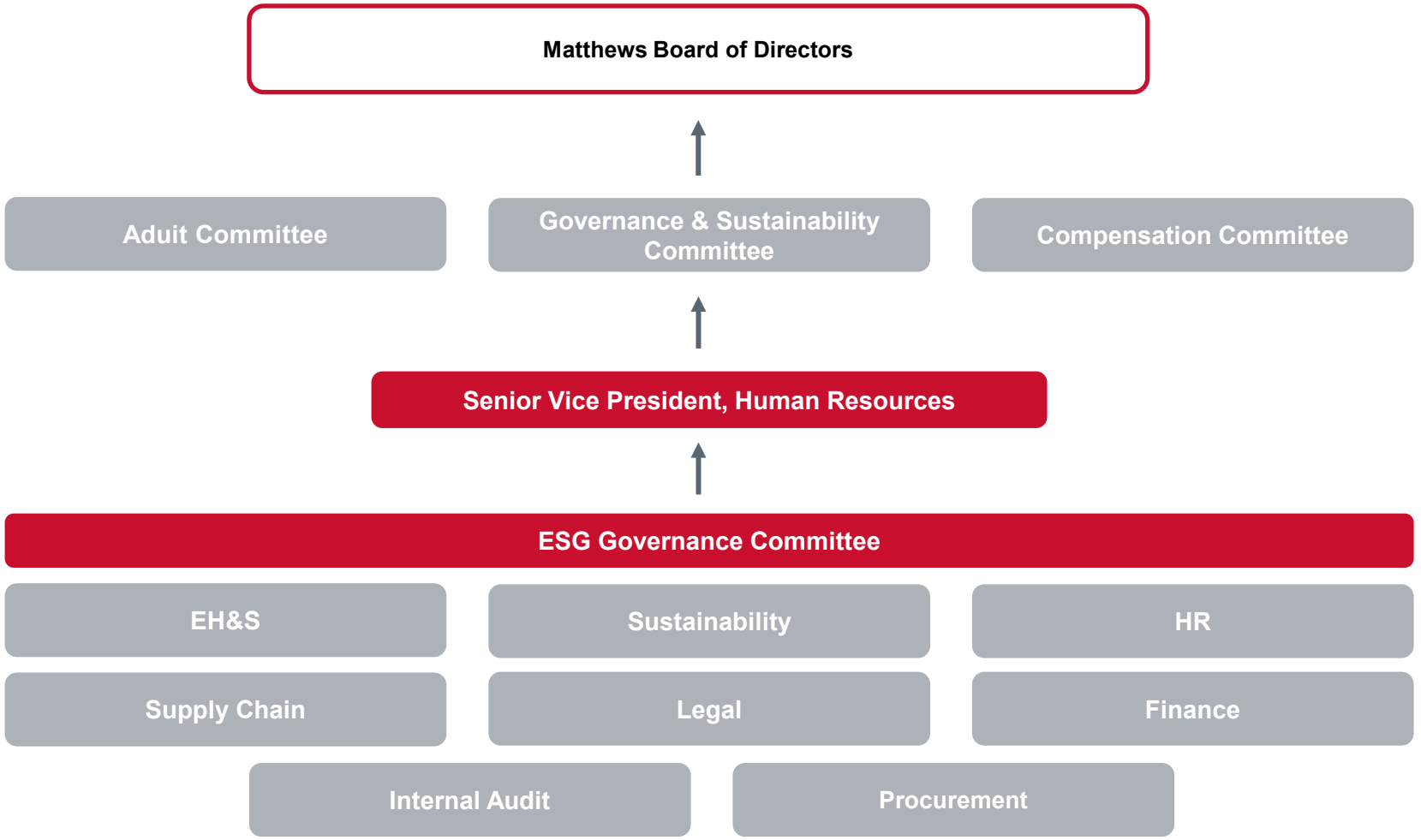
Governance

- Transparency & Reporting
- Ethics & Compliance Training
- Board Independence
- Board & Leadership Awareness
- Certification Tracking

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Our Sustainability Governance Structure



Integrated Approach

At Matthews, sustainability oversight is embedded across all major corporate governance structures and levels. The Board holds the highest level of accountability for sustainability, with the Board Governance and Sustainability Committee responsible for overseeing strategies, targets, and key sustainability decisions.

While ESG activities are active throughout the organization, the Senior Vice President, Human Resources, along with the Board Committees, provides oversight of strategy, key initiatives, and areas of investment. Matthews's ESG and sustainability efforts are further supported by the Audit Committee, Governance and Sustainability Committee, and Compensation Committee.

The Senior Vice President, Human Resources, has direct oversight of the ESG Governance Committee and the Environmental, Health, and Safety (EHS) Management System.

At the operational level, the ESG Governance Committee guides strategy and designs priority compliance and sustainability initiatives. Members of the Committee manage the day-to-day administration of policies and operational controls across governance, environmental, health and safety, diversity and inclusion, financial reporting, and risk management. The ESG Governance Committee reports quarterly to the Governance and Sustainability Committee and annually to the full Board of Directors.

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Environment

Our Environmental Strategy

Our Commitment

We are taking a systematic management approach to assess and minimize our environmental impacts. We will analyze the impact of our operations and products on the environment and the communities in which we live and operate in, with an overall goal of continuous improvement.

We pledge to take care of our planet by taking actions that respect and preserve our environment.



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Our Environmental Strategy

Shaping Our Environmental Future

Matthews is committed to environmental stewardship and reducing the environmental footprint of our operations and supply chain. Our strategy integrates environmental priorities with our business objectives by promoting the responsible and efficient use of resources, implementing our Sustainability Framework, and utilizing our Environmental, Health & Safety (EHS) Management System (MS).

Matthews is taking action to mitigate and reduce environmental impacts both in our operations and in the value chain across four major areas: Climate and Energy, Waste, Water, and Advancing Sustainable Solutions.

In 2023, we implemented a global reporting system to collect and track our environmental data, strengthening our ability to measure performance, identify opportunities for improvement, and support informed decision making. We are a proud member of the UN Global Compact and are dedicated to advancing the UN Sustainable Development Goals.

Our commitment is seen in the results of our actions. Optimizing equipment energy use, reducing emissions, and improving efficiency throughout operations and our supply chain supports both environmental progress and business success.

Key Areas of Environmental Metrics Focus Identified for the Business

Carbon Emissions Reduction

Reduce Scope 1 and 2 GHG emissions by 20% by 2030, based on 2023 levels, and create a long-term plan for further reductions.

Energy Efficiency Audits

By 2027, conduct energy audits at key sites to find ways to improve efficiency, reduce environmental impact, and lower costs.

Water Management Assessment

Develop a water usage tracking system across sites by 2026 to improve monitoring and optimize consumption.

Responsible Hazardous Waste Management

All hazardous waste is disposed of in compliance with regulations, with regular assessments to ensure best practices and minimize impact.

Regulatory Compliance

Ensure compliance with environmental regulations through regular reviews and corrective actions as needed.

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Climate & Energy

Our Climate Strategy

Our climate and energy strategy supports UNGC Principles 7, 8, and 9. We apply the precautionary principle in our approach to climate impact management; promoting greater environmental responsibility throughout our business and supporting the development of environmentally friendly products. We are committed to reducing our emissions and energy use in line with the latest climate science.

We have implemented many initiatives across our facilities and global operations to work toward achieving this goal. We continue to enhance the quality and consistency of our global emissions inventory, including expanded Scope 1 reporting and independent limited assurance of fiscal year 2025 Scope 1 and Scope 2 emissions. We have also initiated work to assess and quantify relevant Scope 3 emissions.

Across our operations, Matthews continues to implement initiatives that improve fleet performance, increase energy efficiency, reduce emissions, and optimize the use of resources.

Vehicles & Fleet

Matthews is focused on improving fleet efficiency and reducing emissions through operational improvements and strategic investments in newer, more efficient equipment. The implementation of advanced routing software across the fleet has significantly reduced overall mileage, while the replacement of more than 180 vehicles with higher-technology, environmentally efficient models has increased average fuel efficiency from 11.9 to 13.28 MPG. These fleet upgrades have resulted in an emissions reduction of approximately 859 $mtCO_2e$ and reduced the average fleet age from 57 months to 37 months.

Operational Improvements

Matthews continues to implement initiatives that reduce emissions, improve resource efficiency, and enhance environmental performance across its operations. To reduce volatile organic compound (VOC) emissions, select operations have adopted hydro dip technology in place of traditional spray booths, reducing the use of VOC paints and the release of chemicals into the air. Additional manufacturing process improvements, including the adoption of an on/off trigger mechanism, a modified conveyor style that increases transfer efficiency, and the installation of a new thermal oxidizer at Matthews Cemetery Products, have further strengthened VOC capture and destruction. Matthews Cemetery Products also upgraded the Diamond Shield Finish System by transitioning from a gas-fired oven to an electric oven, resulting in reductions in both carbon and VOC emissions.

The thermal reclaim system, commissioned in 2018, continues to support operational efficiency. At the York facility, one boiler was rebuilt and upgraded during the past year, with a second boiler scheduled for upgrades. These improvements are expected to increase boiler efficiency, reduce sawdust consumption, and ultimately lower natural gas consumption.

GHG Emissions (mtCO2e)	CY2023	CY2024	FY2025*
Total (Scope 1 & 2)	70,249	68,071	82,172
Scope 1	19,750	18,138	27,266
Scope 2: location-based	50,499	49,933	54,906



11.6% **improvement in average fleet fuel efficiency, increasing from 11.9 to 13.28 MPG**

We calculated our greenhouse gas emissions using actual and estimated data. Where actual data was not available, estimated emissions calculations are consistent with the accounting methodology from the Greenhouse Gas Protocol Corporate Standard.

**Prior-year and current-year emissions reflect continued enhancements to Matthews' GHG inventory and calculation methodology. Changes in reported emissions may therefore reflect improvements in data completeness and calculation methods in addition to changes in operational emissions.*

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Climate & Energy



Energy Efficiency

We are committed to conserving energy and enhancing energy efficiency across our global facilities and operations. By implementing targeted energy saving initiatives, we aim to optimize energy consumption while improving overall operational performance. Advances in sustainable energy solutions are paving the way for new opportunities in growth and innovation, offering us the chance to not only meet our environmental goals but also drive the future direction of our business.

Since 2021, our process has enabled us to screen all new projects for sustainability and/or EHS benefits during the approval process. Matthews has made an effort to implement projects that not only improve efficiency and quality but also support more efficient use of energy and resources. Any large project with costs greater than $50,000 is reviewed, and we work with project teams to capture sustainability and/or EHS impacts.

We will continue to track projects and look for opportunities to enhance reporting in order to demonstrate the long-term return on our investments in the form of improved safety, energy efficiency, and reduced emissions.

To further advance our sustainability efforts, we are actively replacing traditional lighting systems with energy-efficient LED bulbs across our global facilities. In addition, we are installing passive infra-red (PIR) motion detectors to ensure lights are only on when needed, further enhancing energy efficiency. This initiative is part of our ongoing efforts to reduce our carbon footprint, optimize energy usage, and upgrade our facilities with sustainable solutions. We continue to evaluate opportunities to expand the use of renewable electricity by harnessing solar and other clean energy sources, including assessing the potential for solar installations at select facilities.

Looking ahead, Matthews will continue to evaluate opportunities to improve operational efficiency and reduce emissions through initiatives such as alternative fuel solutions, electric delivery vehicles, electrification of cranes and other equipment, and continued investments in energy-efficient technologies across our facilities.

Our Energy Consumption (MWh)

	CY2023	CY2024	FY2025*
Total	238,395	229,097	279,855
Renewables	2,313	2,348	2,118
% Renewables	0.97%	1.02%	0.76%

**Prior-year and current-year emissions reflect continued enhancements to Matthews' GHG inventory and calculation methodology. Changes in reported emissions may therefore reflect improvements in data completeness and calculation methods in addition to changes in operational emissions.*

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Waste Minimization & Material Efficiency



Our Waste Management Strategy

Matthews is committed to reducing waste and improving material efficiency across our global facilities and operations, including the responsible management and disposal of hazardous waste. Through process improvements, material reuse initiatives, and innovative waste solutions, our facilities continue to identify opportunities to reduce waste generation, optimize resource utilization, and apply circular economy principles.

To support these efforts, we continued our partnership with RoadRunner to manage waste reporting and improve visibility into waste streams. RoadRunner is a technology-based waste and recycling service that helps manage day-to-day waste operations, drive cost savings, and increase recycling rates. To encourage proper waste segregation, many of our global facilities have clearly labeled waste, recycling, and compost bins, with plans to expand these efforts to additional locations where feasible.

Individual locations and business segments continue to undertake waste reduction measures specific to their operations, including:

- Setting goals to reduce paper usage within the delivery model at Memorialization sites.
- Developing processes to transform production waste into reusable or value-added materials, aligning with circular economy principles.
- Continuing the use of 100% recycled packaging materials in our Granite division, demonstrating the Company's commitment to sustainable practices.

Material Efficiency & Waste Reduction

Matthews continues to identify opportunities to reduce waste, improve material utilization, and incorporate circular economy principles into our operations. By reusing materials, recovering valuable resources, and improving manufacturing processes, our facilities are working to minimize waste generation and maximize the value of materials throughout their lifecycle.

The Granite and Bronze teams within Memorialization continue to operate sand recycling programs, with the Granite team achieving a 35% reduction in sand usage. Memorialization also maintains programs to recycle ingots at both the Pittsburgh and Searcy U.S. facilities, contributing to reduced waste generation and improved material utilization.

Several facilities have implemented initiatives to recover and reuse materials generated through manufacturing processes.

