



To Whom It May Concern:

Disclosure under California Transparency in Supply Chains Act of 2010 and UK Modern Slavery Act of 2015

On July 6, 2022, Neenah, Inc. (Neenah), and Schweitzer-Mauduit International, Inc. (SWM), merged to form Mativ Holdings, Inc. (Mativ). 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's Purchase Order Terms and Conditions require suppliers to agree to comply with the Mativ Supplier Code of Conduct and with all applicable local and national laws and regulations, including all applicable labor standards and human rights laws regarding slavery and human trafficking (e.g., California Transparency in Supply Chains Act). The Supplier Code states that Mativ will trade with suppliers who observe the UN's Universal Declaration of Human Rights (UDHR), prohibits the use of slavery, forced or compulsory labor (including prison labor), and human trafficking and exploitation, and requires suppliers to comply with the requirements of International Labour Organization (ILO) Convention No. 138 on the minimum age for admission to employment and work.

The Mativ Code of Conduct states that we oppose illegal or inhumane labor practices, slavery, and human trafficking, and that we expect our business partners to follow our standards. All employees, officers, and directors, including supply chain and purchasing personnel, as well as agents and contractors, are asked to read, acknowledge, and commit to complying with the Code on a regular basis, to complete all required training in a timely manner and keep up to date on current standards and expectations, and to promptly report concerns about possible violations of laws, regulations, the Code, and other policies to their supervisors or any of the resources listed in the Code. Managers are additionally responsible for ensuring that employees under their direction are properly trained and aware of policies and procedures and that everyone feels comfortable asking questions and reporting potential violations of the Code and policies. Consistent with laws in force in each country, any violation may be reported anonymously to the Mativ Hotline, an independent organization staffed 24/7 by consultants who speak local languages. Numbers are posted at all sites and at the end of the Code. All reports are investigated and kept confidential to the extent practical.

Mativ periodically provides awareness training to key supply chain and purchasing personnel specific to forced labor and human trafficking.

For questions, please contact communications@mativ.com.