

Annual Sustainability Report

Matthews
INTERNATIONAL®

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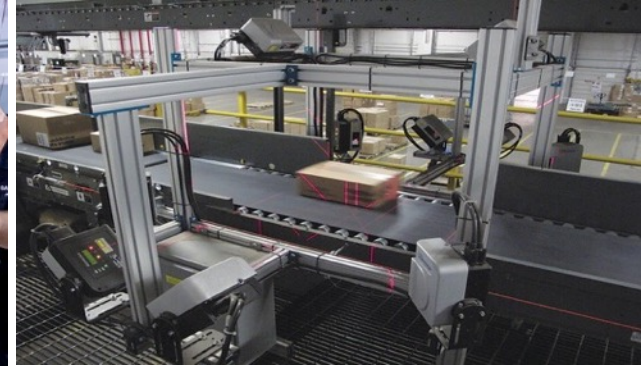
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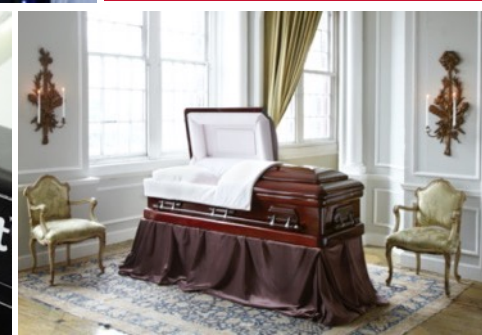
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**We are Matthews.
You are Matthews.**

We know that when we are inspired to create, innovate, and continually reevaluate, we will reach new ways to experience “**what’s possible.**”



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 aligns with the [Sustainability Accounting Standards Board \(SASB\)](#) Advertising and Marketing and Industrial Machinery and Goods Industry Standards and the [Global Reporting Initiative \(GRI\)](#) Standards disclosures for select material topics. 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 primarily from the 2023 reporting year that began on January 1, 2023, and ended on December 31, 2023. However, this is the first time doing a report of this breadth; therefore, this report includes data preceding the 2023 reporting year. Unless indicated otherwise, the scope of this report reflects the activities of all Matthews business units and operations.

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.

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.

LETTER FROM THE CEO

Dear Stakeholders,

I am pleased to present to you the Sustainability Report for the calendar year 2023. As President and Chief Executive Officer of Matthews, I am proud of our dedication, accomplishments and advancements in the area of sustainability.

At Matthews, we recognize the pivotal role businesses play in addressing global challenges. Sustainability is not just a priority; it's fundamental to our long-term vision and central to our core values. We recognize that business success is measured not solely in financial performance, but also in our impact on the environment, society and future generations.

This year's Sustainability Report reflects our commitment to sustainable practices across our global operations. It outlines our achievements and strategies to minimize our environmental footprint, champion social responsibility and uphold ethical standards. Transparency and accountability are central to our ethos.

Key highlights from our report include:

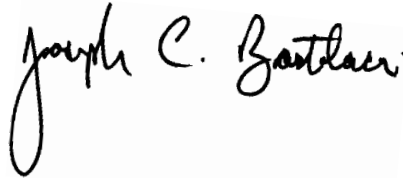
1. **Environmental Stewardship:** Insights into our efforts to mitigate carbon emissions, optimize resource consumption and embrace renewable energy.

2. **Social Responsibility:** An overview of our employee health, safety and wellness initiatives, diversity and inclusion programs, employee development, and community engagement efforts.
3. **Ethical Business Practices:** An outline of our governance, compliance, and ethical guidelines to ensure responsible conduct.
4. **Innovation and Sustainable Products/Services:** Updates on our pursuit of sustainability in product/service development.
5. **Stakeholder Collaboration:** Demonstrations of our partnerships to amplify our sustainability impact.

As we navigate global challenges, our commitment to sustainability remains steadfast. We aspire to leave a positive impact on the communities we serve.

I invite you to explore this report and join us in our commitment to sustainability excellence.

Warm regards,



Joseph C. Bartolacci, President & CEO



“ We are proud of our legacy of growth and innovation. It is the power of our people and the power of our ideas that will generate continued growth for our future. ”

MATTHEWS AT-A-GLANCE

WHO WE ARE

Our Vision is to be a Place Where We Inspire Possibilities and Success Every Day

At Matthews, our businesses share a legacy of growth and evolution within the industries they serve. Founded from identification products dating back to hand stamps and branding irons in 1850, we’ve built on that legacy by investing in new technology and engineering advancements. Today, we have created a leading global company serving industrial automation technologies, memorialization products and brand solutions industries.

A Global Company

Globally headquartered in Pittsburgh, Pennsylvania, Matthews is home to a global network of employees who work to continually expand, encourage, and inspire greater possibilities for growth—for our clients, our community and our company.

BY THE NUMBERS

12K

Employees

220+

Locations

6

Continents

173

Years in Business

184

Patents

\$1.88

Billion in 2023 Revenue

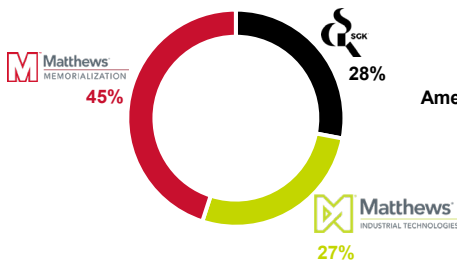
OUR HISTORY

Superior Craftsmanship, Service and Innovation Since 1850

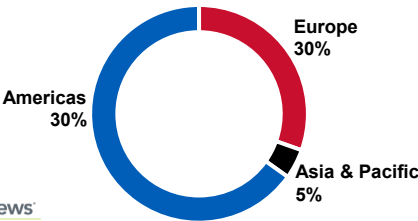
Established in 1850, our legacy of growth and innovation is rooted in identification products: marking products, printing plates and bronze plaques.

Today, Matthews is building on its legacy by investing in technology, extending product offerings, and encouraging new, innovative thinking that is now creating unimagined potential for our future.

TOTAL SALES BY SEGMENT



TOTAL SALES BY REGION



1850
1950

Our roots

- Established by John Dixon Matthews in Pittsburgh, Pennsylvania
- Product portfolio evolves with burning/branding iron products and rubber stamps/plates for printing
- Produces first-ever flush bronze memorial, launching Matthews Bronze
- Celebrates 100 years in business

1951
2000

Global expansion

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

2001
2015

Tremendous growth

- Begins expansion of marking and fulfillment in the Industrial Technologies segment
- Expands Memorialization segment with various strategic acquisitions in granite and caskets
- Acquired Saueressig in Germany
- Purchased SGK, Inc. – largest acquisition in company history
- Acquired Aurora Casket – second largest acquisition in company history

2016
Onward

Innovation evolution

- SGK reorganizes and rebrands, simplifying its portfolio to amplify its voice in the marketplace
- With the acquisitions of Terrella Energy Systems and Olbrich Group and their integration with Saueressig Engineering, the new Matthews Engineering business is born
- Continues to advance and refine innovative solutions through precision rotary processing engineering to create offerings for wet- and dry-electrode battery production and other energy solutions

OUR GLOBAL FOOTPRINT

Our Strength Comes from the Innovation Found in Our Diverse Businesses Around the World

Our success stems from continually evolving and expanding into new opportunities within our core business segments.

32

Countries

86

Manufacturing & Production Sites

7

Innovation Centers of Excellence

5

Distribution Center Hubs



★ Corporate Headquarters – Pittsburgh, Pennsylvania
 * This map does not include countries/locations with only contingent employees.

MATTHEWS AT-A-GLANCE

WHAT WE DO

Comprised of Three Business Segments

All of which strive to find creative ways to drive efficiencies while continuing to grow by building and acquiring new capabilities for the future. Dedication, drive and determination lead to innovation across our segments, strengthen our performance and grow our profitability.



Growing Businesses through Innovation

The **Industrial Technologies** segment evolved from our original marking business, which today designs, manufactures, services and distributes high-tech custom energy storage solutions, product identification and warehouse automation technologies and industrial automation technologies and solutions.

These businesses are dedicated to the development and delivery of software, equipment and cutting-edge machinery that drive industry-changing advancements across multiple industries, including battery, automotive, converting, order fulfillment, warehouse execution and automated mobile robotics.



Premier Provider in the Memorial Industry

The **Memorialization** segment is a global provider in the manufacturing of commemorative, memorialization, burial and cremation products and incineration equipment primarily to cemetery and funeral home customers.

The business has evolved and adapted to death care trends throughout its history and is at the forefront of modernization in death care services, incorporating modern production technologies including 3D printing and robotics to improve our businesses and open new opportunities for growth.

Matthews Environmental Solutions (MES) is a globally recognized expert in combustion technology, including cremation, incineration and emission control. Our products and services meet the most demanding performance and environmental standards worldwide.



Simplify Marketing to Amplify Brands

The **SGK Brand Solutions** segment is a leading provider of global packaging solutions and brand experiences. SGK helps many of the largest global consumer products companies define, create, produce and transform packaging and marketing supply chains and brand assets in both packaging and digital content.

Along with Matthews, SGK's more than 100 years in the packaging business includes broad technical, engineering and artistic expertise relating to the creation and production of graphics, workflows and best practices for commercial packaging and retail channels.

SGK's marketing and technology capabilities help clients deliver improved marketing productivity and profitability through innovative technology solutions and have created a sustainable competitive advantage for major brands across the CPG, health, retail and lifestyle sectors.

MATTHEWS AT-A-GLANCE

VISION AND 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.

Vision

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.



HIGHLIGHTS

HIGHLIGHTS AND ACTIONS TO DATE

Governance

- Appointed Executive Sponsor for Sustainability for Matthews Executive Leadership Team.
- Established cross-functional ESG Governance Committee.

Pledges and Targets

- Developed the Sustainability Framework based on the findings from our materiality assessment which outline specific Cultural and Performance Pledges and associated activities.

Data and Technology

- Identified KPIs aligned with material sustainability topics and began collecting data.
- Established Sustainability data management platform using Diligent.

Sustainability Projects

- Appropriation Request process ensures consideration of potential environmental, health and safety, and sustainability benefits for all projects prior to implementation.