At Bronze Australia, approximately 1,300 kg of metal swarf was converted into briquettes for reuse in foundry operations, returning metal material back into the manufacturing cycle and reducing waste generation. Additionally, the thermal reclaim system, commissioned in 2018, enables the recovery and reuse of foundry sand, reducing the need for new raw materials and supporting more efficient manufacturing practices.

Memorialization's Stamping plant continues to recycle an average of 15,000 pounds of steel from engineered waste parts each day. Where feasible, scrap pieces are also utilized to create non-surface-critical parts, further reducing material waste.

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Waste Minimization & Material Efficiency

Beyond traditional recycling efforts, Matthews facilities continue to identify beneficial reuse opportunities to recover, repurpose, and extend the useful life of materials generated through our operations. Memorialization's York, U.S. facility converts wood waste, generated from the optimizer process, into energy to fuel boilers, providing heat for both kilns and the plant during the winter months. Surplus sawdust not required for boiler operations is repurposed and sold as farm bedding

Similarly, Memorialization's Searcy, U.S. facility repurposes used foundry sand generated through bronze casting operations as backfill material, with approximately 60,000 pounds transported to a quarry each week for beneficial reuse.

Additional material efficiency initiatives include the Granite team implementing a pallet chipper, which has reduced pallet waste by a factor of 10, reusing incoming skids for shipping materials at the Stamping plant, maximizing cardboard recycling efforts, and repurposing incoming cardboard materials at Dodge. Dodge purchased a cardboard shredder to convert cardboard from incoming shipments and packages into reusable packing material, reducing the need to purchase new packing materials for outbound shipments.

Employee Awareness & Sustainable Consumption

While Matthews continues to advance operational waste reduction and resource efficiency initiatives, we recognize that employee awareness and engagement are important components of our sustainability strategy. Through internal communications and educational materials, we provide employees with guidance on how everyday actions can contribute to energy efficiency, waste reduction, and responsible resource use.

Educational efforts focus on practical actions employees can take to support Matthews' broader sustainability objectives, including reducing unnecessary energy consumption, improving waste segregation and recycling practices, minimizing the use of single-use materials, and being mindful of resource usage within daily activities.

By combining operational improvements with employee engagement and awareness, Matthews continues to foster a culture of shared responsibility and support ongoing efforts to reduce environmental impacts across our global operations.



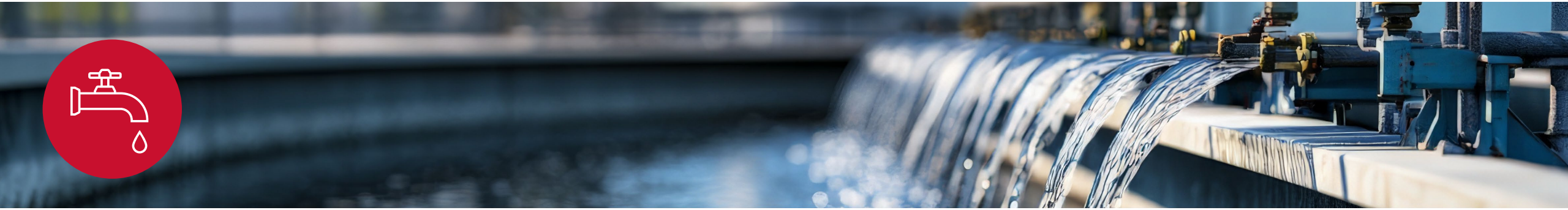
Our Waste Generated (t)

	CY2023	CY2024	FY2025
Hazardous Waste	2,460	2,376	2,913
Non-hazardous Waste	39,517	39,685	35,443
Total	41,977	42,061	38,356

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Water Conservation & Recovery



Our Water Management Strategy

Matthews is committed to managing water use thoughtfully and efficiently across our global operations. Recognizing the importance of effective water management, we continually seek opportunities to reduce water consumption, improve efficiency, and expand water reuse where practical.

As a signatory to the UN Global Compact, we recognize access 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. We measure and monitor water withdrawals across our major locations, supporting responsible water management and the identification of opportunities for improvement.

One example of this commitment is our Matthews Granite division, which has created a closed-loop water filtration process at three of our locations, significantly reducing potable water usage. Water used for granite polishing is collected and processed through a filtration unit, allowing it to be reused in the production process. This initiative has been highly successful, saving more than 17 ML (4.5 million gallons) of water since the systems were installed.

In addition, the system has significantly reduced potential water runoff and decreased power consumption, as the need for continuous operation of freshwater pumps has been eliminated. This initiative demonstrates how process improvements can directly reduce water consumption and enhance operational efficiency.

Building on this progress, our Monterrey, Mexico facility has implemented a water recovery system to support responsible water management during production processes. The system repurposes water rejected during the reverse osmosis process for garden irrigation, reducing demand for freshwater resources used in landscaping. With a total project investment of under $10,000, this initiative demonstrates our commitment to implementing cost-effective solutions that promote water conservation and support our long-term sustainability goals. The facility continues to monitor water usage and evaluate the impact of this initiative as part of its ongoing water management efforts.

Matthews continues to evaluate opportunities to improve water efficiency across our operations. Through process improvements, equipment optimization, and water reuse initiatives, facilities are working to reduce freshwater demand, minimize wastewater generation, and support more efficient use of water resources.

We continue to monitor water usage across our major locations to better understand consumption and identify practical opportunities for conservation. These efforts support responsible water management and resource efficiency across our global operations.

Our Water Consumption (ML)

	CY2023	CY2024	FY2025
ML	363	350	296

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Advancing Sustainable Solutions

Advancing Sustainability Through Our Solutions

We are dedicated to developing and deploying technologies that minimize emissions and reduce environmental impact across our products and operations. Across all segments of our business, we continue to advance sustainability throughout the value chain by delivering innovative solutions and customized offerings that help customers achieve their environmental objectives.

Through continued innovation, we are focused on providing solutions that enhance operational efficiency, improve environmental performance, and support a more sustainable future.

Matthews MEMORIALIZATION



Matthews INDUSTRIAL TECHNOLOGIES





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Solutions

Matthews Industrial Technologies

Industrial Technologies designs, manufactures, and distributes a broad portfolio of technologies that support energy solutions, industrial automation, marking and coding, and warehouse automation applications. Our products and services are designed to meet rigorous performance and quality expectations while supporting customers' evolving operational and environmental objectives worldwide. Through continued innovation, we are advancing solutions that improve efficiency, support responsible resource management, and contribute to more sustainable operations.

Pioneering Sustainable Printing Technologies

Saueressig's launch of the ingenio flexio and ingenio gravio laboratory printing machines represents an advancement in sustainable printing technology. By accurately replicating real production conditions, these presses help reduce the time, materials, and energy traditionally required for color development and testing. Testing with industry partners has demonstrated:

- 67% reduction in time and effort for color adjustments
- 75% decrease in press setup time
- 40% reduction in material consumption

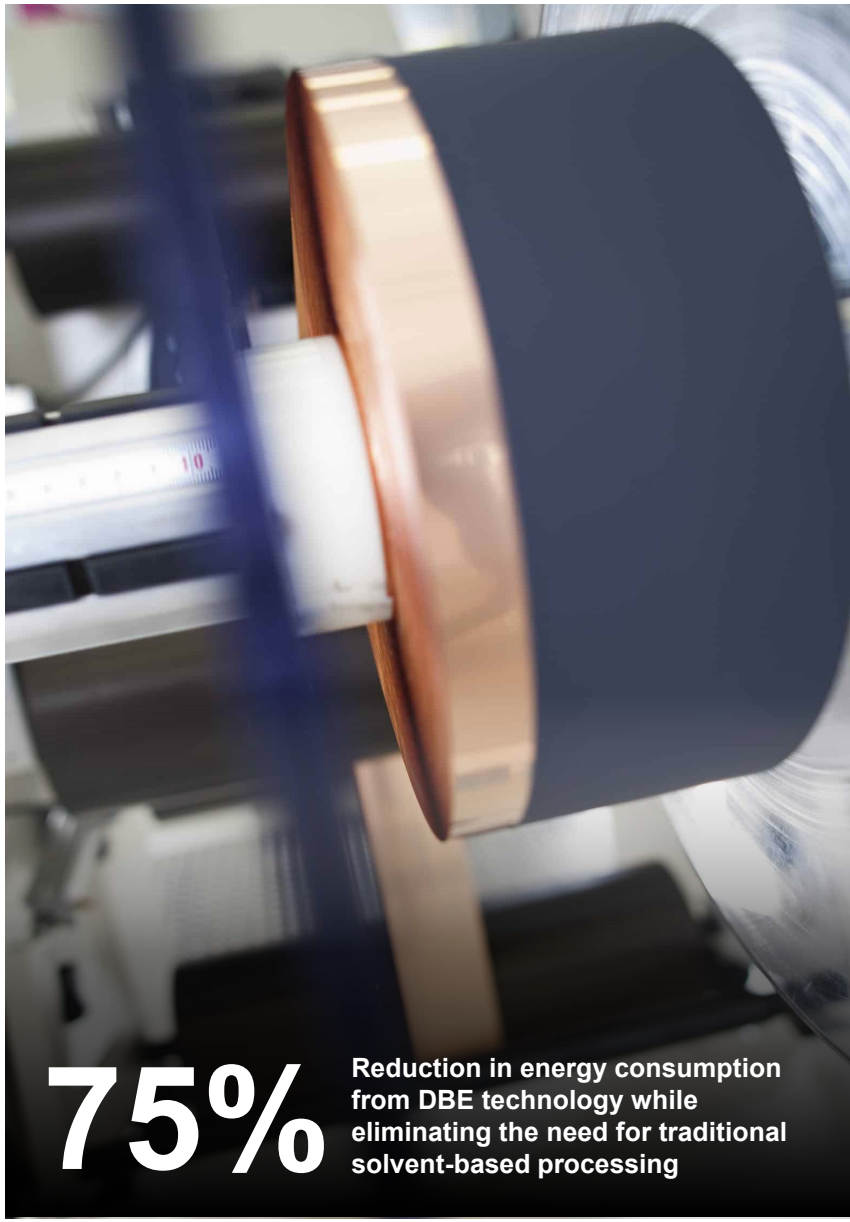
By streamlining the color development process and minimizing the need for physical sampling and full-scale trials, the ingenio presses significantly reduce material waste, energy use, and the carbon footprint of packaging production. This innovation aligns with Matthews' global sustainability goals, reinforcing the company's commitment to environmentally responsible manufacturing practices while also helping customers achieve their own sustainability targets.

Powering the Future: How DBE is Driving the Energy Transition

Matthews Engineering is advancing battery production through its Dry Battery Electrode (DBE) technology, an innovative approach designed to improve the efficiency and sustainability of electrode manufacturing. Traditional wet-coating processes require additional processing steps and the use of solvents, creating opportunities to improve energy efficiency and reduce resource consumption.

DBE technology eliminates the need for traditional solvent-based processing and can reduce energy consumption by up to 75%. By combining powder processing and lamination into a streamlined manufacturing process, DBE has the potential to reduce production complexity, optimize factory space, and improve operational efficiency. The technology also enables the development of higher energy density electrodes, supporting continued advancements in energy storage solutions.

Through continued innovation, Matthews Engineering is helping advance more efficient and sustainable approaches to battery manufacturing and supporting the transition toward lower-carbon energy technologies.



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Solutions

Matthews Memorialization

Advancing Environmental Performance with MPYRE® 3

In 2024, Matthews Environmental Solutions launched the MPYRE® 3 Advanced Cremation Control System, designed to optimize cremation efficiency while reducing environmental impact. By incorporating advanced process logic and real-time emissions monitoring, the system automates combustion control to help reduce fuel consumption and support improved emissions management.

As customer expectations and regulatory requirements continue to evolve, Matthews Environmental Solutions continues to invest in technologies that improve operational efficiency, enhance environmental performance, and support more responsible cremation operations. The MPYRE® 3 platform reflects this commitment by providing customers with greater visibility, control, and flexibility in managing their operations.

With three operating modes—Eco, Simplicity, and Production—MPYRE® 3 allows facilities to balance operational requirements with environmental objectives. In Eco Mode, initial results demonstrate up to 15% fuel savings along with reductions in emissions.

The system's remote monitoring capabilities provide ongoing visibility into energy use and emissions performance, helping operators maintain compliance while optimizing operations. Through continued innovation in combustion and control technologies, Matthews Environmental Solutions is helping customers improve efficiency, optimize resource use, and adapt to evolving industry expectations.

Matthews Aurora's Elements Collection

In response to growing interest in environmentally conscious end-of-life options, Matthews Aurora introduced the Elements Collection of natural burial caskets. The collection offers families and funeral professionals additional choices designed around biodegradable materials and responsible sourcing considerations.

Crafted from sustainably harvested wood and other natural fibers, the collection reflects a focus on simplicity, natural materials, and evolving consumer preferences. The Elements Collection debuted at the National Funeral Directors Association Convention & Expo, featuring the Verdi as its premier product. Made from responsibly sourced solid poplar hardwood, the casket incorporates a water-based stain and natural interior materials, including unbleached cotton, to support a more environmentally conscious alternative.

The Elements Collection has earned the Green Burial Council seal and is available to funeral homes nationwide, providing families with additional options aligned with their values and preferences.

Elements
COLLECTION



Innovation in Sustainable Preservation

As part of our continued focus on developing solutions that support more sustainable practices, The Dodge Company introduced the Green Embalming Solution Kit, an alternative approach to traditional embalming methods. The formaldehyde-free solution is designed to support preservation needs while reducing reliance on formaldehyde-based chemicals traditionally used in embalming processes.

Certified by the Green Burial Council, the kit provides funeral professionals and families with an option that aligns with evolving preferences for more environmentally conscious end-of-life practices. The solution reflects our ongoing commitment to innovation and the development of products that balance performance, customer needs, and environmental considerations.



