

2023 ESG

Progress Report

August 30, 2024

Environment | Social | Governance



Forward-looking Statements

This Environmental, Social and Governance Report is for the period from January 1, 2023 to December 31, 2023. In this report, “we”, “us” “Mattr”, and the “Company” refer to Mattr Corp.

This report includes certain statements that may constitute forward-looking information within the meaning of applicable securities laws. Words such as “may,” “will,” “should,” “anticipate,” “plan,” “expect,” “believe,” “predict,” “estimate,” “intend,” or variations of these words or other similar expressions or terminology are used to identify forward-looking information. In addition, any statement concerning future performance, ongoing strategies or prospects, and possible actions taken by the Company are also forward-looking information. Forward-looking statements in this report include, but are not limited to: the timing for the exit of the of the underground storage tank production facility in Anaheim, California; the timing for the commencement of operations of the DSG-Canusa heat shrink tubing production facility and the Shawflex wire and cable production facility in Vaughan, Ontario; the Company’s monitoring of regulations and requirements relating to ESG reporting; the Company’s evaluation of opportunities to improve efficiency throughout the organization; and the Company’s future ESG reporting practices. Forward-looking information involves known and unknown risks, uncertainties, and other factors which may cause actual results, performance, outcomes, or achievements to be materially different from those predicted, expressed, or implied by the forward-looking information. Additional information on the risks and uncertainties on the Company’s business can be found in the Company’s most recent Annual Information Form, annual and quarterly reports, and in other reports and filings made with the applicable Canadian securities regulatory authorities and available at [sedarplus.ca](https://www.sedarplus.ca) and mattr.com.

The forward-looking information in this report is based on assumptions, estimates, and analysis made in the light of the Company’s experience and its perception of trends, current conditions, and expected developments, as well as other factors that are believed by the Company to be reasonable and relevant in the circumstances.

The forward-looking information is provided as of the date of this report and the Company does not assume any obligation to update or revise the forward-looking information to reflect new events or circumstances, except as required by law.

Forward-looking information related to ESG matters contained in this report are based on certain key estimates and assumptions and are subject to risks and uncertainties,

both known and unknown, including but not limited to: our ability to successfully implement our strategic priorities and whether they will yield the expected benefits (or on their anticipated timelines), the Company’s plans and strategies to improve ESG performance and mitigate ESG-related risks, the availability of current technologies or technologies that are anticipated to be available are sufficient to support the Company’s ESG priorities, the commercial viability and scalability of GHG emission reduction strategies and related technology and products, the anticipated costs and impacts on our operations and financial results of adopting these technologies or strategies, and the availability of data, samples, and information necessary to develop and evaluate the Company’s programs and strategies. In addition, many of the standards and metrics used in preparing this report, including any underlying data and systems used to collect, prepare, and present such metrics, continue to evolve and are based on expectations and assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees.

Certain ESG-related statements may be based on expectations and assumptions that are necessarily uncertain and may be prone to error or subject to misinterpretation given the long timelines involved and the lack of an established single approach to identifying, measuring, and reporting on many ESG matters. Calculations and statistics included in ESG-related statements may be based on historical estimates, assumptions, and projections and therefore subject to change. The metrics used, and the expectations and assumptions they are based on, have not been externally assured or verified by any independent third party. Moreover, our disclosures based on standards, including the Sustainability Accounting Standards Board standards, may change due to revisions in framework requirements, availability of information, timelines involved, changes in our industry and/or business or applicable governmental policies, rules or regulations, or other factors, some of which may be beyond our control. Our disclosure based on the recommendations from the Task Force on Climate-Related Financial Disclosures (“TCFD”) may change as the TCFD has fulfilled its mandate and disbanded, resulting in the recommendations becoming inactive.

In addition to any assumptions and other factors referred to specifically in connection with the forward-looking statements, factors that could cause our actual results to differ materially from those contemplated in any forward-looking statement include, among others: socio-demographic and economic trends, energy prices, access to such energy sources and the availability of alternatives, technological innovations, climate-related conditions and weather events, climate change-related impacts on

our business, operations or the industries in which we and our customers operate, legislative and regulatory changes, our ability to gather and verify data regarding environmental impacts, our ability to successfully implement various initiatives throughout the Company under expected time frames, the compliance of various third parties with our policies and procedures and legal requirements, our ability to comply with the policies, procedures, and other requirements of our customers and other stakeholders, the unavailability of adequate infrastructure and technology, and other unforeseen events or conditions.

