



2022

Environmental, Social
and Governance (ESG)
Tear Sheet

About This Tear Sheet

This document contains disclosure of environmental, social, and governance (ESG) information and performance data that we consider relevant to our business, covering the period January 1, 2022, through December 31, 2022, unless otherwise noted. In developing this disclosure, our inaugural comprehensive ESG disclosure, we considered metrics from the International Financial Reporting Standards Foundation's Sustainability Accounting Standards Board (SASB) standards for the industries and impact areas most relevant to our several business units, which we determined to be the Containers & Packaging (RT-CP) and Paper & Pulp Products (RR-PP) standards. The boundary for this report includes our Engineered Papers division, which was divested in 2023, unless otherwise noted.

About Us

Mativ is a global leader in specialty materials headquartered in Alpharetta, Georgia, United States of America. The Company offers a wide range of critical components and engineered solutions to solve customers' most complex challenges, targeting premium applications across diversified and growing end-markets. Combined with global manufacturing, supply chain, innovation, and material science capabilities, our broad portfolio of technologies combines polymers, fibers, and resins to optimize the performance of customers' products across multiple stages of the value chain.

Mativ and its subsidiaries manufacture on four continents, conduct business in over 100 countries, and operate 47 production locations worldwide, with facilities worldwide.

Our Businesses

The Company operates in two primary segments supported by a shared corporate function: Filtration & Advanced Materials (FAM) and Sustainable & Adhesive Solutions (SAS). FAM focuses primarily on filtration and protective solutions end markets, while SAS focuses primarily on release liners, industrials, healthcare, and packaging and specialty papers end markets.



Key Business Metrics¹

Metric	2022	2021	2020
Revenue (\$ in 000s)	\$2,167,400	\$2,468,500	\$1,866,600
Number of full-time employees	7,500	7,593	5,839
Number of production facilities	47	54	37

¹Metrics in this table are represented on a consolidated basis pre-merger.

Environment

Environmental Management

Topic	2022 Disclosure
Our commitment to environmental stewardship	<p>We have a responsibility as a Company to take proper care of the environment. This forms an essential part of how we run our business and reflects our support for the principle of sustainable development. We are committed to managing our activities that impact the environment and we support environmental planning and performance auditing, sustainable use of natural resources, an integrated approach to the management of solid waste, emissions, and energy conservation.</p> <p>We have invested in environmental tracking tools to align our future reporting with recognized frameworks and plan to implement a company-wide system that will give us baseline benchmarks for assessing key environmental areas, including improving energy efficiency, reducing emissions, decreasing waste, recycling, and improving water stewardship.</p>
Number of facilities certified to ISO 14001 for environmental management systems	As of year-end 2022, Mativ has 20 facilities with an Environmental Management System (EMS) certified to ISO 14001.

Climate and Emissions

Topic	2022 Disclosure
Greenhouse Gas (GHG) Emissions SASB: RT-CP-110a.1; RR-PP-110a.1	
Scope 1 emissions (MTCO ₂ e)	312,900.0
Percentage of Scope 1 emissions covered by emissions-limiting regulations	19.0%
Scope 1 emissions intensity (MTCO ₂ e/FTE)	41.7
Scope 2 emissions, location-based (MTCO ₂ e)	227,934.6
Scope 2 emissions, market-based (MTCO ₂ e)	246,971.2
Scope 2 emissions intensity (MTCO ₂ e/FTE)	30.4
Combined Scope 1 and Scope 2 emissions intensity (MTCO ₂ e/FTE)	72.1
GHG reduction efforts SASB: RT-CP-110a.2; RR-PP-110a.2	<p>We are currently developing preliminary company-wide Scope 1 and 2 emissions reduction targets along with an accompanying action plan for successfully achieving these targets.</p> <p>Currently, our emissions reduction and regulatory compliance strategy includes the adoption of ISO 50001 certification at most sites with substantive emissions covered by carbon pricing regulations, providing a practical way to improve energy use through the development of an energy management system. ISO 50001 is based on the principles of continuous improvement also used for ISO 9001 and ISO 14001, which streamlines our approach to manage energy, quality, and environmental impact; respectively. It is therefore instrumental in enabling impacted sites to achieve the emissions reductions and efficiency upgrades required to minimize allowances purchased and taxes paid as a result of carbon pricing regulations. In addition to these efforts, we also have several renewable energy feasibility studies underway.</p>
Air quality SASB: RT-CP-120a.1; RR-PP-120a.1	<p>Mativ sites must comply with regulatory requirements related to non-GHG air emissions and endeavor to reduce the environmental impact of air emissions commensurate with technical and economic feasibility. Sites must manage and work to mitigate air emissions-related risks and ensure regulatory compliance. Corporate environmental audits and internal systems reviews are conducted periodically to ensure compliance with Mativ policies and regulations.</p> <p>At this time, air emissions beyond GHG emissions, such as particulate matter (PM) or volatile organic compounds (VOCs), are tracked at the site-level when related to operational impacts and regulatory requirements and not tracked at an enterprise-wide level.</p>