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Social



Our Approach

At Matthews, we are united by our drive to create together, strive together and grow together. We are committed to continuing to cultivate a culture of boundless possibilities for everyone.

The evolving global regulatory environment requires organizations like Matthews to understand and manage multiple compliance frameworks across the markets in which we operate.

Compliance is only one element of our broader approach to responsible business practices. The quality of our products and services, the well-being of our employees, our environmental impact, and the interests and expectations of our stakeholders are all integral to how we operate, make decisions and create long-term value.



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Employee Health, Safety & Wellness



Employee Health & Safety

The Global Environmental, Health and Safety (EHS) team has developed an integrated approach grounded in regulatory compliance and focused on protecting employee health and safety, reducing environmental impacts, and supporting the consistent delivery of high-quality products and services.

The Company has continued to strengthen its EHS Management System (MS), which has been updated to reflect current international standards and further integrate health and safety practices across our global operations. Oversight of these efforts is provided by the Audit Committee of the Board of Directors, which meets with EHS leadership to review policies and practices, assess program effectiveness, review internal audit performance, and evaluate compliance with applicable regulations.

In 2025, Matthews advanced its employee health and safety program through standardized safety policies, training, incident management and proactive risk identification practices across all facilities.

These efforts emphasize prevention by identifying and addressing potential hazards before incidents occur. Risk assessments systematically evaluate the likelihood and severity of potential incidents and guide the implementation of effective controls. Behavioral and workplace observations are conducted, while initiatives such as "Hazard Hunts" actively engage employees in identifying and addressing unsafe conditions. Leadership-driven walks promote continuous operational improvement and risk reduction, and audits focus on preventing high-severity events tied to critical safety rules. In addition, advanced technologies, with the assistance of AI, are used to enhance real-time risk detection during production activities.

The rollout of EHS Management Software across all facilities further strengthens this framework by centralizing safety data and supporting greater consistency in incident action, risk, and management. This platform integrates proactive and reactive safety tools, providing improved visibility into trends, corrective actions, and Matthews's overall safety risk profile.

Health & Safety Management

The Global EHS Steering Committee oversees the environmental, safety, and health activities of the Company and works to identify and eliminate the potential for injuries, environmental exposures or releases, and work-related incidents. Comprised of Matthews employees, including EHS leadership from global locations and diverse disciplines, the Committee provides guidance and support to onsite EHS professionals, plant managers, and Company leadership at all levels, serving as the driving force behind the development and implementation of Matthews' Environmental, Health, and Safety Policy and programs.

Employees are encouraged to actively participate in hazard identification, incident reporting, safety observations, and continuous improvement initiatives, reinforcing a culture of shared responsibility and proactive risk management across our operations.

Matthews' Guiding Principals

Matthews Guiding Principles provide the foundation for our environmental, health, and safety culture, where we believe that safety is not just measured by the absence of incidents but by the presence of the capacity to prevent incidents. These Guiding Principles are outlined in the Matthews Environmental, Health and Safety Policy, which is displayed at every facility to underscore leadership's commitment to embedding EHS principles into our business strategy and operations. Ensuring employee health and safety remains a top priority.

Safety Measures

In line with these key principles, a full set of programs are in place to ensure the health and wellbeing of our employees and the communities in which we operate, including:

- The continued execution of the Pause, Assess, Understand, Share, Execute (PAUSE) program to engage peer-to-peer assessment of at-risk conditions and behaviors.
- The integration of the Cardinal Rules into programs and policies.
- Performing Serious Incident and Fatality (SIF) focused audits and inspections.
- Conducting in-house, compliance-based self-assessments and implementing corrective actions and tracking those actions to closure.
- Measuring and continually improving our Total Recordable Incident Rate (TRIR) and Days Away/Restricted/Transferred (DART) rates at all facilities and for all operations.

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Employee Health, Safety & Wellness

Monthly Health & Safety Targets

Matthews has prioritized safety in the workplace. We hold ourselves accountable for providing a safe workplace, and our EHS professionals as well as leadership work toward the following quarterly objectives:

- Conduct monthly sitewide tours to identify potential environmental, health, and safety hazards, ensuring all findings are documented and corrective actions are actively managed.
- Engage in a “Call to Action” conference call to discuss EHS topics, opportunities, and share best practices.
- Participate in global corrective and preventive action review calls to monitor progress and share best practices.
- Review the site-specific EHS strategy plan to ensure all activities and required training are on track for completion

We have developed an internal regional compliance system to track statutory compliance requirements. This provides enterprise-wide visibility across our sites to help ensure testing, audits, and compliance activities remain current.

Matthews recognizes the importance of providing all employees with a safe and healthy work environment. Matthews’ TRIR and DART rates continue to be significantly lower than the average for our industry and similar industries. In 2025, our Occupational Safety and Health Administration (OSHA) Total Recordable Incident Rate (TRIR) was 1.6, which is 43% lower than the 2023 Bureau of Labor Statistics (BLS) manufacturing average of 2.8, and our DART rate was 0.9, which is 50% lower than the BLS average of 1.8. There were no contractor recordable incidents associated with work performed at Matthews sites.

2025 Health & Safety Performance	Result
TRIR	1.6
DART	0.9
Employee fatalities	0
Contractor fatalities	0
Contractor recordable incidents	0

Our commitment to safety remained unwavering, resulting in zero fatalities among employees and contractors across all operations, reinforcing our dedication to a sustainable and responsible workplace

Building a Culture of Commitment to Safety

In 2025, Matthews Memorialization reinforced its commitment to employee health and safety through the “I Am Committed to My Safest Year Ever” campaign. Across manufacturing operations, employees were encouraged to make safety personal by connecting safe work practices to what matters most in their lives and strengthening shared accountability for themselves and one another.

Facilities including Aurora, IN, Searcy, AR, and Pittsburgh, PA, brought the campaign to life through locally driven engagement activities, such as personal safety commitment exercises, leadership-led storytelling, visual reminders, and interactive training events. These efforts encouraged employees to pause, identify potential hazards, and make thoughtful safety choices every day.

The campaign contributed to measurable improvements in safety performance. Aurora achieved a 50% reduction in recordable injuries and an approximately 90% reduction in serious cases involving restricted duty or time away from work, while both Searcy and Pittsburgh Bronze reported measurable improvements in safety performance year over year. Together, these outcomes demonstrate the power of a people-centered approach, where safety is not just a policy, but a shared value embedded in daily work.

Significant Safety Milestones

The Memorialization bronze facility in Searcy, Arkansas, U.S. actively maintains their OSHA Voluntary Protection Program’s (VPP) Star status and continues to share best practices with other sites. The VPP recognizes organizations with effective safety and health management systems and provides opportunities for networking, education, and continuous improvement.

The Memorialization Monterrey facility achieved eight consecutive years with no recordable incidents. In addition, the site was recognized in July as a Level 2 Safe Company by the Programa de Autogestión en Seguridad y Salud en el Trabajo (PASST), a voluntary national program in Mexico that recognizes organizations for developing and maintaining strong safety and health management systems.

> **“Protecting our people and preserving our planet remain central to every decision we make. Our EHS programs drive responsible operations that reduce risk, enhance wellness, and safeguard the environment for future generations.”**
>
> *Larry Newport, Senior Director, Global Environmental Health & Safety*

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Employee Health, Safety & Wellness

Employee Wellbeing

Matthews is committed to creating a safe, supportive, and healthy work environment, that promotes the overall well-being of our employees. Our holistic approach, which spans mental, physical, financial, and social wellness, supports the United Nations Sustainable Development Goals SDG 3 (Good Health and Wellbeing) and SDG 8 (Decent Work and Economic Growth).

We recognize that fostering a culture of awareness, openness, and support around mental health is essential not only to the wellbeing of our employees, but also to the Company's long-term strength and sustainability. Through regionally tailored programs and resources, Matthews supports employees and their families across our global operations, recognizing that employee needs and available resources differ by location.

Employee Wellbeing Promoting a Healthy Work Environment and Reducing Psychosocial Risks

Matthews recognizes the important role workplace conditions play in employee well-being and performance and works to identify and manage psychosocial risks that may impact the employee experience. Through surveys, feedback channels, and ongoing engagement with key business leaders, Matthews measures how employees perceive their working conditions, identifies stressors, and takes action to improve workplace culture.

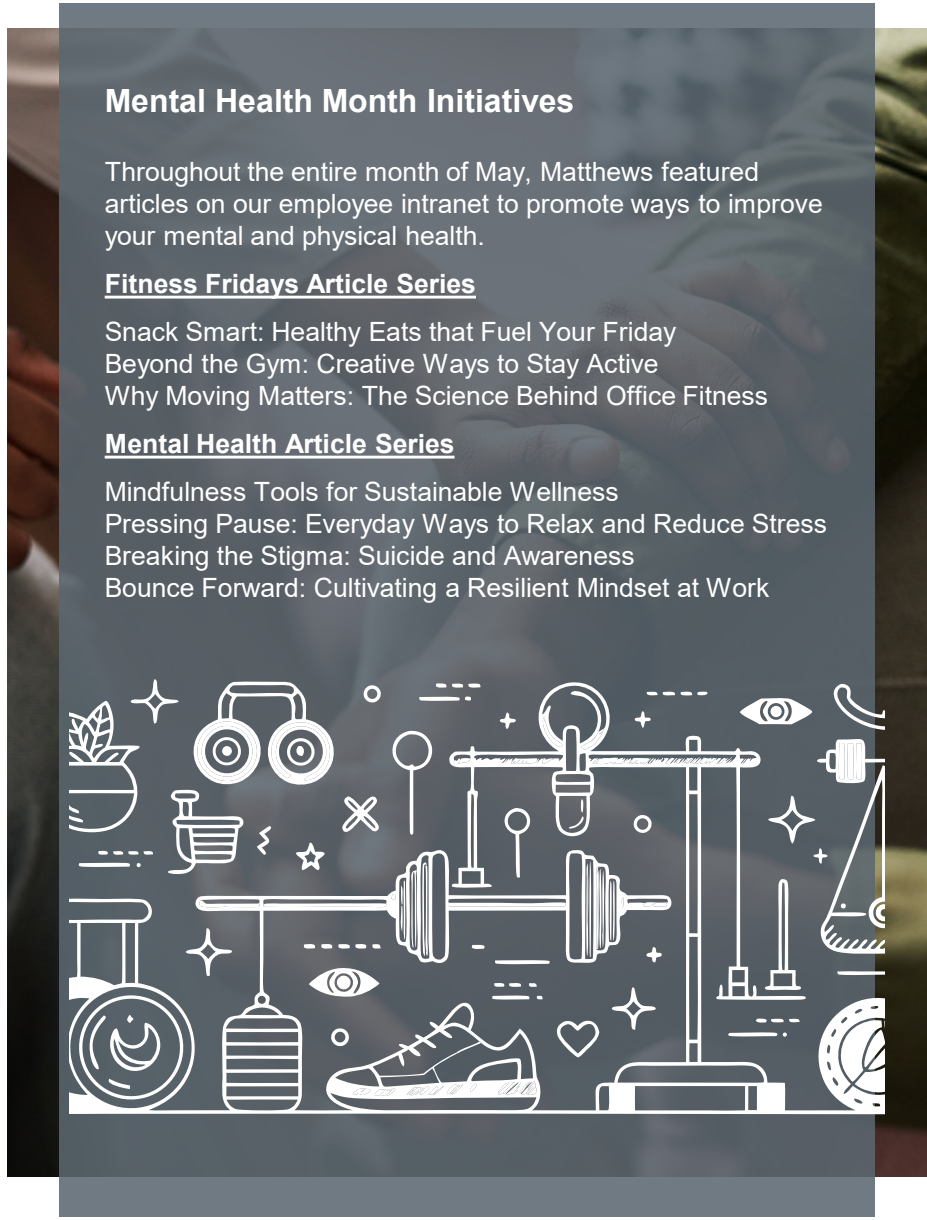
ComPsych

To support this effort, Matthews has implemented a range of internal programs and tools, including flexible and hybrid work arrangements where appropriate, regionally tailored resources, and a global Employee Assistance Program (EAP) in partnership with ComPsych. The EAP provides confidential, company-sponsored support across counseling, legal and financial guidance, and work-life resources, enabling employees to access help proactively. Offerings vary by region and may include family support services, childcare assistance, financial planning tools, and access to employee discount programs.

Mental Health Awareness & Early Intervention

Matthews continues to strengthen awareness and education around mental health and workplace wellbeing. In May 2025, the Company delivered Mental Health Awareness training sessions across the United States and Canada, achieving 100% participation among targeted leaders. The training focused on helping managers recognize signs of an employee needing support, understanding available resources, and responding appropriately.

Additional learning opportunities have included employee focused sessions designed to increase awareness of available EAP services and provide practical resources for managing stress and personal challenges. De-escalation and workplace violence prevention training has also been provided in select regions to help employees navigate potentially volatile situations safely and confidently. Through these initiatives, Matthews continues to build awareness, expand access to resources, and equip leaders and employees to support a healthy and respectful work environment.



Mental Health Month Initiatives

Throughout the entire month of May, Matthews featured articles on our employee intranet to promote ways to improve your mental and physical health.

Fitness Fridays Article Series

Snack Smart: Healthy Eats that Fuel Your Friday
Beyond the Gym: Creative Ways to Stay Active
Why Moving Matters: The Science Behind Office Fitness

Mental Health Article Series

Mindfulness Tools for Sustainable Wellness
Pressing Pause: Everyday Ways to Relax and Reduce Stress
Breaking the Stigma: Suicide and Awareness
Bounce Forward: Cultivating a Resilient Mindset at Work

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Employee Health, Safety & Wellness



Employee Resources & Communications

To make resources accessible, Matthews developed an internal Employee Mental Health and Wellbeing website, offering 24/7 access to tools and information on a wide range of wellbeing topics.

