



2025

Environmental, Social, and Governance (ESG) Report

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A Message From Our CEO

At Mativ, we believe long-term success depends on how we deliver results. Every day, our teams help customers solve complex challenges through performance-critical material solutions while operating with integrity, accountability, and a clear sense of purpose. Our commitment to environmental, social, and governance (ESG) principles is embedded in how we make decisions, operate our business, and create lasting value for our employees, customers, communities, and shareholders.

In 2025, we established a greenhouse gas (GHG) emissions reduction target to harmonize and focus our emissions-related efforts, demonstrated sustained safety performance improvement through a multi-year strategic focus on reducing the frequency of severe injuries, and expanded our ethics training program to achieve a 100% completion rate among global employees. We also enhanced our systems for managing risk, increasing transparency, and ensuring accountability.

This progress reflects more than a series of individual initiatives. It is evidence of the stronger foundation we are building across Mativ and the disciplined approach we are taking to create long-term value. As we continue to strengthen our operations, deepen customer partnerships, invest in innovation, and empower our people, sustainability remains embedded in how we make decisions, manage risk, and measure success. We believe that responsible business practices and strong performance go hand in hand, and that perspective will continue to guide our priorities and investments in the years ahead.

This report highlights the work underway across our company and the milestones we reached in 2025. I am deeply grateful to our employees for their commitment to our ambition and to the customers, suppliers, and partners who work alongside us each day. Together, we are building a stronger foundation and a clearer path forward to drive sustainable, profitable growth.

Shruti Singhal
Chief Executive Officer



About This Report

This report presents Mativ’s environmental, social, and governance (ESG) information and performance for the period January 1, 2025, through December 31, 2025, unless otherwise noted. Marking our fourth annual ESG disclosure, it highlights the progress Mativ has achieved and the actions we have taken during the reporting period. We publish a comprehensive ESG report every two years, with a tear sheet-length update in intervening years.

In preparing this report, we considered the International Financial Reporting Standards (IFRS) Foundation’s Sustainability Accounting Standards Board (SASB) standards for the industries and impact areas most relevant to our business and operating segments, specifically Containers & Packaging (RT-CP) and Pulp & Paper Products (RR-PP). We also include a Climate-related Financial Disclosures Index informed by the IFRS S2 Standard on Climate-related Disclosures.

Key Business Metrics

	2025	2024	2023
Revenue (in millions)	\$1,987.0	\$1,981.1	\$2,026.0
Number of full-time employees	4,940	5,100	5,400
Number of production facilities	35	36	41

About Mativ

Mativ Holdings, Inc., is a global leader in specialty materials, manufacturing a wide range of critical components and engineered solutions that connect, protect, and purify our world while helping our customers address complex challenges. Headquartered in Alpharetta, Georgia, we manufacture on three continents and conduct business in over 100 countries through our family of business-to-business and consumer brands.

Our two segments, Filtration & Advanced Materials and Sustainable & Adhesive Solutions, target premium applications across diverse and growing end markets, including filtration, healthcare, and sustainable packaging, among others. Our broad portfolio of technologies combines polymers, fibers, and resins to optimize the performance of our customers’ products across multiple stages of the value chain. Backed by global manufacturing, supply chain, and materials science expertise, we develop innovative solutions that enable our customers to push the limits of what is possible.

The Mativ Family of Brands

ARGOTEC

GESSNER

CONWED

BARNIER

RENFREW PRO

TEKRA

Scapa Healthcare

southworth

Indafor

ASTROBRIGHTS

DelStar TECHNOLOGIES, INC.

RED BRIDGE SINCE 1927

ITASA

Scapa Industrial

NEENAH

Our Culture, Values, and Approach to ESG

At Mativ, our approach to sustainability is rooted in our culture and guided by our core values. Together, they shape how we operate, collaborate, and make decisions across our business, helping us pursue continuous improvement. They inspire us to put safety first, embrace curiosity and innovation, value every employee’s perspective, strengthen customer relationships, and make a positive, lasting impact.

We integrate ESG considerations into our broader business strategy to help manage risk, identify opportunities, and create long-term value for our customers, employees, communities, and shareholders. Transparency is an important part of this effort, and this report documents our progress and long-term priorities. The sections that follow highlight our approach to environmental stewardship, product stewardship, social responsibility, and governance, and how these focus areas support the resilience of our business and our goal of sustained global leadership in specialty materials.

Our Values

Prioritize Safety

We place the health and well-being of people and communities before everything else.

Be Curious

We approach every day with an open mind to learn, improve, and grow.

Have a Voice

We speak up respectfully to find the best path forward.

Win With Customers

We go above and beyond to exceed the expectations of our customers.

Make It Happen

We think big and move fast to produce extraordinary outcomes.

Our Mission

To be a global leader in specialty materials, consistently driving growth by engineering bold, innovative solutions that connect, protect, and purify our world.

Environment

Environmental Management

Climate and Energy

Water Management

Waste Management

Biodiversity

Environmental Management

Environmental Policy

Our commitment to responsible environmental stewardship is grounded in integrity and accountability. We integrate environmental planning and performance auditing into our routine environmental, health, safety, and sustainability (EHS&S) activities, with a focus on the sustainable use of natural resources and the management of emissions, energy, water, and waste. Across our operations, we apply an operational control approach to consolidate and monitor environmental metrics.

Our [Environmental Policy](#) sets the framework for how we manage environmental performance, guiding efforts to conserve resources, minimize waste, and reduce impacts throughout our operational footprint, product portfolio, and value chain.

Environmental Management Systems

In line with our corporate environmental commitments and Environmental Policy, many of our sites have environmental management systems certified to the ISO 14001 standard. As of year-end 2025, 10 Mativ manufacturing facilities, representing 29% of our eligible facilities, have achieved certification. We support ongoing compliance through internal and external audits, along with corporate- and site-level training.

In 2025, Mativ established an absolute corporate target to reduce gross Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 10% by 2030, compared to a 2024 baseline.

Climate and Energy

At Mativ, our investments in emissions reductions, energy efficiency, and renewable energy support our vision of a sustainable future and a thriving business. We invest in a structured program of emissions reduction activities guided by regulatory requirements, applicable standards, and financial optimization considerations.

At key sites subject to carbon pricing and other regulatory requirements, we adopt ISO 50001 certification to improve energy efficiency and support emissions reductions through site-specific energy management systems. These efforts limit the need for purchased allowances and taxes under carbon pricing regulations and simplify compliance with other energy- and carbon-related requirements. As of year-end 2025, four facilities, representing 11% of our eligible sites, have earned ISO 50001 certification.

In 2025, Mativ established an absolute corporate target to reduce gross Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 10% by 2030, compared to a 2024 baseline.

The target underscores our commitment to reducing emissions across our operations and helps focus our environmental strategy. By aligning climate-related efforts, it strengthens our ability to manage related risks and opportunities in support of our corporate objectives. Our latest review indicates that, as of year-end 2025, we are on track to achieve this target in alignment with our associated action plan, but we anticipate that our progress curve will be variable, meaning that the rate of progress toward the target is expected to change from year to year. We will continue to monitor and report progress annually via CDP and Mativ's ESG reporting.

For transparency and to demonstrate how climate-related considerations are incorporated into our governance, strategy, and enterprise risk management processes, we have included detailed climate-related financial disclosures in the Appendix, aligned with the criteria within the International Financial Reporting Standards (IFRS) S2 Standard on Climate-related Disclosures.

Key Projects in 2025

To support the achievement of our GHG reduction target, we pursued several energy-saving emissions reduction projects in 2025 that improve efficiency, reduce costs, and deliver near-term returns on investment.

Recovering Heat, Reducing Emissions

Since April 2025, a new heat recovery system at our Weidach site in Germany has significantly lowered gas consumption and Scope 1 emissions. Capturing heat generated by the site's regenerative thermal oxidation (RTO) plant, the system saves approximately 15 million kilowatt-hours—equivalent to about 15% of the site's total gas consumption—and avoids approximately 3,000 metric tons of emissions annually.

The recovered energy is put to work in multiple ways. First, hot exhaust air is used to generate steam in a newly installed boiler, eliminating the need for additional natural gas. Excess heat that cannot be used for steam generation is then supplied to the Feldkirchen-Westerham district heating network, where it is helping provide a reliable and economically viable source of energy for the local community. Finally, the remaining residual heat is used to preheat water for production processes at the site.

By putting energy that would otherwise be lost to productive use, the initiative improves efficiency and creates value both on-site and in the surrounding community.



Other Key Projects in 2025:

HVAC upgrades at our New Berlin, Wisconsin, site improved efficiency, reduced Scope 2 emissions, lowered costs, and enhanced on-site operating conditions for employees.

Equipment improvements, installations, and replacements at our Bruckmühl and Weidach facilities in Germany enhanced efficiency and reduced Scopes 1 and 2 emissions.

On-site solar generation in Weidach tripled in 2025, helping us meet our GHG reduction objectives while offsetting rising electricity costs and supporting energy reliability and price stability at the site.

GHG Emissions and Energy

Mativ’s GHG emissions and energy use declined in 2025, largely due to the emissions reduction initiatives outlined on page 8, as well as site closures and divestitures, methodological changes associated with our transition to a new climate management and accounting platform, and annual updates to emission factor sets.

Our GHG emissions inventory has been independently verified. We have received reasonable assurance for our Scope 1 and Scope 2 emissions and limited assurance for the categories of Scope 3 emissions we disclose.

¹In 2025, emissions for some Scope 3 categories changed materially due to refinements to data exclusions, improvements in accounting methodologies, and updates to the emission factor sets used to ensure methodological alignment across categories, geographies, and years. This also led to select restatements in our 2024 data. Prior-year figures in this report supersede those previously published.

²For the 2024 reporting year, we expanded our Scope 3 emissions analysis to include Categories 2 and 12 and disclosed Category 9 data for the first time due to improved data availability. These categories are not disclosed for 2023 because they were either not calculated or supported by limited data.

³In 2025, we transitioned to a new climate management and accounting platform that does not consider renewable energy from default grid mixes. To ensure comparability, we have restated our 2023 and 2024 data. Prior-year figures in this report supersede those previously published.

⁴Total self-generated electricity decreased in 2025 primarily due to a reduction in hydroelectricity generation exported to the grid, notwithstanding increased on-site solar generation for self-consumption at our Weidach site.

GHG Emissions Metrics	2025	2024	2023
Scope 1 emissions (MTCO ₂ e)	196,179.3	205,854.8	189,993.5
Percentage of Scope 1 emissions covered by emissions-limiting regulations	7%	8%	12%
Scope 2 emissions, location-based (MTCO ₂ e)	131,811.9	148,696.6	148,264.1
Scope 2 emissions, market-based (MTCO ₂ e)	156,607.1	174,644.2	171,907.7
Scope 1 and Scope 2 (location-based) emissions intensity (MTCO ₂ e/total revenue)	0.0001651	0.0001790	0.0001670
Total Scope 3 emissions (MTCO ₂ e) ¹	1,235,112	1,347,328	1,128,131
Scope 3, Category 1: Purchased goods and services (MTCO ₂ e)	748,865	903,003	980,420
Scope 3, Category 2: Capital goods (MTCO ₂ e) ²	5,936	7,824	--
Scope 3, Category 3: Fuel- and energy-related activities (MTCO ₂ e)	75,186	90,067	87,328
Scope 3, Category 4: Upstream transportation and distribution (MTCO ₂ e)	58,989	55,465	45,558
Scope 3, Category 5: Waste generated in operations (MTCO ₂ e)	13,897	14,529	14,825
Scope 3, Category 9: Downstream transportation and distribution (MTCO ₂ e)	24,704	44,462	--
Scope 3, Category 12: End-of-life treatment of sold products (MTCO ₂ e)	307,536	231,978	--
Biogenic emissions (MTCO ₂ e)	20,625.5	22,508.0	20,376.4
Energy Metrics	2025	2024	2023
Total energy consumed (MWh)	1,343,642.4	1,420,531.6	1,372,257.6
Percentage grid electricity	23.8%	24.2%	24.6%
Percentage renewable energy ³	7.0%	7.7%	7.2%
Percentage from biomass	6.5%	7.3%	6.8%
Total self-generated electricity (MWh) ⁴	4,823.4	6,417.7	5,903.1
Energy intensity (MWh/FTE)	272.0	278.5	254.1

Air Quality

We prioritize compliance with air emissions regulations across our operations and work to reduce the environmental impacts of these emissions in technically and economically efficient ways. Because regulatory requirements vary by location, site leadership teams manage air emissions risks and compliance at the local level, while our corporate team conducts periodic environmental audits and internal systems reviews to ensure adherence to Mativ policies and applicable regulations.

We track site-specific non-GHG emissions—including nitrogen oxides (NO_x), particulate matter (PM), volatile organic compounds (VOCs), carbon monoxide (CO), and hazardous air pollutants (HAPs)—where monitoring is required by regulations or relevant to our operational impacts. Depending on site needs and regulatory requirements, we monitor these pollutants directly through testing and monitoring equipment or estimate emissions using established emission factors. We do not currently report non-GHG emissions at the corporate level.

In 2025, we implemented several initiatives to reduce non-GHG emissions:

Our Neenah, Wisconsin, facility operates a continuous emissions monitoring system to measure and manage NO_x emissions.

Our Brownville, New York, site began using alternatives for certain raw materials to reduce VOC and HAP emissions.