This report contains matters that may be considered significant by the Company. However, such matters may not be considered “material” to the Company for the purposes of complying with applicable securities laws and other regulations. Additionally, inclusion or absence of information in the Company’s ESG-related statements should not be construed to represent any belief regarding the materiality or financial impact of that information. Given the uncertainties and assumptions required to make certain disclosures in this report, and the timelines involved, materiality is inherently difficult to assess for distant future periods. Moreover, given the inherent uncertainty of the estimates, assumptions, and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will or will not be able to meet our plans or targets in advance. The complete text of Mattr’s non-ESG-related statement on forward-looking information is included in the Company’s Second Quarter 2024 Management’s Discussion and Analysis (MD&A) report dated August 8, 2024, which is available on SEDAR+ and on the Company’s website at mattr.com.

On June 20, 2024, the Canadian government implemented amendments to the Competition Act (Canada) that create uncertainty as to how Canadian companies may publicly communicate about their environmental and climate performance. The amendments also impose significant financial penalties for non compliance. The Canadian Competition Bureau has indicated that guidance regarding the amendments will be provided but it has not been released as at the date of this report. As a result, the disclosure contained in this ESG report is more limited than in previous years. Further, while the Company has made significant progress against its previously established ESG goals, the Company will not release forward-looking ambitions or goals at this time due to the proposed amendments. Mattr continues to monitor the guidance regarding the amendments to the Competition Act.

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About Mattr

We support critical infrastructure projects around the world with highly engineered technologies and solutions.

Through our brands, our ideas have contributed to advancements in the utilities, water management, automotive, communication, energy and transportation markets.



Our Business Lines:

Composite Technologies

Manufacturer of flexible composite solutions and systems for severe environments and applications.



Premium nonmetallic, composite, spoolable linepipe.



Market leading composite underground liquid fuel storage tanks and stormwater management systems.

Connection Technologies

Specialty wire, cable and heat/cold shrink solutions for harsh environments and applications.



Engineered wire, cable and assemblies.



Premium quality heat/cold shrink technology and application equipment.

Mattr at a Glance

1500+
Employees Worldwide

\$0.9B
Annual Revenue

Global Presence

Brazil
Canada
China
Germany
Netherlands
United Kingdom of Great Britain and Northern Ireland
United States of America

(As of December 31, 2023)

Company Headquarters
Toronto, Canada

Composite
Technologies
58%

Connection
Technologies
37%

Other **5%**

Revenue by
Operating
Segment

Letter from CEO

In 2023 we completed our strategic review, concluding our transformation from Shawcor, an energy services organization, to Mattr, a high-value industrial products manufacturer.

This transformation has yielded tremendously positive results for the organization - demand for our differentiated products and solutions continues to grow, as is evidenced in the year-over-year growth in profitability experienced by both our Composite and Connection Technologies' segments. It is this growth that gives us the confidence to invest so heavily in our future.

In this report, you will see that we continued to unlock efficiencies within the organization to deliver our products from a more cost- and energy-efficient footprint. In 2023, we achieved a 64% reduction in aggregated scope 1 and 2 greenhouse gas emissions versus our 2019 baseline. Looking forward, to ensure we can meet the anticipated rise in demand for our products, Mattr has committed to substantial organic

growth investments which are expected to modernize, expand and optimize our North American production footprint. As we undertake these investments, we intend to continue to prioritize efficiency in our processes and equipment.

2023 was also a record year for safety performance within Mattr. Our employees work hard every day to ensure we deliver extraordinary service to our customers while committing to keep themselves and each other healthy and safe. This commitment supersedes everything else that we do across our Company.

Let's continue engineering a better future together.



Michael Reeves
President and
Chief Executive Officer



Our ESG Approach

In a world where populations are growing and moving, the demand for affordable energy, efficient transportation, clean water and reliable communications continues to rise.

Mattr designs and delivers a wide range of products which enable the expansion and renewal of critical infrastructure, enhancing the ability of our customers to deliver on their commitments to communities around the world.

Our ESG strategy is tightly aligned to our business strategy, prioritizing efficiency in our own consumption as we strive to achieve more with less. Since 2021 we have made substantial changes to our business portfolio, focusing our capital on those product lines which best align to our core competencies and our view of long-term opportunities to capture superior economic

returns. This focus has delivered tremendous growth, with our consolidated Adjusted EBITDA expanding at a compound annual rate of 45% during the 2021-2023 period.