Energy Management

Topic 2022 Disclosure

Energy Metrics	
SASB: RT-CP-110a.1; RR-PP-110a.1	
Total energy consumed (MWh)	2,608,286.3
Percentage grid electricity	25.4%
Percentage renewable energy	12.0%
Percentage from biomass	4.6%
Total self-generated electricity (MWh)	5,621.76
Energy intensity (MWh/FTE)	347.8
Energy management strategy	Mativ drives investment in energy efficiency and use reduction activities via compliance with regulatory requirements and financial optimization calculations. We report on site-level emission reduction initiatives through our internal monthly environmental reporting and externally in our CDP Climate Change response. Our energy use reduction efforts are connected to our preliminary Scope 1 and Scope 2 emissions reduction targets that are currently undergoing finalization and approval, as discussed in the Climate and Emissions section of this disclosure.
Number of facilities certified to ISO 50001 for energy management systems	As of year-end 2022, Mativ has 7 facilities certified to ISO 50001.

Water Management

Topic	2022 Disclosure
Water Use Metrics SASB: RT-CP-140a.1; RR-PP-140a.1	
Total water withdrawn (megaliters)	28,327.2
Total water consumed (megaliters)	2,018.6
Percentage of water withdrawal in regions with High or Extremely High Baseline Water Stress	31% of our total water withdrawals were from areas with High or Extremely High Baseline Water Stress in 2022.
Description of water management risks and discussion of strategies and practices to mitigate those risks SASB: RT-CP-140a.2; RR-PP-140a.2	<p>Water risks are assessed annually as part of an established enterprise risk management framework. Risks are considered up to six years into the future, and we identify these risks through tools such as the World Resources Institute (WRI) Aqueduct tool, our ISO 14001 environmental management systems, and scenario analysis. Risks considered in our assessment include impact to human health, water regulatory frameworks, status of ecosystem and habitats, and employee access to fully-functioning, safely managed water services.</p> <p>We use WRI Aqueduct to assess water-related risks, especially water stress, on an annual basis. Our Director of Sustainability uses the outputs from these tools/methods to identify risks to add to a risk register for further investigation. Each site also undertakes its own risk assessments. Facilities that are certified under ISO 14001 follow the ISO standard. In addition to plant managers and insurance managers, the sites report the results to the Director of Sustainability as needed. The Director of Sustainability presents this information to the cross-functional ESG management committee, the Vice President, Deputy General Counsel, and Assistant Secretary, and/or the General Counsel. Potentially substantive risks are subsequently communicated to other Executive Officers and/or to Internal Audit, who completes the annual enterprise risk management (ERM) assessment and reports the findings to the Audit Committee (AC) of the Board. The Chair of the AC then reports out on any significant findings to the full Board.</p>
Number of incidents of non-compliance associated with water quality permits, standards and regulations SASB: RT-CP-140a.3	We experienced zero material incidents of non-compliance associated with water quality permits, standards and regulations in 2022.