Our Windsor, Connecticut, facility added a catalyst to one of its thermal oxidizers to further reduce VOC and HAP emissions.



Water Management

As a manufacturer of highly engineered media and components used in water purification, we recognize the importance of responsible water stewardship and the need to work together to advance access to clean water and sanitation. Our water stewardship strategy is built on three pillars: transparency, conservation, and engagement. We measure and disclose water data across our operations, apply conservation best practices with a focus on high-use facilities, and collaborate with

local stakeholders to minimize water use and support community needs.

To identify and manage water-related risks across our operations, we use tools including the World Resources Institute (WRI) Aqueduct Water Risk Atlas, our ISO 14001 environmental management systems, and climate scenario analysis. Our assessment considers physical risks, such as water stress and drought, as well as regulatory and reputational risks.

Water Efficiency Upgrades at Whiting

In 2025, the team at our Whiting, Wisconsin, facility implemented water efficiency projects expected to reduce water withdrawal and consumption by approximately 5% annually, lowering reliance on local freshwater sources and the environmental impact of the site’s operations.

The improvements included the use of bioaugmentation, a process that uses beneficial bacteria to support wastewater

treatment and control water color, reducing the need for additional water and bleach. The site also began routing wastewater from production processes into a pulper for reuse instead of relying on freshwater inputs.

These process improvements were integrated seamlessly into existing operations and helped avoid the need for significant capital investment to achieve similar results.

Effluent Management

We are committed to conserving freshwater resources that support our business, local biodiversity, and surrounding communities, so we manage effluent discharged from our operations with care to help protect receiving environments. Our six facilities with primary and/or secondary treatment systems adhere to rigorous performance standards, monitoring water quality parameters to meet acceptable limits and treating water for key pollutants regardless of their source. Processed effluents are either repurposed or returned safely to surface waters. Routine corporate environmental audits help confirm ongoing compliance with our performance standards, and corrective action plans are developed when deficiencies are identified. In 2025, we reported zero material incidents of non-compliance with water quality permits, standards, and regulations.

Water Use Metrics ⁵	2025	2024	2023
Total water withdrawn (megaliters)	12,577.5	14,002.2	13,334.1
Total water consumed (megaliters)	1,472.5	1,735.5	2,449.2
Percentage of water withdrawal in regions with High or Extremely High Baseline Water Stress	25.5%	23.5%	21.7%

⁵Minor discrepancies from previously reported water data may result from varied accounting periods for different facilities.

Waste Management

Effective waste management is essential for protecting the health and safety of our employees and local communities while preserving the integrity of ecosystems surrounding our operations. Across our facilities, we manage solid and hazardous waste in accordance with applicable regulations and four guiding principles:

1 Eliminate waste generation at the source to the greatest extent economically feasible.

2 Seek opportunities to reuse materials instead of disposing of them. When solid and hazardous wastes are repurposed, they are managed as products with strict quality specifications, quality control measures, insurance coverage, characterization, and documentation.

3 Dispose of materials in full compliance with local laws and regulations.

4 Prohibit the disposal of hazardous waste on Mativ-owned property.

We partner with external vendors to support the responsible management and disposal of waste and conduct periodic audits of medium- and high-risk vendors, including solid waste landfills, wastewater treatment plant sludge landfills and recyclers, and hazardous waste recyclers. These audits help mitigate pollution risks and ensure alignment with our policies and applicable regulations.

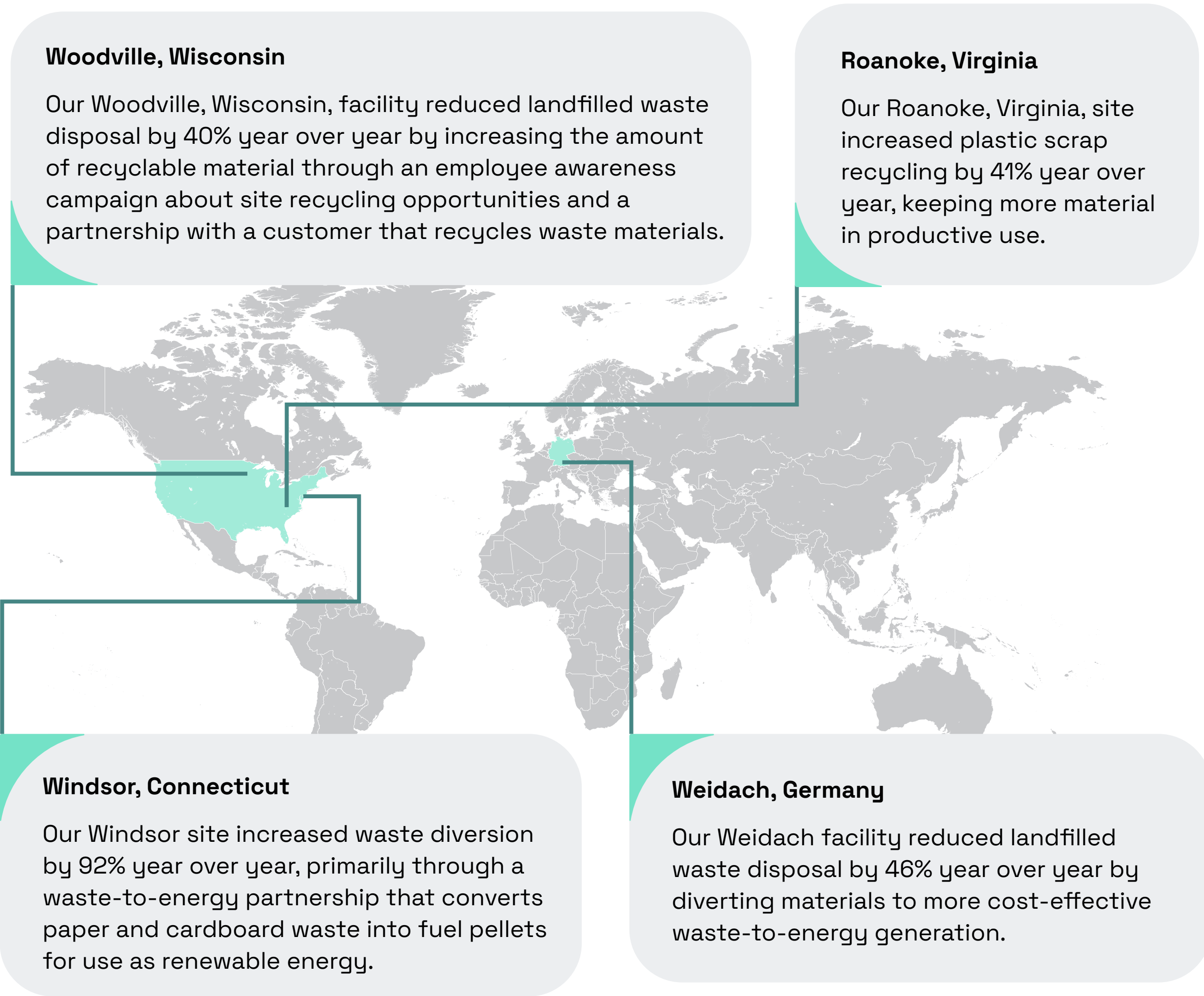
To reinforce these controls internally, employee health and safety training includes detailed guidance on our waste management practices and expectations, including the safe handling of chemicals used in production and the management of potentially hazardous waste streams.

Because definitions of hazardous waste vary across the jurisdictions where Mativ operates, we have not historically reported it at the corporate level. Instead, each site tracks hazardous waste in accordance with local requirements. However, as our data capabilities have continued to evolve, we have started to aggregate this information for future reporting.



Key Initiatives in 2025

In 2025, our sites advanced key initiatives to reduce waste, increase recycling, and divert materials from landfills:



The Road to Zero Waste in Querétaro

In 2025, our Querétaro facility in Mexico reduced landfilled waste disposal by 34% over the previous year by finding new uses for paper reel edge trimmings and silicone-coated paper waste. The waste diversion initiatives, led by the site’s EHS&S Manager in partnership with an authorized special waste management provider, focus on keeping valuable materials in circulation to advance the facility’s goal of zero waste to landfill by 2027.

Today, paper waste is sent to specialized vendors that process it into an alternative fuel through a method known as coprocessing. The paper scrap is cut into manageable pieces, compacted into bales, and delivered to cement kilns for this application. The Querétaro site continues to explore additional paper waste recovery opportunities, including the production of stationery and cleaning products, among other applications.

Waste Management Metrics	2025	2024	2023
Total waste generated (metric tons)	51,823.2	51,335.1	50,996.4
Total waste landfilled (metric tons, percentage of total)	21,928.1 (42.3%)	22,293.9 (43.4%)	23,255.6 (45.6%)
Total waste incinerated or combusted (metric tons, percentage of total)	6,353.1 (12.3%)	5,995.3 (11.7%)	5,524.0 (10.8%)
Total waste recycled (metric tons, percentage of total)	23,542.0 (45.4%)	23,045.9 (44.9%)	22,216.8 (43.6%)

Biodiversity

Protecting local ecosystems is a critical aspect of operating responsibly in the communities where we live and work. We are dedicated to understanding and managing the potential ecological impacts of our operations through site-specific risk assessments, environmental stewardship, and careful monitoring. Before undertaking work in ecologically sensitive areas, we conduct internal assessments or draw on government studies to understand biodiversity risks and obtain permits and permissions as necessary.

In 2025, we mapped our manufacturing sites against biodiversity-sensitive areas, including key biodiversity areas and protected areas, using the Integrated Biodiversity Assessment Tool (IBAT). None of our facilities are located in biodiversity-sensitive areas, although three are located nearby, as detailed in the table below. This exercise helps us identify areas of elevated biodiversity risk and informs our ongoing stewardship and due diligence efforts.

Location - Site Name	Key Biodiversity Area/ Protected Area	Specification
Michigan, United States – Munising	Grand Island National Recreation Area	Facility is located near the South Bay of Lake Superior, adjacent to Grand Island National Recreation Area
North Yorkshire, England, United Kingdom – Gargrave	Sharp Haw	Facility is located near Sharp Haw, part of the Yorkshire Dales National Park
Massachusetts, United States – Pittsfield	The Boulders	Facility is located across the street from The Boulders, a conservation reserve with a nature trail network



Product Stewardship

Product Quality and Safety Management

Product Sustainability

Responsible Sourcing

Supply Chain Management

Product Quality and Safety Management

As a global leader in specialty materials, Mativ is committed to delivering safe, high-quality products and services that meet customer expectations and comply with all stakeholder requirements, applicable standards, and market regulations. Product quality and safety are fundamental to how we operate, helping us build trusted customer relationships, support reliable performance, and drive continuous improvement across our business.

This commitment is championed by our Executive Leadership Team and reinforced by our strategic quality objectives, which guide decision-making and strengthen accountability throughout our operations. These priorities are outlined in our enterprise-wide Quality Policy, which is approved by our CEO and communicated to employees across the organization. To ensure the consistent application of our quality approach, quality managers receive ongoing internal and external training.

Quality is embedded throughout our operations, supported by processes that promote effective oversight and communication among our business segments and across organizational levels. Regional quality leaders for Europe and Asia, North America, and global healthcare sites report to the Senior Director of Global Quality, who in turn reports to the Senior Vice President of Global Operations. At the site level, quality managers report either directly to the site leader or to their regional quality leader.

Many Mativ locations follow recognized quality management systems. As of year-end 2025, 28 Mativ sites were certified to ISO 9001, representing 80% of eligible sites. We also maintain quality management system certifications under ISO 13485 and IATF 16949 at sites producing medical and automotive products, respectively. All our healthcare sites are registered with the U.S. Food and Drug Administration (FDA). Additionally, we hold product-specific certifications from the Forest Stewardship Council (FSC®), OEKO-TEX®, and UL Solutions, each requiring high quality management standards tailored to their specific use-case applications.

We test products at each of our facilities to verify they meet established quality requirements. We also evaluate key properties of batch samples against product specifications and partner with external quality vendors, as needed, to perform calibration and product testing. At our automotive sites, we routinely conduct Production Part Approval Process (PPAP) inspections, including a full review of production processes, risk, testing, and product capability to satisfy customers' Advanced Product Quality Planning (APQP) processes. When a product test reveals results outside of our specifications, they are promptly escalated to the regional quality leader for review.

Managing Materials of Concern

Each of our facilities has programs in place to manage the control of hazardous materials, including their handling, storage, and legal compliance. Our Product Stewardship team is responsible for keeping the Company informed on emerging materials and chemicals of concern, in addition to reviewing new raw materials before they are allowed within Mativ production sites. Operations teams at Mativ sites periodically review the use of hazardous chemicals, evaluating opportunities to replace them with safer alternatives.

Due to the diversity of products and locations in our portfolio, we manage hazardous materials at both the product line and site levels, ensuring compliance with local, state, and federal regulations at a minimum. All Mativ sites conduct regular risk assessments, and employees in manufacturing facilities receive specialized training in hazardous materials handling and management. Our processes are also informed by FSC certifications for wood pulp and fiber, and we adhere to various regulations for chemicals used in applicable product lines, including REACH, RoHS, Prop 65, SDS, SVHC, POP, PFAS, and EU GMP Annexes 3 and 12, among others.

Strategic Quality Objectives

Making it Right and On Time the First Time

Foster a culture in which every employee is accountable for building quality into our products, services, and processes to consistently meet our customers' needs.