To support anticipated further growth in the coming years, in 2023 we initiated a robust capital program to modernize, expand and optimize our North American production footprint. This program includes the addition of two new manufacturing centers within our Composite Technologies segment, and the relocation and bifurcation of production activity within our Connection Technologies segment. More specifically, Mattr has undertaken:

- The establishment of a new Xerxes underground storage tank production site in Blythewood, South Carolina which commenced operation in Q3 of 2024
- The establishment of a new Flexpipe composite pipe production site in Rockwall, Texas which commenced operation in Q3 of 2024
- The exit from an aging Xerxes underground storage

tank production site in Anaheim, California which is expected to be complete by the end of 2024

- The establishment of a new DSG-Canusa premium heat-shrink tubing production site in Fairfield, Ohio which is expected to commence operations late in 2024
- The establishment of a new Shawflex highly engineered wire and cable production site in Vaughan, Ontario which is expected to commence operations late in 2024

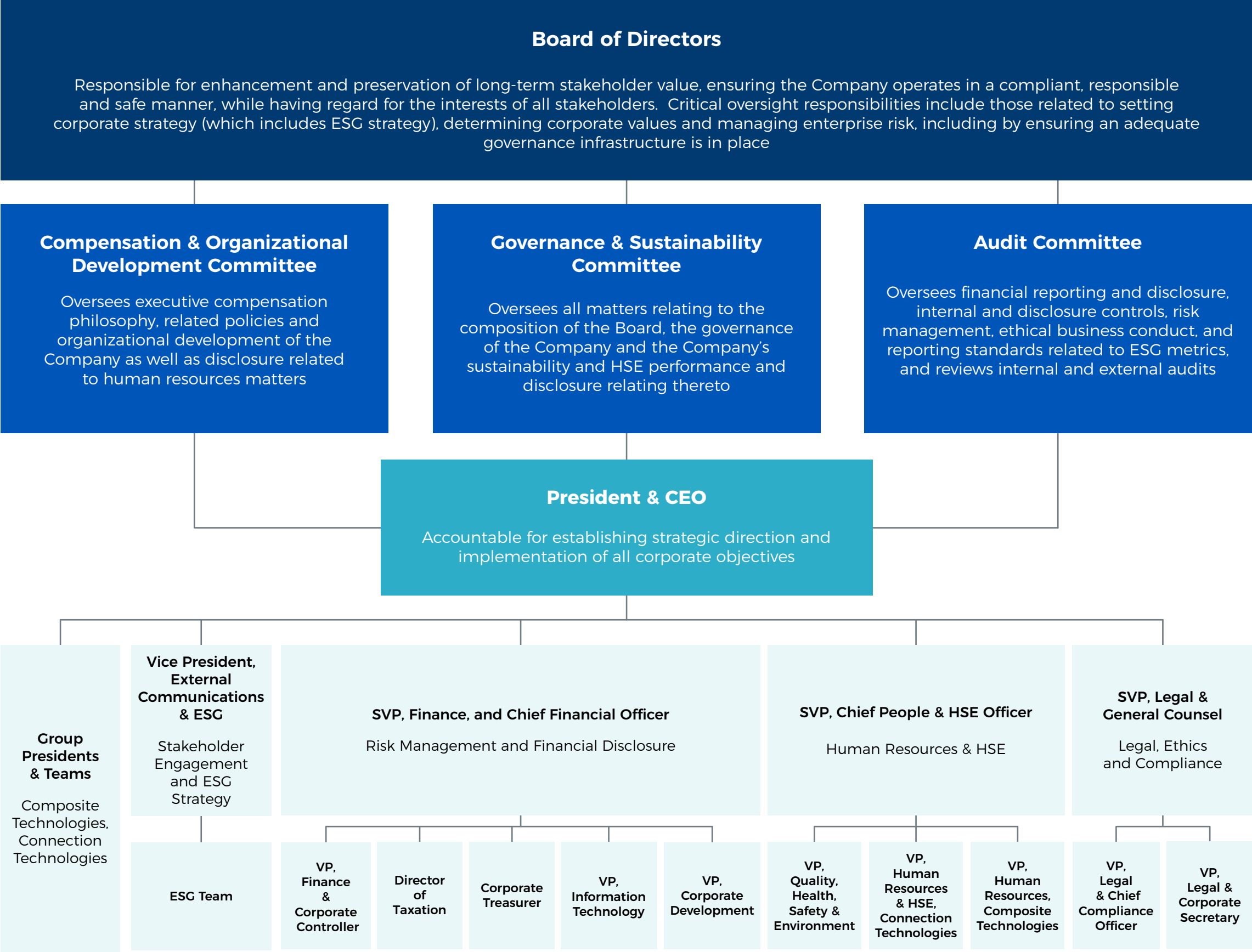
As we pursue our ambitious growth objectives, we continue to gather and monitor related ESG data to further optimize energy consumption, emissions and safety performance across the organization. We continue to make informed decisions driven by actual data as new facilities commence operations and data becomes available.