Waste Management

Topic	2022 Disclosure
Total waste generated (metric tons)	74,488
Total waste landfilled (metric tons, percentage of total)	30,745 – 41.3%
Total waste incinerated (metric tons, percentage of total)	6,886 – 9.2%
Total waste recycled (metric tons, percentage of total)*	36,857 – 49.5%
Total hazardous waste generated SASB: RT-CP-150a.1	Due to the variance of how hazardous waste is categorized in each of the jurisdictions where Mativ operates, we do not currently track a hazardous waste figure at the corporate level. Rather, these are tracked at the site-level based on local standards and regulations.
Discussion of company-wide efforts to reduce waste and recycle	<p>Waste management is a key activity for protecting the health and safety of our employees and local communities, preserving the value of our assets, and reducing legal liability. Solid and hazardous wastes produced by each facility are managed according to the regulations applicable to the facility and in accordance with these four principles:</p> <ol style="list-style-type: none"> 1. Eliminate waste generation at the source to the maximum extent economically possible. 2. Seek beneficial uses for the material rather than disposal. Where solid and hazardous wastes are used beneficially, they are treated as products complete with quality specifications, quality control measures, insurance coverage, characterization, and documentation. 3. Dispose of material in compliance with local laws and regulations. 4. Ensure that no hazardous waste is disposed of on Mativ-owned property. <p>We have developed preliminary company-wide landfilled and incinerated waste reduction targets that are currently undergoing finalization and approval. An associated strategy and action plan for meeting these targets are also under development.</p> <p>Recycling: Our U.S.-based ATM manufacturing sites have recycled more than 6 million pounds of plastic in 2022 with some of the recycled plastic being used in new products. Across our operations, more than 33 million pounds of cardboard and paper were recycled. Many other initiatives are in place involving the reuse of waste products and packaging materials.</p>

*The reported total waste recycled metric does not include all paper and plastic scrap that is recycled and reused in the production process.



Products

Product Sustainability

Topic	2022 Disclosure
<p>Product quality and safety management</p>	<p>As of year-end 2022, Mativ has 41 sites certified to ISO 9001.</p>
<p>Discussion of process to identify and manage emerging materials and chemicals of concern</p> <p>SASB: RT-CP-250a.2</p>	<p>Each of our facilities has programs in place to manage the control of hazardous materials, including their handling and storage and ensuring legal compliance. Our Product Stewardship team is responsible for keeping the Company informed on emerging materials and chemicals of concern. Operations teams at Mativ sites periodically review the use of hazardous chemicals to assess the potential for replacement with alternatives of lesser risk.</p> <p>Due to the diversity of products and geographical locations in our portfolio, such substances are managed at the product line and site levels, in compliance with local regulations at a baseline. All Mativ sites must conduct regular risk assessments and employees at manufacturing facilities receive training on hazardous materials handling and management. Beyond this, our processes are informed by FSC certifications for wood pulp and wood fiber while we leverage the EU REACH regulation for chemicals in our production for relevant product lines.</p>
<p>Discussion of the social and environmental benefits from products in the use phase</p>	<p>Many Mativ products enable sustainability benefits in their use phase:</p> <ul style="list-style-type: none"> • Sustainable Packaging Material: The NEENAH ENVIRONMENT® Mailer is designed for the shipping or mailing of non-fragile soft goods, like clothing. The NEENAH ENVIRONMENT® Mailer is constructed from a proprietary, patent-pending, paper-based substrate developed to allow premium printability while providing superior water and puncture resistance. It is made with approximately 50% post-consumer waste. In addition, it carries multiple 3rd party certifications, including FSC®, Green-e® and SmartWay™. • Sustainable Innovation: Mativ developed Revonex™ membrane backing paper which improves reverse osmosis filtration efficiency by eliminating bleed-through. • Filtration Products that Benefit Society: Mativ produces a diverse portfolio of products that make water and air cleaner and safer. Our HVAC air filtration media can reach removal efficiencies as high as 99.9% while our ASD netting can provide up to a 20% decrease in pressure drop during Reverse Osmosis filtration, decreasing energy costs and allowing customers to provide energy efficient water filtration solutions. <p>We continue to innovate and bring products to market that feature environmental or health-related benefits, and as a combined company, are increasing our focus on environmental and social considerations in the product development process.</p>
<p>Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle</p> <p>SASB: RT-CP-410a.3</p>	<p>Products are developed with efficiency in mind for their unique use-phase applications. We are currently piloting Design for Environment (DfE) concepts for the stage gate and product design phases of product development in our Packaging and Specialty Papers division.</p>
<p>Revenue from products that are reusable, recyclable, and/or compostable</p> <p>SASB: RT-CP-410a.2</p>	<p>Not tracked at this time.</p>