Collaboration

Initiate and strengthen partnerships with key customers, suppliers, and third parties to deliver innovative engineered solutions that support new growth opportunities.

Continual Improvement

Strengthen risk-based management systems by monitoring performance, solving problems systematically, and driving ongoing operational improvements.

Creating Value

Simplify, standardize, and automate processes through the continuous identification and elimination of waste.

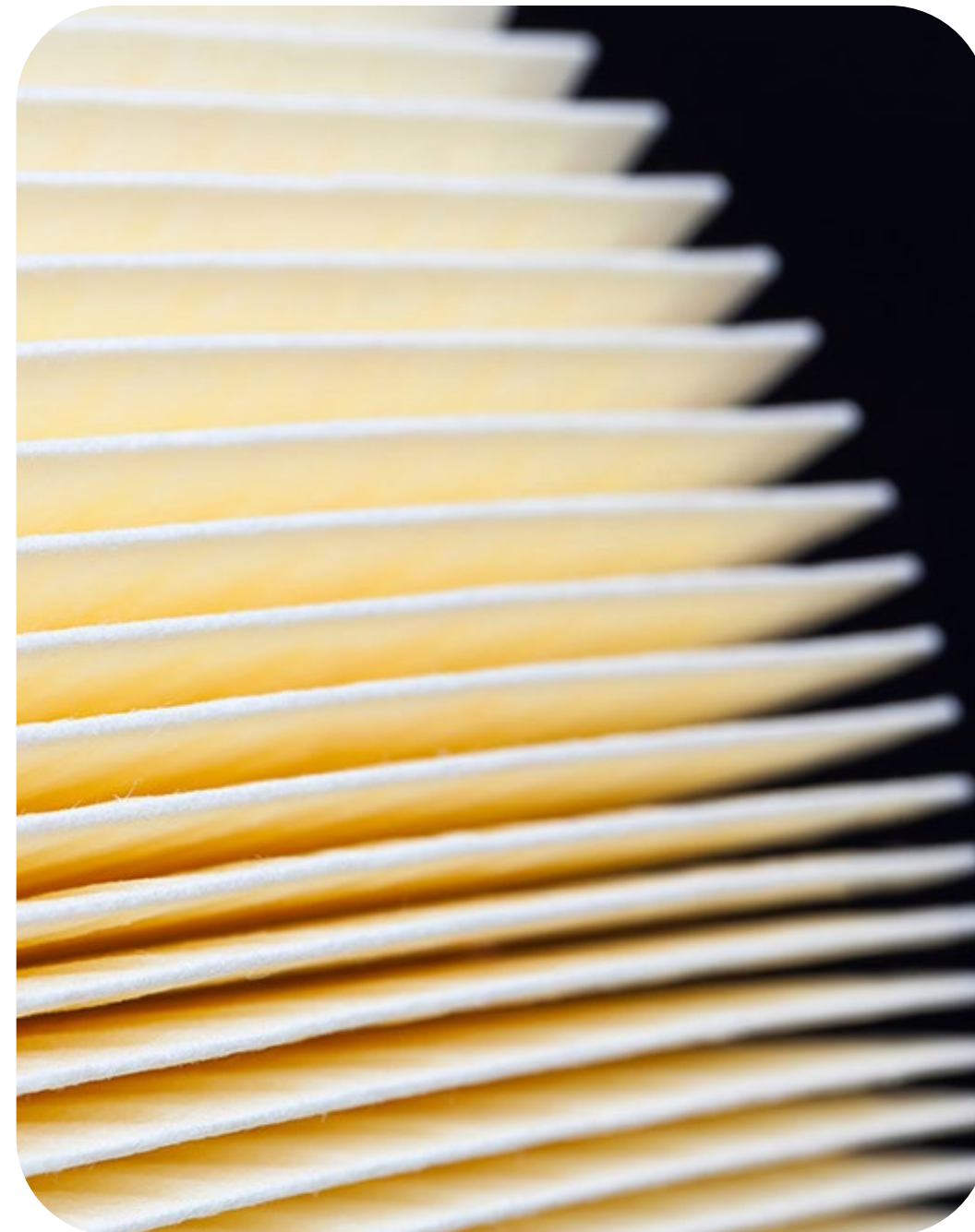
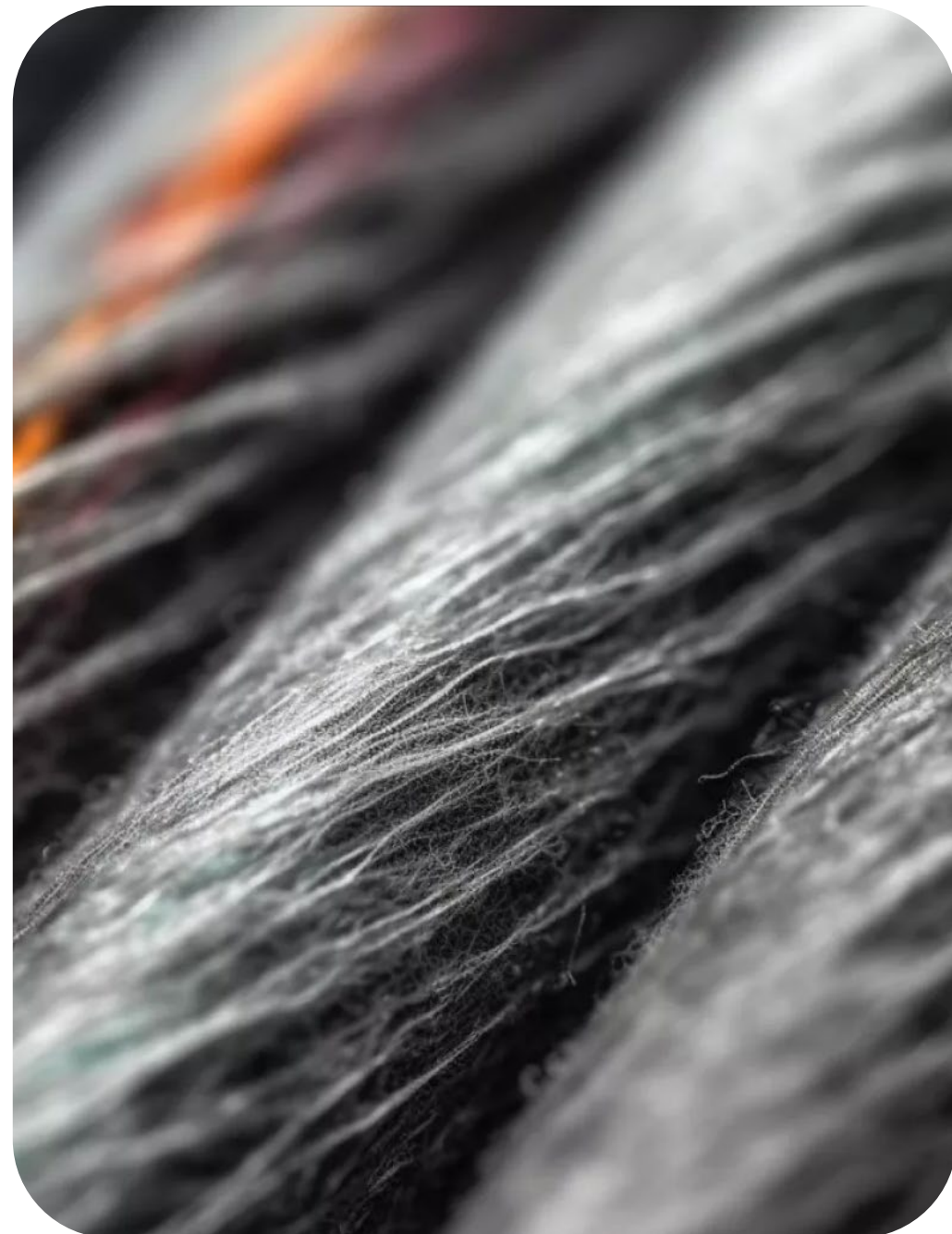
Internal and External Assessments

Verify the effectiveness of our processes and management systems through regular audits and assessments.

Product Sustainability

We design our products with a focus on efficiency and quality to meet the unique demands of their use-phase applications while supporting the sustainability goals of our company and customers. Beyond prioritizing customer needs and business objectives, we aim to create products that deliver enduring value without compromising the health of our environment.

Our product portfolio reflects this approach, with products designed to optimize performance for their intended use-phase applications while minimizing environmental impacts throughout their life cycles. Over one third of our 57 premium Neenah brands have at least one green certification, such as FSC, Green Seal®, Processed Chlorine Free, or U.S. EPA SmartWay®, recognizing the use of recycled or environmentally preferred materials and processes, product recyclability, or freight transportation efficiency.



Sustainable Product Spotlight

Conwed Naconet™ Compostable Netting

Unlike conventional plastic netting that can persist in the environment for decades and break down into microplastics, Naconet™ is made from bio-based materials and is certified to fully compost into natural elements—including water, CO₂, and biomass—without leaving toxic residues or long-term pollution. Composting facilities that accept this material may not be available in all areas.

Indafor DISPERSA® Face Stock

With the look and feel of ordinary paper, DISPERSA® is a cellulose-based labeling material containing FSC-certified fiber that rapidly disperses in water of any temperature, enabling efficient label removal while supporting repulpable, bio-based product labeling solutions.

NEENAH® Hemp Fiber Folding Board

Designed for premium packaging applications, our hemp fiber folding board combines renewable hemp fiber, recycled content, and FSC-certified fiber to offer customers a packaging option made with renewable and recycled materials that delivers the durability, print quality, and visual appeal their brands demand.

Product Carbon Footprints

Our Weidach and Bruckmühl sites in Germany help customers better understand the climate impacts of our products by providing product carbon footprint (PCF) disclosures. In 2025, the teams generated 120 PCFs in accordance with the ISO 14067 standard.

Responsible Sourcing

Mativ is committed to responsibly sourcing raw wood fiber materials in accordance with our [Sustainable Forestry Policy](#). The policy guides our procurement practices by requiring wood fiber and pulp purchases to comply with applicable regulations, supporting third-party sustainability certifications, namely FSC, and setting clear sustainability expectations for our suppliers. Together, these requirements help promote responsible forestry practices and strengthen the resilience of our supply chain.

Since 2017, all pulp purchased by Mativ and our legacy businesses has met FSC Mix, FSC Recycled, or FSC Controlled Wood standards,

with a minimum requirement that all sourced wood pulp complies with the FSC Controlled Wood standard. Most of the fiber we procure exceeds this baseline. In addition, all Mativ sites that process wood pulp maintain FSC Chain of Custody certification, helping provide traceability throughout the supply chain. As part of our alignment with the EU Deforestation Regulation (EUDR), we also work with pulp and paper suppliers to support the sourcing of deforestation-free products and reinforce responsible forestry practices across our value chain.



FSC Certification Metrics	2025	2024	2023
FSC Mix (metric tons)	109,033	121,241	125,017
FSC Recycled (metric tons)	16,896	18,801	18,592
FSC Controlled Wood (metric tons)	44,452	46,645	42,576
Total FSC certified (metric tons)	170,381	186,687	186,185
Total fiber purchased (metric tons)	170,381	186,687	186,185

Percentage of raw materials from:
(1) recycled content,
(2) renewable resources, and
(3) renewable and recycled content

(1) Approximately 10% of our unprocessed wood fiber and pulp carried the FSC Recycled certification in 2025, while 64% bore the FSC Mix label, indicating a blend of recycled and responsibly managed virgin fiber.

(2) 100% of the unprocessed wood fiber and pulp we purchased in 2025 was renewable.

(3) Of the renewable wood fiber and pulp we purchased in 2025, 10% also qualified as FSC Recycled, reflecting both renewable and recycled content.

Beyond unprocessed wood fiber and pulp, select products within our Sustainable & Adhesive Solutions division incorporate recycled post-consumer waste. In addition, certain Filtration & Advanced Materials products contain recycled resin where appropriate for the product’s intended use.

Supply Chain Management

Supplier Engagement

Mativ integrates ESG considerations into supplier performance management throughout the supplier relationship, from onboarding and ongoing evaluations to periodic business reviews for key suppliers. These assessments may consider factors such as sustainability practices, regulatory compliance, quality performance, and risk exposure, helping us identify opportunities to strengthen supplier performance and manage potential risks.

Our [Supplier Code of Conduct](#) sets the minimum standards expected of all Mativ suppliers. Building on these expectations, we work with our suppliers to gather ESG-related information and conduct due diligence on identified social and environmental risks, supporting responsible sourcing and continuous improvement.

The Supplier Code of Conduct emphasizes the following practices:

- Upholding human rights and labor standards, based on the United Nations (UN) Universal Declaration of Human Rights and International Labour Organization (ILO) Conventions
- Ensuring non-discrimination in all practices
- Maintaining high health and safety standards
- Demonstrating strong sustainability performance
- Complying with applicable timber and deforestation regulatory requirements, including the U.S. Lacey Act and the EU Deforestation Regulation
- Aiding Mativ's compliance with the Conflict Minerals Rule
- Adhering to stringent business ethics standards

We have continued to strengthen our supplier due diligence processes in response to evolving regulatory requirements, including the EUDR. To meet these obligations, we implemented enhanced tracking and data management tools that improve the traceability of relevant raw materials throughout our supply chain. These capabilities provide greater visibility into supplier sourcing and material flows, helping us strengthen risk assessments and increase transparency across priority areas of our supply base.