RECOGNITION

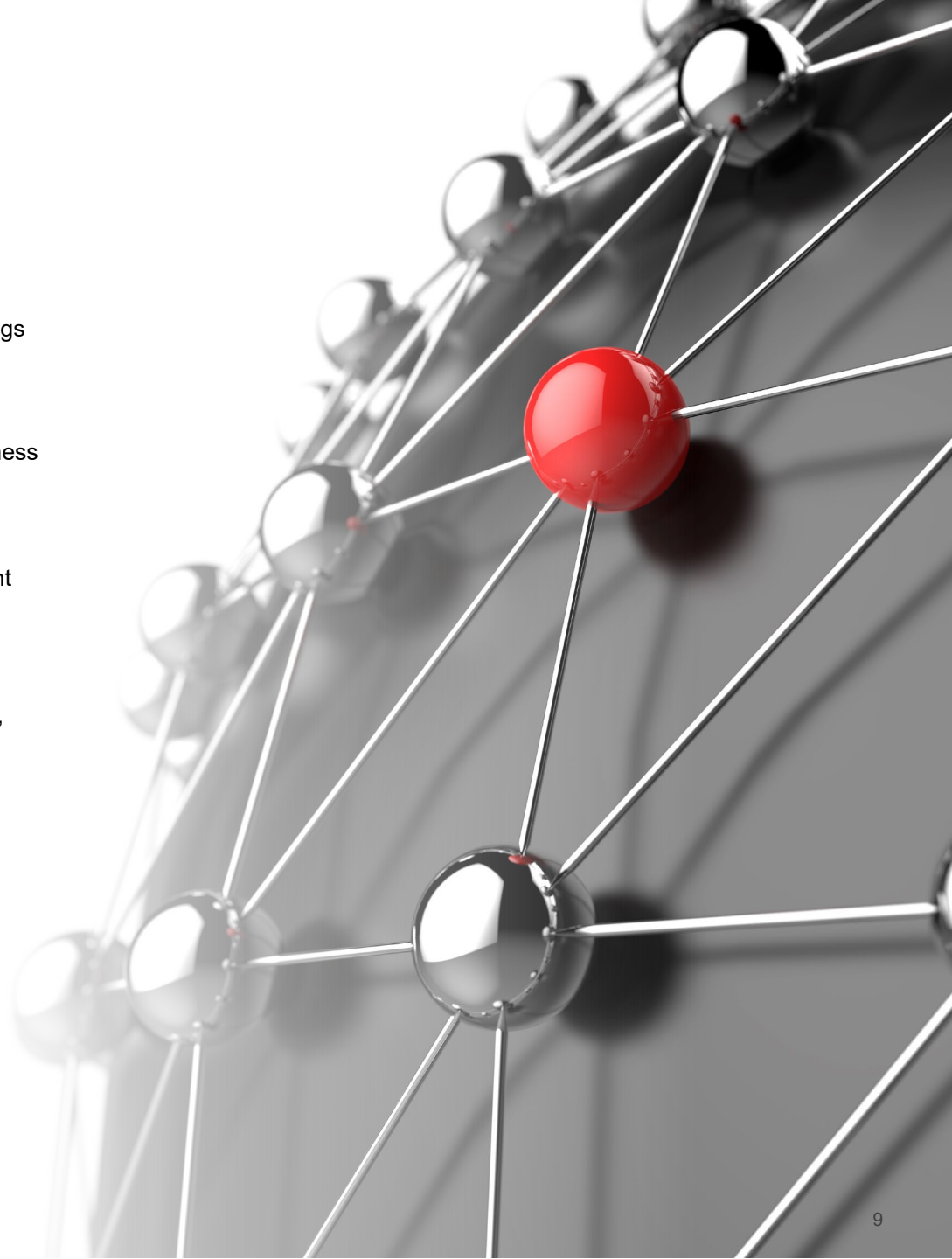
Ratings and Rankings

We monitor our performance across several ratings and rankings systems to gain insight into our Environmental, Social, and Governance impacts, assess customer and other stakeholder expectations, provide transparency into our business practices, and identify areas of improvement.

Certifications

Matthews is dedicated to continuous improvement in our operations and utilizing international best practices to drive performance and meet quality standards.

ISO Certifications: Six locations with 14001:2015, one with 45001:2018, one with 27001:2013, and 19 locations with 9001:2015 certifications.





Our Sustainability Strategy

OUR APPROACH

OUR COMMITMENT TO BUILDING A BETTER WORLD

Sustainability is a core part of our business; from the products we create to how we impact the communities and the people in which we live and work. Progress for us involves a balance of environmental stewardship, social responsibility and economic growth.

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

We remain committed to addressing the environmental and social impacts of our business, while creating economic opportunities in the areas in which we work.

Business Solutions to Drive Efficiency and Environmental Performance

- Provider of energy storage solutions including battery production technology for electric vehicles
- Waste-to-energy solutions with projects in the UK and Europe
- Creating environmental solutions to reduce packaging materials
- Working to reduce VOC emissions with launch of new printing technology

Socially Responsible Employment Environment

- Diversity & Inclusion program that supports diversity in culture, talent and geography
- Comprehensive EHS Management System covering all employees and contractors, focuses on actions to actively reduce risk, identifies and addresses serious incident potential and influences a positive safety culture that ensures compliance
- Committed to being a good neighbor in our communities



OUR APPROACH








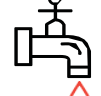


SUSTAINABILITY FRAMEWORK

Building a Strong Foundation

We thoughtfully developed our Sustainability Framework with direct input and support from various subject matter experts within the Company. This 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 in line with Global Reporting Initiative (GRI) standards. We are a signatory to the United Nations Global Compact and continually review our strategy to align with the Ten Principles and the Sustainability 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 set the groundwork for our Sustainability Framework which included implementing a digital data collection system and working towards standardized reporting that will establish baseline metrics and inform future sustainability goals.

Pledges and Targets

The Pledges and Targets outline the relevant goals and metrics from leading sustainability standards and frameworks for our material topics to measure our performance and impact. These also helped prioritize operational practices and allow us to clearly and transparently report on our sustainability progress which is critical to our business success.

Culture Pledges					
 <p>We pledge to take actions that respect and preserve the environment in the locations where we have operations.</p>	 <p>We are taking a systematic approach to minimize and eliminate our environmental impacts. We will consistently and continually assess the impact of our operations and products on the environment and communities in which we live and operate with a goal of continuous improvement.</p>	 <p>We will work with all government entities for the development of technically sound and financially responsible environmental laws and will comply with applicable government laws and regulations.</p>	 <p>We will pursue the development and implementation of technologies to minimize pollutant emissions from our products and our operations.</p>		
Targets					
	2024		2023+		
	Management, Data Collection & Reporting: Implement a sustainability reporting system to facilitate data collection. Establish system for reporting on data gaps or sites not in compliance. Roll out and track certifications per site		Performance Management & Company Culture: No environmental breaches year on year. Employee Education: Offer training events to increase ESG awareness.		
Performance Pledges					
 <p>We strive to meet our responsibilities to the environment in the communities in which we operate and recognize the importance of climate change and emissions reductions to our stakeholders. See <i>Climate and Energy</i></p>	 <p>We will conserve energy and manage energy efficiency improvements throughout our global facilities and operations. See <i>Climate and Energy</i></p>	 <p>We will take actions to reduce and recycle waste at every stage of the product cycle. See <i>Waste Minimization and Material Efficiency</i></p>	 <p>We are dedicated to managing water use thoughtfully and efficiently throughout our global operations, focusing on careful and responsible utilization. See <i>Water Conservation and Recovery</i></p>	 <p>We will source responsibly and work with our suppliers to develop sustainable solutions. See <i>Environment and Governance</i></p>	 <p>We will actively promote environmental conservation in the communities in which we operate. See <i>Environment</i></p>

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OUR SUSTAINABILITY GOVERNANCE STRUCTURE

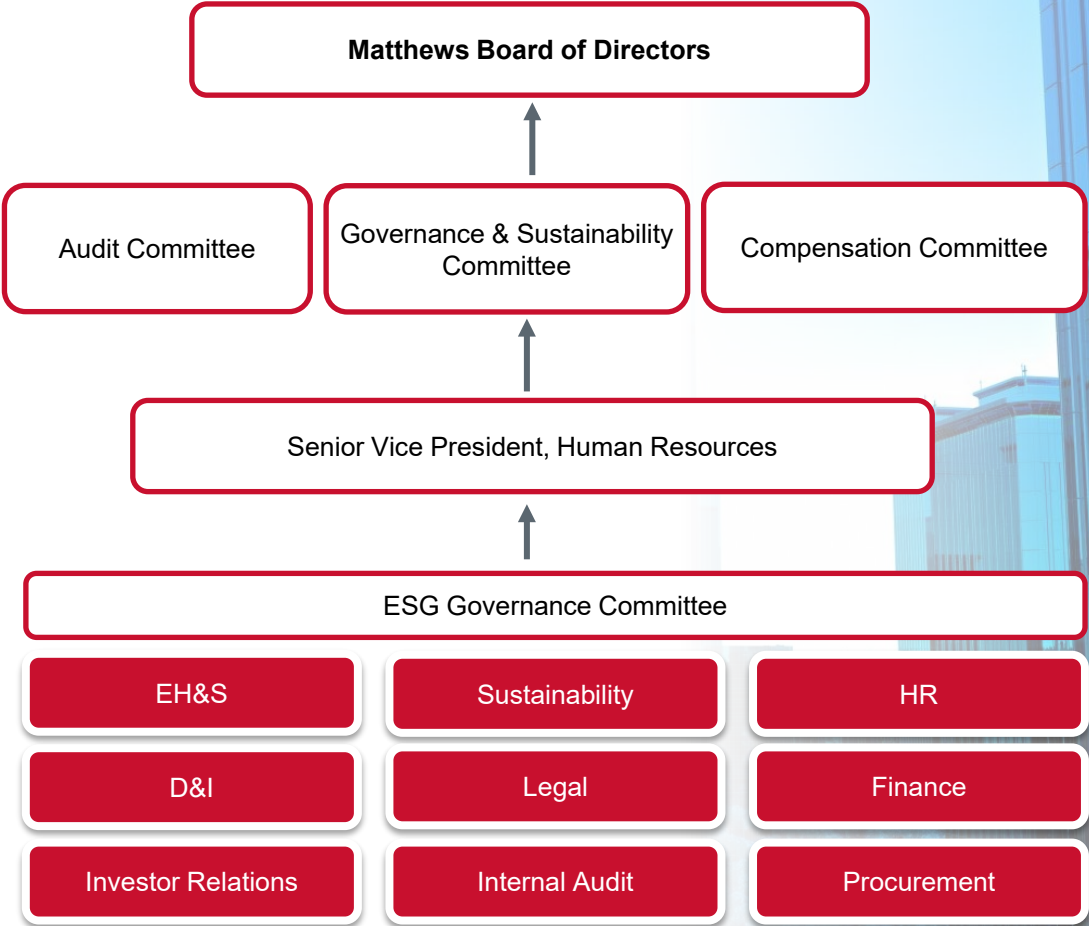
Integrated Approach

Sustainability oversight has been integrated across all major corporate governance structures and levels. The Board assumes the highest level of sustainability oversight. The Board Governance and Sustainability Committee oversees all sustainability-related matters and is responsible for approving sustainability strategies and external targets.