Board Oversight of ESG

With the exception of the CEO, Mattr’s Board consists of independent directors.

As a group, their range of skills and expertise includes engineering, health and safety, finance, law, technology and human resources. They have oversight of ESG performance, and the Company’s reporting thereon, as well as optimization of ESG-related opportunities and management of ESG-related risks. To ensure each Board member is able to allocate sufficient time to the Company, we respectfully limit the number of public boards they can serve on simultaneously. In addition, our regular Board assessment process provides an opportunity for continuous improvement around engagement and succession planning.

New directors are given a thorough orientation upon joining the Board, and all directors have access to continuing education. Every Board member also participates in regular self-evaluation, peer review and external evaluation processes. Our Board diversity policy incorporates an implicit target of 30% gender diversity and mandates that 50% of new director presented candidates are women when the Board does not already have 30% female representation or greater.



Reporting Scope and Boundaries

This report is Mattr’s fifth annual ESG report. This report complements our 2023 business performance and financial results, which can be found in [management’s discussion and analysis for the year ended December 31, 2023](#).

We are committed to providing regular and transparent communications regarding our performance. We monitor and disclose Environmental, Social, and Governance (ESG) factors that are most relevant to Mattr’s operations and that align with our current understanding of industry best practices, and applicable standards and frameworks for disclosures.

Referenced Frameworks and Standards

This report was developed referencing the following standards and frameworks, where relevant and applicable:

- Sustainability Accounting Standards Board (SASB) standards
- Task Force on Climate-Related Financial Disclosures (TCFD)

We will continue to monitor regulations and requirements related to ESG reporting and adjust reporting practices accordingly. An index of the SASB standards for the Resource Transformation sector that are relevant to our business: Industrial Machinery and Goods, is included on page 16 of this report.

Methodology and Assumptions

Unless otherwise stated:

- The Operational and Environmental data and metrics presented in this report cover Mattr Corp. and our wholly owned subsidiaries worldwide as of the end of the 2023 fiscal year
- People data has not been adjusted or restated to account for divestitures; metrics and data presented in this report cover Mattr Corp. and our wholly owned subsidiaries worldwide during the 2023 fiscal year
- Data and metrics presented in this report reflect performance during the 2023 fiscal year (January 1, 2023 - December 31, 2023)
- All references to employees include full-time permanent, contract personnel and part-time employees under the Company’s supervision and control
- Dollar amounts referenced in this report are in Canadian dollars
- Values included in this report are based on the Company’s best estimates and have not received external third-party verification

Greenhouse Gas (GHG) Emissions Data

The GHG data presented in this report was calculated based on the GHG Protocol methodology, following the operational control approach for establishing our organizational boundary.

More specifically, we follow the Corporate Standard under the GHG Protocol for determining our energy consumption and Scope 1 and 2 emissions and the Corporate Value-Chain (Scope 3) Standard, also under the GHG Protocol, for determining Scope 3 emissions from the sources which we disclose. Our Scope 3 data is limited to Category 6 (Business Travel) data, and only includes air travel booked through our Company’s travel platform.

Historical GHG data has been updated, in alignment with the GHG Protocol, to account for acquisitions and divestitures undertaken by the Company. Accordingly, 2023 and historical energy and emissions data included in this report has been adjusted to exclude:

- The Ellon, Scotland pipe coating facility that was sold in the second quarter of 2023
- The Shaw Pipeline Services business that was sold to a US-based investor group in the second quarter of 2023
- The Pozzallo, Italy pipe coating facility that was sold in the fourth quarter of 2023
- The Pipeline and Pipe Services assets that were sold to Tenaris in the fourth quarter of 2023

Prior to 2021, Scope 3 data related to business air travel was not available on a “per business” basis; therefore historical data that is representative of our Continuing Operations is only reported from 2021 onward. Improvements have been made to our GHG emissions reporting platform, allowing some, but not all, invoice data entry to be automated. Minor adjustments to historical data have been made as a result of this update. There is a potential that minor discrepancies in the data exist because of errors in data entry, particularly where manual entry processes still exist.