Beyond supporting deforestation assessments, our due diligence processes may also incorporate human rights considerations, where appropriate, including countries of origin, respect for the rights of Indigenous Peoples and communities, and equal and fair employment policies. As regulatory expectations continue to evolve, we are building on these capabilities to strengthen our sustainability due diligence practices and prepare for future requirements.

Human Rights

Our approach to respecting and promoting human rights in our operations and across our value chain is reflected in our values, embodied in both our Code of Conduct and Supplier Code of Conduct, and guided by our [Human Rights Policy](#). We expect our employees, suppliers, and business partners to uphold the principles set forth in these documents, which are grounded in the UN Universal Declaration of Human Rights and ILO Conventions. If we identify practices that do not align with these expectations, we work with the supplier or other relevant stakeholder to address concerns, encourage corrective actions, and develop mutually acceptable solutions.

Our Human Rights Policy outlines our commitment to non-discrimination and equal opportunity, fair wages and equitable pay practices, and respect for employees' rights to freedom of association and collective bargaining. As of December 31, 2025, approximately 26% of our U.S. workforce is under collective bargaining agreements. We also prioritize the health and safety of our employees and business partners while maintaining a zero-tolerance approach to child labor, forced labor, and human trafficking in all forms. In addition, we recognize access to potable water as a fundamental human right and support its availability within our operations and, where applicable, across our value chain.

Social



Health and Safety

Human Capital Management



Health and Safety

Keeping people safe and healthy is fundamental to how we operate. We are committed to fostering a workplace that supports the physical, psychological, and emotional well-being of our employees and helps everyone perform their work safely and confidently. Across Mativ, we apply a common set of safety tools and processes designed to detect critical risks early and eliminate or mitigate them while maintaining compliance with applicable regulations. This approach is reinforced through regular employee engagement, structured risk assessments, safety training, and our proactive health and safety teams.

We use a range of risk assessment methods to strengthen workplace safety, including job safety analyses, ergonomic reviews, and worker-led pre-task risk assessments. These tools are complemented by ongoing dialogue between employees and leaders, helping to surface potential risks and strengthen a shared understanding of safe work practices.

To further enhance safety performance, we conduct a Safety Key Element Maturity

Assessment (SKEMA) at each site to evaluate their safety culture against an ideal state and identify both successes and areas for improvement. In 2025, a focused emphasis on safety first through Mativ's Life Critical Rights and Rules (LCRRs), supported by SKEMAs, enabled targeted reviews that uncovered and addressed critical risks across sites. This has empowered our facilities to strategically reduce exposure in high-risk areas.

Supporting these efforts is a governance structure that reinforces accountability for health and safety at every level of the organization. Our Environmental, Health, and Safety (EHS) function leads the implementation of health and safety initiatives, reporting to the Senior Vice President of Global Operations and ultimately to the Chief Executive Officer. In addition, safety targets are embedded into performance evaluations and short-term incentive programs for all supervisors and managers. The Executive Leadership Team reviews key safety metrics and risks at least monthly and, at a minimum, the Board of Directors receives a safety update at each regularly scheduled meeting as part of its oversight responsibilities.



Life Critical Rights and Rules

Mativ’s LCRRs seek to clarify expectations for safely performing work that presents the greatest risk to employee health and safety. They empower employees to pause work whenever conditions make it difficult or impossible to follow a required safety rule or when they are unable to perform a task safely.

By emphasizing shared accountability, the LCRRs reinforce a culture where every employee plays an active role in protecting themselves and others while continuously strengthening our safety performance. In 2025, we reinforced two of our most critical LCRRs with enterprise-wide policies: Control of Hazardous Energy and Machine Guarding.



Control of Hazardous Energy

Right
Everyone has the responsibility to pause work if they feel sufficient protections against hazardous energy are not in place.

Rule
No one will enter the “danger zone” of machinery without proper isolation and control of hazardous energy.



Machine Guarding

Right
Employees should refuse to operate equipment when safety devices are not functioning or the machine has physical guards and/or other safeguards missing or removed.

Rule
Employees should only operate equipment when safety devices are operational and the machine has physical guards and/or other safeguards in place.



Confined Space

Right
Employees should refuse to enter any confined space that hasn’t been properly classified, for which adequate training has not been conducted, and/or where ongoing monitoring controls and a rescue plan have not been developed or communicated.

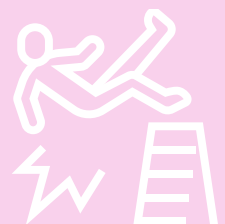
Rule
Enter classified confined spaces only when all hazards have been controlled, proper training has been provided, and there are sufficient monitoring and rescue contingencies in place.



Powered Industrial Trucks

Right
Employees should refuse to operate a powered industrial vehicle on which they have not been trained or load/unload a vehicle if safety devices are not available or are not fully functional.

Rule
Only trained and certified operators, adhering to speed limits, traffic regulations, and safety protocols, are authorized to operate powered industrial vehicles.



Working at Heights / Fall Protection

Right
Employees should refuse to do a job task if appropriate fall prevention or protection equipment is not available.

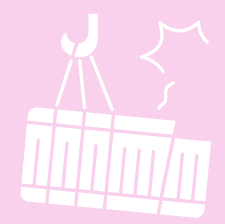
Rule
Fall protection measures are in place when there is a fall potential greater than four (4) feet (varies by country).



Electrical Safety

Right
Employees must refuse to work on electrical equipment if they are not properly qualified.

Rule
Only trained and authorized employees may work on electrical panels, switchgear, and installations. All live electrical panels must remain closed except when being actively serviced by a qualified person.



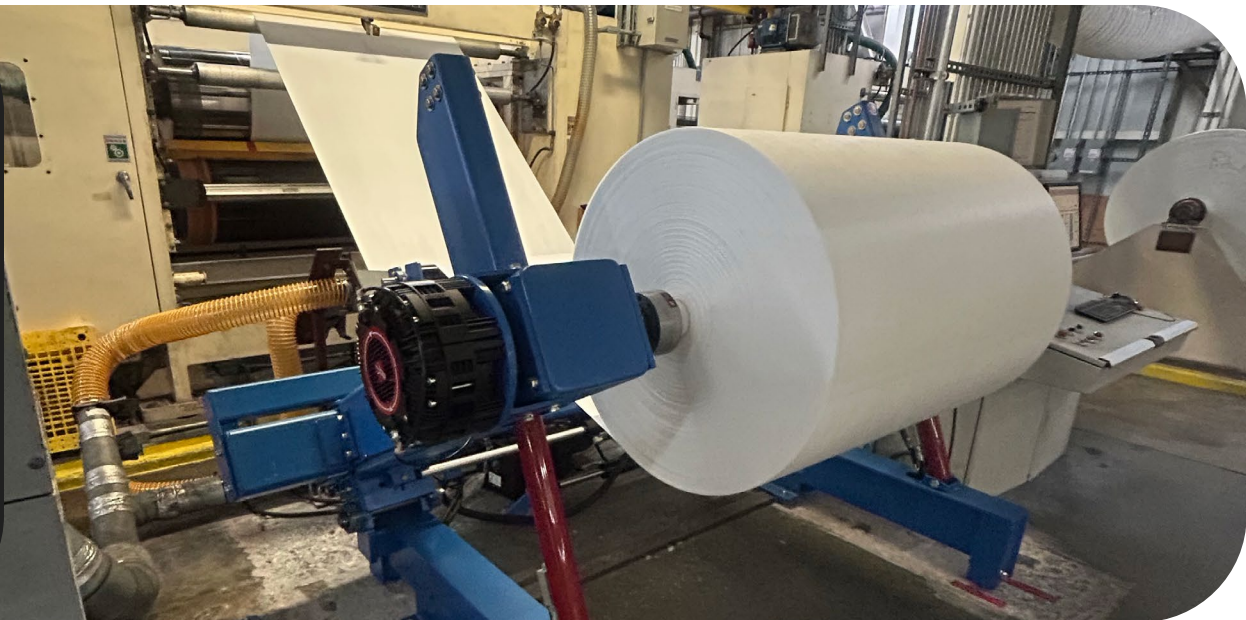
Suspended Loads

Right
Employees should refuse to lift a load or participate in a lift if the equipment is damaged or underrated for the material being lifted and/or if there is insufficient space to avoid impact in the event of a falling load.

Rule
Use proper lifting equipment and maintain safe distances from suspended loads.

Safety Achievements in 2025

Shaftless unwinders were installed on the calenders at our Pittsfield, Massachusetts, plant. The project eliminated manual handling of shafts and the use of an overhead crane, **preventing pain and strain, pinch, contusion, and crush injuries.**



A **vacuum lift** was installed in the salicylic acid processing area of our Knoxville, Tennessee, plant. The project eliminated manual lifting of adhesive blocks weighing up to 80 pounds, **preventing back, shoulder, and arm injuries.**



An **automated packaging line** for narrow slitters was installed in our Andoain, Spain, plant. The project eliminated manual lifting and packaging of narrow rolls of coated paper, **preventing back, shoulder, and arm injuries.**



Health and Safety Performance

At the enterprise level, we track and report key performance indicators aligned with Occupational Safety and Health Administration (OSHA) standards, while also monitoring additional metrics internally to drive improvements down to the site level. Compared to the latest data from the U.S. Bureau of Labor Statistics from 2024, our OSHA-aligned incidence rates are better than average for both the plastics product manufacturing and paper manufacturing industries, as well as all relevant subindustries. Additionally, we monitor

a bespoke Mativ Severity Index Rate (MSIR), which assesses the severity of workplace injuries independently of missed work time to better capture their true impact on employees. Targets on our key health and safety metrics provide guardrails around our performance each year. We aim to keep our Total Recordable Incident Rate (TRIR) below 2.0 and our MSIR below 0.5, as we believe these rates indicate strong performance in reducing incident frequency and severity.

Health and Safety Metrics	2025	2024	2023
Mativ Severity Index Rate (MSIR) ⁶	0.16	0.21	0.38
Lost Time Incident Rate (LTIR)	1.12	1.20	0.90
Total Recordable Incident Rate (TRIR)	1.91	2.07	1.90

⁶Mativ Severity Index Rate (MSIR) is a calculated rate of number of injury cases with an MSI rating of Severe, Life-Altering, or Fatality that occur per 100 employees working full time (100 x 2,000 hours per year = 200,000 hours) and is calculated as follows: MSIR = [Number of injury cases with MSI rating of Severe, Life-Altering, or Fatality] x [200,000] / [Exposure Hours]. The MSI is a scale that rates the severity of an injury or illness in five categories ranging from Minor to Fatality, used to gauge overall impact on the injured employee and the intensity and duration of required medical treatment.

Human Capital Management

Our people power everything we do. They transform ideas into innovations, manufacture the high-quality materials our customers depend on, and deliver solutions that help improve everyday life. We strive to create a workplace where employees feel supported, valued, and empowered to do their best work at every stage of their careers.

Our approach to human capital management is guided by four priorities: attract, engage, grow, and reward. These priorities shape how we invest in our people and foster a culture where every team member can thrive and contribute to our long-term success.

Talent Attraction

We are building the next generation of chemists, engineers, manufacturing specialists, designers, and business leaders who will help shape our future. Their insights, expertise, and curiosity will enable us to solve customer challenges in new ways and advance our business and sustainability ambitions.

To strengthen and diversify our talent pipeline, we employ a range of recruitment initiatives around the world. We also offer early-career professionals opportunities to gain hands-on experience and explore what it's like to build a career at Mativ.

Internships

Our paid summer internship program in the United States gives participants an immersive introduction to life at Mativ. Designed to foster connection and professional growth, the program emphasizes community building, mentorship, and networking while exposing interns to meaningful work across the business. Through these experiences, the summer internship helps prepare emerging professionals to contribute to Mativ and the future of the specialty materials industry.

Throughout the summer, interns work closely with dedicated managers and participate in professional development events, leadership interactions, team activities, an intern-led community volunteering initiative, and final presentations that encourage reflection on their experience and future goals. We also provide relocation and housing stipends when needed to help ensure that financial considerations do not limit participation.

In 2025, we welcomed 40 interns and co-ops across nine locations in the United States. They contributed in seven functions—Finance, Human Resources, Information Technology, Marketing, Operations, Research and Development, and Supply Chain—bringing new perspectives and energy to our teams.

Rotational Program

To help prepare future leaders in our Supply Chain and Operations functions, Mativ launched a two-year rotational development program that gives global entry-level participants a deeper understanding of our business, products, and customers. Through four rotations across two locations, participants gain diverse and practical experience that equips them to take on increasingly complex roles at Mativ.

In 2025, the final participant from the inaugural program transitioned into a full-time role. Drawing on feedback from this first cohort, we are evaluating opportunities to enhance the next iteration of the program to deliver an even more meaningful and engaging learning experience while continuing to build capabilities within our Supply Chain and Operations teams.

Apprenticeships

At our sites in Germany, we offer an apprenticeship program based on the dual vocational training model, which combines on-the-job experience with classroom instruction at a vocational school over a period of three to three and a half years. By pairing practical application with academic learning, the program develops the skills and knowledge apprentices need to succeed in highly skilled roles.

