



To Whom It May Concern:

Disclosure under California Transparency in Supply Chains Act of 2010 and U.K. Modern Slavery Act 2015

On July 6, 2022, Neenah, Inc. (Neenah) and Schweitzer-Mauduit International, Inc. (SWM) merged to form Mativ Holdings, Inc. (Mativ). Due to the recent completion of the merger, this disclosure references legacy Neenah and SWM documents and purchasing terms. An updated disclosure will be issued in the coming months to incorporate new Mativ documents and purchasing terms.

Mativ and its affiliated companies (including Scapa UK Limited and its subsidiaries), collectively doing business as "Mativ", adhere to the labor laws and regulations of the jurisdictions in which we operate. Mativ does not engage in human trafficking or use child, forced, indentured or involuntary labor, and we do not condone such activities or the use of such labor in the supply chain. Mativ will never knowingly conduct business with any third parties who engage in human trafficking or forced labor.

Any concerns regarding child labor, forced labor and human trafficking in the supply chain will be promptly investigated, and validated concerns will be corrected immediately. Concerns that remain unresolved may result in termination or severance of the business relationship.

Mativ has required certain Tier 1 suppliers to attest through a survey that they take steps against child, forced and compulsory labor. Neenah's purchasing standard terms and conditions require suppliers to acknowledge both the Neenah Paper Code of Business Conduct and Ethics and Ethical Purchasing Policy, which require compliance with the laws regarding slavery and human trafficking of the country in which it is doing business. SWM's U.S. Purchasing Terms require suppliers to comply with the SWM Code for Responsible Procurement and the California Transparency in Supply Chains Act. Certain Tier 1 suppliers are also assessed for potential slavery and human trafficking risk areas through a program called "S.P.I.R.E." (Supplier Performance Improvement & Requirements Evaluation).

All Mativ employees are required to comply with the Mativ Code of Conduct, which states that we oppose illegal or inhumane labor practices, slavery, and human trafficking. Mativ provides training about its Code of Conduct to managers and salaried employees, including supply chain personnel, every year. Employees have access to a 24-Hour help line to anonymously report any violation of the Code of Conduct. The help line is available in local language.

Mativ periodically provides awareness training to key Purchasing Personnel specific to forced labor and human trafficking.



For questions, please contact [communications@mativ.com](mailto:communications@mativ.com).

Sincerely,

A handwritten signature in blue ink, appearing to read "Julie Schertell". The signature is fluid and cursive, with the first name "Julie" being more prominent than the last name "Schertell".

Julie Schertell

Chief Executive Officer

August 10, 2022