Responsible Sourcing

Topic	2022 Disclosure																								
<p>Approach to responsible sourcing</p>	<p>Mativ is committed to responsibly sourcing the raw materials used to create our products, as illustrated by our Sustainable Forestry Policy. This policy commits us to ensure all wood fiber and pulp that we purchase are legally compliant with local regulations in the markets where we operate, support third-party sustainability certification schemes such as FSC and PEFC (among others), and to assess the performance of our suppliers against our sustainability priorities and requirements.</p> <p>As of 2017, all pulp purchased meets the FSC Mix, FSC Recycled, or FSC Controlled Wood standards. Our policy is that we only purchase wood pulp which at a minimum meets the FSC Controlled Wood standard. The majority of our fiber meets a higher standard than this. All Mativ sites processing wood pulp are FSC Chain of Custody certified.</p>																								
<p>FSC Certification*</p>	<table border="1"> <thead> <tr> <th data-bbox="816 534 1316 581">Category</th> <th data-bbox="1316 534 1482 581">2022</th> <th data-bbox="1482 534 1649 581">2021</th> <th data-bbox="1649 534 1815 581">2020</th> </tr> </thead> <tbody> <tr> <td data-bbox="816 590 1316 637">FSC Mix (metric tons)</td> <td data-bbox="1316 590 1482 637">148,456</td> <td data-bbox="1482 590 1649 637">145,353</td> <td data-bbox="1649 590 1815 637">98,168</td> </tr> <tr> <td data-bbox="816 647 1316 694">FSC Recycled (metric tons)</td> <td data-bbox="1316 647 1482 694">29,602</td> <td data-bbox="1482 647 1649 694">20,419</td> <td data-bbox="1649 647 1815 694">17,054</td> </tr> <tr> <td data-bbox="816 703 1316 750">FSC Controlled (metric tons)</td> <td data-bbox="1316 703 1482 750">54,650</td> <td data-bbox="1482 703 1649 750">66,006</td> <td data-bbox="1649 703 1815 750">61,153</td> </tr> <tr> <td data-bbox="816 759 1316 806">Total FSC Certified (metric tons)</td> <td data-bbox="1316 759 1482 806">232,709</td> <td data-bbox="1482 759 1649 806">231,778</td> <td data-bbox="1649 759 1815 806">176,375</td> </tr> <tr> <td data-bbox="816 816 1316 862">Total Fiber Consumed (metric tons)</td> <td data-bbox="1316 816 1482 862">232,709</td> <td data-bbox="1482 816 1649 862">231,778</td> <td data-bbox="1649 816 1815 862">176,375</td> </tr> </tbody> </table> <p>*Data above only includes Sustainable and Adhesive Solutions division.</p>	Category	2022	2021	2020	FSC Mix (metric tons)	148,456	145,353	98,168	FSC Recycled (metric tons)	29,602	20,419	17,054	FSC Controlled (metric tons)	54,650	66,006	61,153	Total FSC Certified (metric tons)	232,709	231,778	176,375	Total Fiber Consumed (metric tons)	232,709	231,778	176,375
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<p>Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content</p> <p>SASB: RT-CP-410a.1</p>	<p>(1) FSC Recycled certification applied to 13% of our unprocessed wood fiber and pulp consumption in 2022. 64% percent of unprocessed wood fiber and pulp bared the FSC Mix label, which denotes a blend of recycled and responsibly managed virgin contents.</p> <p>(2) 100% of our unprocessed wood fiber and pulp consumed was renewable in 2022.</p> <p>(3) While 100% of our unprocessed wood fiber and pulp consumed was renewable, the renewable and recycled category applies to the 13% that carries the FSC Recycled label.</p> <p>Outside of unprocessed wood fiber and pulp materials, some products in our Fiber-Based Solutions division contain recycled post-consumer waste and some Advanced Technical Materials products contain purchased recycled resin, where appropriate considering the use-phase of certain products.</p>																								