In 2025, we employed 23 apprentices. Six successfully completed the program and accepted permanent positions with Mativ, demonstrating the program's role in building skilled talent and supporting the long-term priorities of our business.



Employee Engagement

Employee engagement is essential to creating an environment where Mativ employees feel connected to our purpose, empowered to contribute, and motivated to excel in their roles. Understanding what matters most to them, and acting on their feedback, helps ensure our culture continues to evolve alongside the needs of our people and our organization.

In 2025, people managers received the results from our 2024 engagement survey along with guidance to support focused, localized action planning. This approach has been particularly effective in manufacturing environments, where site-specific actions help address local challenges, strengthen frontline engagement, and reflect the realities of day-to-day operations. Teams were encouraged to focus on one key driver of engagement and commit to a meaningful action tailored to their unique circumstances.

These ongoing conversations reinforce a culture where feedback is actively encouraged and acted upon—from the bottom up, top down, and everywhere in between.

Clear and consistent communication also plays an important role in fostering engagement and supports our mission to attract, engage, grow, and reward our employees. Through quarterly town halls hosted by our CEO, ongoing functional and segment-specific town halls hosted by our Executive Leadership Team, quarterly leadership meetings, regular leadership site visits, and other communication channels, we create opportunities for employees to hear directly from leaders, share perspectives, and stay connected to our strategy and priorities.



Learning and Development

We believe continuous learning helps our employees expand their capabilities and pursue new opportunities throughout their careers. Through our MyPath performance and development framework, salaried employees set individualized goals, participate in regular check-in conversations with their managers, and access tools and resources that support their professional growth and career aspirations.

Our approach to development follows the 70/20/10 model, recognizing that people learn in different ways and that growth happens through a combination of on-the-job experiences (70%), learning from others (20%), and formal education and training (10%). This framework helps employees build the skills and experiences needed to succeed personally while fulfilling Mativ's short-term objectives and driving our long-term strategy.

We tailor training opportunities to employees' roles and development needs through LinkedIn Learning, which offers more than 25,000 courses

taught by experts in various formats. Available in the languages of the countries where we operate and accessible anytime on any device, the platform helps employees learn in ways that fit their schedules and goals. In 2025, 65% of eligible employees actively used their Mativ LinkedIn Learning accounts for skills and professional development, far surpassing the industry benchmark of 40%. On average, active users completed 2 hours and 17 minutes of self-paced learning throughout the year. We also partner with external industry experts to deliver specialized training that supports both our people and our business priorities.

We also invest in leadership development through targeted programs designed to support employees at different stages of their careers. High-potential leaders identified through our annual Talent Review process participate in Individual Development Plans that emphasize experiential learning and readiness for critical roles.

New Leader Essentials

In 2025, we launched **New Leader Essentials**, an early-career leadership program that combines virtual meetings, peer connections, group discussions, individual activities, and competency-based training. Across our two 2025 cohorts, more than 45 leaders from **12 sub-functions participated, strengthening their leadership foundations and putting new skills into practice** in their day-to-day work.

Performance Management

Quarterly conversations between employees and managers play an important role in supporting performance, development, and well-being. Through our MyPath framework, employees and managers engage in regular check-in conversations throughout the year to discuss progress, provide feedback, facilitate goal achievement, and build trust. Our goal for these check-ins is to address a range of topics, listed below.

MyPath Check-In Topics



Progress and performance against annual goals



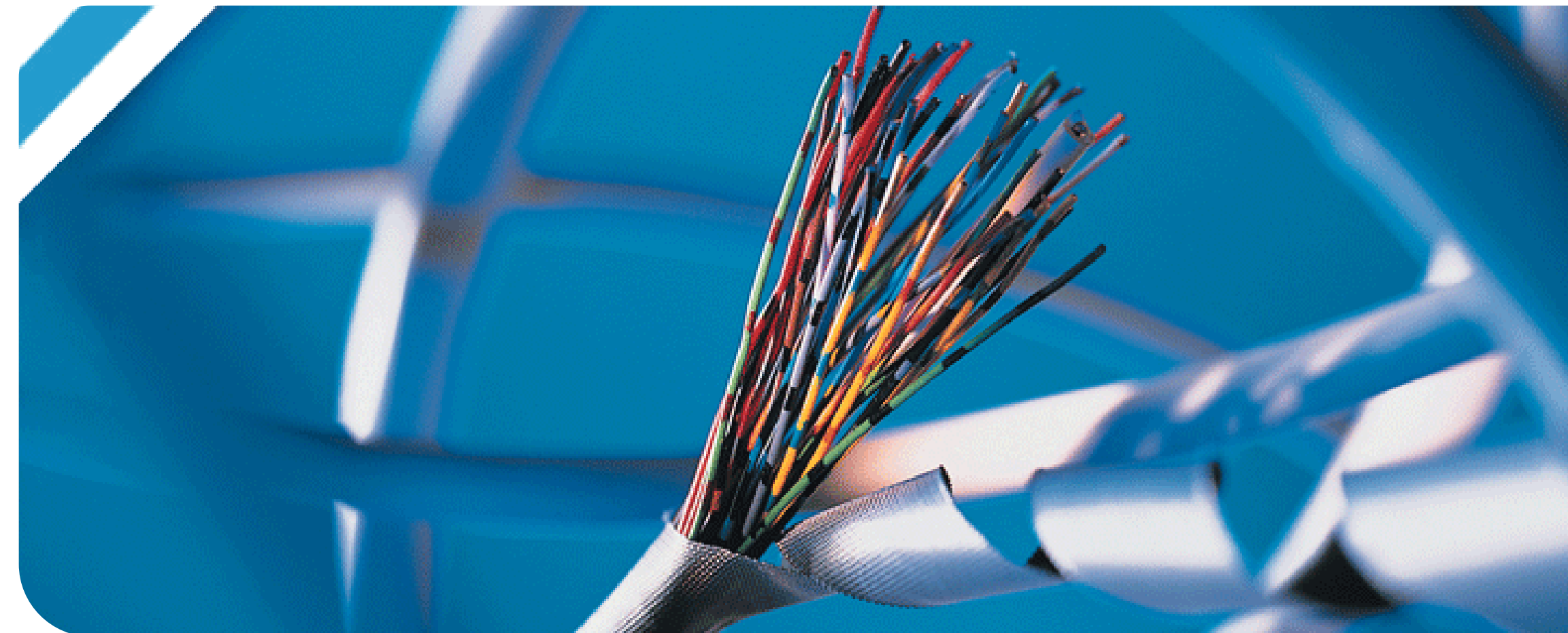
Demonstration of Mativ values and behaviors



Career development



Employee well-being



Benefits

We support the well-being of our employees and their families through benefits and resources designed to help them thrive physically, financially, and emotionally. Our offerings empower employees to prioritize their health and wellness while providing support for the diverse needs and experiences that shape their lives.

Core benefits include medical, dental, and vision coverage, prescription drug plans, disability and life insurance, a 401(k) savings plan with company match, and family planning services. In the United States, employees also have access to wellness coaching and incentive

programs, telehealth services, fitness platforms such as Peloton, an employee advocacy program, and a robust Employee Assistance Program (EAP) that provides additional support and resources. These benefits are thoughtfully designed to meet the diverse needs of both salaried and hourly employees at Mativ.

We also provide benefits that help employees navigate important life moments. Salaried U.S.-based employees are eligible for up to 12 weeks of fully paid parental leave, including eight weeks for childbirth and recovery leave and four weeks for bonding leave. Bonding leave is a gender-neutral benefit for parents caring for a newborn or an adopted child.

Supporting mental health remains an important priority. At our Alpharetta, Georgia, headquarters, private wellness rooms on each floor provide employees with a quiet place to recharge, gather their thoughts, or use as a lactation room.

Because employee safety comes first, all employees worldwide have access to Everbridge, a global assistance provider that offers 24/7 medical, security, and travel assistance. The service helps ensure employees remain informed, protected, and supported wherever work or travel takes them.

Matching Gift Program

We believe that thriving businesses play a crucial role in building resilient communities, which is why we encourage our employees to actively support their communities through both local and company-wide initiatives. Whether through collective donations and volunteering, participating in fun runs, mentoring, or supporting animal adoptions, Mativ employees are finding meaningful and creative ways to make a difference. To amplify these efforts, Mativ's matching gift program matches employee contributions to qualified educational and charitable organizations, offering up to \$2,500 per person or organization in unrestricted funds.



Making Mativ Matter

Making Mativ matter starts with cultivating a workplace environment where people feel welcomed, supported, and connected to our company culture. We believe an inclusive culture, one that values diverse perspectives and experiences, strengthens our teams, fosters collaboration, and enhances our ability to serve our customers and communities. For us, this means building a culture of trust and belonging where every team member across every function has an equal opportunity to grow, develop, and thrive as their authentic self.

Creating that sense of belonging begins with an employee's first interaction with Mativ. We work with an external partner to broaden our access to talent and expand our outreach to candidates with diverse backgrounds, while supporting our equal opportunity employer commitments and talent acquisition practices. Our external recruiting efforts target a diverse slate of qualified candidates—whether measured by gender, ethnicity, or background—for all open roles. In the United States, our on-campus recruiting team partners with professional organizations and affinity groups at partner universities to expand our reach and strengthen our connections with emerging talent.

As employees build their careers with Mativ, we curate and offer optional LinkedIn Learning courses focused on inclusion and inclusive leadership. These programs encourage leadership approaches that are welcoming, intentional, and aligned with a culture that values diverse communication styles, experiences, and ideas to better meet the needs of varied markets and customers.

Fostering an inclusive culture requires ongoing collaboration across the organization and accountability at every level. Our Human Resources function oversees these efforts, while the Board's Nominating & Governance Committee provides governance and oversight as part of its broader ESG responsibilities. This ongoing effort remains a shared responsibility across all functions and teams.

Pay Equity

We are committed to fair and responsible compensation practices and comply with applicable minimum wage regulations in every jurisdiction where we operate. We uphold our commitment to equal pay for equal work, as outlined in our global [Human Rights Policy](#) and reinforced by our U.S. Equal Employment Opportunity statement.

To support equitable pay practices, we use a global compensation framework for salaried employees that helps ensure compensation decisions are fair, consistent, and informed by market benchmarks. We are also committed to equitable employment practices across the employee experience, including hiring, development, promotion, and compensation.

We strictly prohibit discrimination, harassment, and retaliation and are committed to providing equal employment opportunities for all employees and applicants, regardless of any characteristic protected by national, state, or local law.



Governance

Ethics and Integrity

Data Security

ESG Oversight

Corporate Governance

Ethics and Integrity

At Mativ, ethics and integrity are part of our culture and guide how we work, collaborate, and make decisions every day. The Mativ [Code of Conduct](#) provides a foundation for these values, giving employees clear guidance for acting responsibly and ethically in their work and interactions. The Code establishes policies, standards, and expectations that apply to all employees, officers, and directors of Mativ and its subsidiaries worldwide. Agents and contractors of the Company are also expected to read, understand, and abide by the Code.

Mativ's Chief Legal and Administrative Officer oversees our ethics program. At the Board level, the Audit Committee is responsible for periodic reviews of the Company's Code of Conduct and the systems in place to monitor and enforce compliance with its requirements. The Audit Committee receives quarterly updates from management on ethics-related matters.

Ethics Training and Guidelines

Our annual Code of Conduct training helps employees recognize and respond to ethical challenges they may encounter through interactive, computer-based modules focused on responsible decision-making and behavior. The training is available in the local languages of the countries where we operate.

2025 Ethics Training Key Themes

- **Supporting a respectful and inclusive environment**
- **Acting with integrity**
- **Spotting and reporting fraud**
- **Anti-retaliation**

To better meet the needs of production employees, we also launched offline, in-person training covering many of the same topics. In 2025, 100% of eligible employees completed Code of Conduct training. We will continue to update our ethics training curriculum to address emerging business risks and emphasize our company values.

Ethics education extends beyond annual training through regular Compliance Spotlights and Compliance Alerts, which reinforce our expectations and provide timely guidance on topics including:

- **Gift giving**
- **Navigating risks during management change**
- **Insider trading**
- **The Code of Conduct and ethical decision-making**
- **Reminders about ethics training**

Whistleblowing Policy

The Mativ Hotline provides a confidential, anonymous way for employees and other stakeholders to raise concerns and report potential violations of our Code of Conduct or other company policies. Managed by an independent third party, the Hotline is available 24 hours a day in all local languages across our global operations. All reports, regardless of their eventual outcome, must be made in good faith. We enforce a strict non-retaliation policy for anyone who raises a concern in good faith.

Mativ's Chief Legal and Administrative Officer and the Audit Committee have ultimate oversight of the Mativ Hotline. Day-to-day administration is managed by our Risk and Compliance function in partnership with labor and employment attorneys, who review each report and oversee investigations using appropriate resources. Risk and Compliance provides the Audit Committee with quarterly reports on Mativ Hotline activity.

Political Involvement

Mativ respects the right of employees, officers, and directors to participate in civic and political activities in their personal capacities. To avoid any perception that personal views represent those of the Company, employees must not use Mativ letterhead, company email, business addresses, or company titles when expressing personal political views in public. We comply with all applicable laws governing political participation and contributions.

Data Security

Our Global Cybersecurity Policy is a key component of our approach to safeguarding Mativ's data and assets. Together with our data management standards and procedures, it establishes the requirements for protecting the confidentiality, integrity, availability, and appropriate use of information across the organization. Every employee, service provider, and contractor is responsible for complying with these requirements in all business activities. To support third-party

risk management, we also adopted Third Party Minimum Data Security Requirements that define baseline expectations for the data security practices of our business partners.