We are in the process of bringing four new production facilities online. We have begun to obtain preliminary utility information from these new sites; however, it will take some time to fully integrate this data into Mattr’s data platform. Going forward, reported GHG data and metrics from previous periods may be restated or adjusted to account for further structural changes, discovery of errors, changes to methodology and standards and/or accuracy improvements. We continue to update our systems to improve data accuracy and timeliness of data delivery.

Any questions on this report can be directed to esg@mattr.com



2023 Progress vs 2019 Baseline

In 2021, Mattr released its ESG ambitions. Given the unusual circumstances of 2020, namely business interruptions resulting from the COVID pandemic, 2019 was selected as the baseline year against which progress would be measured. While the Company has made significant progress against its previously established goals, given the extreme uncertainty surrounding disclosure requirements in alignment with Canada’s Bill C-59, the Company will no longer release forward-looking ambitions or goals. A summary of previously established focus areas and goals, and progress against such goals, is included below:

Focus Area	2021 Ambition	2023 Results	Looking Ahead	Goal achieved
Aggregated Scope 1 & 2 GHG Emissions	50% reduction from 2019 baseline	64% reduction from 2019 baseline	We may see some regression in the near term as we bring multiple new facilities online. We will evaluate our emissions performance under our expanded footprint and continue to look for opportunities to operate more efficiently.	
Diverse Representation of Senior Management ^{1,2}	20 percentage point improvement from 2019 baseline	29 percentage point improvement from 2019 baseline	As our workforce expands we will continue to prioritize diverse, equitable, and inclusive hiring and promotion practices.	
Focus Area	Enduring Vision	2023 Results	Looking Ahead	Goal achieved
Safety	Incident- and Injury-Free Workplace	TRCF ³ = 3.0	Safety remains our top priority. As our teams grow, we will continue to focus on training, hazard identification and awareness, and shared accountability to ensure the safety of all our stakeholders.	

1. **Diverse Representation:** As defined by the CBCA⁴ (gender, member of visible minority, persons with disabilities and indigenous persons).

2. **Senior Management:** The CEO, direct reports of the CEO, and corporate VPs including VPs in business groups.

3. **TRCF:** Total Recordable Case Frequency.

4. **CBCA:** Canada Business Corporations Act.

Managing Risk in Alignment with the Task Force on Climate-Related Financial Disclosures (TCFD)¹

As threats from supply chain disruptions and natural disasters become more common and less predictable, protecting the Company and all our stakeholders remains a focal point.

Our approach to addressing climate-related challenges in alignment with the TCFD’s recommendations is discussed below. Mattr focuses on integrating ESG considerations into decision-making, risk management, and disclosures, while identifying and seizing climate-related opportunities.

Governance

Board oversight: The Board has ultimate oversight of ESG activities, including climate-related risks and opportunities. Regular discussions with leadership inform corporate strategy regarding ESG.

Strategic direction: Mattr’s CEO, in partnership with the wider executive leadership team and the Board’s

Governance and Sustainability Committee, is accountable for establishing the Company’s ESG strategies. Specific leadership roles, including the Vice President of External Communications & ESG, the VP of Quality, Health, Safety and Environment (QHSE), and each Segment President all play an important role in establishing and implementing these strategies.

Management’s role: Mattr’s global management team is accountable for establishing and implementing ESG strategies providing the Board with quarterly progress updates. Short-term incentive plans tie part of management compensation to progress on ESG goals and safety performance, among other metrics.

Strategy

We continue to look for and evaluate opportunities to improve efficiency throughout the organization. This is demonstrated through the substantial reduction observed in Scope 1 and 2 greenhouse gas emissions from our 2019 baseline.

TCFD Framework Integration: We use the TCFD framework to assess our climate resilience, evaluating

short-, medium-, and long-term climate-related risks and opportunities.