Supply Chain Management

Topic	2022 Disclosure
Supplier expectations and engagement	<p>Our Supplier Code of Conduct outlines the minimum standards that we require our suppliers to comply with when doing business with Mativ. The Code focuses on the following elements:</p> <ul style="list-style-type: none"> • Human rights and labor standards, as defined by the United Nations Universal Declaration on Human Rights and International Labour Organization (ILO) conventions • Anti-discrimination • Health and safety • Sustainability performance • Compliance with the EU Timber Regulation and US Lacey Act • Conflict-free minerals • Business ethics <p>For identified areas of social or environmental risk for our business, we engage our suppliers on ESG-related information to conduct due diligence as needed.</p>
Human rights	<p>As reflected in our values and embodied in both our Code of Conduct and Supplier Code of Conduct, our approach and understanding of our responsibility to respect and promote human rights across our value chain is guided by our Human Rights Policy. We expect our employees, suppliers, and business partners to uphold the principles of the Human Rights Policy, which are grounded in the United Nations Universal Declaration on Human Rights and International Labour Organization (ILO) conventions.</p>



Social

Human Capital Management

Topic	2022 Disclosure
<p>Corporate culture and employee engagement</p>	<p>Our company culture is rooted in our five core values – Prioritize Safety, Be Curious, Have a Voice, Win With Customers and Make It Happen. These values, and the culture they underpin, represent the spirit and talent of our people, where they come to feel included and safe to be themselves, speak up, and thrive.</p> <p>We value direct employee feedback to help us continuously improve the employee experience. Enhancing communications throughout our global enterprise strengthens employee engagement and supports our mission to attract, retain, and reward talented individuals. We engage with employees through:</p> <ul style="list-style-type: none"> • Quarterly town hall meetings hosted by our CEO • Our “Getting To Know” webinar and podcast series hosted by business leaders • Emails, digital messages, the Mativ hotline, and our intranet (Compass) <p>Through these efforts, we stress the importance of formal and informal communications in building and sustaining a company culture where employees feel heard and valued.</p>
<p>Learning and development</p>	<p>Through MyPath, Mativ’s Performance & Development framework, salaried employees are given resources to develop and grow their skillset through targeted experiential learning and educational opportunities. Employees are encouraged to set individualized development goals, complete regular check-ins with their managers, and leverage tools and resources to close skill gaps and help employees reach their career aspirations.</p> <p>MyPath Activities</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>Goal Setting</p> </div> <div style="text-align: center;">  <p>Check-in Conversations</p> </div> <div style="text-align: center;">  <p>Year-end Performance and Rewards</p> </div> <div style="text-align: center;">  <p>Talent Profiles</p> </div> <div style="text-align: center;">  <p>Talent Reviews and Succession Planning</p> </div> <div style="text-align: center;">  <p>Learning and Development</p> </div> </div> <p>We utilize LinkedIn Learning that allows employees to engage with a variety of content through over 17,000 digital courses taught by industry experts intended to help employees advance their job-related skillsets. LinkedIn Learning courses are available in English, Spanish, German, French, Portuguese, Mandarin and Japanese and are able to be viewed anytime and accessed on any device. We offer training within LinkedIn Learning based on an employee’s role and/or specific to Mativ. In addition to LinkedIn Learning, we partner with external industry experts to provide targeted leadership skills training to leaders within the organization. We utilize the 70/20/10 model for talent development: 70% of development occurs through on-the-job experiences, 20% occurs through exposure to others, and 10% occurs through formal education and training. We use this learning model to attract, engage, grow and reward the talent that will fulfill Mativ’s short-term objectives and long-term strategy.</p>

Human Capital Management (continued)