While ESG activities are ongoing at all levels of the company, the Senior Vice President, Human Resources and Board Committees have oversight of strategy, key actions, and areas of investment. Matthews’s various ESG and sustainability initiatives are 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 EHS Management System.

At the operational level, the ESG Governance Committee directs strategy and design of priority compliance and sustainability initiatives. Day-to-day administration of all policies and operational control in the areas of governance, environmental, health and safety, diversity and inclusion, financial reporting, and risk management is managed ESG Governance Committee members. The ESG Governance Committee reports to the Governance and Sustainability Committee on a quarterly basis and to the full Board of Directors on an annual basis.





Environment

OUR ENVIRONMENTAL STRATEGY

Our Culture Pledges

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

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

Our Commitment

Matthews is committed to environmental stewardship and reducing the environmental footprint of our operations and supply chain. Our strategy is to align our environmental conservation goals with business growth by applying efficient use of resources, implementing the 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**. We have six locations that are ISO 14001:2015 certified and are evaluating expansion to additional facilities. In 2023, we implemented a global reporting system to track our environmental metrics. 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. Driving equipment energy expenditure, reducing emissions, and improving efficiency throughout operations and our supply chain is not only good for the environment, but also for business too.

Key Areas of Environmental Metrics Focus Identified for the Business

- Greenhouse Gas (GHG) Emissions
- Energy Management
- Solid Waste and Hazardous Waste Management
- Water Management



CLIMATE AND ENERGY

Our Performance Pledge: We will conserve energy and manage energy efficiency improvements throughout our global facilities and operations.

Energy Efficiency

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 reduce non-renewable resourced energy. 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 so that we can demonstrate the long-term return on our investments in the form of improved safety as well as reduced energy and emissions.

In late 2022, the SGK APAC region launched a bulb replacement project and through 2023 replaced all lamps with LED light bulbs across five facilities. SGK's UK facilities implemented passive infra-red (PIR) motion detectors to ensure lights are only on when needed and replaced all internal and external lights with LED bulbs. We plan to install LEDs in additional Matthews' facilities worldwide to maximize energy efficiency and further reduce our carbon footprint. Further, at SGK's Manchester facility, we are sourcing 30.7% electricity from renewable sources.

SGK uses Thieme screen printing presses which are considered the most energy efficient in the world, typically using 25% less electricity than any other option on the market.

Memorialization is looking into additional ways to improve efficiency and reduce emissions in the future such as potential fuel additives for improved efficiency, converting to electric delivery trucks for the distribution team, and transitioning cranes to electric power. Additionally, Memorialization is actively engaged in evaluating solar panel installation in facilities to harness renewable energy.

15%

Large projects with positive EHS and/or Sustainability impacts

100%

LED light bulbs used across five facilities in APAC

Climate and Energy Targets

- ▶ Conduct energy audits of selected sites to identify efficiency improvements that positively impact environmental and economic performance
- ▶ Monitor and evaluate energy efficiency by facility through 2023 data gathering to establish baseline and prepare for future target setting

2024

- ▶ Begin measuring and reporting energy usage at our facilities where feasible



CLIMATE AND ENERGY

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

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. For example, our Witham, UK facility is certified to the ISO 14064-1 certification scheme designed to help measure, manage and reduce our carbon footprint.

Over 50% of SGK's North American workforce switched to hybrid work which has resulted in an average commute reduction of 30 miles per week per employee. This is estimated to eliminate ~710kg CO₂e a year reduction in energy consumption and GHG emissions. We do not currently account for Scope 3 emissions but have ambition to do so in the coming years.

We are focused on improving fuel efficiency and reducing emissions. To advance this effort, Matthews has implemented initiatives such as acquiring 200 trucks equipped with advanced technology to improve fuel economy and upgrading older semi-tractors and cranes with a cleaner more efficient fleet. This has resulted in improved operations and a reduced carbon footprint.

Memorialization implemented a new Routing Software for its Matthews Aurora Funeral Solutions (MAFS) Distribution Network which increases fuel efficiency. Additionally, Memorialization has lowered volatile organic compounds (VOC) emissions by adopting an on/off trigger mechanism and a modified conveyor style that increases transfer efficiency.

Matthews Cemetery Products improved the Diamond Shield finish system by switching from gas to an electric oven which resulted carbon and VOC emissions reductions. They enhanced VOC capture and destruction through the installation of a new thermal oxidizer.

710

Kg CO₂e emissions
eliminated from
reduced employee
commuting annually

30 Miles

Average commute
reduction per SGK
employee



WASTE MINIMIZATION AND MATERIAL EFFICIENCY

Our Performance Pledge: We will take actions to reduce and recycle waste at every stage of the product cycle.

Our Waste Management Strategy

Matthews is committed to reducing waste and incorporating efficiencies across global facilities and operations, including safely disposing of hazardous waste. To tackle this challenge, we have partnered with Roadrunner to help us manage waste reporting moving forward. Roadrunner is a tech-based waste and recycling service that fully manages our day-to-day waste operations, drives cost savings, and increases recycling to move us toward better recycling percentages. To ensure waste is being disposed of properly, we have clearly labeled waste, recycling, and compost bins in many of our global facilities with goals to expand these efforts to more facilities, as feasible.



Reuse and Recycling

One way we focus on minimizing our waste in operations is by reusing packaging rather than purchasing virgin material where possible. Memorialization's Granite team initiated a sand recycling program, cutting sand consumption by 35%. Memorialization also introduced a program to recycle ingots at both the Pittsburgh and Searcy U.S. facilities, contributing to reduced waste. Memorialization's Stamping plant's recycling effort resulted in a daily average of 15,000 pounds of steel from engineered waste parts being recycled. Additionally, scrap pieces were utilized to create non-surface critical parts whenever feasible.

Multiple Matthews plants have adopted strategies to optimize resources and reduce waste. Some examples include utilizing external services to clean specific personal protective equipment (PPE) and rags, reusing incoming skids for shipping materials at the Stamping plant, sourcing certain packaging materials from Monterrey, Mexico and recycling them for a second use, and maximizing cardboard recycling efforts.

Innovative Waste Solutions

Memorialization's York U.S. facility efficiently converted wood waste from the optimizer into energy to fuel boilers. These boilers supplied heat to kilns and the plant during winter. Furthermore, surplus sawdust not required for boilers was repurposed by selling it as farm bedding. Moreover, Memorialization's Granite team implemented a pallet chipper, reducing wooden pallet waste area by 10-fold.



Waste and Material Targets

- ▶ 100% of hazardous waste to be disposed of in line with local regulations each year
- ▶ Evaluate current % of recycling by facility through 2023 data gathering

2024

- ▶ Begin collecting and reporting waste data from our facilities where feasible

WASTE MINIMIZATION AND MATERIAL EFFICIENCY

Material Efficiency

Material usage can be a significant part of SGKs overall carbon footprint. In recognition of this, through intelligent manufacturing and best practice processes, IDL Print, which is a division within the SGK segment, has reduced overrun material in the manufacturing process in one location from 15% to 3%. Two SGK facilities in China switched from Gravure to Flexo printing, which mainly uses water-based inks. These are considered pollution free which have a reduced environmental impact.

Additionally, IDL Print has started the process to become a Sustainable Green Printer through the [SPG partnership program](#). SPG is the leading non-profit accreditation organization that promotes sustainability in printing practices and manufacturing operations.

Sustainable Consumption

Not only have we focused on operational waste initiatives, but we have also engaged employees to drive individual sustainable consumption through innovative waste reduction campaigns around the world. Some of those projects include SGK Penang, Malaysia and Manila, Philippines facilities providing woven bags to employees to eliminate the use of plastic grocery bags. Another is the use of banana leaves being used in place of paper plates in cafeterias in Chennai, India and switching to reusable kitchenware to reduce the use of single-use items at many facilities. Several UK facilities have removed plastic cups from vending machines, reducing on average, 300 plastics cups from entering landfills each day. SGK has also moved to a paperless workflow, eliminating printing by switching to a fully digitized process. SGK is committed to further educating employees on proper waste disposal and waste reduction initiatives.