Throughout 2025, the Benefits team sponsored webinars covering subjects such as managing worry and anxiety, understanding depression, hobbies for mental and physical health, becoming a cyber-savvy parent, helping a loved one through difficult times, and self-motivation. Recorded sessions are available to expand access.

A monthly Benefits Digest highlights available programs and initiatives, including featured vendors and strategic partnerships, serving as a timely reminder of resources, and reinforcing key wellbeing messages across the organization. Through these communications, Matthews promotes digital wellness platforms such as Husk, which provides employees with access to fitness programs, wellness challenges, and health-related resources designed to support physical wellbeing. Vendor spotlights and benefit guides further help employees understand and maximize the resources available to them.

HUSK

By raising awareness, providing resources, and encouraging open dialogue, Matthews continues to reinforce its commitment to a mentally healthy and supportive workplace.

Comprehensive Benefits & Holistic Support

Matthews supports employee wellbeing through a comprehensive range of financial, educational, health, and family-oriented benefits designed to meet employees at different life stages. These programs promote professional growth, financial security, access to quality healthcare, and work-life integration across our global workforce.

While offerings vary by region, programs include educational assistance to support professional development, dependent scholarship opportunities, and college tuition savings programs. In select markets, additional benefits include pet insurance, travel medical coverage, employee discount programs, and participation in an Employee Stock Purchase Plan. Through this plan, eligible employees can purchase Company stock through payroll deductions at a discounted rate, reinforcing shared success and long-term alignment.

Regionally aligned health and preventive care benefits support long-term wellbeing and include medical coverage, wellness incentives, and preventative screening programs. Where applicable, the Company provides paid leave programs, including family and medical leave, to support employees during significant life events and caregiving responsibilities. Flexible work arrangements, where operationally appropriate, further support work-life integration. Matthews periodically evaluates its benefit offerings to ensure they remain competitive, responsive to workforce needs, and aligned with evolving regulatory and cultural expectations across its global locations.

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Talent Strategy & Leadership Readiness

At Matthews, our talent strategy is rooted in the belief that people are the foundation of our long-term success. We invest in every stage of the employee lifecycle, including onboarding, continuous learning, succession planning, performance management. These investments foster a workplace where individuals thrive, and leadership potential is realized.

Our global talent development framework connects employees to our shared purpose, provides tools for growth, and aligns individual contributions with the Company's broader strategic goals. Through structured development programs, leadership readiness initiatives, and ongoing coaching, we empower our workforce to evolve, lead with impact and drive sustainable success for the organization and our stakeholders.



Talent Management

From onboarding to leadership development, Matthews believes that investing in its people drives greater success. Our onboarding program reinforces our values and culture. It supports managers in creating a positive employee experience and rapid assimilation during the first 90 days, which builds early commitment among all new hires.

Our global talent development framework connects employees to our shared purpose, provides tools for growth and aligns individual contributions with the Company's broader strategic goals. Through structured development programs, leadership readiness initiatives, and ongoing coaching, we empower our workforce to evolve, lead with impact, and drive sustainable success for the organization and our stakeholders

Matthews recognizes that enabling employees to develop, align their goals with a greater purpose, and share in the organization's success fosters a workplace where people choose to build long-term careers. Matthews' globally accessible learning hub is a gateway to personal growth and professional development that allows employees to:

- Explore personalized learning opportunities tailored to specific needs and career aspirations.
- Access a wide range of learning resources on-demand, designed to support career development
- Discover diverse career paths and build the right skills aligned with goals through high-quality content from a variety of sources.
- Enhance skill sets to stay innovative and adaptable in an ever-evolving technological landscape.

Matthews is committed to fostering a culture of continuous learning and development, ensuring all employees have the resources and support needed to succeed.

Succession Management

The Company's future success depends upon tomorrow's leaders. Succession Planning for senior leaders is a key focus area built on the foundation of a structured talent review process for identifying the key roles and talent critical to achieve future success. The outputs of this annual process are presented first to the executive team, who then selects a cohort of future leaders to participate in comprehensive leadership programs designed to prepare leaders for enterprise roles, and then presented to the Matthews Board of Directors. The Company believes this investment–which includes classroom learning, assessments, coaching, mentoring, and real time strategic project application–strengthens the organization for the future while deepening the commitment of its top talent with prepared, ready talent to assume senior roles.

Performance Management

Connecting employees to the Company's strategy ensures individual effort to a larger goal and strengthens commitment to the organization. The Company supports an annual leadership strategy cascade where each segment, division, group, and team identify and align on goals and objectives, which serve as the basis for individual performance objectives, keeping employees firmly connected to the work and the Company's collective success. This process is rooted in ongoing coaching and feedback, and measures not just what was accomplished, but how it was accomplished. Matthews believes staying true to our values and key behaviors serves clients better, strengthens culture, and keeps employees engaged.

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Employee Engagement & Skills Development

Inspired Conversations

At Matthews, we recognize that meaningful conversations between leaders and employees are the foundation of an engaged and high-performing workplace. Matthews launched the program, 'Inspired Conversations', a series of training courses designed to equip leaders with the skills and self-awareness to lead impactful discussions, focusing on both performance and career conversations.

By enriching the quality of conversations, we empower leaders to build trust, support employee development, and strengthen workplace culture. Inspired Conversations enhances leadership capabilities through virtual courses and interactive learning activities, reinforcing a culture where conversations drive engagement, retention, and performance.

Career Pathing

Career pathing provides employees with a clear visual framework to explore growth opportunities within Matthews, through vertical advancement and lateral moves. It serves as a powerful tool for fostering meaningful career conversations between managers and employees. While traditional career paths often focus on upward mobility, Matthews encourages employees to also consider lateral moves that promote skill diversification and broaden their experiences.

By encouraging ongoing career conversations, career pathing not only supports professional growth but also plays a critical role in retaining top talent. When employees can clearly see their development and advancement opportunities, it strengthens their connection to the organization, boosting long-term engagement and creating a more adaptable and skilled workforce.

Career Development

Matthews has several career development programs such as coaching, mentoring, and sponsorships. Participants can network and collaborate across the globe, where they share knowledge, best practices, and innovative ideas on strategic action learning projects while being supported by their managers, mentors, and alumni.

Matthews also identify high potential leaders through our annual Talent Review process, inviting them to attend specialized programs which are designed to accelerate readiness for the next level of leadership. Additionally, Matthews partners with several International Business Schools to offer leadership courses in specific areas such as Finance and Strategy:

Emerging Talent Program (ETP):
Leadership development program for selected emerging talent at a manager level to prepare for future leadership roles

Matthews Leadership Experience (MLE):
Leadership development program for selected critical talent at a manager of manager's level to prepare future senior leaders.

Mathews Accelerated Program (MAP):
Cornerstone development program for selected critical talent to prepare future enterprise leaders.

Mentoring

Matthews has a 12-month formal mentoring program for nominated critical talent. This program provides structured guidance to our future leaders, who are matched to a more senior leader, in a comfortable learning environment. A 6-month informal mentoring program is another option which provides flexibility to adjust the length of the relationship based on development needs. The objectives of the Mentoring Program are to:

- Engage employees to own their development
- Foster a safe environment to accelerate employee learning and growth
- Provide visibility for employees to expand their network
- Support, develop, and grow future leaders to potentially fill critical roles in the organization

Matthews' executive sponsorship program is focused on someone with more experience guiding another professional, advocating for them, and helping to seek out and broaden opportunities for further development. This program's key objectives are to help critical talent to grow their network through formal introductions across the wider organization, raise their profile beyond their normal stakeholder groups, leverage the influence that the sponsor has to help critical talent advance their career, and provide leadership, counselling and support to a more diverse pool of critical talent.



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Employee Engagement & Skills Development

Matthews is dedicated to the continuous growth of our workforce and believes that investing in our people is an investment in our future. Development is a shared responsibility between employees and the Company. Employees are empowered to take charge of their personal and professional development through a variety of virtual and hands-on training courses and programs.

Individual Development Plans (IDP) are an essential part of aligning and prioritizing employee development. IDP tools and resources are available on the internal employee website to assist employees and their managers in planning and monitoring development objectives and activities, helping employees build the skills and capabilities needed to achieve their goals.

In 2025, employees participated in a range of learning and development opportunities, including live virtual and interactive training delivered by internal and external providers. LinkedIn Learning is our Learning Experience Platform for personal and professional development, offering more than 16,000 courses across a variety of topics in 36 languages. Employees averaged two hours of online learning during the year, complemented by live training, hands-on development, leadership programs, and other learning opportunities across the organization. Matthews evaluates select learning and development programs using participant feedback, completion data, assessments, and feedback from employees and managers to identify opportunities for continuous improvement.

The Learning Lineup is a monthly learning calendar distributed across our global enterprise that curates short, bite-sized LinkedIn Learning videos and other resources focused on key professional development topics and business-critical skills. Designed to encourage skill growth, enhance performance, and support evolving business needs, each lineup offers employees accessible and flexible learning opportunities. The Learning Lineup promotes ongoing development in a self-paced format, helping employees continuously develop their skills and capabilities.

Empowering Leaders Through Coaching

Coaching is one of the most powerful tools a leader can use to inspire, develop, and elevate their team. At Matthews, coaching skills are a core component of our leadership development programs. Leaders develop critical coaching skills and techniques through proven approaches, including active listening, asking powerful questions, and delivering constructive feedback to strengthen their leadership capabilities.

By embedding coaching into our leadership culture, Matthews supports problem-solving, accountability, and continuous growth. Effective coaching empowers employees to take greater ownership of their development while supporting engagement, career progression, and performance.

Key initiatives include:

- Difficult Conversations Pilot Program
- Manager Guides with practical leadership insights
- Fundamentals of Leadership courses
- Integration of coaching into performance development processes

Change Readiness

In today's fast-paced business environment, the ability to lead and adapt to change is critical. Matthews has embedded change management practices across its global operations, leveraging proven methodologies through Prosci. By prioritizing a people-focused approach, Matthews fosters a culture of resilience, adaptability, and innovation—ensuring our organization continues to thrive in an ever-evolving landscape.

To equip leaders and employees with the tools and knowledge needed to lead and navigate change successfully, Matthews delivers a variety of workshops focused on Navigating Change and Leading Change. These programs provide a structured framework to support employees throughout their change journey.

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Employee Engagement & Skills Development

Employee Engagement & Recognition

Matthews conducts a range of employee surveys throughout the year, including annual employee engagement and a structured onboarding survey series. These surveys provide employees with confidential opportunities to share feedback on their work experiences directly to managers and leadership. In 2025, more than 1,500 responses were received across these surveys, providing broad insight into employee experiences. Overall, survey results indicate:

- Sustained employee engagement
- Effective people management practices across teams
- A culture that supports respect, inclusion, and employee voice.

Recognition is a powerful catalyst for engagement and motivation. Awards programs within Matthews strengthen team morale, reward strong performance, and reinforce a culture of excellence across the organization. Employee recognition & engagement initiatives include:

Matthews Memorialization Spotlight Recognition Program: Quarterly recognition of employee and teams who exemplify the spirit of the program: achieving excellence, providing superb products and service to our customers, and living the Matthews' values.

Matthews Automation Solutions and Matthews Environmental Solutions Inspired Moments Program: Allows for manager and peer-to-peer recognition for exhibiting the Matthews' core values: *Cultivate Employees, Demonstrating Integrity, Living the Matthews Spirit, Innovation and Being our Best*.

Employee Value Proposition

Matthews has clearly defined and articulated the Employment Value Proposition (EVP). This is defined as the emotional response to the set of attributes that people perceive as the value they gain in their life from employment in the organization. These attributes fall into five categories: Deeper Connections, Radical Flexibility, Shared Purpose, Holistic Well-Being, and Personal Growth.

The main objective of the EVP is to attract and retain top talent, decrease turnover and increase employee engagement. Once understanding our current state, including areas where we are doing well and areas we need to improve, we stay connected with the needs of our employees through a series of onboarding employee surveys to check in with new starters at various points throughout their initial training period. This helps ensure we are meeting the needs of new employees and executing on these key attributes of the EVP.

Five Levers of EVP – Key Attributes

Shared Purpose

Make employees **feel invested** by taking actions on societal and cultural issues.

- Work Purpose
- Social Responsibility
- Environmental Responsibility
- Ethics/Integrity

Radical Flexibility

Make employees **feel autonomous** by giving them flexibility to decide where, when, how much, how and with whom they work.

- Location
- Innovative Work
- Risk Taking
- Work-Life Harmonization
- Workspace

Personal Growth

Make employees **feel valued** by providing them with personal growth opportunities.

- Professional Development
- Personal Development
- Future Career Opportunity
- Equal Opportunities
- Job-Interests Alignment

Holistic Well-being

Make employees **feel cared for** by providing them a complete set of well-being offerings and ensuring they use them.

- Compensation
- Employer Recognition
- Health Benefits
- Retirement Benefits
- Vacation/Holiday
- Organizational Stability
- Well-being Offerings

Deeper Connections

Make employees **feel understood** by helping them be themselves and maintain their personal connections.

- Camaraderie
- Collegial Work Environment
- Diversity, Equity and Inclusion
- Manager and Leadership Quality
- Family Support
- Community Support
- Co-worker Quality

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Community Impact & Engagement





Matthews
CHILDREN'S
FOUNDATION

Committed to Our Communities

At Matthews, we are committed to being responsible and engaged members of the communities where we live and work. We believe strong communities are the foundation of a successful business, and we strive to create positive social impact through meaningful engagement, local partnerships, and opportunities that support our employees, customers, and communities.

Our commitment extends beyond our operations. We engage with local stakeholders to better understand community needs and identify opportunities where our resources, capabilities, and people can make a meaningful contribution. Through ongoing dialogue and collaboration, we aim to build strong relationships that support shared goals and contribute to long-term community resilience.