Scenario Planning: We developed scenarios based on International Energy Agency and Intergovernmental Panel on Climate Change projections to assess exposure to future climate risks (transition and physical).

Climate-related opportunities: Our customers depend on our products and solutions, particularly in extreme environments where the consequence of failure is high. We partner with our customers to support a variety of ESG-oriented strategies, end markets and initiatives. Examples include:

- Utilization of our Flexpipe product to transport CO₂ through carbon capture utilization and storage systems
- Installation of our Xerxes tanks and HydroChain stormwater solutions to store water and manage stormwater runoff
- Utilization of our nuclear-grade Shawflex wire, cable and interconnect assemblies in nuclear islands and turbine halls
- Installation of our DSG-Canusa heat shrinkable sleeves over connection points within the wiring harness of automobiles, including electric vehicles, to provide protection from liquid ingress and electrical shorting



Risk Management

Enterprise Risk Management (ERM): Mattr’s ERM framework identifies, assesses, monitors, and mitigates risks across the business.

Integrated approach: Climate-related risks are integrated into Mattr’s governance and enterprise risk management processes, ensuring these risks are regularly identified, assessed, monitored, and mitigated.

By aligning with the TCFD recommendations, we have demonstrated our commitment to transparency and managing climate-related risks and opportunities.

1. The TCFD assessment was conducted in 2023 accordance with the TCFD framework, which has since been disbanded.

Revenue¹

Metric	Units	2019	2020	2021	2022	2023
Total Consolidated Revenue	Millions of Canadian dollars	1,490	1,179	1,143	1,255	1,755
Revenue from Continuing Operations	Millions of Canadian dollars	641	529	682	862	925

1. Total Consolidated Revenue includes Revenue from Continuing and Discontinued Operations. Intensity figures utilize Revenue from Continuing Operations as the denominator throughout. For more detail on the Company's financial information, refer to our prior year financial statements which can be found on SEDAR+ at www.sedarplus.ca.

Environment

Resource Use^{1, 2}

Metric	Description	2019 (Baseline Year)	2020	2021	2022	2023
Electricity	Gigajoules of electricity consumed (GJ)	218,143	151,831	136,392	140,326	143,283
Renewable Sources	Gigajoules of electricity consumed (GJ)	53,307	52,829	69,808	69,361	72,886
Non-Renewable Sources	Gigajoules of electricity consumed (GJ)	164,837	99,002	66,584	70,966	70,347
Natural Gas	Gigajoules of natural gas consumed (GJ)	156,613	186,415	118,180	108,362	91,388
Diesel Fuel	Gigajoules of diesel consumed (GJ)	34,352	27,471	15,733	8,342	6,965
Propane	Gigajoules of propane consumed (GJ)	2,689	2,270	7,943	3,991	2,708
Gasoline	Gigajoules of gasoline consumed (GJ)	2,240	1,105	791	893	357
Total Energy Used	Energy consumed in Gigajoules (GJ)	414,037	369,092	279,038	261,915	244,650
Renewable Sources Total	Energy consumed in Gigajoules (GJ)	53,307	52,829	69,808	69,361	72,886
Non-Renewable Sources Total	Energy consumed in Gigajoules (GJ)	360,731	316,263	209,230	192,554	171,764
Energy Intensity Ratio ³	Megawatt hours of energy consumed in gigajoules (GJ) per \$1M in revenue	646	698	409	304	264
Water Consumption	Megalitres	354	220	219	188	182

1. This report includes restated energy use and emissions data for 2019-2022, resulting from adjustments associated with structural changes to the business including acquisitions and divestitures and methodology improvements/error corrections.

2. Values are based on internally generated information that has not been verified by a third-party.

3. Intensity values are calculated with revenue from continuing operations for all reporting years.

Emissions^{1, 2, 3}

Metric	Description	2019 (Baseline Year)	2020	2021	2022	2023
Scope 1 Emissions	Metric tonnes of CO ₂ e emitted globally	10,601	11,520	7,573	6,333	5,276
Scope 2 Emissions ⁴	Metric tonnes of CO ₂ e emitted globally using location-based emission factors	28,677	14,146	11,847	11,772	11,012
Scope 2 Emissions ⁵	Metric tonnes of CO ₂ e emitted globally adjusted for market-based emission factors where appropriate	28,677	14,146	10,221	10,212	8,753
Scope 3 Emissions ⁶	Metric tonnes of CO ₂ e emitted globally from air travel booked through the Company's travel platform	-	-	209	848	1,493
Aggregated Scope 1 & 2 Emissions ⁷	Metric tonnes of CO ₂ e emitted (Scope 1 and Scope 2) globally	39,277	25,666	17,794	16,545	14,029
Emissions Intensity Ratio ⁸	Metric tonnes of CO ₂ e emitted (Scope 1 and Scope 2) per \$1M in revenue	61	49	26	19	15

1. This report includes restated energy use and emissions data for 2019-2022, resulting from adjustments associated with structural changes to the business including acquisitions and divestitures and methodology improvements/error corrections.