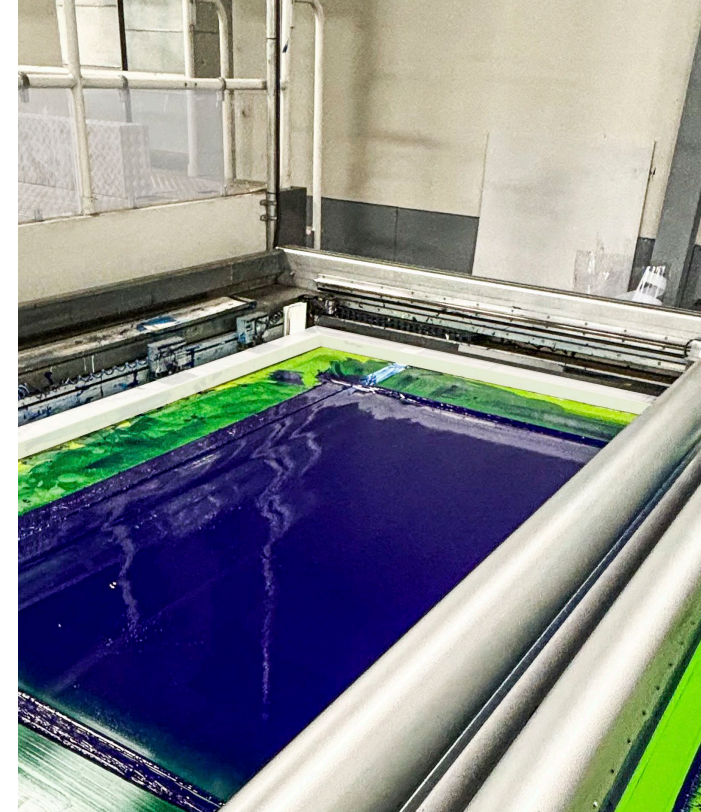
Our Ambition

Individual locations or business segments have undertaken waste reduction measures specific to their production method, including:

- Setting goals to reduce paper usage within the delivery model at Memorialization sites
- Developing processes to transform sprawl waste into profitable products, aligning with circular economy principles
- Shifting to 100% recycled packaging materials in our Granite division, demonstrating the company's commitment to sustainable practices

12%

Reduction of overrun material in manufacturing process



Case Study

Use of Sustainable Materials

IDL Print – We prioritize the use of sustainable materials wherever we can. In our screen-printing process, we use FalconBoard and ReBoard as an alternative to EPVC. These alternatives are made from sustainable and renewable resources and are 100% recyclable.



WATER CONSERVATION AND RECOVERY

Our Performance Pledge: We are dedicated to managing water use thoughtfully and efficiently throughout our global operations, focusing on careful and responsible utilization.

Our Water Management Strategy

As a signatory to the UN Global Compact, we identify the right to water as a fundamental human right. This means, we believe everyone is entitled to have access to sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic use. We measure and monitor water withdrawals across our major locations. Additionally, our Granite facilities are establishing closed-loop water systems with filtration at MGM and Elite, expected to cut water usage by 90%. Our Monterrey, Mexico facility has recently implemented a water recovery system to tackle water wastage during their processes. The project's total investment is under \$10,000 and is expected to reduce total water consumption by approximately 17%.

Water remains a minimal part of Matthews overall environmental impact. However, water usage in the manufacturing process for the development and reclamation of our screen-printing process is the largest water impact and we are determined to reduce water usage in this area. Through process improvements, IDL Print has reduced water usage and wastewater discharge by over 45%. To reduce the use of fresh water, equipment systems were modified to recycle water back into those systems rather than using 100% fresh water. We have also started the transition away from screen-printed graphics to a more digital process, further reducing water needs.

In 2022, SGK conducted a water risk assessment to identify actual and potential risks associated with water sourcing or water-related impacts from climate change. While SGK is exposed to potential water-related impacts from climate change, such as drought, hurricanes, and sea level rise, the assessment determined that SGK does not source water from any water-stressed regions. Matthews is committed to identifying and implementing additional water conservation and management initiatives across our global operations to reduce risk and conserve resources.

90%

Water usage cuts by establishing closed-loop water systems in our Granite facilities

45%

Water usage and wastewater discharge reduced by IDL Print

Water Targets

- ▶ Assess water stress in areas in which we work
- ▶ Monitor and evaluate % of water usage by facility through 2023 and 2024 data gathering to establish baseline and prepare for future target setting

2024

- ▶ Begin collecting and reporting water usage at our facilities where feasible



Advancing
Sustainable
Solutions

ADVANCING SUSTAINABILITY THROUGH OUR SOLUTIONS

Our Culture Pledge: We will vigorously pursue the development and implementation of technologies to minimize pollutant emissions from our products and our operations.

All segments of our business are focused on advancing sustainability throughout the value chain with our unique service offerings and customized solutions. From our energy storage solutions (including battery production technology for electric vehicles) and our waste-to-energy solutions in the UK and Europe, to our environmental solutions that reduce packaging materials and reduce VOC emissions, we understand the critical role we play across a variety of sectors to provide business solutions to drive efficiency and environmental performance.



SOLUTIONS FROM INDUSTRIAL TECHNOLOGIES

Industrial Technologies is dedicated to designing, manufacturing, and distributing a wide range of technologies for energy solutions and industrial automation applications including marking and coding, and warehouse automation.

Our products and services meet the most demanding performance and environmental standards worldwide. We are focused on innovating waste management for a sustainable future.

Case Studies

Hydroponic Grower Saves Big with Improved Traceability

A provider to big-box retailers, Pete’s Living Greens had issues with its date printing equipment causing barcode readability issues on the cases of hydroponic butter lettuce grown in their facility. Pete’s engaged Matthews’ Product Identification division for an upgraded centralized marking and coding system. Resulting benefits include increased efficiency, improved traceability, fewer quality holds and rejects, and an overall better customer experience.



Increased efficiency



Time and money savings



Less rework and scrap



Reduced risk of quality holds

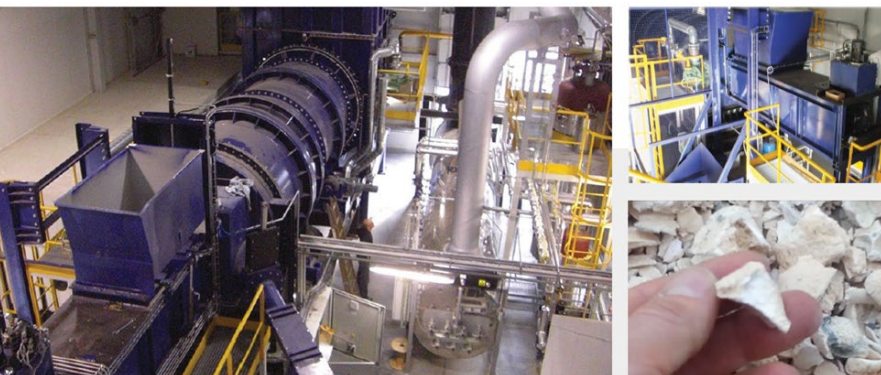
Advancing Bi-Polar Plate Production Technology

At Matthews we see partnerships as an important part of the Matthews growth strategy as we become a key player in the fast-growing energy market. To that point, we are proud to be joining forces with Illuming Power, a Vancouver BC engineering firm specializing in the design, prototype, manufacture, and sale of hydrogen fuel cell related materials, components, and stacks, to provide the opportunity to not only reduce the cost of production, but to also confirm the scalability to produce millions of hydrogen fuel cell units per year. This two-year partnership will develop an automated, expanded graphite bipolar plate production line that will dramatically reduce production costs, accelerating the mass market adoption of fuel cells for a variety of end-use markets, including for transportation and stationary applications. We believe the impact on the industry will be significant.

SOLUTIONS FROM MEMORIALIZIZATION

Innovating Waste Management for a Sustainable Future

A regional meat processing plant in Chrzanów, Poland produces approximately 150,000 kg/year of byproduct waste, operating year-round. The owners needed to dispose of the waste and recover as much energy as possible from the process. Moreover, the entire operation needed to comply with the stringent environmental requirements of the European Waste Incineration Directive (WID). Matthews Environmental Solutions designed a custom gas-fired rotary incinerator plant with a continuous 24/7 operation capacity of 700kg/hour. This incinerator plant incorporated an energy recovery system that converted waste heat into steam, generating around 3,000 kg/hour of saturated steam for use within the processing plant. The incineration process reduced waste mass by 95-96%, yielding a calcined ash with less than 3% carbon, which was sold for soil remediation. To meet European Waste Incineration Directive standards, the plant integrated a comprehensive exhaust gas abatement system and continuous emission monitoring.



Incineration Solutions to Reduce Waste

During the event of the Hajj, an important five-day festival in Saudi Arabia, roughly 10,000 tons of waste are produced. Historically this waste is landfilled, but the Municipality of Rural Affairs (MOMRA) decided to partner with Matthews Environmental Solutions to provide an incineration solution, aiming to save both landfill space and transportation costs while protecting the local environment. Not only did the incinerators reduce waste mass by 95-96%, but they also recovered 5.9MW of waste heat for industrial boilers and left a calcined ash with less than 3% carbon. The flue gas abatement filtration and continuous emission monitoring systems ensured compliance with strict environmental standards, including the European Waste Incineration Directive. This innovative solution safeguarded the health of locals and pilgrims at the event and significantly reduced the overall environmental impact.

95-96%

Reduction in waste mass by incorporating an energy recovery system within the incinerator process

5.9MW

Waste heat recovered by using incinerators

Case Study



SOLUTIONS FROM SGK

SGK recognizes the need to change our approach to the product value chain. That is why we have made it a key focus to offer our value chain partners efficient, eco-friendly packaging and brand experience solutions. We're equally committed to helping our clients discover, design and implement innovative solutions to reduce the environmental impact of their products. Striking the right balance between branding and sustainability is key to success.

SGK helps improve the environmental sustainability of branded content, across creative, structural, digital, technical, and advisory solutions.

SGK was one of the co-founders of the Packadore Collective, a group of like-minded organizations that work collaboratively to design and implement both desirable and sustainable packaging solutions to help brands create real impact, now and for the future.

Case Studies

Reduce, Recycle, Renew, Refill

RE-DUCE

10%
ECO-COST
9%
CARBON EMISSION



RE-CYCLE

49%
ECO-COST
45%
CARBON EMISSION



RE-NEW

80%
ECO-COST
68%
CARBON EMISSION



RE-FILL

81%
ECO-COST
81%
CARBON EMISSION



We explored opportunities to reduce the environmental impact of the iconic Gatorade bottle. We used our Sustainability Scan, a full lifecycle assessment tool which collects and analyzes material use and CO₂ data, to understand the environmental impact of the current bottle.

We then leveraged this baseline to identify opportunities to reduce the environmental impact, with visualized concepts and quantified improvements. We ended up with conceptualized packaging options with a low eco-cost and carbon emissions that can be implemented to reduce Gatorade's environmental footprint.

Eco-Influence: Creating a Circular Experience



Committed to achieving 100% recyclable packaging by 2025, Nature Valley launched new Crunchy Granola Bar wrappers that are store drop-off recyclable.

To amplify the eco-consciousness of the Nature Valley brand, we created an influencer kit—made entirely of recycled, recyclable, or compostable materials—that increased awareness of the new wrapper while reinforcing the promise of zero waste.

Targeted to 10 social media influencers, the messaging reaffirmed the recyclability of both the kit and the new wrapper and included upcycled items to demonstrate the recycled wrappers' second life.