Matthews is also dedicated to creating employment opportunities within the communities where we operate. We collaborate with local organizations, educational institutions, and workforce development partners to connect individuals with career opportunities, strengthen local talent pipelines, and support the development of a skilled workforce.

By 2026, we aim to implement a framework that enhances coordination of local ESG initiatives, strengthens community engagement, and supports greater visibility into our collective social impact across the organization.

Supporting Children & Families

At Matthews, we believe supporting the communities where we live and work is an important part of being a responsible corporate citizen. Through the Matthews Children's Foundation, Matthews Memorialization's nonprofit organization, we have supported child-focused nonprofit organizations across the United States for more than three decades.

Established in 1992, the Matthews Children's Foundation is dedicated to helping organizations that support the well-being of children and families in local communities. Since its inception, the Foundation has awarded more than $5 million in grants to community-based nonprofit organizations, helping provide resources and opportunities to children across the country.

The Foundation's unique partnership model allows Matthews Aurora Funeral Solutions and Matthews Cemetery Products customers to help identify organizations making a meaningful difference in their communities. Participating funeral homes and cemeteries can sponsor a local child-focused nonprofit organization to apply for a Foundation grant, extending the reach of the program and strengthening connections between our customers and the communities they serve.

Through these partnerships, grants have supported organizations focused on areas such as youth development, education, essential resources, and family support services. Recent examples include partnerships that provided children with access to clothing, food, and other necessities, as well as programs that create safe and supportive environments for youth to participate in recreational activities.

The Matthews Children's Foundation reflects our continued commitment to creating positive community impact by supporting organizations that help children thrive and strengthening the communities connected to our business.

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Community Impact & Engagement

Employee-Led Community Impact

Matthews employees around the world demonstrate a strong commitment to supporting their communities through volunteerism, charitable giving, and local outreach initiatives.

Across our locations, employees organize and participate in activities that address local needs, including food drives, holiday giving programs, fundraising campaigns, and donations supporting families and community organizations.

One example of employee-led impact came from our Corporate team's participation in the Angel Tree program, supporting children and families during the holiday season. Employees sponsored 60 children, providing gifts to help bring joy and support to families in need.

Across Matthews Memorialization locations, teams also contributed through a variety of local initiatives, including:

- Collection of more than 100 toys, books, and games through a Toys for Tots drive;
- Donation of food items supporting local food banks;
- Fundraising efforts benefiting community organizations;
- Collection of more than 1,800 boxes of cereal to support children and families in the local community.

These efforts demonstrate how employees continue to bring Matthews' values to life by supporting the communities where they live and work.

Environmental Stewardship Through Community Action

Matthews' commitment to communities extends beyond social initiatives and includes efforts that support environmental stewardship.

In Costa Rica, employees from the Matthews plant participated in a community reforestation initiative at La Lima Free Zone, joining local organizations in an effort to restore native forest areas and promote environmental awareness.

During the initiative, nine Matthews employees participated in the campaign's second planting day, helping plant 1,024 native trees as part of a larger effort that resulted in 2,000 trees planted across the two-day event.

The activity provided employees and their families with an opportunity to contribute to environmental restoration while strengthening connections within the local community. Beyond the environmental impact, the team extended the initiative's reach by donating remaining meals from the event to a local shelter supporting individuals experiencing homelessness.

This effort reflects Matthews' broader commitment to sustainability through collaboration, employee engagement, and actions that create positive impact for both people and the planet.

Global Teams, Local Impact

With operations and employees around the world, Matthews recognizes the importance of supporting the unique needs of each community where we operate. Our teams are empowered to engage locally through charitable initiatives, volunteer efforts, and partnerships that create meaningful impact.

From supporting children and families through the Matthews Children's Foundation, to employee-led giving initiatives and environmental stewardship efforts such as community reforestation, Matthews employees continue to make a difference in the places where they live and work.

These efforts reflect our belief that lasting change begins with understanding local priorities, building strong relationships, and working together to support stronger, more resilient communities.





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Diversity & Inclusion

Committed to a Culture of Diversity and Inclusion

At Matthews, diversity and inclusion (D&I) are integral to how we operate our business. We recognize the value that diverse experiences, perspectives, and ideas bring to our workforce and to the solutions we deliver for our customers. Diversity is about recognizing that our dimensions of difference are our greatest strength and then building an inclusive environment in which everyone feels welcome, valued, respected, and supported in reaching their full potential.

As a global employer, we recognize our responsibility to promote representation and equitable access to opportunity at all levels within our Company, while continuing our support for the communities in which we live and work. We are committed to building a culture where employees of all backgrounds, genders, identities, and experiences, have a voice, feel a sense of belonging, and are encouraged to succeed. Upholding these values is a shared responsibility across the organization.

Strategy & Initiatives

Matthews conducted a demographic current state assessment to better understand our workforce and identify priority areas for action. These efforts informed the development of the ELEV8TE D&I Strategy, which outlines eight focus areas designed to expand our reach across the business and strengthen connections with both employees and customers through inclusive practice.

We provide several global and regionally focused D&I trainings, resources, and events to all employees. These include an internal website featuring workshops, articles, videos, podcasts, and other educational content. To further support learning and development, Matthews offers five strategic D&I Learning Paths, comprising of 32 training units designed to enable growth, knowledge, and understanding of inclusion in the workplace. These resources ensure that all employees have access to the tools and learning needed to thrive in an inclusive environment.

ELEV8TE

1. Diverse Recruitment
2. D&I Learning Curriculum
3. Normalize Courageous Conversations
4. Expand the Impact of the Councils
5. D&I in a Connection Point to Customers
6. Increase Focus on Diverse Suppliers
7. Streamline Communications
8. Celebrate Key Milestones and Progress

Champion

- Inclusive Leader Learning Path
- Plus 4 from Optional List:
- Multinational Communication in the Workplace
- Social Interactions for Multinational Teams
- Difficult Conversations: Talking about Race at Work
- Communication across Cultures
- Supporting Workers with Disabilities
- Cultivating Cultural Competence and Inclusion
- Understanding and Supporting Asian Employees
- Fighting Gender Bias at Work

Inclusive Leader

- Inclusive Leadership
- D&I in a Global Enterprise
- Diversity, Inclusion and Belonging
- Creating a Positive and Healthy Work Environment
- Confronting Bias
- Communications about Culturally Sensitive issues
- Skills for Inclusive Leaders
- Fair and effective interviewing for Diversity & Inclusion
- Uncovering Unconscious Bias in Recruiting and Interviewing

Ally

- What D&I Means to You
- Becoming an Ally to All
- Confronting Bias: Thriving Across our Differences

Recruiter

- Fair and Effective Interviewing for Diversity and Inclusion
- Recruiting Diverse Talent as a Hiring Manager
- Diversity Recruiting
- Uncovering Unconscious Bias in Recruiting and Interviewing
- Recruiting Veterans
- Understanding Millennials

Advocate

- Confronting Bias: Thriving Across our Differences
- Unconscious Bias
- Bystander to Upstander
- Dealing with Microaggressions as an Employee
- Communicating about Culturally Sensitive Issues

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Diversity & Inclusion





Expanding Access to Strength and Talent Pipelines

As part of our commitment to diversity, inclusion, and access to opportunity, Matthews expanded engagement with early talent at partner universities to strengthen leadership development and career support. As part of this work, we delivered a leadership presentation that emphasized the idea that leadership is demonstrated through actions rather than titles.

Students explored core leadership traits, reflected on how personal values inform workplace behavior, and engaged in meaningful discussions around accountability and professional growth.

In addition to classroom-based leadership programming, we increased our career readiness support both virtually and on site. Through all-day sessions offered in campus career centers, we provided individualized guidance on resume development, mock interview preparation, LinkedIn best practices, and general career-readiness questions. This hands-on support gave students direct exposure to employer expectations and helped build confidence as they prepare to enter the workforce.

Continuing to strengthen career readiness pipelines, we hosted our monthly virtual mock interview program in collaboration with four colleges. Students register for individual sessions where they receive:

- Practice with foundational and situational interview questions
- Real-time coaching on communication and professionalism
- Detailed written feedback to support growth and confidence

This initiative plays a vital role in preparing students for internship and full-time opportunities and together, these efforts support emerging talent as they prepare to enter the workforce while helping us cultivate future leaders aligned with our values and long-term strategic goals.

Employee Resource Groups

Women@MATW was founded in 2024 as a grassroots Employee Resource Group, driven by a shared commitment to empowering women, fostering connections, and supporting career growth. It has evolved into a community dedicated to fostering growth, empowerment, and advocacy for women and allies across all professional sectors at Matthews. This community-driven initiative creates opportunities for learning professional skills, knowledge sharing, developing new perspectives, and helping women navigate their professional journeys while strengthening their presence in the workplace.

Empowering Global Knowledge Sharing

Easy Generator contains built-in language translation capabilities of over 75+ languages enabling knowledge sharing across the global enterprise.

This platform is essential for knowledge sharing on critical business topics, including health and safety policies, information security, legal policies, leadership skills, company policies, product education, and subject matter expertise. Easy Generator enables quick course creation, allowing us to stay nimble in a fast-changing business environment and contributing to knowledge sharing across our organization.

Language Learning

Effective communication is essential in a rapidly evolving global business environment. Matthews partners with Rosetta Stone to offer online language courses to help employees overcome language barriers and collaborate across cultures. Rosetta Stone provides employees with the language skills needed to navigate cross-cultural communication and succeed in a global business environment. Flexible online and mobile access allows learning at personal convenience, with unlimited 24/7 live tutoring providing personalized support and feedback. By investing in language education, Matthews enhances individual skills and strengthens global communication and collaboration.

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Anti-Discrimination & Anti-Harassment



Our anti-discrimination and anti-harassment strategy supports UNGC principle 6. Matthews is committed to providing all of its employees with a workplace free of harassment and maintains a strict policy prohibiting harassment or discrimination on the basis of legally prohibited grounds of discrimination such as race/ethnicity, color, national origin, religion, sex, sexual orientation, gender identity, genetic information, physical or mental disability, age, veteran status, or any other characteristics protected by applicable law (each, a "prohibited ground") or retaliation for reporting harassment or participating in an investigation into a harassment complaint. This applies to all Matthews' legal entities and their respective employees.

The Company will ensure that an investigation appropriate in the circumstances and consistent with the Company's Internal Investigations Policy is conducted when the Company becomes aware of or receives a complaint of harassment or retaliation.

Matthews is an equal employment opportunity (EEO) employer, and the requirements and principles outlined in our EEO policy applies to all aspects of the relationship between Matthews and its employees, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, leave, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

The EEO policy also applies to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Matthews.

We conduct routine awareness trainings annually on discrimination and harassment as well as mandatory harassment prevention compliance trainings for managers and employees. We also regularly engage with employees at remote sites with in-person training, allowing colleagues to pose questions and discuss specific concerns with subject matter experts. To ensure the safety of our employees, security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity. All security safeguards are consistent with the intent of the Voluntary Principles on Security and Human Rights, as well as the laws of the countries in which we operate.

In addition, unconscious bias training and workshops have been rolled out to all managers, covering topics such as confirmation bias, affinity bias, and unconscious bias in the workplace, along with mitigation practices. We are proud of the mutual respect demonstrated by our employees and remain committed to reinforcing and sustaining this culture across the organization.

Additional information on our anti-harassment and anti-discrimination practices can be found in the Code of Business Conduct and Ethics and the Diversity & Inclusion Statement.

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Governance



Our Approach

As members of the UN Global Compact, our corporate governance framework and strategy supports UNGC Principles 1-5 and 10.

Matthews continues to embrace and prioritize strong corporate governance as the foundation of our company. Our Board of Directors and leadership team are committed to the ethical operation of our day-to-day business, as a way to create long-term value for shareholders, customers, employees and customers who benefit from the work we do.

Governance issues are primarily overseen at the Matthews enterprise level and therefore are reported here as such. Our governance structures policies, systems, processes, and disclosures to drive accountability for our standards of operation and we align with the UN Global Compact and UN Sustainable Development goals on priority governance issues like human rights, labor practices, ethics and anti-corruption.



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Governance Structure

Board Oversight & Practices

Our Board of Directors reflects an effective mix of business expertise, company knowledge, and experience, and is represented across all business functions. They oversee the execution of ESG strategies and initiatives as an integrated part of the Company's overall strategy and risk management, including, oversight of corporate social responsibilities, significant public policy issues, protection of human rights, environmental, health and safety matters, and philanthropic efforts.

There are six standing committees appointed by the Board: the **Executive Committee,** the **Governance and Sustainability Committee,** the **Audit Committee,** the **Finance Committee,** the **Compensation Committee** and the **M&A Review Committee.**

Board Practices

- Board chair is an independent director
- There are 11 Board of Directors, 90% of which are independent
- The Executive, Governance & Sustainability, Audit, Finance and Compensation are 100% independent
- The Board has defined Corporate Governance Guidelines, which lays out governance structure, board by-laws leadership and accountability commitments

Board Diversity

The Board is represented by three women, with two serving as chair of a standing committee. In addition, the Board has 18% ethnic diversity.

Board Diversity Matrix for Matthews International
as of 12/31/2025

Total number of Directors	11

Gender Identity	Female	Male	Non-Binary	Did Not Disclose Gender
Directors	3	8	-	-
Demographic Background				
African American or Black	1	-	-	-
Alaskan Native or American Indian	-	-	-	-
Asian	-	-	-	-
Hispanic or Latin	-	1	-	-
Native Hawaiian or Pacific Islander	-	-	-	-
White	2	7	-	-
Two or More Races or Ethnicities	-	-	-	-
LGBTQ+	-	-	-	-
Did Not Disclose Demographic Background	-	-	-	-



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Conducting Business with Integrity



Ethics & Integrity

Maintaining compliance and ethical standards is essential to earning and retaining the trust of our stakeholders and supporting our customers' continued success. The Company's commitment to responsible governance begins with its Code of Business Conduct and Ethics (the "Code") and an affirmation of our global competencies. The Code sets the standard for our business dealings with the world, and each other. The Code applies to all employees, officers, directors, and agents doing business on behalf of Matthews and its domestic and foreign subsidiaries. Its fundamental purpose is to encourage honest, ethical conduct that complies with the law and promotes fair and transparent business practices.