2. Values are based on internally generated information that has not been verified by a third-party.

3. The presented GHG data was calculated based on the GHG Protocol's Corporate Standard, following the operational control approach for establishing our organizational boundary.

4. This calculation is based on utilizing location-based emission factors for all facilities, including facilities where market-based agreements are in place, for comparison and transparency. Our location-based emission factors are derived from the Environmental Protection Agency (EPA)'s eGRID database (for USA facilities), Canada's National Inventory (for Canadian facilities), and guidance from the International Energy Agency (for international facilities).

5. This calculation is based on emission factors from specific market-based agreements in place at various Mattr facilities (such as renewable energy contracts, power purchase agreements, and onsite renewable electricity generation) and location-based emission factors for all other facilities utilizing grid electricity. The Company has entered into contractual power agreements at its Suzhou, China and Rheinbach, Germany facilities. As such, emission factors associated with these sites have been adjusted under the "market-based approach" to reflect the emission factors from these contractual instruments. Data for all other facilities maintains location-based emission factors.

6. Mattr follows the Corporate Value-Chain (Scope 3) Standard for Scope 3 data. Reported Scope 3 emissions include air travel booked through the Company travel system only. Due to data limitations, historical scope 3 emissions adjusted for business acquisitions and divestitures are not available for 2019 - 2020.

7. Reported "Aggregated Scope 1 & 2 Emissions" value includes the Company's Scope 1 Emissions and Scope 2 Emissions adjusted for market-based emission factors as described in footnote 5.

8. Intensity values are calculated with revenue from continuing operations for all reporting years.

People

Health and Safety^{1, 2, 3, 4}

Metric	Units	2019	2020	2021	2022	2023
Fatalities	-	0	0	0	0	0
Total Recordable Case Frequency (TRCF)	Total recordable cases / total working hours x 1,000,000 hours	6.0	3.5	4.3	5.0	3.0
Total Recordable Incident Rate (TRIR)	Number of recordable work-related injuries / number of hours worked x 200,000 hours	1.2	0.7	0.9	1.0	0.6
Lost Time Case Frequency (LTCF)	Number of lost working days associated with a reported work-related injury or illness / number of hours worked x 1,000,000 hours	1.8	0.8	1.8	2.0	1.2
High Potential Case Frequency (HPCF)	Total number of high potential cases / number of hours worked x 1,000,000 hours	5.0	2.4	1.3	2.5	0.5
Formal Corporate HSE Audits Conducted	-	11	10	11	11	11
Internal Inspections Conducted	-	6,595	6,071	3,657	3,321	5,846
Employee Observations Submitted	-	37,446	22,990	20,722	19,312	21,356
Hours Worked	-	14,261,088	12,275,112	9,920,944	9,319,165	11,524,757
Training Hours Logged	-	156,036	94,116	53,771	79,970	106,685
Training Hours	Per thousand work hours	11	8	5	9	9
Vehicle Incident Rate	Total vehicle incidents / number of miles driven x 1,000,000 miles	1.5	1.5	0.6	1.2	0.8
Most Frequent Injury Types	-	Laceration, Sprain, Fracture	Laceration, Sprain, Fracture	Laceration, Sprain, Fracture	Sprain, Laceration, Bruise/Contusion	Strain/Sprain, Laceration, Fracture
Most Frequent Injury Location	-	Finger/ Hand, Foot/Ankle, Arm	Finger/Hand, Foot/Ankle, Arm	Finger/Hand, Foot/Ankle, Back	Fingers/Hand, Foot/Ankle, Back	Fingers/Hand, Back, Foot/Ankle

1. Values are based on internally generated information that has not been verified by a third-party.

2. Health and safety statistics for each year include statistics for all businesses and sites active within the organization for at least a portion of that year. There is no restatement for acquisitions or divestitures within the health and safety statistics.