Connected Packaging Experience

Mars Wrigley's partnered with SGK to develop a QR Code embedded on the Mars Galaxy Chocolate wrapper to test the effectiveness of a connected packaging experience with consumers while telling the Mars sustainability story around farming practices and their support of women farmers.

The hope is that mission-driven transparency will result in deeper consumer connections and increased brand loyalty. Mars is just one of many CPGs leveraging Connected QR codes to engage consumers and provide deeper storytelling that goes beyond the pack.



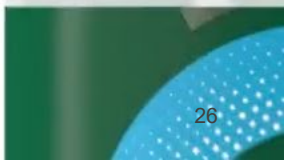
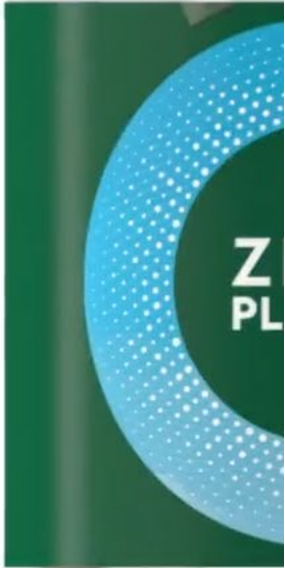
SOLUTIONS FROM SGK

Creative Design for Sustainable Products

When Seventh Generation developed its Zero Plastic product line, they partnered with SGK to deliver on their mission: become a zero-waste brand by 2025. To express the product's "fundamental clean" promise, we developed a zero-waste design strategy and pack design for steel cannisters—the most recycled and recyclable material in the world—that amplifies the “green” focus of the brand. SGK also integrated premedia services, photography, sales collateral, and a microsite for the new product line and simplified the end-to-end process, reducing handoffs and stage gates, and delivering efficiency and speed to market for this new product launch.



Case Study





Social



OUR APPROACH

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

The ever-growing global regulatory environment means organizations like Matthews have several compliance frameworks to both understand and manage simultaneously. Legal compliance is not the only driving factor for our social programs—quality products and services, the wellbeing of our employees, our environmental impact and our stakeholder interests and requirements—all factors are woven into the fabric of our operations, activities and interactions.



CONNECTION

- Global, Diverse Businesses
- Commitment to Diversity & Inclusion
- Inclusive Leadership
- Community Support
- Charitable Giving



GROWTH

- Learning & Development Programs
- Career Pathing
- Mentoring
- Leadership Development



INNOVATION

- Innovative, Entrepreneurial Spirit
- Highly Specialized Industries
- Green Technologies
- Industry Leading Products & Services



WELL-BEING

- Workforce Flexibility
- Competitive Pay & Benefits Programs
- Employee Assistance Program
- Sustainability Programs



EMPLOYEE HEALTH, SAFETY & WELLNESS

EMPLOYEE HEALTH & SAFETY

The global Environmental, Health and Safety (EHS) team has developed an integrated approach that is based in legal compliance and builds to support positive employee health and safety outcomes, reduce environmental impacts, and enable high quality product delivery to our clients. The EHS Management System (MS) model mimics this integration and has recently been updated to align with new international standards, ensuring that safety is not a silo and that it's at the forefront of everything that we do.

Matthews Guiding Principles

Matthews Guiding Principles provide the “borders” for our environmental, health, and safety culture, where we believe that safety is not just the absence of incidents. Instead, safety performance is measured by the presence of capacity to prevent incidents.

1. The leaders of our businesses are engaged in understanding, reinforcing and demonstrating commitment to these guiding principles and the values behind them.
2. Employee health and safety shall be set as a top priority.
3. Level of risk shall be the guiding factor in evaluating unsafe practices, processes, and environmental conditions with a focus on risk reduction and elimination.
4. All people working for and on behalf of Matthews are equally responsible for upholding our EHS policies and reinforcing our EHS culture on a daily basis.
5. We invest in educating our employees to enhance their knowledge of Environmental, Health and Safety.

Safety Measures

In line with these five 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 development and implementation of the Pause, Assess, Understand, Share, Execute (PAUSE) program to engage peer to peer assessment of at-risk conditions and behaviors
- Conducting in house compliance based self-assessments and implementing corrective actions and tracking said actions to closure
- Measuring and continually improving our Total Recordable Rate (TRR) and Days Away/Restricted/Transferred (DART) at all facilities and for all operations
- A Global EHS Steering Committee is focused on building a world-wide network for sharing of best practices, successful programs, and connected group of EHS professionals across the company and business segments

“Health and safety is not a silo, Health and Safety is an integral supporting pillar, a cornerstone. It’s at the forefront of everything that we do and is intrinsically linked together with the other supporting ESG pillars and functions... Our EHS Management System illustrates the cross functional inter-relationships and strategic alignment. Embracing the integration makes good business sense. Safety doesn’t have to happen by accident.”

Paul Jenner, SGK Quality, Health, Safety & Environmental Manager, EMEA



EMPLOYEE HEALTH, SAFETY & WELLNESS

Health and Safety Management

The Global EHS Steering Committee focuses on managing the environmental, safety, and health activities of the Company and making specific efforts to identify and eliminate potential for injury, environmental exposures or releases, and work-related incidents. Specifically, the Steering Committee:

- Consists of Matthews' employees including EHS leadership representing locations across the globe and cross-functional disciplines;
- Provides direction and support to our onsite EHS professionals, plant managers, and leadership at all levels of the company and;
- Is the driving force that develops and deploys Matthews' Environmental Health and Safety Policy and programs.

Monthly Health and Safety Targets

At Matthews, we hold ourselves accountable for providing a safe workplace, and our EHS professionals as well as leadership are responsible for the following monthly targets:

- Conduct one (1) sitewide tour looking for potential environmental health and safety hazards, with corrections to those hazards being tracked
- Review the site specific EHS strategy plan to ensure all activities and required training are on track to be completed
- Engage in a "Call to Action" conference call to discuss EHS topics, opportunities and share best practices

We have developed an internal regional compliance system to track statutory compliance requirements which provides visibility at the top-level across each of the sites to stay up to date with testing, audits, and metrics. Additionally, the Memorialization bronze facility in Searcy, US received the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program's (VPP) Star status and is sharing its lessons learned with other sites. VPP provides occupational safety, health and environmental leaders with networking and educational opportunities, legislation information, industry advancements, preferred vendor and consultants dedicated to VPP safety, health and environmental management systems. One SGK site in the UK is certified to ISO 45001:2018 and the company is looking to add other locations.

2023 Highlights

Matthews recognizes the importance to provide all employees with a safe and healthful work environment. The EHS Team introduced a set of five Cardinal Rules that must be followed without exception:

- 1) Obtain and comply with valid work permits wherever required
- 2) Comply with all energy isolation, lockout and live electrical procedures
- 3) Obtain authorization before disabling any guard, interlock, or other safety device
- 4) Keep out from under a suspended load
- 5) Protect against falls when working at heights



"Our Environmental Health and Safety Department is dedicated to improving our workplace by identifying and reducing risks to the employees and the environment. We continuously strive to protect the health and safety of our employees, ensure compliance with regulatory expectations, minimize our environmental impact, and uphold our commitment to sustainable practices."

Larry Newport, Senior Director, Global Environmental Health & Safety



EMPLOYEE HEALTH, SAFETY & WELLNESS

EMPLOYEE WELLBEING

In recent years, Matthews has embarked on initiatives supportive to employee mental health and wellbeing, not only as an outgrowth of the COVID pandemic, but in recognition that maintaining a culture of awareness and support for our employees and our managers in the realm of mental health is vital to our employee’s wellbeing, and hence our company’s success. In support of this commitment, Matthews has implemented several internal initiatives including employee resources, employee assistance programs and flexible and hybrid work arrangements.

In 2023, Matthews made available a series of Mental Health Awareness trainings to managers in the U.S., Canada, UK, Singapore, Malaysia, Poland, Chennai, and parts of China. The focus is to educate managers and HR on how to notice signs that an employee may need help and the steps to intervene. We provide regional educational resources based on needs/wants and culture, such as family and personal counseling, childcare services, legal support, and financial discounts.

To identify regional needs and wants, we rely on feedback from key business representatives. The global Mental Health Awareness Advocacy Group meets quarterly to collaborate and share current state and ideas to promote visibility of resources and programs. Matthews partnered with ComPsych, an employee assistance benefits program designed to provide confidential and complimentary counseling services, work-life assistance, legal and financial guidance to help handle concerns constructively, before they become major issues.

We developed an Employee Mental Health and Wellbeing internal website that provides 24/7 resources to employees on a variety of mental health and wellbeing topics.

Monthly webinars were hosted by the Benefits Team throughout 2023, and session recordings are available to all employees. Sessions included:

- 1) Mental Health Awareness
- 2) Managing Worry and Anxiety
- 3) Understanding Depression
- 4) Counseling & Therapy, Demystified
- 5) Suicide Awareness
- 6) Hobbies for Mental and Physical Health
- 7) Kids and the Internet: Becoming a Cyber Savvy Parent
- 8) Helping a Loved One through Difficult Times
- 9) Walking for Mental Health
- 10) Mental Fitness for Optimal Brain Power
- 11) Secrets to Self-Motivation
- 12) Eating Healthy on a Budget

Each of these initiatives are designed to meet the unique cultural needs of organizational locations and recognizes the unique mental health and wellness of each of our employees.



DIVERSITY & INCLUSION

Committed to a Culture of Diversity and Inclusion

At Matthews, we see diversity and inclusion (D&I) as a priority to be considered in every aspect of our business. We understand and firmly believe in the value that diverse experiences, perspectives and ideas bring to our workforce and offers our clients. In our organization, 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 free to realize their full potential.

As a global employer of 12,000 people, we believe it is our responsibility to ensure widespread representation of and provide equitable opportunities for all people at all levels within our Company, while continuing our support for the communities in which we live and work. We must individually and collectively continue to uphold these values every day. We are committed to building a culture where employees of all backgrounds, genders, identities, and experiences, have a voice; have a sense of belonging and are encouraged to succeed.