Our Code of Conduct supports our sustainability initiatives and includes:

- Assessing compliance risk
- Setting standards of compliance and ethical conduct set forth in company policies, procedures and our Code of Conduct
- Raising awareness of compliance and ethics standards through annual Business Code of Conduct and Anti-Corruption training, and ongoing communications
- Providing avenues to ask questions or raise concerns, including our Matthews' Ethics Reporting System, a confidential, externally hosted, reporting system available to anyone 24/7
- Conducting or monitoring investigations of reported non-compliance
- Monitoring and auditing areas of compliance risk to ensure that established policies and procedures are being followed and are effective

The Company requires all senior-level leaders to annually certify their compliance with the Company's Code of Conduct.

Anti-Corruption

We are committed to preventing corruption and bribery at all levels within our organization and we require that anyone working on behalf of Matthews abide by all laws and regulations that forbid bribery, including the United States Foreign Corrupt Practices Act and the United Kingdom Bribery Act. Our Anti-Corruption Policy provides detailed guidelines and guidance regarding such laws, as well as procedures for reducing bribery risks across a variety of business functions. Additional information can be found in our Anti-Corruption Policy.

Anonymous reports can be made by anyone through Matthews' Ethics Reporting System (www.matw-ethics.com). Matthews' corporate compliance function is responsible for tracking and overseeing all reported concerns, from investigation through to resolution. In 2025, we received and thoroughly investigated more than 43 reports. Matthews remains committed to strengthening awareness of this resource throughout its global workforce.

The Company routinely conducts both in-person and online training on its Code of Business Conduct and Ethics and anti-corruption, ensuring that employees throughout the organization understand the Company's expectations regarding compliance. In addition, the Company's corporate compliance function reports directly to the Audit Committee of Matthews Board of Directors, which is updated six times per year on all compliance initiatives.

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Human Rights & Labor Practices

Consistent with the Human Rights Policy and related commitments, Matthews is duly committed to a work environment that is free from human trafficking and slavery– which includes forced labor and unlawful child labor. We don't tolerate or condone human trafficking or slavery in any part of our operations. The Company ensures all employees are aware of the Code of Business Conduct and Ethics through training and an annual certification process, which includes prohibitions against child labor, forced labor, human trafficking, and modern slavery. Employees responsible for supply chain management are included in this annual training, which specifically covers the prohibition of modern slavery to emphasizes the importance of ethical sourcing and responsible supply chain practices.

Our policy is aligned with the Company's Code of Business Conduct & Ethics and our core values to protect and advance human dignity and human rights in our global business practices. We prohibit and actively monitor the use of all forms of forced labor, modern forms of slavery, and any form of human trafficking. Matthews upholds accountability standards and procedures for employees and suppliers who fail to meet these requirements. Furthermore, we are committed to the principles outlined in the United Nations Declaration of Human Rights, reinforcing our dedication to respecting and promoting fundamental human rights across all aspects of our operations.

Standards in the Workplace & Policies

Matthews is committed to respecting all internationally recognized human rights, and our management policies and ongoing procedures cover the breadth of these rights, principles, and related issues. Our approach to human rights starts with understanding how our products, business activities and operations may impact stakeholders, both positively and negatively. We focus on the human rights issues that are most salient to our business. Among the broader human rights issues we identified, our saliency process prioritized (in alphabetical order):

- Child Labor, Forced Labor, and Human Trafficking
- Community and Stakeholder Engagement
- Environmental, Health, and Safety
- Fair Wages
- Freedom of Association and Collective Bargaining
- Indigenous Peoples' Rights
- Non-discrimination
- Reporting and Grievance Mechanisms
- Working Hours
- Workplace Security

Freedom of Association and Collective Bargaining

Using the International Labor Organization conventions on labor rights as a benchmark, Matthews respects our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to constructive engagement with their freely chosen representatives.

Matthews is committed to providing safe, respectful and supportive working conditions and maintaining constructive relationships with all employees, including those represented by unions and works councils. As of December 31, 2025, approximately 620 (17%) employees globally work under collective bargaining agreements and works councils.

Living Wage & Income

Matthews is committed to a living wage for all employees. Matthews is committed to a living wage for all employees. The Company complies with minimum wage legislation at all our sites and operations globally, and we make every effort to exceed the legal minimum wage. Our competitive compensation reflects our practice of establishing competitive salary ranges based on actual pay data from benchmark peer companies in manufacturing. Matthews also complies with all applicable laws relating to overtime and breaks.

Human rights policies and statements available on Matthews' website include the Human Rights Policy, Code of Business Conduct and Ethics, Supplier Code of Conduct.

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Cybersecurity & Data Privacy



Perhaps in no one single area of operations, has the Company dedicated more resources and talent to assess and identify data protection and data privacy concerns, considerations, and solutions. As a result, Matthews has established a clear and comprehensive strategy for our cybersecurity and data privacy program designed to protect its information systems, assess, identify, and manage material risks from cybersecurity threats, and to promote compliance with global data privacy laws.

Our Memorialization Bronze Division has achieved CMMC Level 2 Self-Assessment compliance aligned with NIST SP 800-171, demonstrating the Company's commitment to meeting rigorous cybersecurity standards. This strategy aligns with Matthews overall goals, risk appetite, and compliance requirements. Our robust governance framework serves as the foundation of this program, further strengthened by the implementation of the Center for Internet Security (CIS) v8 control framework. The following components form the foundation of our Cybersecurity and Data Privacy programs.

Governance & Risk Management

The Audit Committee of the Matthews Board of Directors oversees cybersecurity risks, regularly reviewing the design, effectiveness, and contingency plans of the Company's cybersecurity program. The Chief Information Officer and Chief Information Security Officer provide regular, quarterly reports to the Audit Committee, which include information about cyber-risk management, the effectiveness of the Company's cybersecurity framework, direct or emerging threats to the Company, program maturity and strategy, third-party risk management, required periodic training, and benchmarking against its industry peers. Additionally, the Chief Information Security Officer and Senior Counsel, Data Protection and Privacy work closely in tandem, meeting weekly to ensure effective oversight of these programs.

A risk-based approach is used to manage cybersecurity threats according to the nature and sensitivity of the data and the criticality of the systems to operations. A vulnerability management program is also in place–where cybersecurity risks are identified, classified, and addressed–and annually conducts penetration testing through an independent third-party assessor. Various tools are used to identify potential risks and vulnerabilities across the Company's information systems and sensitive data.

Matthews has also established a cross-functional AI Council to ensure that artificial intelligence is used legally, ethically, effectively, and commercially successfully across its business. The Matthews AI Council includes key members of its IT and Legal functions, including its Chief Information Security Officer and the Senior Counsel, Data Protection and Privacy, as well as representatives of its business units, HR, and Finance. The Company's AI Council serves as an extension of its cybersecurity program with a specific focus on artificial intelligence systems.

When deemed necessary, Matthews engages third parties, including consultants, advisors, and auditors to assist with security and maturity assessments, security operations, employee training and awareness, compliance, network and endpoint monitoring, threat intelligence, and vulnerability management. The Company also maintains cybersecurity insurance to protect against business loss and other consequences from cyber incidents.

Additionally, the Chief Information Security Officer and Senior Counsel, Data Protection and Privacy, advise on integrating cybersecurity risk management into the development of products and services.

In the past twelve months, Matthews has worked with several best-in-class third parties to conduct targeted assessments of specific areas within its IT systems and infrastructure. Those experts provided detailed evaluations and recommendations for improvement, which are currently being implemented.

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Cybersecurity & Data Privacy



Policies, Procedures, & Compliance

Matthews has clear, documented policies and procedures for data handling, access control, incident management, and other notable security practices. These policies are reviewed and updated annually.

All employees are required to complete mandatory quarterly training, new employee training, and high-risk user training. Regular phishing tests are conducted throughout the year. Training topics cover, but are not limited to, artificial intelligence, cybersecurity best practices, data privacy regulations, and effective responses to various threats.

Technical Controls

Matthews utilizes CIS v8 as our baseline control framework. As such, our “defense in depth” methodology is baselined through this framework, outlining firewall best practices, anti-virus and intrusion detection/prevention systems, Identity Access Management, among other controls. We conduct regular penetration tests and vulnerability assessments of our systems.

Incident Response & Crisis Management

Matthews maintains a cybersecurity Incident Response Plan. These plans provide a formal process to follow in the event of a cyber incident. Matthews Chief Information Security Officer and Senior Counsel, Data Protection and Privacy work in tandem to lead our robust, cross-functional incident response and a crisis management team, which includes members of Information Technology, Finance, Legal, Communications, Human Resources and any affected unit or department.

Our incident response and a crisis management team is responsible for assessing the severity of an incident and associated threat, containing the threat, remediating the threat—including recovery of data and access to systems—analyzing any reporting obligations associated with the incident, and performing post-incident analysis and program enhancements. Matthews regularly conducts cybersecurity tabletop exercises to enhance mitigating controls and incident response preparedness.

Like other organizations, Matthews has experienced cyber attacks in the past–however, none of these cyber attacks resulted in a material disruption to the Company’s business. There were no known material attacks during the fiscal 2025 year. The Company’s net expenses from attacks during the past three years has not been material relative to the Company’s total revenue. In the past three years, two of the Company’s third-party vendors experienced data breaches that impacted certain personal data of a portion of the Company’s employees. Those incidents did not impact the Company’s ongoing operations, and the Company did not incur any significant expenses responding to those events.

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Cybersecurity & Data Privacy

Continuous Monitoring and Threat Detection

Matthews has several monitoring and logging solutions in place to alert our security personnel on events and provide information needed to research, validate, and remediate concerns. Ongoing investments are made in both internal and external tools to better detect, patch, monitor, and restore systems.

Vendor and Third-Party Management

Matthews uses several means to assess cyber risks related to its third-party service providers, including processes governing interconnections with third-party systems and regular review of critical vendors' cybersecurity positions for potential risks. Third-party service provider assessments begin during onboarding and continue throughout the relationship, based upon an assessment of third-party risk

Those assessments include review of System and Organization Controls ("SOC") 1 and SOC 2 reports (as each such report is defined by the American Institute of Certified Public Accountants), and direct interaction with key vendors to assess and address risks. Clear guidelines and contracts outline responsibilities for protecting our data, including audit rights, third-party notification obligations, and security requirements for the retention of data. We regularly assess their compliance and security posture and conduct due diligence when selecting new vendors or partners.

Intellectual Property Management

We have contracted with a third-party vendor to facilitate a robust intellectual property audit. Audit scope is to provide context around current security controls and advancement of other security controls. In general, our "defense in depth" methodology and control frameworks are in place to ultimately protect our intellectual property and the systems that store and develop our Intellectual Property. Matthews is constantly updating its defenses and policies to reduce the risk of Intellectual Property theft.

Data Privacy by Design & by Default

The Senior Counsel, Data Protection and Privacy is responsible for conducting data privacy risk assessments and data privacy impact assessments for new products or services, including privacy risk management in the Company's products and services as they are being developed. For our operations in Germany and Austria, we are assisted by an independent Data Protection Officer for those markets.

By implementing these and many other controls, Matthews is better positioned to protect sensitive information and reduce the risk of cyber-attacks.

Additional information can be found in our Global Data Privacy Compliance Statement.

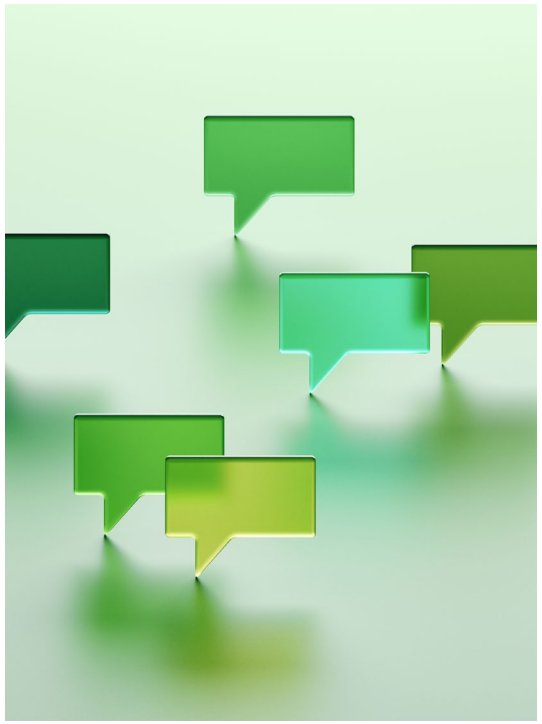


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Stakeholder Engagement

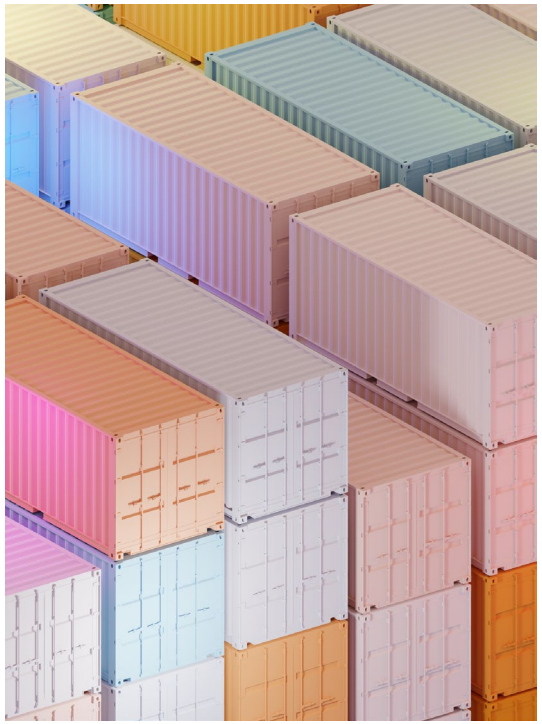
Matthews consistently seeks to engage our stakeholders with formal processes to provide timely and meaningful updates on current performance and, where appropriate, solicit feedback for improvement.

