

Environmental Policy Statement

It is the policy of MatcorMatsu that our manufacturing operations and products should accomplish their functions in a manner that protects the health of the environment. MatcorMatsu is committed to meeting or exceeding all regulatory requirements; however, when necessary and appropriate, MatcorMatsu may establish its own standards, which may exceed regulatory requirements. Consideration of climate change and potential health and environmental effects should be an integral part of all Company business decisions including those relating not only to the manufacture of our products but also the design and ultimate disposal of those products. Strong and profitable companies of the future will be the ones that lead the way for sustainable use of our resources. MatcorMatsu is focused on many environmental initiatives which reduce our environmental impact not only within our operations but in the products we design and manufacture.

Our key commitments are:

- Ensuring that associates and other stakeholders are made aware of their individual responsibilities contained within our EMS by effective communication.
- Planning to achieve our environmental objectives.
- Encouraging continual improvement of the environmental management system to enhance environmental performance.
- Striving to ensure that all associates, contractors, customers, and members of the public are aware of the environmental impacts of our business and understand how we can work together to meet the needs of our business in a safe and sustainable manner.
- Training, educating, and informing our associates about environmental issues that may affect their work.
- GHG Emissions Reporting. Reducing our carbon footprint (e.g., by reducing energy use and increasing energy efficiency, switching to renewable energy, reducing waste, reducing personal transport emissions. Work to increase awareness of the threat that climate change poses. Measure, and seek to constantly reduce our environmental footprint.
- Energy Efficiency. MatcorMatsu will promote the efficient use of energy to produce and deliver world class products and services to our customers. We are committed to responsible energy use and will practice energy efficiency in all facilities and processes, wherever it is cost effective.
- Renewable Energy. We encourage the development and deployment of renewable energy technologies to speed the application of the resulting technologies to our energy needs.
- Sustainable Resource Management. MatcorMatsu is committed to seek continual improvement throughout our business operations to lessen our impact on the local and global environment by conserving energy, water, and other natural resources; reducing waste generation; recycling and reducing our use of toxic materials.

- **Waste Reduction.** MatcorMatsu is committed to minimize the generation of waste, including waste from products and packaging. Minimizing the need for waste disposal. Minimizing the environmental impacts that result from resource recovery activities and waste reduction activities, including from waste disposal.
- **Soil Quality.** MatcorMatsu is committed to minimizing the impact of our activities on the soil.
- **Land, forest, and water rights and forced eviction.** MatcorMatsu's commitment is to refrain directly or indirectly from any practice or activity that destroys or arbitrarily impairs existing access to, use and management of land and natural resources.
- **Biodiversity, land use and deforestation.** Protecting life on land is a shared challenge that requires a shared response. MatcorMatsu is committed to operating in harmony with nature so that future generations may continue to enjoy the natural wonders of our world.
- **Decarbonization.** Decarbonization is the process of reducing the amount of carbon, mainly carbon dioxide (CO₂), sent into the atmosphere. MatcorMatsu is committed to seek continual improvement throughout our business operations to lessen our impact on the local and global environment by reducing our carbon footprint (e.g., by reducing energy use and increasing energy efficiency, switching to renewable energy, reducing waste, reducing personal transport emissions).
- **Air Quality, Water Quality, Consumption and Management.** Wherever possible, we will strive to minimize pollution (air, water, land), including greenhouse gases and waste, including solid waste, conserve and more efficient use and management of water and energy, protect habitat, support renewable energy resources, and encourage environmentally preferable transportation.
- **Responsible Chemical Management.** MatcorMatsu's approach to responsible chemical management in all our facilities aims to minimize potential risk of chemicals to human health and the environment.
- **Animal welfare.** MatcorMatsu is committed to continuous improvement of the welfare of all animals.
- **Noise Emissions.** MatcorMatsu is committed to reduce noise levels to lowest levels practicable for associates and members of the public.
- **Reuse and recycling.** MatcorMatsu is committed to using an increasing number of materials which are reusable/recyclable and, when practical, locally sourced. We promote reuse and recycling, as well as the use of supplies that are recycled and recyclable and whose production and use minimize the consumption of natural resources.
- **Water quality and consumption management.** MatcorMatsu is committed to reduce the impacts of water pollution and to ensure that water utilization of all operations is managed in accordance with the compliance regulations of all the countries where we operate.

- **Climate Change.** MatcorMatsu is committed to reduce the carbon footprint through activities such as reducing energy use and increasing efficiency, switching to renewable energy if possible, at a competitive market price, reducing waste and reducing personal transport emissions, including air travel. MatcorMatsu will evaluate if the purchasing of carbon offsets for electricity, gas use and transport if it is feasible and will monitor the carbon emissions as part of our customers requirements, if any.

The Environmental Management System (EMS) operated within all MatcorMatsu locations is to support these commitments and comply with the requirements of ISO 14001:2015. This policy will be reviewed as needed and made available to any interested parties upon request.



Daniel Tiberini
Chief Executive Officer

April 23, 2025

Date