Our efforts started with strategy sessions and the development of a Global Council. The Global Council, representative of our diverse workforce, helps to shape plans and program priorities so we can effectively contribute to advancing racial equity and greater diversity and inclusion within our own organization. In 2021, we initiated an awareness campaign focused on monthly learning series, heritage celebrations, newsletter features, and unconscious bias pilots. Additionally, we conducted a demographic current state assessment and prioritized opportunities.

In 2022, we developed the ELEV8TE D&I Strategy. These eight areas of focus allow us to expand on our reach across the business while creating a more powerful connection with customer and employees through D&I.

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**

In 2023, we established relationships with the Society of Women Engineers and the National Association of Black Accountants to bolster external recruiting partnerships and provide networking and development opportunities for employee members.

As a part of our larger campus recruitment efforts, Matthews participated in on-campus recruitment at Tuskegee University. Tuskegee University is a Historically Black College and University in Alabama and is the leading producer of Black Engineers.



DIVERSITY & INCLUSION

D&I Councils

Matthews is fortunate to have D&I champions working across the business who have formed six D&I Councils to develop and maintain programming that contributes to our overall D&I efforts. The Councils are made up of staff from around the world and meet on a regular basis to collaborate on program efforts, aligning with a mindset of “going further, faster.”

D&I Learning Paths

We have five strategic Learning Paths to enable the development, knowledge and growth of employee understanding in D&I. These Learning Paths are comprised of 32 training units which provide development that reflects Matthews’ core values and are available to all employees.

Ally

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

Advocate

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

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

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

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

DIVERSITY & INCLUSION

D&I Resources

We provide several global and regionally focused D&I trainings, resources, and events to all employees including:

- An internal website with workshops, upcoming projects, music, videos, articles, documentaries, podcasts, and much more available for all employees.
- Women supporting Women Committee hosts bi-monthly meetings open to all women within the Pittsburgh locations to discuss struggles and successes in the workplace.
- SGK locations hosted global events to educate and start conversations on Pride, specifically relating to gay culture, and the relevance of Color and Symbolism.

The Global Diversity Council hosted the following Coffee Chats in 2023 to build understanding and awareness around cultural differences and acceptance:

- 1) January - Hispanic Heritage
- 2) February - Black History Month
- 3) March – International Women’s Day
- 4) April and May – Pronoun Usage
- 5) June – Pride Month
- 6) June – Juneteenth
- 7) December – Inclusion During Holiday Travel

We are dedicated to continuing to build upon our eight D&I focus areas and have a culture where all people have a voice, are celebrated, and are encouraged to pursue their highest aspirations

External D&I Focused Partnerships



DIVERSITY & INCLUSION

ANTI-DISCRIMINATION AND 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, applicants, vendors, customers, and visitors in all aspects of Matthews’ business, including while at work on company property at any time, at Company-sponsored activities, or anywhere business is conducted. 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 awareness trainings annually on discrimination and harassment as well as mandatory harassment prevention compliance trainings for managers and employees. 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. Further, unconscious bias training and workshops were rolled out to all managers in 2023. These workshops cover topics on confirmation bias, affinity bias, and unconscious bias at work and mitigation practices. We are proud of the mutual respect our employees have shown to each other throughout the years. We feel confident that this will continue and want to ensure that it does.

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.



EMPLOYEE ENGAGEMENT & SKILLS DEVELOPMENT

Matthews is dedicated to the continuous growth of our workforce and believe that the investment in our people is an investment in the future. Development is a shared responsibility between the employee 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.

Employee Learning & Skills Development

Individual Development Plans (IDP) are an essential part of aligning and prioritizing our employee's development. IDP tools and resources are available on the internal employee website to assist employees and their managers in the planning and monitoring of development objectives and activities, which ensures that our employees are well equipped to achieve their goals. To ensure positive dialogue between employees, the Americas region provides training for all frontline managers on the topic of 'Better Conversations Everyday,' it is a targeted training for developing trust and leadership skills.

In 2023, employees participated in countless hours of training through a variety of online and live interactive training from internal and external providers such as SuccessFactors and LinkedIn Learning. LinkedIn Learning is our Learning Experience Platform for personal and professional development and offers over 16,000 courses on various topics in seven languages. We also provide trainings to all our employees on our operations and organizational practices such as change readiness, time management, our Code of Conduct, health and safety, and much more.

Career & Leadership Development

Matthews has several career development programs such as coaching, mentoring, and sponsorships and they are all different. Participants have the opportunity to network and collaborate across the globe with various lines of business where they share knowledge, best practices, and innovative ideas on strategic action learning projects while being supported by their managers, mentors and alumni.



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



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

Matthews has a 12-month formal mentoring program for nominated critical talent. This program provides structured guidance to our future leaders, 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 who guides 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.

EMPLOYEE ENGAGEMENT & SKILLS DEVELOPMENT

Employee Engagement & Recognition

Matthews conducts a variety of employee engagement surveys throughout the year that enable employees to communicate directly to managers and leaders about their work experiences in a confidential manner. In 2023, 575 responses were received. Overall, the survey showed:

- Employees are engaged
- Manager relationship perceptions are positive
- Employees feel their voice is heard and are comfortable speaking up

In 2022, Matthews developed 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. The first step was to assess our current state and identify the areas we are doing well and the areas of improvement. Through this assessment we identified five key attributes of our EVP. As a continuation of the EVP project, in 2023 we launched a series of onboarding employee surveys to check in with new starters. 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



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



Radical Flexibility

Makes 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



Shared Purpose

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

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

EMPLOYEE ENGAGEMENT & SKILLS DEVELOPMENT



Employee Engagement & Recognition

Employee recognition & engagement initiatives include:

- **Matthews Spotlight on Innovations Series** – designed to spotlight the many exciting and interesting innovations under development within and across all Matthews' businesses.
- **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.
- **SGK Inspired Possibilities Awards** – employee nominations to recognize and reward team members with outstanding achievements in various areas.
- **SGK The G Awards** – employee recognition for projects with originality, craftiness, and aligning to the category brief they were assigned.
- **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.*

COMMUNITY IMPACT & ENGAGEMENT

Community Commitments

Being a good neighbor in our communities matters! We are not only committed to improving the lives of team members and customers, but also the people in the communities that we operate. This commitment leads us to maintain strong connections to the communities where we do business. We believe great communities are the foundation of great business. Accordingly, we endeavor to engage with communities on matters that are important to them. Our aim is to ensure through dialogue that we are listening to, learning from and considering their views as we conduct our business and identifying the areas we can make the biggest impact.

Community Outreach

We have participated in and supported many local charitable activities over the years. Two Matthews Aurora Funeral Solutions manufacturing facilities each held a Toys for Tots drive during the 2023 holiday season. Two hundred toys were donated to children in their communities.

The Matthews Aurora Richmond Stamping facility has a tradition of adopting a family that can use some extra assistance during the holiday season. The year, the team adopted the family of a former employee in great need. The team raised funds and donated both the funds and gift cards to the family to help make their holiday season a bit brighter.

The Memorialization Monterrey facility participated in several holiday activities this year. As a sponsor of the Family Christmas Walk organized by the Guadalupe City Government, they provided candy bags to participants. They collect caps for the Christmas campaign “Tapas to Heal” to donate to the Anti-Cancer Alliance, which is an organization that provides medical treatments for children with cancer.

Both the employees and Matthews collaborate by donating toys that are delivered to children in low-income areas as part of the Christmas Campaign “Sharing Smiles” in coordination with the Government of Guadalupe City.

Through partnership with Pittsburgh Catholic High School Nazareth Prep, Matthews provided a student internship during the 2022-2023 school year. Nazareth Prep’s program works with employers in the area to sponsor high school students with internships focused on developing the professional skills and preparing them for future careers. As a result of our work with the program, Matthews was presented with the “New Partner of the Year” award.

IDL Print formed a partnership with Progressive Workshop of Armstrong County Inc (PWAC), which provides vocational rehabilitation services to people with disabilities. Through this relationship, two Small Group Employment crews were sent to IDL Print to help with assembly projects at IDL Print’s manufacturing facility. In addition to the project crews through PWAC, IDL Print has also hired a part-time employee from Community Care Connections, an organization that provides job opportunities for adults with developmental delays or disabilities.



COMMUNITY IMPACT & ENGAGEMENT

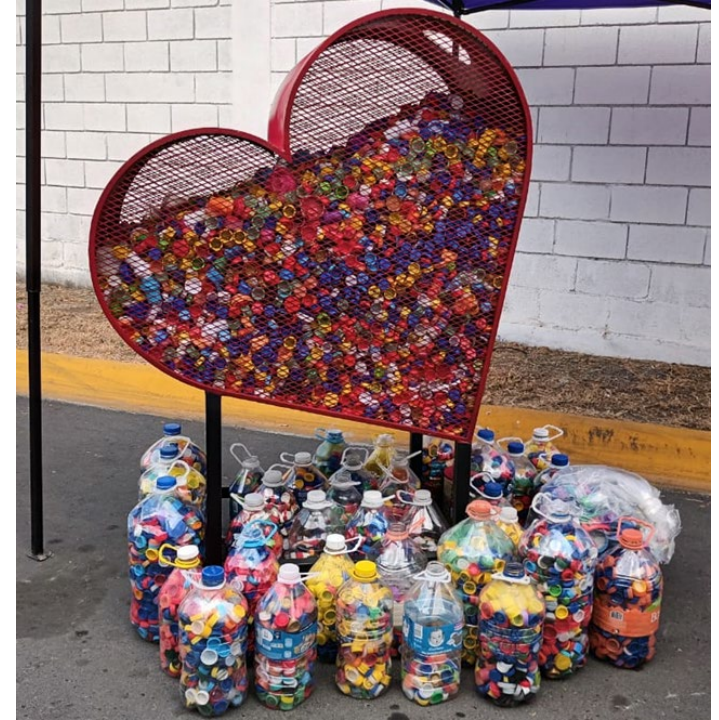
Community Partnerships

Matthews is dedicated to providing employment opportunities and hiring within our local communities. That's why we partner with local agencies and schools to proactively recruit and present these opportunities. A few of the organizations we have partnered with include Family and Workforce Centers of America, multi-regional Community and Tech schools, Hispanic and Latino Chambers, Asian Community Alliance, National American Vets Association, and RecruitMilitary, and Ontario Employment Connection.