We engage the following stakeholders regularly to ensure they are part of our strategy development process.



Employees

Robust internal communications including updates from the CEO and other business leaders, frequent updates to Company intranet site, emailed reminders of policies, training, and other resources such as the EAP and Ethics Reporting System.



Suppliers

Procurement professionals receive training on the Global Supplier Quality Management System so they can assist end-users in engagement with suppliers for regular quality audits and account management.



Investors

Matthews stays connected with investors via quarterly investor calls, one-on-one meetings, investor conferences, and the Annual Meeting of Shareholders. Materials from these meetings, such as the presentations, webcast recordings, and call transcripts are available on the Investors page of matw.com.

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Responsible Supply Chain

Adopting the UNGC Ten Principles has allowed Mathews the opportunity to work with vendors focused on providing great value and tremendous positive impact on the community and environment. Matthews considers sustainable procurement an essential part of doing business. Working to address our environmental impact is a cornerstone of our business as is reflected in our Supplier Code of Conduct. We believe social responsibility allows the opportunity to stay involved with our vendors and the community while maximizing cost savings and continuing to show the world how much we value our reputational impact.

Matthews' definition of sustainable procurement refers to a strategic and responsible approach to sourcing goods, services, and works that takes into consideration environmental, social, and economic factors. We believe integrating sustainability criteria into the procurement process is important to minimizing negative impacts and maximizing positive contributions to the planet, society, and the organization itself.

We are committed to being a responsible supply chain partner and expect the same from our suppliers. Therefore, all suppliers are required to adhere to our supplier code of conduct which outlines our environmental, social and governance expectations. We require suppliers to comply with all environmental legislation and have a management system in place based on international standards such as ISO 14001. Strategic suppliers are assessed quarterly or semi-annually on their performance through the Ariba data management platform.

Matthews' procurement and supply chain professionals are provided with training and resources related to sustainability and responsible supply chain practices. Training may include topics such as business sustainability, sustainable supply chains, ESG considerations, responsible procurement, supplier engagement and data analysis.

We prioritize using local vendors to reduce transportation and associated GHG emissions, reduce footprint of materials, enable employment development, and invest in our communities. We also value diversity in our supply chain to drive resiliency, mitigate any potential shortages, and ensure we are non-reliant on any one supplier. We are committed to continually driving performance in our supply chain through our strategic partnerships, education, and innovation.

We are committed to being a responsible supply chain partner and expect the same from our suppliers. Suppliers are expected to adhere to our Supplier Code of Conduct and the UNGC Ten Principles, which address human rights, labor, the environment and anti-corruption.

Sourcing Minerals Ethically

Matthews takes extensive measures to exercise due diligence with respect to the conflict minerals contained in the finished goods that it manufactured either internally (“directly”) or pursuant to procurement arrangements with third-party manufacturers (“indirectly”).

In exercising due diligence on the source and chain of custody of the Conflict Minerals, we conformed our due diligence efforts substantially in accordance with the guidance provided by the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition, including the related supplements on gold, tin, tantalum and tungsten (the “OECD Guidance”).

Although we do not procure minerals directly from mines or the smelters or refiners (SORs) that process them, we are committed to upholding and respecting human rights for all people, including those who work in the earliest parts of our supply chain. Our goal is to work collaboratively with suppliers to source minerals consistent with our values around human rights, business ethics, labor, health and safety practices, and environmental responsibility.

The Company has made its Conflict Minerals policy publicly available on its corporate governance webpage (http://matw.com/corporate/corporate-governance). This policy underscores the Company's dedication to complying with Rule 13p-1. In addition to the policy, the Company has published a detailed report on its due diligence measures regarding the sourcing of Conflict Minerals. A copy of this report is available at http://matw.com/corporate/corporate-governance.

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Climate Risk Management

The Board of Directors oversees climate-related and broader ESG matters through its standing committees, which generally meet quarterly. Together with the Chief Executive Officer, executive leadership, and the ESG Governance Committee, the Board contributes to the identification, assessment, and management of climate-related and broader enterprise risks.

Matthews is committed to continuing to develop appropriate strategies to identify, manage, and respond to climate-related risks and opportunities across our business. This includes building the resilience of our portfolio to climate impacts by adapting and responding to market, policy, and technological changes and developing innovative solutions and products that support a smooth transition to a lower-carbon future.

Matthews uses scenario planning to understand how climate change may affect our business over time. The Company has integrated scenario planning into annual site-level Business Continuity Assessments. The analysis considers low-, medium-, and high-emissions scenarios based on Intergovernmental Panel on Climate Change (IPCC) Shared Socioeconomic Pathways, including a 1.5°C-aligned pathway (SSP1-1.9), as well as SSP1-2.6, SSP2-4.5, and SSP5-8.5. As with any modeling of possible long-term future states, there are inherent limitations, as it is difficult to predict which, if any, of the scenarios may eventuate.

Based on this assessment, Matthews has identified physical and transition-related risks, as well as opportunities associated with operational resilience and sustainable innovation. These risks and opportunities were assessed across short-, medium-, and long-term time horizons and inform Matthews' ongoing climate-related risk management and strategic planning efforts. For purposes of the assessment, short-, medium-, and long-term represent 0–5 years, 5–15 years, and 15–25 years, respectively.

Matthews incorporates climate-related risks and opportunities into existing business planning and risk management processes, including regulatory monitoring, compliance processes, business continuity planning, and resource efficiency initiatives. Insights from the climate scenario analysis also help inform operational resilience, strategic planning, and the evaluation of opportunities to improve energy and resource efficiency and develop sustainable and lower-carbon products and solutions.

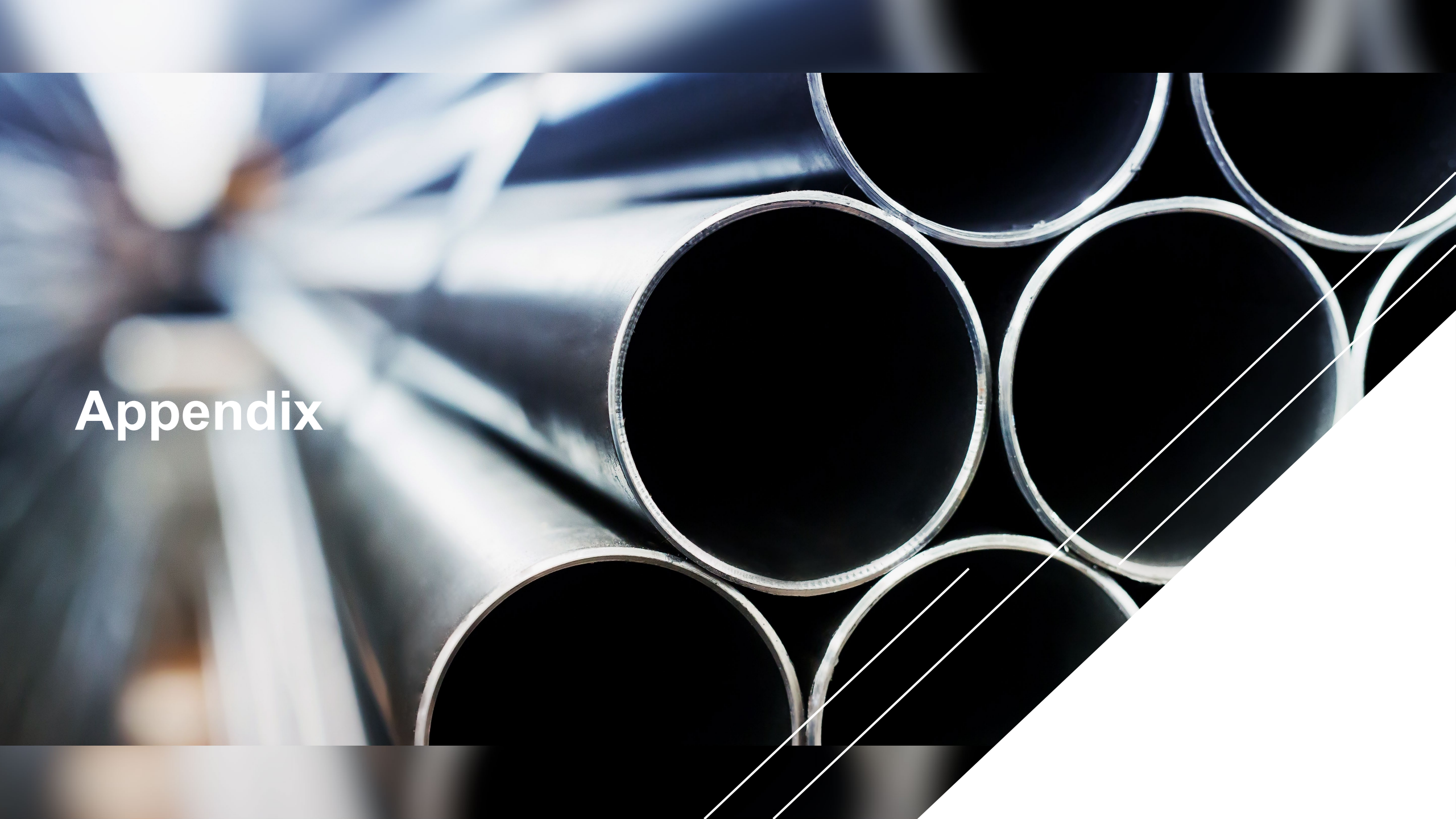
Matthews is progressively adopting the recommendations of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) to enhance both our approach to assessing and managing climate-related risks and opportunities and our related external reporting.

Matthews International Climate-Related Risks & Opportunities

Category	Description
Physical Risks	
Acute	Severe weather events or periods of poor air quality may affect certain operations or business activities.
Acute	Climate-related events may contribute to temporary supply chain disruptions, including transportation delays or changes in supplier costs.
Chronic	Longer-term changes in weather patterns may influence operational efficiency, workforce productivity, or the availability of certain materials.
Transition Risks	
Policy & Legal	Evolving climate-related regulations and stakeholder expectations may require changes to operations, processes, reporting, or product offerings, which could result in additional costs or compliance obligations.
Market	Changes in the cost or availability of energy, water, raw materials, or other inputs may affect operating costs.
Opportunities	
Resilience	Continued efforts to improve resource efficiency, optimize energy use, and support circular economy initiatives may enhance operational resilience and contribute to long-term cost savings.
Products & Services	Developing and expanding sustainable, circular, or lower-carbon products and services may create opportunities to meet evolving customer needs and support future growth.

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Appendix

Sustainability Priorities

ENVIRONMENTAL

Strategic Pillar	Key Focus Area	Commitment & Target Description	Aligned GRI Standards
Environmental	Carbon Emissions Reduction	Reduce Scope 1 and 2 GHG emissions by 20% by 2030, using 2023 as the baseline year and establish a long-term roadmap for further reductions.	GRI 305: Emissions
Environmental	Energy Efficiency Audits	By 2027, conduct energy audits at selected sites to identify opportunities for efficiency improvements, reducing environmental impact and optimizing operational costs.	GRI 302-4: Reduction of energy consumption
Environmental	Water Management Assessment	Develop water usage tracking system across all operational sites by 2026 enabling better monitoring and optimization of water consumption.	GRI 303: Water and Effluents
Environmental	Responsible Hazardous Waste Management	100% of hazardous waste is disposed of in compliance with local regulations and environmental standards. Conduct regular assessments of waste management facilities to evaluate disposal methods, ensuring alignment with best sustainability practices and minimizing environmental impact.	GRI 306: Waste
Environmental	Regulatory Compliance	Maintain full compliance with environmental regulations by conducting regular compliance reviews and implementing corrective actions where necessary.	GRI 307-1: Non-compliance with environmental laws and regulations

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Sustainability Priorities

SOCIAL

Strategic Pillar	Key Focus Area	Commitment & Target Description	Aligned GRI Standards
Social	Workplace Health & Safety	By 2025, implement formal safety policies and training programs at all facilities, including incident tracking and response measures.	GRI 403: Occupational Health and Safety
Social	ESG Awareness & Education	By 2026, introduce an ESG awareness initiative to provide employees with foundational knowledge on sustainability topics, including environmental responsibility, social impact, and corporate governance.	GRI 404-4: Employee Training and Education
Social	Community Engagement	By 2026, implement a framework that supports and coordinates local ESG initiatives, enhancing partnerships and social impact within the community.	GRI 413-1: Operations with local community engagement, impact assessments, and development programs
Social	Employee Development & Performance	Ensure 100% of employees receive regular performance and career development reviews, fostering professional growth and alignment with organizational objectives.	GRI 404-3: Percentage of employees receiving regular performance and career development reviews

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Sustainability Priorities

GOVERNANCE

Strategic Pillar	Key Focus Area	Commitment & Target Description	Aligned GRI Standards
Governance	Transparency & Reporting	Publish annual sustainability and ESG reports, outlining key achievements and strategic goals for the future.	GRI 102: General Disclosures
Governance	Ethics & Compliance Training	Maintain 100% employee completion of annual ethics and compliance training.	GRI 205: Anti-Corruption
Governance	Board Independence	Maintain an independent Board Chair to promote effective oversight, balanced decision-making, and the protection of shareholder interests.	GRI 2-9:Governance structure and composition GRI 2-11: Chair of the highest governance body
Governance	Board & Leadership Awareness	Provide annual ESG awareness training for executives and senior leadership, beginning in 2026.	GRI 2-17: Collective knowledge of the highest governance body, GRI 3-3: Management of material topics
Governance	Certification Tracking	By 2027, implement a standardized process for tracking and monitoring site-level certifications, enhancing transparency and ensuring compliance with sustainability and regulatory standards.	GRI 2-5: External assurance GRI 3-3: Management of material topics

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Environmental Data

Matthews is committed to advancing the quality and transparency of its ESG reporting and providing meaningful, decision-useful information about our environmental performance. The following tables present organizational and environmental performance data for 2023 through 2025.