Topic	2022 Disclosure
Performance management	<p>Through MyPath, employees and managers hold regular one-on-one conversations that are designed to provide greater opportunities for employees through meaningful discussions which builds trust, and mitigates the risk of failing to achieve desired goals. These check-ins are encouraged on a quarterly basis and should focus on the topics below:</p> <ul style="list-style-type: none"> • Progress and performance against annual goals • Demonstration of Mativ Values and Behaviors • Career Development
Benefits	<p>We offer a suite of competitive benefits designed to help our employees and their families take charge of their health and well-being. Our core benefits include medical coverage, prescription drugs, dental, vision, disability and life insurance, and family planning benefits for all employees. We are also proud to offer wellness incentive benefits, our virtual telehealth care service, and our Employee Assistance Program (EAP) to further support the diverse needs of both salaried and hourly Mativ employees.</p> <p>Salaried U.S. employees are entitled to up to 12 weeks of fully paid parental leave, which includes 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. With a continued focus on mental health, our Alpharetta headquarters provides private wellness rooms on each floor. These rooms are designed to offer employees a private place to take a quiet moment to themselves, gather their thoughts or leverage as a lactation room for new nursing mothers.</p>

Workforce Health and Safety

Topic	2022 Disclosure
Employee Health and Safety	<p>We place the health and well-being of people and communities before everything else. Prioritizing the physical, psychological and emotional safety of self and others always. Each of our facilities maintains safety management systems designed to continuously review and improve our employee health and safety initiatives and regulatory compliance. This includes periodic workplace safety audits, employee participation in safety trainings, and active safety committees. Additionally, employees are encouraged to identify and report workplace conditions that could lead to an injury. To reinforce a culture aiming for zero incidents at every facility, we built risk mitigation into the incentive compensation structure for 2023.</p>
Lost Time Incident Rate (LTIR)	0.71
Total Recordable Incident Rate (TRIR)	1.66*
Fatality Rate	0
Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	<p>Mativ uses a variety of risk assessment and risk controls to protect worker health, including review and approval processes for chemical purchase and use, industrial hygiene and occupational health monitoring, noise abatement surveys, engineering design reviews, and coordination with industrial hygiene specialists.</p> <p>In 2022, we announced IMPACT, a new continuous improvement process to deliver meaningful value and robust safety systems for employees. IMPACT utilizes LEAN tools and methodologies to drive standard work, consistent approaches, and sustainable improvement across all facilities. We intend to roll out IMPACT in several facilities in 2023, along with enhanced operator training and operating principles focused on risk assessment and proactive risk reduction strategies.</p>

*The reported figure for TRIR reflects an estimate derived from the consolidation of methodologies for monitoring and tracking this metric from each of the legacy businesses before the merger.



Diversity, Equity and Inclusion

Topic	2022 Disclosure
Diversity, equity and inclusion (DEI) program	<p>We aim to be an employer of choice. To do that, we are committed to fostering diversity, equity and inclusion (DEI) within our corporate culture and functions. To us, DEI means that all employees have an opportunity to thrive at Mativ. We believe this is more than just a program or policy, it's about creating and advancing an environment of trust and belonging where employees can be their authentic selves. Our intent is that this journey will help employees understand that our differences make us stronger.</p> <p>Mativ is committed to building and fostering a culture where differences are honored, opportunities are available for all and employees can feel valued, empowered, and respected for who they are. As such, we have developed key areas of focus for our DEI efforts: Employee Lifecycle, Education and Internal Community and Allyship.</p> <p>Our goal is to ensure that DEI is weaved in all aspects of the employee lifecycle: Attract, Engage, Grow, Reward with on-going partnership with our leaders. Oversight of DEI at the Board-level is rolled into the Nominating and Governance Committee's (NGC) responsibility in overseeing Mativ's broader ESG efforts.</p>
Pay equity	<p>We support equal pay for equal work, as reinforced by our global Human Rights Policy and equal opportunity in our employment practices, including compensation, in our U.S. Equal Employment Opportunity statement.</p> <p>Mativ is an Equal Employment Opportunity employer committed to providing equal opportunity in all of our employment practices, including selection, hiring, assignment, reassignment, promotion, transfer, compensation, discipline, and termination. Mativ prohibits discrimination, harassment, and retaliation in employment based on race; color; religion; genetic information; national origin; sex; sexual orientation; gender identity; pregnancy, childbirth, or related medical conditions; age; disability or handicap; citizenship status; service member status; or any other category protected by federal, state or local law.</p>