Children-focused Impact

As a company serving customers and clients around the world, Matthews takes seriously its role as a global citizen. In addition to encouraging and supporting local charities in the communities in which we live and work, Matthews International has its own charity, Matthews Children's Foundation, that has supported numerous children's charities across the United States.

Matthews Aurora Funeral Solutions and Matthews Cemetery Products are proud to partner with our Funeral and Cemetery customers to support all aspects of child welfare. Participating funeral homes and cemeteries can apply to sponsor grants for child-focused nonprofits in their local communities. Grants are awarded three times a year, and participating funeral homes and cemeteries present the grant award to their sponsored charitable organizations. Since its inception in 1992, the Foundation has granted more than \$5 million to community-based, nonprofit children's organizations nationwide.





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 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.

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. The Board has four standing committees:

Committee Charters

Audit

Compensation

Governance & Sustainability

Finance

Board Practices

- Board chair is an independent director
- There are 10 Board of Directors, 80% of which are independent
- The Governance & Sustainability and Audit committees 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 one serving as chair of a standing committee. In addition, the Board has 20% ethnic diversity.

Board Diversity Matrix for Matthews International as of 10/1/2023

Total number of Directors	10			
Gender Identity	Female	Male	Non-Binary	Did Not Disclose Gender
Directors	3	7	-	-
Demographic Background				
African American or Black	1	-	-	-
Alaskan Native or American Indian	-	-	-	-
Asian	-	-	-	-
Hispanic or Latin	-	1	-	-
Native Hawaiian or Pacific Islander	-	-	-	-
White	2	6	-	-
Two or More Races or Ethnicities	-	-	-	-
LGBTQ+	-	-	-	-
Did Not Disclose Demographic Background	-	-	-	-



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:

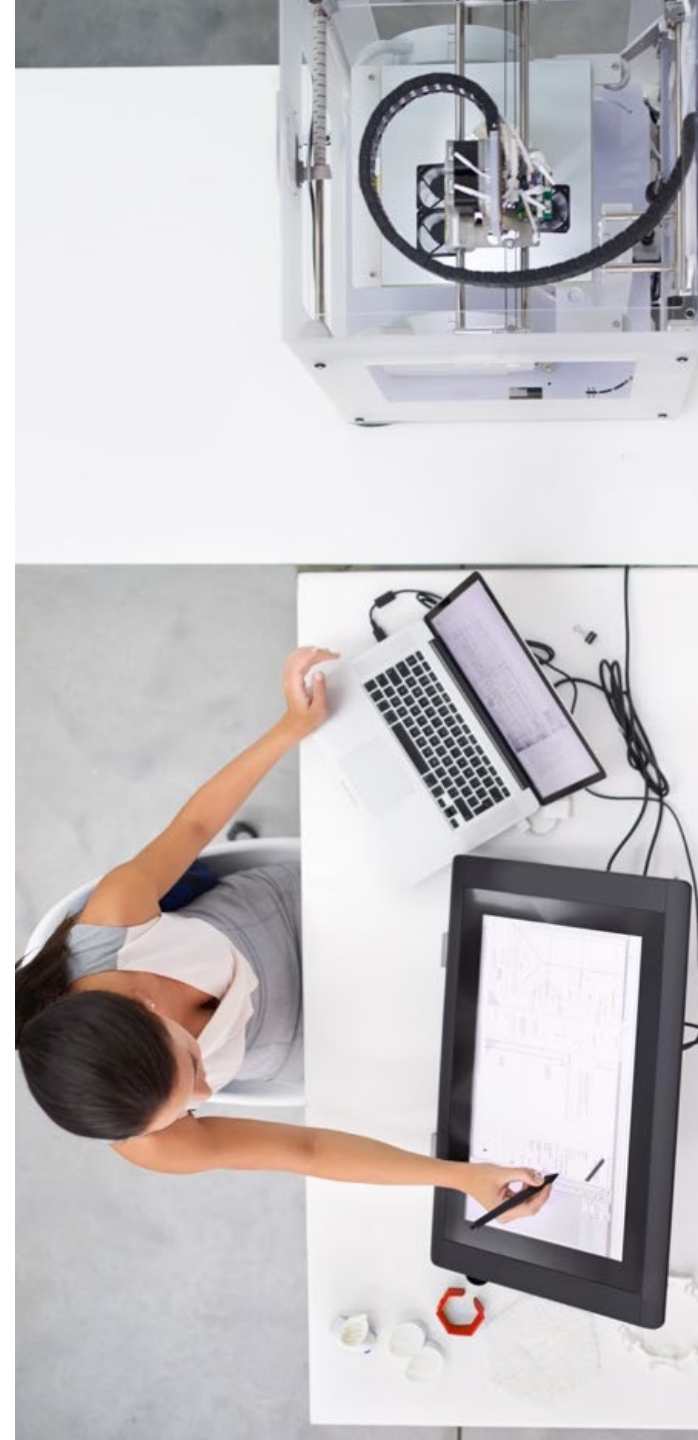
- Assessing compliance risk
- Setting standards of compliance and ethical conduct set forth in company policies, procedures and our Code of Conduct
- Raising awareness of compliance and ethics standards through annual Business Code of Conduct and Anti-Corruption training, and ongoing communications
- 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

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).

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.



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. Our policy is consistent 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, and/or 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.

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):

- Access to Reporting Systems for Employees
- Community and Stakeholder Engagement
- Diversity and Inclusion
- Forced Labor and Human Trafficking
- Freedom of Association and Collective Bargaining

- Living Wage and Income
- Safety and Health
- Workplace Security

Freedom of Association and Collective Bargaining

Using the International Labour 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 establishing a constructive dialogue with their freely chosen representatives. The Company is committed to providing the best working conditions possible for all employees.

Living Wage and Income

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](#).



CYBERSECURITY & DATA PRIVACY

Matthews has established a clear and comprehensive strategy for our cybersecurity and data privacy program. This strategy aligns with Matthews overall goals, risk appetite, and compliance requirements. Our robust governance program provides the baseline guidance. This is augmented with our Center for Internet Security v8 control framework. Matthews Director of IT Security and Senior Counsel, Data Protection and Privacy work closely in tandem to provide oversight of these programs meeting weekly on the topics. In summary, the following components help comprise our Cyber Security and Data Privacy programs:

- **Risk Management:** Utilize tools to identify potential risks and vulnerabilities to Matthew's information systems and sensitive data.
- **Policies and Procedures:** Established clear policies and procedures for data handling, access control, incident management, and other notable security practices.
- **Training and Awareness:** Provide quarterly mandatory training, mandatory new employee training, and high-risk user training to our employees. Subject matter includes, but not limited to, cyber security best practices, data privacy regulations, and how to respond to certain threats.
- **Technical Controls:** Utilize CIS v8 as our baseline control framework. As such, our "defense in depth" methodology is baselined through this framework which outlines firewall best practices, intrusion detection/prevention systems, anti-virus, Identity Access Management, among other controls.
- **Incident Response / Crisis Management:** Matthews Director of IT Security and Senior Counsel, Data

Protection and Privacy work in tandem to provide a robust incident response plan and a crisis management plan. These plans provide a formal process to follow in the event of a Cyber incident.

- **Continuous Monitoring and Logging Solutions:** Several monitoring and logging solutions are in place to alert our security personnel on events and provide information needed to research, validate, and remediate concerns.
- **Vendor and Third-Party Management:** Evaluation of security and privacy practices of our vendors and third-party partners. We establish clear guidelines and contracts that outline their responsibilities for protecting our data. Regularly assess their compliance and security posture and conduct due diligence when selecting new vendors or partners.

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.

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](#).



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

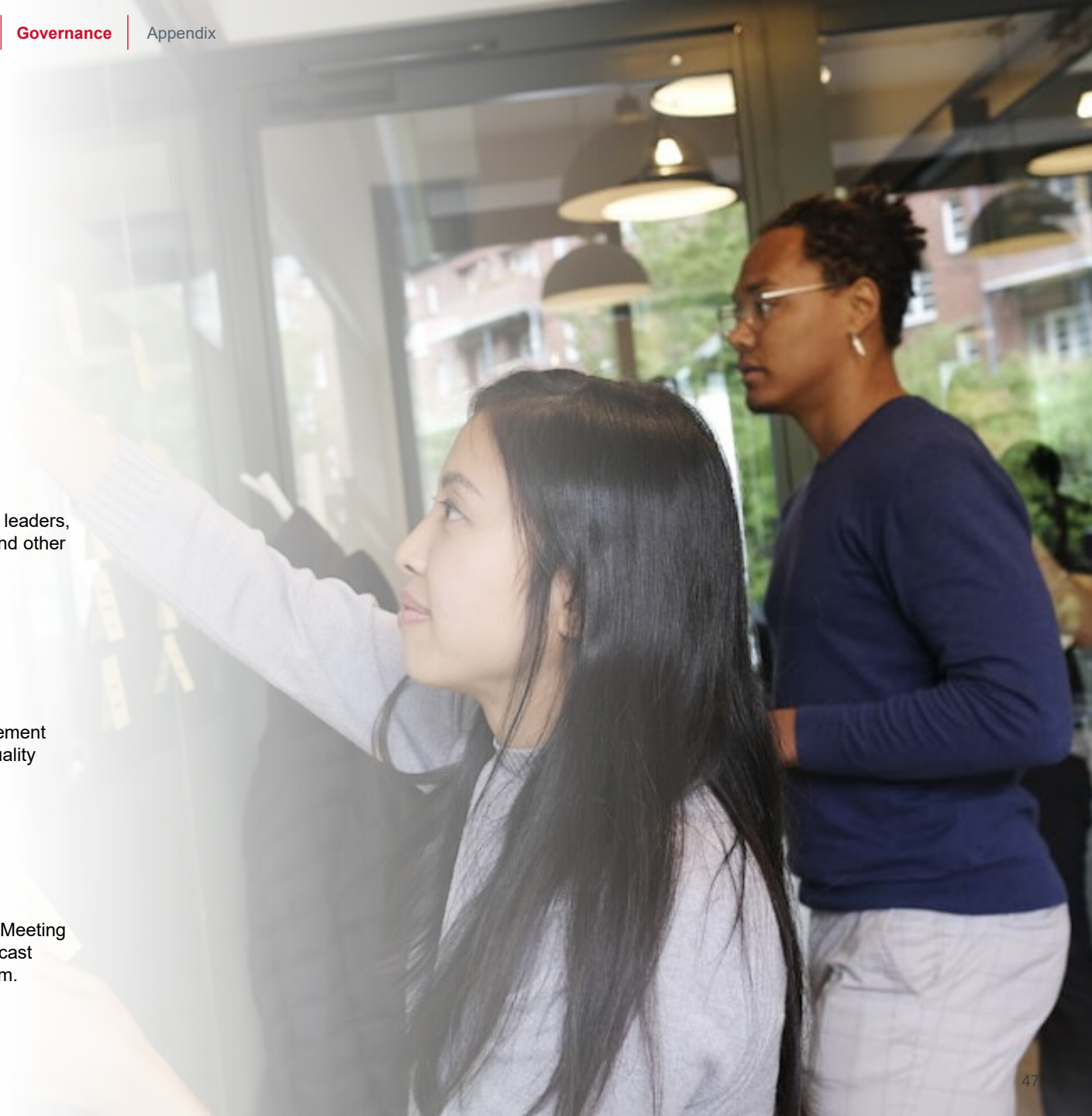
Robust internal communications including updates from the CEO and other business leaders, frequent updates to Company intranet site, emailed reminders of policies, training, and other resources such as the EAP and Ethics Reporting System.

