

# ENVIRONMENTAL POLICY

## POLICY SUMMARY

Mativ Holdings, Inc. and its subsidiaries (“Mativ”) support the promotion of waste minimization, resource conservation and reducing impact to the environment.

## APPLICABILITY

This policy applies to all Mativ employees, as well as Mativ’s suppliers and distributors of its products. Mativ is committed to working with and encouraging our suppliers and distributors to uphold the principles set forth in this Policy and to adopt similar policies within their own businesses.

## POLICY SPECIFICS

### **Governing Principles**

Mativ sites shall periodically review and update site environmental management processes while establish goals and objectives in support of reducing environmental impacts. Objectives shall focus on waste minimization, resource conservation, and operational risk.

We are committed to superior performance through sound product stewardship practices across the entire value chain. For the raw materials we use, this includes a commitment to strategically identifying and considering impacts associated with the design, use, and disposal of our products, and the implementation of appropriate systems and controls.

### **Mativ’s Commitment**

We affirm that:

- permit and regulatory compliance including releases to air, water, or ground, shall be reduced to the lowest practical level and shall comply with all applicable permit and/or regulatory limits.
- sites shall monitor deviations from permit and/or regulatory requirements, including unauthorized reportable releases. Incidents resulting in potential non-compliance shall be immediately reported to the appropriate federal, provincial and/or local agencies in accordance with applicable law. All potentially reportable incidents shall also be reported to line management and Corporate EH&S group according to the Global Incident Reporting Standards. Incidents shall be investigated, appropriately remedied, and corrective action taken to prevent recurrence in accordance with Global Incident Investigation and Communication Standard.

## ENVIRONMENTAL POLICY

- facilities shall strive to enable operations which increase efficiency, promote the health and wellbeing of our employees, and deliver sustainability benefits that enhance profitability and reduce our environmental footprint.
- our teams shall seek and deploy innovative technologies designed to reduce our carbon footprint and environmental emissions, including product design and the promotion of responsible end-of-life management.
- products shall be manufactured, designed and marketed in accordance with applicable product safety and compliance regulations, and will endeavor to seek safer, less toxic, and more sustainable raw materials, ingredients, and packaging.
- periodically assess our suppliers for their continued commitment to and compliance with our Ethical Purchasing and Product Stewardship Practices, Procedures and Policies.
- effective waste minimization programs shall be implemented to promote the recovery of valuable materials and reduce the volume of waste generation, including water, solid waste, and hazardous waste. Waste disposal shall be conducted in a safe and environmentally sound manner. Off-site waste treatment, storage, and disposal sites shall be utilized only after careful review.
- continuously analyze our product portfolios for compliance and alignment with emerging regulatory trends.
- provide adequate communication of the safety and hazard considerations for our products to ensure the health and wellbeing of the users of our products across the product life cycle.

## QUESTIONS

If you have any questions about applying Policy, or if you are concerned about behavior that may be in conflict with this Policy, you have several options:

- Talk to your manager. Be as specific and detailed as possible so he or she understands the situation and your concerns;
- Contact your manager's manager or another member of management;
- Contact Human Resources;
- Contact a member of the Legal Department; or
- Contact the Mativ Hotline, which offers an option to report your concerns anonymously. The numbers and web address are posted at your site.

## ENVIRONMENTAL POLICY

Mativ does not tolerate retaliation of any kind for concerns raised in good faith.

## PROCESS FOR EXCEPTIONS

Mativ expects no exceptions will be needed to this Policy.

## RELATED POLICIES AND PROGRAMS

See the publicly available Mativ Ethics and Compliance webpage for additional policies and information. Media specific policies have been developed for air, water, wastewater, and waste. These policies are kept on the Mativ sharepoint site for internal distribution.

## CORRECTIVE ACTION FOR NON-COMPLIANCE

Failure to comply with this Policy may include corrective action and enforcement subject to local legal requirements.

Mativ's intent is to comply with all controlling national, federal, state, and local laws, rules, regulations, and ordinances. If any portion of this Policy conflicts with any such law, the controlling law applies. Mativ may modify, revise, amend, or delete its policies and procedures in whole or in part, with or without notice, as it deems necessary or appropriate and/or to comply with changes in the law. This Policy is not intended, nor should it be construed, as a guarantee or promise of employment for any specific length of time, or to create a contract of employment or other contractual rights.

**Effective Date:** [July 3, 2024]

**Policy Owner:** Environmental, Health & Safety

*This Policy replaces and supersedes any prior policies or practices, including similar existing legacy or local policies and practices.*