Beginning in 2025, Matthews transitioned its environmental reporting from a calendar-year to a fiscal-year basis, aligning the reporting period with the Company's financial reporting cycle. Accordingly, environmental data for 2023 and 2024 reflect the calendar years ended December 31, while 2025 data reflect the fiscal year ended September 30, 2025. As part of the continued evolution of our greenhouse gas inventory, FY2025 Scope 1 reporting was expanded to include mobile combustion and fugitive emissions, providing a more comprehensive view of the Company's direct emissions. These sources were not included in the previously reported 2023 and 2024 results.

Matthews' portfolio also evolved during and subsequent to fiscal 2025 through several strategic transactions. The SGK Brand Solutions transaction was completed during fiscal 2025, and related operations are reflected in FY2025 environmental data through the transaction date, as applicable. Subsequent to fiscal 2025, Matthews completed the divestitures of its European roto-gravure packaging and tooling businesses and its Warehouse Automation business. As these transactions occurred after September 30, 2025, the related operations are reflected in FY2025 environmental data, as applicable. Organizational metrics for 2025 reflect the Company's operating footprint as of December 31, 2025.

Where applicable, Matthews has identified alignment with ESG reporting standards established by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

The Organization	2023	2024	2025	Reference Indices
Number of employees	10,734	9,838	3,770	GRI 2-7
Number of contingent workers	1,240	1,269	937	
Real estate square feet (thousand)	9,015	9,630	6,995	

2025 organizational metrics reflect the Company's organizational footprint as of December 31, 2025.

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Environmental Data

Environment	CY2023	CY2024	FY2025[1]	
Energy	**CY2023**	**CY2024**	**FY2025[1]**	**Reference Indices**
Total energy consumption (MWh)	238,395	229,097	279,855	GRI 302-1
Stationary combustion	108,857	99,964	81,551	
Mobile combustion	127,225	126,785	40,153	
Electricity (non-renewable)	127,225	126,785	156,003	
Renewable energy	2,313	2,348	2,118	
% renewable	0.97%	1.02%	0.76%	
Reduction of energy consumption from previous year (MWh)		9,298	-[2]	
Emissions	**CY2023**	**CY2024**	**FY2025[1]**	**Reference Indices**
Total GHG emissions (mtCO2e)	70,249	68,071	82,172	
Scope 1	19,750	18,138	27,226[3]	GRI 305-1
Scope 2: location-based	50,499	49,933	54,906[3]	GRI 305-2
Scope 2: market-based	57,168	57,608	54,506[3]	
Reduction of GHG from previous year (mtCO2e)		2,177	-[2]	GRI 305-5

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Environmental Data

Waste	CY2023	CY2024	FY2025[1]	Reference Indices
Total waste generated (t)[4]	41,977	42,061	38,356	GRI 306-3
Hazardous waste[5]	2,460	2,376	2,913	
Non-hazardous waste	39,517	39,685	35,443	GRI 306-4
Recycled	11,079	16,736	11,830	
Landfill	23,537	21,218	18,799	
Incinerated	4,901	1,731	4,813	
Water	**CY2023**	**CY2024**	**FY2025[1]**	**Reference Indices**
Total water consumption (ML)	363	350	296	GRI 303-5

[1] CY2023 and CY2024 represent the calendar years ended December 31; FY2025 represents the fiscal year ended September 30, 2025. Total GHG emissions presented in this table include Scope 2 emissions calculated using the location-based method. FY2025 Scope 1 emissions also include mobile combustion and fugitive emissions, which were not included in previously reported 2023 and 2024 results. These changes should be considered when comparing FY2025 environmental performance with prior periods.

[2] Not presented for FY2025 due to changes in the reporting period and emissions inventory.

[3] FY2025 Scope 1 and Scope 2 greenhouse gas emissions were subject to independent limited assurance. See the Independent Assurance Statement for additional information regarding the scope, criteria and conclusions of the assurance engagement.

[4] Waste data includes actual reported data supplemented by estimates for locations or periods where complete data were unavailable. Estimates were developed using available site-specific historical data, current-period activity and other appropriate estimation methodologies.

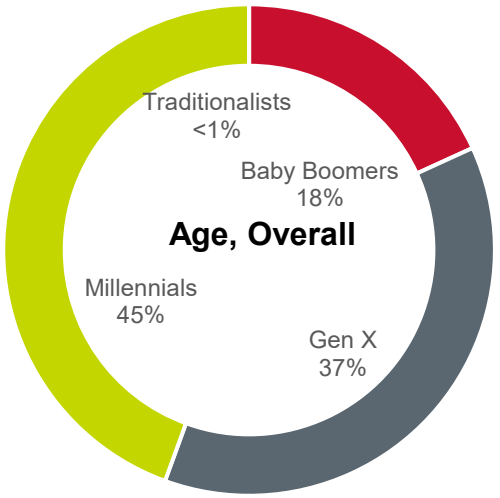
[5] Hazardous and non-hazardous classifications are based on available waste records and applicable waste classifications. Hazardous waste is managed and disposed of in accordance with applicable local, state and federal requirements..

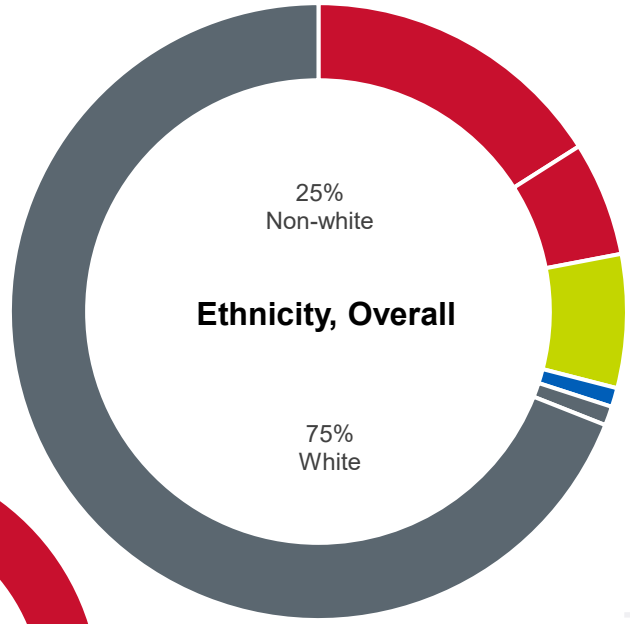
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Employee Diversity Metrics

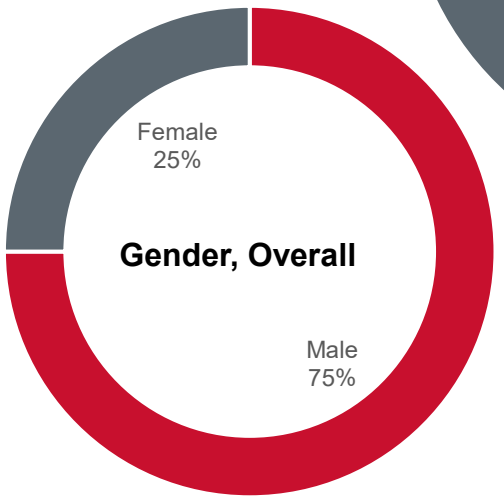
Matthews understands the powerful impact of diversity within our workforce, and we are dedicated to fostering an environment that embraces a variety of backgrounds, experiences, and perspectives.

By championing inclusivity, we ensure that the unique talents of each individual contribute to a collaborative and innovative workplace. Despite our progress, Matthews remains committed to making diversity a central focus of our Diversity and Inclusion efforts.





Asian, 2%
Black or African American, 9%
Hispanic or Latino, 12%
Other, 1%
Two or More Races, 1%
White, 75%



Data as of December 31, 2025 | The demographic data presented reflects the locations where it is collected and available for our employee base, primarily within the U.S.

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EHS and Quality Certifications and Recognition Program

		# of Sites	% of Certified Manufacturing & Production Sites
Total Manufacturing & Production Sites (Globally)		37	
Quality Management Systems	ISO 9001	2	5%
Environmental Management Systems	ISO 14001	1	3%
Occupational Health and Safety	ISO 45001	1	3%
Workplace Safety and Health Recognition	OSHA VPP – STAR	1	3%
	PASST LEVEL 2	1	3%

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Forward Looking Statements and Other Disclaimers

Cautionary Statements Regarding Forward Looking Statements

This report contains forward-looking statements about Matthews International Corporation ("Matthews" or the "Company") for the calendar year ended December 31, 2025. Any forward-looking statements contained herein are included pursuant to the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995. These forward-looking statements include, but are not limited to, statements regarding the expectations, hopes, beliefs, intentions or strategies of the Company regarding the future and may be identified by the use of words such as “expects,” “believes,” “intends,” “projects,” “anticipates,” “estimates,” “plans,” “seeks,” “forecasts,” “predicts,” “objective,” “targets,” “potential,” “outlook,” “may,” “will,” “could” or the negative of these terms, other comparable terminology and variations thereof. Such forward-looking statements involve known and unknown risks and uncertainties that may cause the Company's actual results in future periods to be materially different from management's expectations, and no assurance can be given that such expectations will prove correct. Factors that could cause the Company's results to differ materially from the results discussed in such forward-looking statements principally include changes in foreign currency exchange rates, changes in interest rates, changes in the cost of materials used in the manufacture of the Company's products, including changes in costs due to adjustments to tariffs or trade wars, any impairment of goodwill or intangible assets, environmental liability and limitations on the Company’s operations due to environmental laws and regulations, disruptions to certain services, such as telecommunications, network server maintenance, cloud computing or transaction processing services, provided to the Company by third-parties, changes in mortality and cremation rates, changes in product demand or pricing as a result of consolidation in the industries in which the Company operates, or other factors such as supply chain disruptions, labor shortages or labor cost increases, changes in product demand or pricing as a result of domestic or international competitive pressures, ability to achieve cost-reduction objectives, unknown risks in connection with the Company's acquisitions, divestitures, and business combinations, cybersecurity concerns and costs arising with management of cybersecurity threats, effectiveness of the Company's internal controls, compliance with domestic and foreign laws and regulations, technological factors beyond the Company's control, impact of pandemics or similar outbreaks, or other disruptions to our industries, customers, or supply chains, the impact of global conflicts, such as the current war between Russia and Ukraine, the Company's plans and expectations with respect to its exploration, and contemplated execution, of various strategies with respect to its portfolio of businesses, the Company's plans and expectations with respect to its Board, and other factors for the calendar year ended December 31, 2025. In addition, although the Company does not currently have any customers that would be considered individually significant to consolidated sales, changes in the distribution of the Company's products or the potential loss of one or more of the Company's larger customers are also considered risk factors. Matthews cautions that the foregoing list of important factors is not all inclusive. Readers are also cautioned not to place undue reliance on any forward looking statements, which reflect management's analysis only as of the date of this report, even if subsequently made available by Matthews on its website or otherwise.

Matthews does not undertake to update any forward looking statement, whether written or oral, that may be made from time to time by or on behalf of Matthews to reflect events or circumstances occurring after the date of this report unless required by law. Matthews posts important information on its investor relations website, available at matw.com/investors. The Company's shareholders are encouraged to review the contents of such website.

Our approach to the disclosures in this report may differ from those required under mandatory regulatory frameworks, including SEC regulations, and we make no representations or guarantees that our internal methods align with other investment criteria, taxonomies, standards, or guidelines. The inclusion of information in this report, including terms such as "materiality" or similar concepts, should not be interpreted as an assertion of the materiality of that information to our business, financial results, or its relevance to investors or other stakeholders under U.S. federal securities laws.

The goals, targets, and commitments outlined in this report are aspirational in nature and should not be considered as guarantees or promises of achievement. Some of the metrics and data in this report are based on assumptions that we deem reasonable and reliable; however, many of these figures remain unaudited. Furthermore, the historical, current, and forward-looking information included in this report may rely on evolving standards, methodologies, and practices for measuring progress, along with internal controls and processes that are still developing. Assumptions underlying these data are subject to change. Therefore, the information presented, including goals, targets, commitments, assumptions, and data, may be revised in future reports due to ongoing updates in standards, methodologies, practices, controls, and processes.

We accept no liability for any loss or damage arising from the use of, or reliance on, this report. The opinions and estimates provided reflect management’s judgment as of the date indicated and may change without notice. These should not be construed as projections or predictions of future value, performance, or results, nor as legal, tax, financial, or accounting advice. We do not make any representation that the strategies, performance, or outcomes depicted in this report will be achieved or replicated. Other factors, whether foreseen or not, could significantly alter performance or results. We do not undertake any obligation to update the information, data, or calculations presented in this report, nor to communicate any changes to the opinions, limits, requirements, or estimates expressed therein.

Certain sustainability- and ESG-related data from prior periods (before 2025) that appear in this report may have been revised in accordance with updates made through our internal processes, as well as evolving standards, methodologies, practices, and controls. Neither the future distribution of this report nor its continued availability in archived form on our website should be interpreted as an update or revalidation of the data presented as of any future date.

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For questions about this report,
contact corpcom@matthewsintl.com.

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