Our Communities

Topic	2022 Disclosure
Community engagement	<p>It's important to earn trust not just with our employees, but also in the communities in which we operate. We earn that trust by operating with integrity and supporting our neighbors. Our approach to serving society includes being a good corporate citizen, partnering with others through locally focused philanthropic contributions, and volunteering to extend Mativ's impact in local communities and the world around us. Improved water quality and safety is a key long-term growth driver and product focus area for our business.</p> <p>We partner with the Planet Water Foundation, a non-profit organization that helps bring clean water to the world's most impoverished communities, to support the installation of water filtration systems and provide hygiene education. As an innovator and producer of products that enable access to fresh water across the world – a significant and urgent global societal need, we believe this to be a strong alignment with our business, expertise, and way to create material positive impacts for the communities where our solutions play a role.</p> <p>Türkiye was hit with devastating earthquakes in 2022, which left many people without a home or access to water. Upwards of 2.4 million people were residing in temporary shelters in the wake of these disasters. Clean drinking water deprivation is a significant issue these communities are facing. To help, we mobilized resources to help affected communities in Türkiye and Syria. More than 7,000 people received access to clean drinking water in 2022 as a result of our contributions to support the installation of AquaBlock emergency water filtration systems.</p>
Employee engagement in charitable activities and volunteering	<p>We believe that strong businesses are a driving force for creating strong communities and we encourage our employees to engage and support their communities through locally focused and corporate-wide initiatives. From toy donations and fun runs to mentorship and animal adoptions, Mativ employees find meaningful and creative ways to give back to their local communities. From a corporate perspective, Mativ's matching gift program augments employee contributions to qualified educational and charitable organizations through a matching unrestricted gift of up to \$2,500 per person or organization.</p>



Governance

Ethics and Integrity

Topic	2022 Disclosure
Business ethics program	<p>Central to our cultural and operational foundation is the Mativ Code of Conduct, a key resource for making informed, compliant and ethical decisions. This document details policies, standards and expectations to guide all of our people at Mativ in the course of their work and interactions. All employees receive training on the Code, as well as periodic reminders and newsletters on relevant compliance topics. The Code applies 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.</p> <p>The Code, which is published in all languages where we operate, covers:</p> <ul style="list-style-type: none"> • Ethics and responsibilities in the workplace • Our responsibilities to one another • Our responsibilities to our customers and business partners • Our responsibilities in the marketplace • Our responsibilities as corporate citizens (includes corporate social responsibility standards) • The Mativ Ethics and Compliance Hotline <p>Our ethics program is overseen by Mativ’s Chief Legal Officer. At the Board level, the Audit Committee is responsible for the ethics reporting hotline and receives a quarterly update on ethics-related matters.</p>
Whistleblowing policy	<p>The Mativ Ethics and Compliance Hotline is an anonymous, confidential resource that is managed by an independent third-party. The Hotline is available at any time in the local languages of our operations. All reports – whether or not they are eventually found to contain merit – must be filed in good faith, and we have a strict policy prohibiting retaliation for any matter raised in good faith.</p>
Political involvement	<p>We encourage our employees, officers, and directors to contribute to the community and to fully participate in local, national, and international political processes. If Mativ employees, officers, and directors express a personal view in a public forum (such as a letter to the newspaper), they are not permitted to use Mativ letterhead, company email, or reference our business address or their title at the company. We comply with all relevant laws regulating participation in political affairs, including political contributions.</p>
Data security	<p>Our Global Information Security Policy has been developed as part of our strategy to ensure protection of Mativ’s data and assets. This is the top-level policy that should be considered along with the detailed standards and procedures designed to guide users to protect the confidentiality, integrity, availability, and appropriate usage of Mativ’s data and assets. Each user, through direct employment, service provider, or contractual obligations, is responsible for complying with these requirements when performing business activities across all functions.</p> <p>Our Chief Information Security Officer is directly responsible for oversight of the Company’s data security program, who reports to the Chief Information Officer, who then reports to the Chief Executive Officer. Updates are routinely provided to leadership through meetings of our Cybersecurity and IT Risk Steering Committee, Executive Leadership Team, Audit Committee, and full Board.</p> <p>Following legacy alignment to two different data security standards before the merger, Mativ is working to align our unified approach to the NIST framework. Strategies to identify and mitigate data security risks include vulnerability scanning, internal audits, and annual external penetration testing. Bi-weekly meetings are held with the cybersecurity and infrastructure teams to address critical items and ensure we are complying with our service-level agreements (SLAs) based on the NIST framework.</p> <p>Mativ assigns monthly data security awareness training and phishing simulations to reinforce a culture of integrity.</p>