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 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.



RESPONSIBLE SUPPLY CHAIN

Adopting the UNGC 10 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 finds sustainable procurement to be an essential part of doing business. Working to address our environmental impact is a cornerstone of our business as listed 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 crucial to minimize negative impacts and maximize 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 supplies 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. Sustainability-related criteria are included as part of our strategic sourcing process. SGK has formed a Leadership Sustainable Purchasing Program which is responsible for on-site supplier audits. Additionally, SGK Bury, Manchester, Newcastle, Witham and Amsterdam are members of the Supplier Ethical Data Exchange (SEDEX). The SEDEX platform focuses on four pillars: Labor

Standards, Health & Safety, Environment and Business Ethics and is used to assess suppliers on these criteria to ensure compliance and improve performance. Matthews' procurement and supply chain professionals are held to the highest degree and are required to complete annual training on Sustainability and ESG Supply Chain and Procurement Sustainability. These courses include topics on:

- Business Sustainability Basics
- Sustainability Opportunities and Challenges
- Road to Sustainable Supply chains
- ESG in Practice
- Suppliers and Procurement
- Data Analysis and Review
- Getting Supply Chain Sustainability Plans off the Ground

We prioritize using local vendors to reduce transportation, GHG emissions, reduce footprint of materials, enable employment development, and invest in our communities. We also favor diversity in our supply chain to drive resiliency and 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.

Expect our suppliers to adhere to our [Supplier Code of Conduct](#) and the [UNGC 10 principles](#).



Our Ambition

- Increase number of suppliers assessed
- Develop supplier diversity program
- Looking to formalize the supplier assessment process to contain more ESG/Sustainability performance criteria and metrics
- Implementing the Sustainability framework throughout the supply chain
- SGK to source 100% FSC-certified Litho

Case Study

We use FSC Certified Vendors.

IDL Print partners with Litho vendors that are FSC certified. The FSC mission is there to promote environmentally sound, socially beneficial and economically prosperous management of the world's forests. <https://us.fsc.org/en-u>.

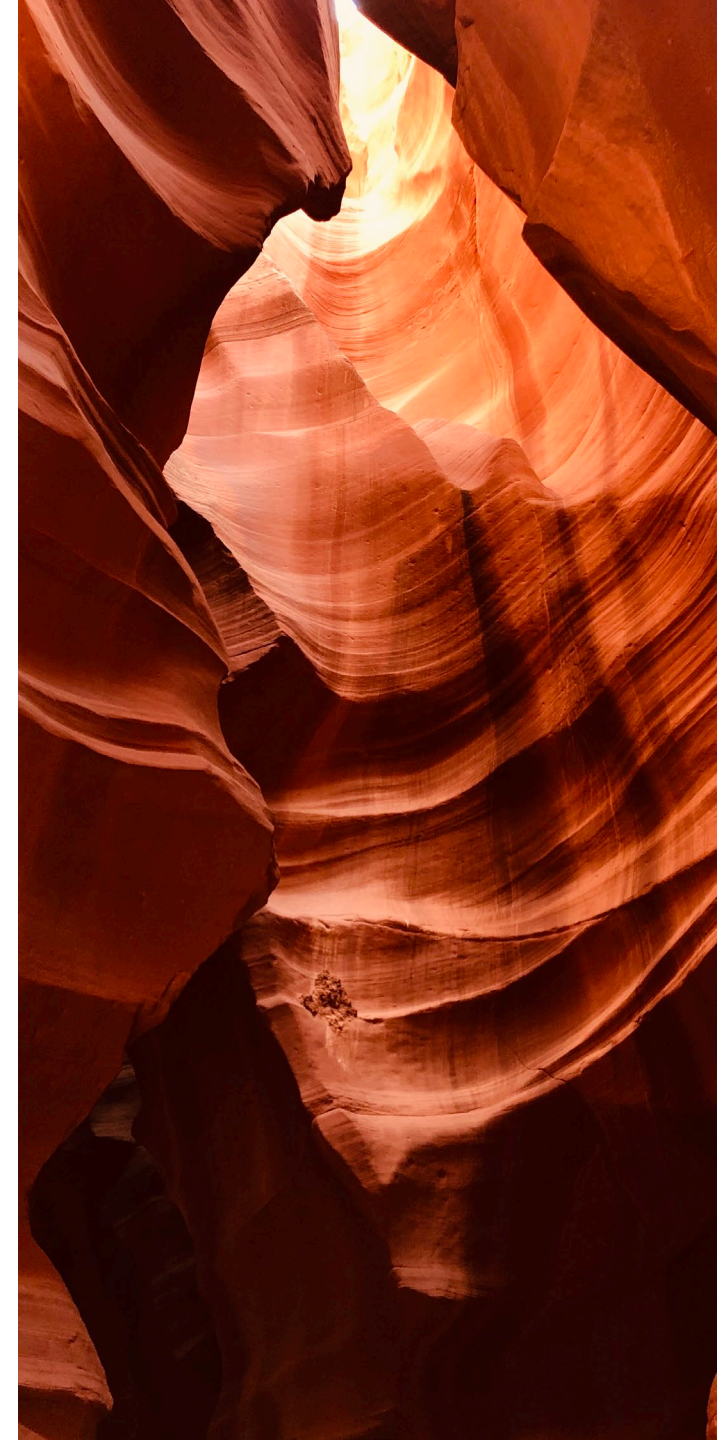


RESPONSIBLE SUPPLY CHAIN

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>.



CLIMATE RISK MANAGEMENT

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

We strive to provide transparent disclosure of those risks and opportunities, and how we manage and respond to climate impacts, to help investors and others understand our business. We are progressively adopting the recommendations of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) to improve both our approach in assessing and managing climate-related risks and opportunities and our related external reporting. The TCFD recommendations are focused on the financial impact of climate-related risks and opportunities and focus on four core elements of how organizations operate: governance, strategy, risk management, and metrics and targets.

Matthews uses scenario planning to understand how climate change can affect our business in the future. The Company has integrated scenario planning into annual Business Continuity Assessments that are done for sites. The scenarios chosen reflect a balance between sufficient stress testing and most probable policy transitions in respect of the four key levers. As with any modelling of possible long-term future states, there are inherent limitations, as it is difficult to predict which, if any, of the scenarios might eventuate.





Appendix

ENVIRONMENTAL DATA

Matthews is committed to continuous improvement in reporting and transparency and is working towards disclosing accurate, complete and material ESG data across the enterprise. The following tables include environmental data for SGK, one of our segments.

The data shown is for the reporting years of 2020 through 2022, which began on January 1, 2020, and ended on December 31, 2022. Unless indicated otherwise, the scope of this data reflects the activities of all SGK's business units and operations.

The Organization	2020	2021	2022
Number of employees	4,779	4,366	5,783
Number of contingent workers	42	209	116
Real estate square feet (thousand)	1,501	1,784	2,288
Environment			
Sites that have gone through a risk assessment	9.6%	9.6%	9.6%
Energy	2020	2021	2022
Total energy consumption (MWh)	20,700	21,875	20,478
Natural Gas (heating/cooling)	4,569	5,495	4,988
Electricity (non-renewable)	14,582	14,803	14,030
Renewable energy	1,549	1,577	1,460
% renewable	7.5%	7.2%	7.1%
Reduction of energy consumption from previous year (MWh)			1,397

ENVIRONMENTAL DATA

Emissions	2020	2021	2022
Total GHG emissions (mtCO ₂ e) ¹	7,391	7,292	6,949
Scope 1	826	995	902
Scope 2: location-based	6,564	6,297	6,047
Scope 2: market-based	7,512	7,626	7,707
Reduction of GHG from previous year (mtCO ₂ e)		98.6	342.9
Waste	2020	2021	2022
Total waste generated (t) ²	14,691	12,289	12,418
Hazardous waste ³	2,125	939	2,094
Non-hazardous waste	12,566	11,350	10,325
Recycled	7,017	5,723	5,635
Landfill	5,548	5,330	4,688
Incinerated	0.67	296	1.59
Water	2020	2021	2022
Total water consumption (ML)	902	514	1,067

¹Total GHG emissions include scope 2 location-based emissions.

²Waste data from the APAC region is excluded. Most of our facilities in this region are leased, and do not offer waste reporting. We will work to gain more insight into our waste data from these facilities in the future.

³Hazardous waste is disposed of in line with local, state, or federal regulations.

CERTIFICATIONS

	# of Sites	% of Certified Manufacturing & Production Sites
Total EHS Significant Manufacturing & Production Sites (Globally)	86	
ISO 14001 Certified (Environment)	6	7%
ISO 45001 Certified (Health and Safety)	1	1%
ISO 9001 Certified (Quality)	19	22%

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

An aerial photograph of a golf course at sunset. The sun is low on the horizon, casting a warm glow over the green fairways and sand traps. In the foreground, there is a modern skate park with several large, curved concrete bowls. A few people are visible on the skate park, including one person riding a bicycle. A wooden building, likely a clubhouse or maintenance shed, is situated on the right side of the golf course. The sky is filled with soft, colorful clouds.

Matthews

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