Our Chief Information Security Officer, who reports to the Chief Information Officer and ultimately to the Chief Executive Officer, leads the Company's data security program. Regular program updates are provided to the Cybersecurity and IT Risk Steering

Committee, Executive Leadership Team, Audit Committee, and full Board, ensuring oversight of cybersecurity risks and the effectiveness of our security program.

We align our approach to data security with the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) 2.0. To identify and mitigate data security risks, we employ a range of preventive and monitoring activities, including vulnerability

scanning, internal audits, annual external penetration testing, and ongoing tracking of evolving cybersecurity and data protection requirements. We also strengthen organizational preparedness through monthly data security awareness training, phishing simulations, incident response exercises, and regular collaboration between our Cybersecurity and Infrastructure teams to review emerging risks, prioritize mitigation activities, and coordinate timely responses.

100%



of high-risk trading partners covered by a due diligence process on information security

0



confirmed material data breach incidents in 2025

ESG Oversight

Board-Level Oversight

The Board has delegated oversight of ESG matters to the Nominating & Governance Committee (NGC). The NGC reviews and guides our ESG strategy while overseeing and monitoring the corporate targets set by the Company's cross-functional, management-level ESG Committee. The NGC Chair reports on ESG matters, including strategy and corporate targets, at each regularly scheduled meeting of the full Board.

The Audit Committee (AC) oversees the risk management process through its supervision of our enterprise risk management (ERM) system, which provides a structured approach to identifying, assessing, monitoring, and managing risks, including ESG-related issues that may affect the short-term continuity or long-term viability of our business. Internal Audit conducts an annual ERM assessment and presents the findings to the AC. The AC Chair then reports any significant findings to the full Board.

Management-Level Oversight

At the management level, our cross-functional ESG Committee brings together representatives from our corporate Environmental, Health, Safety, and Sustainability (EHS&S), Human Resources, Supply Chain, and Legal teams to advance Mativ's ESG strategy and coordinate related initiatives. Meeting monthly, the ESG Committee helps shape and execute our ESG strategy while assessing and monitoring developments related to ESG matters, including associated dependencies, impacts, risks, and opportunities. The Committee also develops, implements, and monitors initiatives, policies, and targets aligned with Mativ's ESG priorities.

The Chief Legal and Administrative Officer serves as the ESG Committee's Executive Sponsor. Leaders from our corporate EHS&S and Legal teams serve as co-Chairs and provide Committee updates at each regularly scheduled NGC meeting, with periodic reports to the full Board.



The ESG Committee is responsible for:

- Establishing Mativ's overall ESG strategy
- Developing, implementing, and monitoring ESG initiatives, policies, and targets
- Overseeing communications regarding ESG matters with employees, investors, reporting agencies, proxy advisors, and other stakeholders, including the preparation and publication of the Company's annual ESG disclosure
- Monitoring and evaluating ESG developments to strengthen the Company's understanding of emerging issues

Corporate Governance

Board Composition⁷

61

Average age

17%

Racially/ethnically diverse individuals on the Board

83%

Independent

33%

Women on the Board

Corporate Governance Best Practices

- Directors possess a diverse range of skills and expertise
- All directors are independent, except the Chief Executive Officer
- Annual Board and committee evaluations
- Regular executive sessions for independent directors
- Director orientation, continuing education, and compliance training
- Membership in the National Association of Corporate Directors (NACD) for all directors
- Stock ownership guidelines for executive officers and non-employee directors
- Prohibition of hedging and pledging
- Overboarding policy
- Majority vote resignation policy for directors
- Directors are not eligible for reelection after age 72
- Board oversight of enterprise risk management (ERM)
- Board oversight of ESG matters
- No poison pill



⁷As of April 30, 2026

Appendix

Climate-Related Financial Disclosures Index

SASB Index

Forward-Looking Statement

Climate-Related Financial Disclosures Index

This index features Mativ’s climate-related financial disclosures for 2025, aligned to the criteria within the International Financial Reporting Standards (IFRS) S2 Standard on Climate-related Disclosures. This demonstrates how our commitment translates to action and the extent to which climate considerations are integrated into our strategic planning and risk management activities. Our annual submission to CDP provides more information on our management approach to climate-related issues.

Governance

Highest governance bodies responsible for oversight of climate-related risks and opportunities

The Nominating & Governance Committee (NGC) of the Board of Directors provides general oversight of environmental and sustainability issues and risks potentially impacting the Company, as stipulated in the [Nominating & Governance Committee Charter](#). The governance mechanisms into which environmental and sustainability (including climate-related) issues are integrated—reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities, overseeing reporting processes, overseeing the setting of corporate targets, and overseeing and guiding the development of a business strategy—enable the NGC to consider the relevant issues and risks and to fulfill its oversight responsibilities. The Chair of the NGC or the Chief Legal and Administrative Officer then report on these issues and risks at each regularly scheduled meeting of the full Board.

Additionally, the Audit Committee provides oversight for our enterprise risk management (ERM) process, which stipulates a systematic approach to identify, assess, monitor, and manage risks, including sustainability and specifically climate-related issues and risks potentially impacting the short-term continuity and/or the long-term viability of our business.

Management’s role in governance processes, controls, and procedures used to monitor, manage, and oversee climate-related risks and opportunities

At the management level, our cross-functional ESG Committee includes representatives from our corporate Environmental, Health, Safety, and Sustainability (EHS&S), Human Resources, Supply Chain, and Legal teams. Meeting monthly, the ESG Committee sets general strategy and assesses and monitors developments relating to ESG matters, including associated dependencies, impacts, risks, and opportunities. The Committee also develops, implements, and monitors initiatives, policies, and targets based on Mativ’s ESG strategy and oversees communications with employees, customers, investors, ratings agencies, and other stakeholders with respect to ESG matters, including the preparation and publication of Mativ’s annual ESG disclosure. The Chief Legal and Administrative Officer serves as the ESG Committee’s Executive Sponsor, and leaders from our corporate EHS&S and Legal teams serve as co-Chairs, providing Committee updates at each regularly scheduled NGC meeting, with periodic reports to the full Board.

Strategy

Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects

Mativ is subject to several climate-related risks and opportunities that have affected our strategy as it pertains to our direct operations and upstream/downstream value chain. These risks and opportunities are considered in the short (0-1 years), medium (1-2 years), and long (2+ years) term.

Policy and Liability

Our business is subject to various environmental laws, regulations, and related litigation that could result in substantial costs or other liabilities for the Company. Our facilities are subject to significant federal, state, local, and foreign environmental protection laws with respect to air, water, emissions, and the disposal of solid waste. We believe that we are operating in substantial compliance with these laws and continue to make capital and operational investments to support future compliance. However, these laws may change, which could require changes in our practices, additional capital expenditures, or loss of carbon credits, and we may discover aspects of our business that are not in compliance. Violation of these laws can result in the imposition of significant fines and remediation costs. Additionally, in recent years, assessments of the potential impacts of climate change have begun to influence governmental authorities, consumer behavior patterns, and the general business environment of the European Union and the United States. The implementation of these policies may require us to invest additional capital in our properties or may restrict the availability of land we are able to develop. For example, the State of California has adopted new climate change disclosure requirements that mandate public disclosure of certain greenhouse gas (GHG) emissions data and climate-related financial risk reports. The European Union has also established similar regulations, such as the Corporate Sustainability Reporting Directive (CSRD), which establishes extensive ESG-related disclosure requirements based on the European Sustainability Reporting Standards (ESRS), including certain assurance obligations. The standards used to identify and collect the information and data required pursuant to these emerging regulations are still developing and uncertain, which could result in increased costs related to complying with applicable reporting obligations under these standards and could increase the risk of failing to comply. Various regulatory requirements are subject to ongoing rulemaking, legislative amendment, and litigation, and their application to Mativ depends on facts we continue to assess. We are monitoring developments and constantly evaluating our reporting obligations under each regime.

Technology

Due to the nature of the business and its energy usage (which accounts for a significant portion of operational costs), new and emerging technology is important for Mativ in meeting our energy efficiency and GHG reduction ambitions. The transition to lower-emissions technology and products presents an opportunity for Mativ, enabling us to remain competitive and meet customer expectations. However, the considerable capital expenditures required and the potential for unsuccessful investment in new technologies pose significant risk to Mativ.

Market and Reputation

Companies across all industries are facing increasing scrutiny relating to their ESG policies, particularly those related to climate and the environment. If we are unable to meet our climate-related goals or evolving investor, industry, or stakeholder expectations and standards, or if we are perceived to have not responded appropriately to the growing concern for climate-related issues, customers may choose to stop purchasing our products or purchase products from another company or a competitor, and our reputation, the desirability of our stock to investors, and our business or financial condition may be adversely affected. Increased focus and activism on climate-related topics may also hinder our access to capital, as investors may reconsider their capital investment as a result of their assessment of our practices. These demands could cause us to incur additional costs or to make changes to our operations to comply with such demands.

Acute Physical

The occurrence of short-term, specific events that change the state of the environment (e.g., natural disasters) in any of the countries in which we operate may negatively impact our facilities, our supply chain, or our customers. If we experience supply disruptions, we may not be able to develop alternate sourcing quickly. Any disruption of our production schedule caused by an unexpected shortage of components, raw materials, or parts, even for a relatively short period of time, could cause us to alter production schedules or suspend production entirely, which would adversely affect our business and results of operations. Acute physical risks our facilities face include flooding, heavy precipitation, and cold waves and frost. Opportunities to mitigate these risks enhance the stability of our production and resiliency of our business model in a changing climate.

Chronic Physical

Gradual changes to the state of the environment, including changing precipitation patterns and types, changing wind patterns, heat stress, and water stress, could adversely impact our access to affordable raw materials and energy. Our financial performance can be significantly impacted by the cost and availability of raw materials and energy, and we may have limited ability to pass through increases in costs to our customers. We also see increased resilience to the impacts of climate change as an opportunity for Mativ. FM, Mativ’s primary property damage and business interruption insurance provider, identifies and helps prioritize engineering and behavioral solutions that will reduce the risk of loss and minimize damage from climate-related physical risks. FM loss prevention engineers regularly visit and monitor our portfolio of facilities, and through the resulting risk reports, provide an expert opinion on specific risk improvement measures to strengthen our climate resilience.

Current and anticipated effects of climate-related risks and opportunities on business model and value chain

The vulnerability of our operating performance to any loss or interruption of the operations of our facilities, due to, for example, climate-related power, supply, or logistical outages, has provided additional incentive to continue to leverage economies of scale, reduce complexity, and optimize our business. Climate-related considerations are one of several factors informing our broader efforts to reduce complexity and optimize our business, which are described in our Annual Report on Form 10-K. In January of 2024, we enacted an organizational realignment initiative (the “Plan”) that resulted in \$20.0 million of run-rate savings at the end of 2024, and we projected the Plan would deliver an additional \$20.0 million of savings by the end of 2026. However, in the first quarter of 2025, we augmented and accelerated the Plan to deliver immediate

cost reductions to our selling and general expenses, operations, and procurement, which delivered nearly \$20.0 million of savings in 2025 alone. The next wave of initiatives will target additional cost reductions of \$15.0 million to \$20.0 million by the end of 2026. We continue to monitor opportunities for divesting and/or consolidating facilities, product lines, and supply chain support to reduce complexity and unlock value. Continued investments in technology will further drive efficiency and productivity while streamlining support processes. Additionally, we are leveraging a more comprehensive value chain position, where we believe we can cross-source and present more complete offerings to our customers, as when we bundle multiple components (e.g., media, support, cores, and tubes) for water filtration.

Effects of climate-related risks and opportunities on strategy and decision-making

Our vulnerability to ESG—particularly environmental and climate-related—issues may adversely affect our business, financial condition, results of operations, stock desirability, and reputation. As a result, ESG considerations have influenced our strategy and decision-making. We now work closely with

a third-party partner on strategy development, materiality assessment, ESG reporting and communications, and multi-stakeholder engagement to successfully navigate evolving ESG standards, global regulations, and stakeholder expectations.

In 2025, we achieved the following:

- Reviewed and revised Mativ's ESG Committee Charter and governance structure
- Developed and advanced a long-term climate target, including justification for its boundary and time horizon, and a plan for meeting the target
- Published the 2024 ESG Tear Sheet, including our inaugural IFRS S2-aligned climate-related financial disclosure

As we begin to explore the development of a formal sustainability strategy, we aim to anchor our priorities in Mativ's new corporate strategy, identifying where sustainability intersects with value drivers so that we are able to articulate our core purpose in line with our company values and business model.

Effects of climate-related risks and opportunities on financial position, performance, and cash flows

Our vulnerability to various environmental laws, regulations, and related litigation that could impose substantial costs or other liabilities on us has impacted our financial planning as it pertains to liabilities and capital and operating expenditures, as we now regularly incur such expenditures to achieve future compliance. In addition, the vulnerability of our financial performance to the cost and availability of energy and our limited ability to pass through increases in costs to our customers have impacted our financial planning as it pertains to indirect costs, as we now periodically enter into agreements to procure a portion of our energy for future periods to reduce the uncertainty of future

energy costs. Lastly, the opportunity presented by increased resilience to the impacts of climate change has affected our financial planning as it pertains to assets and capital allocation, as we are now allocating a greater percentage of our annual CAPEX commitment to projects aimed at climate risk reduction. Through informed and targeted investment, we anticipate greater operational and strategic reliability and a lower loss experience for our tangible assets and their associated revenue streams. In 2025, we spent approximately \$1.3 million on environmental sustainability- and loss control-related capital investments.