ESG Oversight

Topic	2022 Disclosure
Board-level oversight	<p>General oversight responsibility for environmental, social, and governance (ESG) topics and the impacts associated with our business, including climate-related issues, is delegated by the Board to the Nominating & Governance Committee (NGC).</p> <p>The NGC reviews and guides ESG strategy and oversees the setting of corporate targets established by the Company’s cross-functional, management-level ESG Committee. This enables the NGC to consider the relevant policies and issues and to fulfill its oversight responsibilities. The Chair of the NGC then reports out on ESG and climate-related issues, including strategy and corporate targets, at each regularly scheduled meeting of the full Board (five per year).</p> <p>Additionally, the Audit Committee (AC) reviews and guides the risk management process via its oversight of our enterprise risk management (ERM) process, which stipulates a systematic approach to identify, assess, monitor, and manage risks, including ESG and specifically climate-related issues and risks potentially impacting the short-term continuity and/or the long-term viability of our business. Internal Audit completes an annual ERM assessment and reports the findings to the AC. The Chair of the AC then reports out on any significant findings to the full Board.</p>
Management-level oversight	<p>Our cross-functional Environmental, Social, and Governance (ESG) Committee is led by our Deputy General Counsel and Assistant Secretary with representatives from leaders across our Sustainability, Legal, Corporate Communications, Investor Relations, and Human Resources departments. The ESG Committee meets once per month and updates the Board on key ESG issues that are relevant to our business and stakeholders and on the development and implementation of initiatives to support our sustainability goals at each regularly scheduled meeting of the NGC (five per year).</p> <p>The ESG Committee is responsible for:</p> <ul style="list-style-type: none"> • Setting general strategy relating to ESG matters • Developing, implementing, and monitoring initiatives and policies based on the Company’s ESG strategy • Overseeing communications with employees, investors, reporting agencies, proxy advisors, and stakeholders with respect to ESG matters, including the preparation and publication of the Company’s annual ESG disclosure • Monitoring and assessing developments relating to and improving the Company’s understanding of ESG matters

Corporate Governance

Topic	2022 Disclosure				
Board composition	62 Average Age	7 Years Average Tenure	22% Women on the board	11% Racially/ethnically diverse individuals on the Board	89% Independent
Corporate governance best practices	<ul style="list-style-type: none"> • Director skills cover a well-rounded range of topics and issues • Annual Board and Committee evaluations • Regular executive sessions of independent directors • Director orientation and continuing education, including compliance training • Membership for each director in the National Association of Corporate Directors (NACD) • Executive officer and non-employee director stock ownership guidelines • No hedging and pledging • Directors are not eligible for reelection after the age of 72 • Board oversight of enterprise risk management • Board oversight of ESG 				

Forward-Looking Statement

The Company prepared this tear sheet to disclose Mativ’s approach and performance related to environmental, social and governance topics. The information contained in this document has not been independently verified and is subject to change without notice. None of 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 message or its contents. Certain statements in this message are forward-looking statements that involve a number of risks and uncertainties that could cause actual results to differ materially. 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 discussions of the risks and uncertainties set forth in Mativ’s filings with the Securities and Exchange Commission. 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, unanticipated 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 reports on Form 10-K for the year ended December 31, 2022, and any material updates to these factors contained in any of Mativ’s future filings with the SEC.



The background of the image is an abstract, fluid, and wavy pattern. It features a color palette of deep blues, light blues, and warm oranges/golds. The lines are smooth and flowing, creating a sense of movement and depth. The lighting is soft, highlighting the curves and creating a shimmering effect.

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