Describe the resilience of the organization's strategy and business model to climate-related changes, developments, and uncertainties, taking into consideration identified climate-related risks and opportunities

Mativ completed a company-wide climate scenario analysis in 2026. We examined two transition scenarios (the NGFS Net Zero 2050 and Delayed Transition scenarios) and one physical scenario (the IPCC RCP 8.5 scenario) over short-, medium-, and long-term time horizons, with the short-term time horizon (defined as 2026–2040 for the purpose of this analysis) being most relevant for the former and the medium-term time horizon (defined as 2041–2060) being most relevant for the latter. (While Mativ conducts operational and financial planning over a 1-2-year timeframe and strategic and capital planning over a 2-5-year timeframe, climate-related risks and opportunities may have implications over a longer period. For this reason, the time horizons examined here differ from those applied in our ERM process, which assesses the relative significance of both environmental and non-environmental risks.) The NGFS scenarios are low-carbon scenarios (both below 2°C warming), while the IPCC RCP 8.5 scenario is a high-carbon

scenario (>4°C warming), as these represent the conditions under which transition risks and opportunities and physical risks, respectively, are typically most relevant. The selected NGFS scenarios include one orderly scenario (where climate policies are introduced early and become gradually more stringent) and one disorderly scenario (where transition risks are higher due to policies being delayed or divergent), as the European Central Bank, French Central Bank, and ACPR use this approach for stress-testing. Transition risks modeled included increasing carbon pricing mechanisms, increasing energy costs and volatility, lack of availability and/or increased cost of raw materials, changes to legislation/regulation of existing products, and changing consumer preferences, while physical risks modeled included heat stress, water stress, and cold waves and frost. Additionally, we analyzed one transition opportunity: demand for sustainable and low-carbon materials.

Key findings pertaining to our top three transition risks were as follows:

Increasing carbon pricing mechanisms

Mativ faces risk from expanding carbon pricing, with prices potentially reaching \$180/MTCO₂e by 2030 under the Net Zero 2050 scenario, increasing energy, input, and compliance costs.

Increasing energy costs and volatility

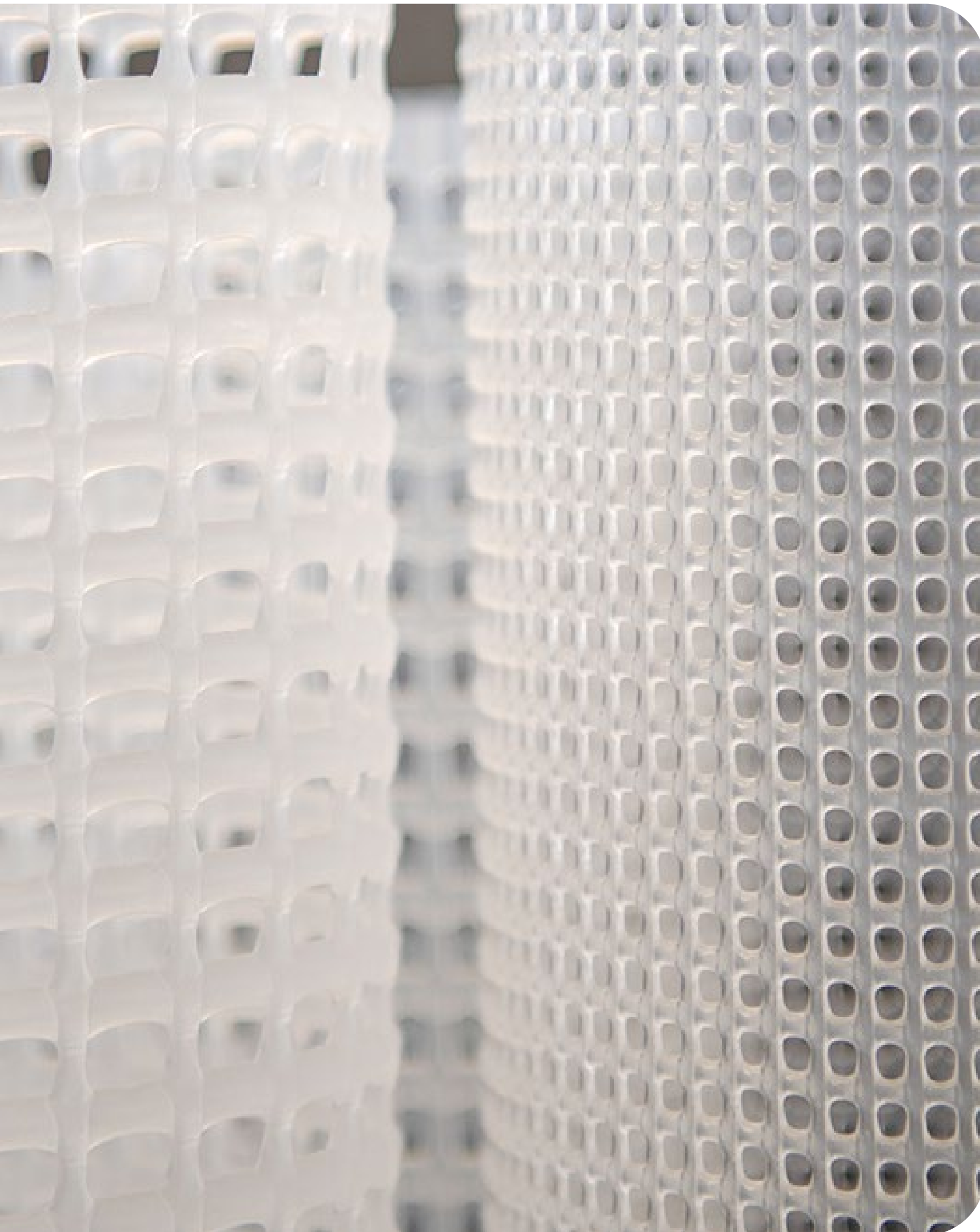
Mativ faces rising energy transition risks, with U.S. electricity prices projected to increase by 7% (on top of inflation) between 2025 and 2030 under the Net Zero 2050 scenario, driving increased operating costs.

Lack of availability and/or increased cost of raw materials

Paper prices could rise by 8% (on top of inflation) by 2030 under the Net Zero 2050 pathway, driving supply volatility, higher input costs, and the need to diversify sourcing and invest in lower-carbon materials.

We anticipate that these findings may impact our strategy and financial planning via the acquisition of more long-term energy contracts (e.g., power purchase agreements to mitigate long-term price fluctuations), greater investment in energy efficiency, on-site renewables, and energy storage systems that may reduce exposure to volatile energy supplies and costs, and the development and diversification of sourcing by assessing our current raw material supply chain and developing alternative sourcing options for critical raw materials exposed to transition policies.





Key findings pertaining to our physical risks were as follows:

Heat stress

Mativ faces increasing heat stress exposure, with 80% of sites potentially highly exposed in the short term, which could reduce productivity, disrupt operations, and raise cooling costs. Mitigatory measures may be considered at the site level, such as enhanced passive building cooling (via shading, insulation, and heat-reflective roofs), internal heat load reduction (through process efficiencies, improved facility layouts, and heat recovery systems), and on-site renewable and backup systems.

Water stress

Mativ's water stress exposure is projected to increase, with 37% of sites highly or extremely exposed in the long term, potentially disrupting production and increasing water-related costs.

Cold waves and frost

Cold wave exposure is projected to decline, with 29% of sites highly or extremely exposed in the long term, causing potential power outages, infrastructure damage, and workforce disruption.

Regarding our transition opportunity pertaining to the demand for sustainable and low-carbon materials, Mativ may be well-positioned to benefit from growth in sustainable filtration, bio-based polymers, recycled-content materials, and electric vehicle lightweighting, particularly if we continue to invest in product innovation, sustainability certification, and partnerships that support customers' low-carbon procurement requirements. We anticipate that this may impact our strategy and financial planning through greater investment in sustainability certification and lifecycle assessment studies across our product portfolio, as well as through the maintenance and even expansion of Mativ's Research and Development team to build a strong market position and develop sustainable filtration media, bio-based advanced films, and medical-grade recycled-content substrate.

Risk Management

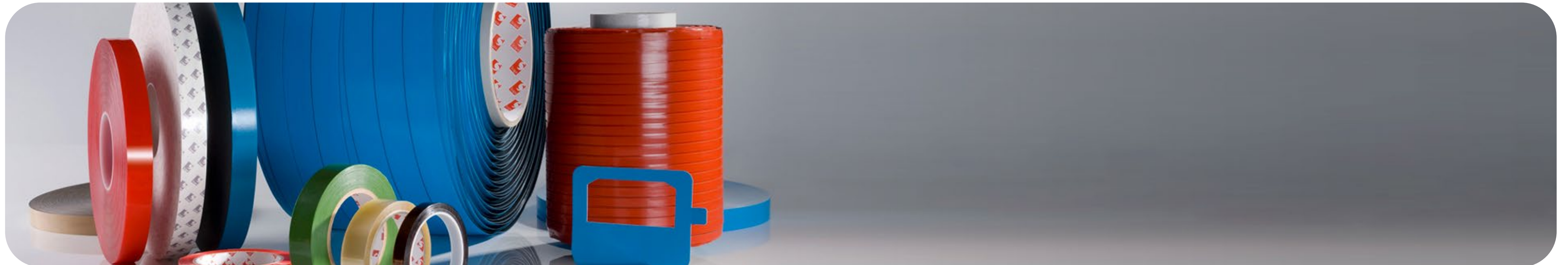
Describe the company's processes for identifying and assessing climate-related risks and opportunities

Mativ maintains an Internal Audit department and an ERM function to oversee the development, implementation, and ongoing refinement of a comprehensive ERM program. As part of this program, we undertake an extensive exercise to identify and assess the most significant risks across the enterprise. This annual process includes a robust analysis of both internal and external factors that may impede our ability to execute our strategies, meet business objectives, or achieve stakeholder requirements and expectations. We also conduct interviews with senior leaders to identify material risks, including members of the ESG Committee, which leads us to develop and execute comprehensive actions to manage or mitigate ESG-related risks. Furthermore, we continuously monitor these risks and the evolving environment to proactively identify and respond to shifting or emerging risks and strive to provide ongoing assurance that risks are effectively and efficiently managed. At this time, opportunities most often arise incidentally via the avoidance, reduction, mitigation, or management of risks.

Key data not obtained directly from the organization's operations is most often derived from scenario analysis and/or external consultants (e.g., FM).

The methodology used to assess the effects of risks (as well as associated dependencies, impacts, and opportunities) includes the application of multiple criteria or metrics as part of a matrix approach: the degree of impact (from insignificant or very low (1) to catastrophic or very high (5)), the velocity at which or the time horizon over which the effect occurs (from slow or long-term (1) to rapid or short-term (3)), and the likelihood of the effect occurring (from almost impossible (1) to repeated incidents (5)). All calculated risk scores are first computed for each individual respondent and then averaged together to create the final overall scores for aggregate and segmented results, enabling us to determine the relative significance of environmental risks and opportunities in relation to non-environmental ones.

In addition to the monitoring processes outlined above, the Board as a whole and through its committees exercises oversight of enterprise risk at a number of levels and utilizes formal and informal mechanisms to do so. The full Board regularly reviews financial performance and risks to that performance, competitive market situations, risks to operations and operating capabilities, regulatory change, and strategic planning. These reviews are provided through regularly scheduled financial and operations reviews and regular Committee Chair reports to the Board. More in-depth reviews are provided periodically on selected topics (e.g., environmental and sustainability-related risks). The NGC oversees the Company's environmental and sustainability efforts and progress, including related dependencies, impacts, risks, and opportunities.



Describe the organization's processes for managing climate-related risks and opportunities

Our key climate risk mitigation activities in 2025 included:

Physical Climate Risk Abatement

Over the past three years, risk improvement measures identified through our property insurer's engineering program have reduced modeled loss expectancy at our facilities by an estimated \$42.29 million. We expect to continue to lower our actionable climate risk via our latest Risk Improvement Plan, which offers guidance to protect the Mativ facilities that are largest and most susceptible to loss, thereby helping us to prioritize opportunities relative to one another, reduce our exposure to property loss, and maintain a more resilient position in the market. Through informed and targeted investment, we anticipate greater operational and strategic reliability and a lower loss experience for our tangible assets and their associated revenue streams.

Energy Efficiency

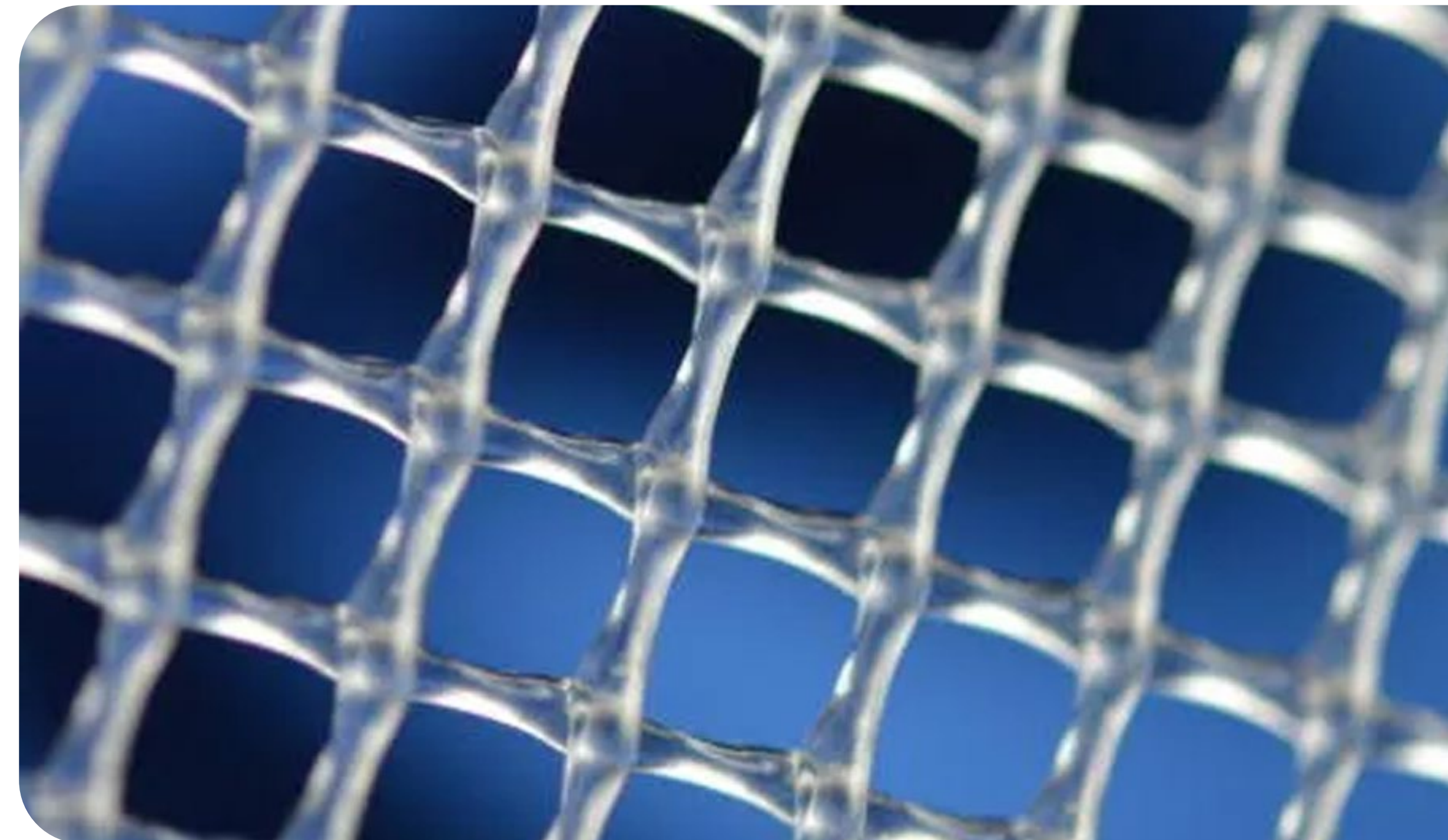
Our strategy for reducing emissions includes investment in a defined program of emissions reduction activities, which is driven via compliance with regulatory requirements/standards and financial optimization calculations. Additionally, we have adopted ISO 50001 certification at key sites impacted by carbon pricing regulations or other regulations aimed at improving corporate energy efficiency and sustainability. This approach leads to improved energy use through the development of site-specific energy management systems. The certification plays a key role in helping impacted sites achieve emissions reductions and energy efficiency upgrades, minimizing purchased allowances and taxes under carbon pricing regulations and easing the burden of compliance with energy- and carbon-related regulations generally. As of year-end 2025, 11% of our eligible sites—four facilities—have earned ISO 50001 certification.

Forward-Looking Sustainability Strategy Development

We work closely with a third-party partner on strategy development, materiality assessment, ESG reporting and communications, and multi-stakeholder engagement to successfully navigate evolving ESG standards, global regulations, and stakeholder expectations. In 2025, we reviewed and revised Mativ's ESG Committee Charter and governance structure, developed and advanced a long-term climate target—including justification for its boundary and time horizon, and a plan for meeting the target—and published the 2024 ESG Tear Sheet, featuring our inaugural IFRS S2-aligned climate-related financial disclosure. As we begin to explore the development of a formal sustainability strategy, we aim to anchor our priorities in Mativ's new corporate strategy, identifying where sustainability intersects with value drivers and strategic risks associated with our business model.

Describe how processes for identifying, assessing, and managing climate-related risks and opportunities are integrated into the organization's overall risk management

Climate-related risks are integrated and routinely evaluated as part of Mativ's ERM process. Our ESG Committee meets once per month to discuss, among other topics, key ESG-related dependencies and impacts that are relevant to our business and stakeholders. Because Mativ's and wider society's dependencies and impacts on the environment give rise to its material environmental risks (and associated opportunities), these serve as a starting point for the identification of these risks, which then feed into the ERM process described on page 41. At this time, opportunities most often arise incidentally via the avoidance, reduction, mitigation, or management of risks.



Metrics and Targets

Climate-Related Metrics

Mativ uses an operational control approach to consolidate and monitor our environmental metrics. All figures are reported in metric tons of carbon dioxide equivalent (MTCO₂e). Our GHG emissions inventory has been independently verified. We have received reasonable assurance for our Scope 1 and Scope 2 emissions and limited assurance for the categories of Scope 3 emissions we disclose.

GHG Emissions	2025	2024	2023
Scope 1 emissions (MTCO ₂ e)	196,179.3	205,854.8	189,993.5
Scope 2 emissions, location-based (MTCO ₂ e)	131,811.9	148,696.6	148,264.1
Scope 2 emissions, market-based (MTCO ₂ e)	156,607.1	174,644.2	171,907.7
Total Scope 3 emissions (MTCO ₂ e) ⁸	1,235,112	1,347,328	1,128,131
Scope 3, Category 1: Purchased goods and services (MTCO ₂ e)	748,865	903,003	980,420
Scope 3, Category 2: Capital goods (MTCO ₂ e) ⁹	5,936	7,824	--
Scope 3, Category 3: Fuel- and energy-related activities (MTCO ₂ e)	75,186	90,067	87,328
Scope 3, Category 4: Upstream transportation and distribution (MTCO ₂ e)	58,989	55,465	45,558
Scope 3, Category 5: Waste generated in operations (MTCO ₂ e)	13,897	14,529	14,825
Scope 3, Category 9: Downstream transportation and distribution (MTCO ₂ e)	24,704	44,462	--
Scope 3, Category 12: End-of-life treatment of sold products (MTCO ₂ e)	307,536	231,978	--
Biogenic emissions (MTCO ₂ e)	20,625.5	22,508.0	20,376.4

⁸In 2025, emissions for some Scope 3 categories changed materially due to refinements to data exclusions, improvements in accounting methodologies, and updates to the emission factor sets used to ensure methodological alignment across categories, geographies, and years. This also led to select restatements in our 2024 data.

⁹For the 2024 reporting year, we expanded our Scope 3 emissions analysis to include Categories 2 and 12 and disclosed Category 9 data for the first time due to improved data availability. These categories are not disclosed for 2023 because they were either not calculated or supported by limited data.

Climate-Related Targets

In 2025, Mativ adopted an absolute corporate target to reduce gross Scope 1 and Scope 2 GHG emissions by 10% by 2030, compared to a 2024 baseline.

We used the criteria for non-SBTs outlined in the CDP Full Corporate Scoring Methodology to determine an appropriate base year and target year. We then took stock of the emissions reduction initiatives that are planned or under review for the intervening period to determine an achievable annualized percentage reduction that aligns with CDP criteria.

The EHS&S team has developed, reviewed, and refined the business case for the target, which was approved by the Executive Vice President of Operations, the Chief Legal and Administrative Officer (the ESG Committee’s Executive Sponsor), and the President and Chief Executive Officer.

Our latest review indicates that, as of year-end 2025, we are on track to achieve this target in alignment with our associated action plan, but we anticipate that our progress curve will be variable, meaning that the rate of progress toward the target is expected to change from year to year. We will monitor and report progress annually via CDP and Mativ’s ESG reporting.

SASB Index

Code	Accounting Metric	Mativ Disclosure
RT-CP-110a.1, RR-PP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Please refer to the Climate and Energy section of this report, pg. 9.
RT-CP-110a.2, RR-PP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Please refer to the Climate and Energy section of this report, pg. 7.
RT-CP-120a.1, RR-PP-120a.1	Air emissions of criteria pollutants (e.g., NOx, SOx, VOCs, particulate matter)	Please refer to the Climate and Energy section of this report, pg. 10.
RT-CP-130a.1, RR-PP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Please refer to the Climate and Energy section of this report, pg. 9.
RT-CP-140a.1, RR-PP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Please refer to the Water Management section of this report, pg. 11.
RT-CP-140a.2, RR-PP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Please refer to the Water Management section of this report, pg. 11.
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Please refer to the Water Management section of this report, pg. 11.
RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Please refer to the Waste Management section of this report, pg. 12-13.
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Please refer to the Product Quality and Safety Management section of this report, pg. 16.
RT-CP-410a.1	Percentage of raw materials from (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	Please refer to the Responsible Sourcing section of this report, pg. 18.
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Please refer to the Product Sustainability section of this report, pg. 17.
RT-CP-430a.1	Total wood fiber procured, percentage from certified sources	Please refer to the Responsible Sourcing section of this report, pg. 18.
RR-PP-430a.1	Percentage of wood fiber sourced from (1) third-party certified forestlands and percentage to each standard and (2) meeting other fiber sourcing standards and percentage to each standard	Please refer to the Responsible Sourcing section of this report, pg. 18.
RR-PP-430a.2	Amount of recycled and recovered fiber procured	Please refer to the Responsible Sourcing section of this report, pg. 18.
RT-CP-430a.2	Total aluminum purchased, percentage from certified sources	Not reported. Aluminum has limited relevancy to our product lines.

Forward-Looking Statement

The Company prepared this report to disclose Mativ’s approach and performance related to environmental, social, and governance topics. Except as described under “About Our Reporting,” the information contained in this document has not been independently verified and is subject to change without notice. Neither the Company nor any of its affiliates, advisors, or representatives will be liable (in negligence or otherwise) for any loss howsoever arising from any use of this report or its contents.

Certain statements in this report are forward-looking, involving a number of risks and uncertainties that could cause actual results to differ materially. These include, among others, statements regarding our GHG emissions reduction target and expected progress toward it, planned initiatives and capital projects, the results and implications of our climate scenario analysis, and expectations regarding evolving regulatory requirements. These statements are made under the “Safe Harbor” provisions of the U.S. Private Securities Litigation Reform Act of 1995. Although we believe our expectations expressed in such forward-looking statements are reasonable, we cannot assure you they will be realized, and therefore we refer you to a more detailed discussion of the risks and uncertainties set forth in Mativ’s filings with the Securities and Exchange Commission (SEC). Forward-looking statements herein are made only as of the date of this document, and Mativ undertakes no obligation, other than as may be required by law, to update or revise any forward-looking or cautionary statements to reflect changes in assumptions, the occurrence of events, anticipated or otherwise, or changes in future operating results over time or otherwise. For a more detailed discussion of these factors, also see the information under the captions “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in Mativ’s most recent annual report on Form 10-K for the year ended December 31, 2025, and any material updates to these factors contained in any of Mativ’s future filings with the SEC.

This report is not incorporated by reference into, and does not form part of, any filing made by Mativ with the SEC.

About Our Reporting

The information in this Mativ 2025 ESG Report is provided as of the dates indicated and is subject to change without notice. Mativ, its subsidiaries, and its affiliates assume no responsibility or obligation to update it, regardless of whether those statements are affected by the results of new information, future events, or otherwise. At times, we may revisit our prior estimates and historical data to ensure their accuracy and make any necessary corrections to our public reporting. Our data has been internally vetted using accepted and relevant scientific and technical methodologies, but historical data may be revised as data availability, methodologies, measurement systems, or our portfolio change. Certain prior-period data in this report has been restated for these reasons, as described in the accompanying footnotes. Certain GHG emissions data in this report has been subject to independent external verification, as described on pages 9 and 43. Information not identified as verified has not been externally assured. In addition, certain information in this document comes from third-party sources and operations outside of our control. Any use of the terms “material,” “materiality,” “immaterial,” “substantive,” “significant,” and other similar terminology in this report refers to topics that reflect important economic, environmental, and social impacts of Mativ or to topics or standards designated as “material” or “substantive” under SASB standards, the IFRS S2 Standard, or other voluntary reporting frameworks referenced herein. These terms as used in this report are not used, or intended to be construed, as they have been defined by or construed in accordance with the securities laws or any other laws of the United States or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting. This report represents current Mativ policy and intent and is not intended to, nor can it be relied on to, create legal relations, rights, or obligations. This report may refer or link to information published by third parties, which has not been separately reviewed, approved, or endorsed by Mativ and is not part of this report. Accordingly, no representation, warranty, or undertaking, express or implied, is made, and no responsibility or liability is accepted by Mativ as to the fairness, accuracy, reasonableness, or completeness of such information.