3. Our performance metrics that include “employees” refers to direct employees under the Company’s supervision and control. This excludes contract personnel unless they are directly supervised by the Company and are included in the Company’s payroll system.

4. People data has not been restated to account for acquisitions or divestitures.

People

Diversity^{1, 2, 3}

Metric	2019	2020	2021	2022	2023
Female Diversity by Region (salaried)					
Canada	Not Available	Not Available	26%	26%	38%
United States of America	Not Available	Not Available	17%	18%	29%
Europe	Not Available	Not Available	25%	25%	19%
China	Not Available	Not Available	50%	52%	55%
South America	Not Available	Not Available	21%	26%	26%
Total Salaried Female Employees	Not Available	Not Available	27%	31%	33%
Employee Age					
Aged 30 or less	Not Available	Not Available	Not Available	8%	6%
Aged between 30-50	Not Available	Not Available	Not Available	62%	63%
Aged over 50	Not Available	Not Available	Not Available	30%	31%
Human Capital					
New Employee Hires ⁴	Not Available	Not Available	13%	18%	26%
Employee Turnover ⁵	Not Available	Not Available	24%	18%	24%
Frontline Management Training (number of employees)	Not Applicable	110	50	113	206
Financial Literacy Training (number of employees)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	37

1. Values are based on internally generated information that has not been verified by a third-party.

2. The reported number of employees: The employee headcount for the year ended December 31, 2023. Employee breakdown by gender, age and region only accounts for salaried force. Hourly employee breakdowns are not disclosed.

3. People data has not been restated to account for acquisitions or divestitures.

4. New hires: Calculated sum of salaried hires in 2023/salaried headcount in December 2023.

5. Turnover: Calculated as the sum of salaried employee departures in 2023/salaried headcount in December 2023.

6. Board diversity data for 2023: Values for the year ended December 31, 2023. These yearly figures may be post-dated in other annual documents (eg. Management Information Circular) to show updated figures as per their review cycles.

Metric	2019	2020	2021	2022	2023
Board Diversity ⁶					
Female	30%	33%	29%	25%	38%
Persons with Disabilities	Not Available	0%	0%	0%	0%
Indigenous Persons	Not Available	0%	0%	0%	0%
Visible Minorities	Not Available	0%	0%	13%	13%
Senior Management Diversity					
Female	12%	15%	17%	26%	35%
Persons with Disabilities	6%	8%	6%	5%	6%
Indigenous Persons	6%	8%	6%	5%	0%
Visible Minority	12%	8%	17%	21%	29%
Total Diversity in Senior Management	24%	23%	39%	47%	53%
Board Tenure					
0-3 years	18%	44%	57%	75%	63%
4-7 years	45%	44%	0%	0%	25%
8-11 years	18%	11%	43%	13%	0%
12+ years	18%	0%	0%	13%	13%
Board Age					
<55	9%	22%	14%	13%	13%
55-60	36%	22%	14%	13%	13%
61-65	27%	44%	29%	50%	38%
>66	27%	11%	43%	25%	38%

SASB Disclosure Topics & Metrics:

Resource Transformation Sector: Industrial Machinery & Goods

The following table discloses our alignment to SASB’s sector-specific standard for Mattr. Since our core business focuses on manufacturing of industrial products and advanced materials technology, we leverage the following SASB industry code: Resource Transformation Sector: Industrial Machinery & Goods.

The following are the industry-specific issues set by SASB standards that are deemed most relevant to our investors:

1. Energy Management
2. Employee Health & Safety
3. Materials Sourcing & Efficiency

This sector standard is designed to address applicable issues of a typical company in the industry. Applicable disclosures associated with “Product Design & Lifecycle Management” are not included in this report because they are not relevant to the Company’s core business activities. The Company’s fleet size and use of stationary generators is de minimis. As our business model evolves, we will continue to assess the applicability and materiality of these metrics in future reports.

Topic	Topic Category	Units of Measure	Code	Reference
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Quantitative (Gigajoules (GJ), Percentage (%))	RT-IG-130a.1	2023 Progress report performance table.
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative (Rate)	T-IG-320a.1	2023 Progress report performance table. Mattr does not currently disclose its Near Miss Frequency Rate (NMFR). We follow OSHA regulations regarding incident reporting, including near misses. We encourage all employees to report near misses immediately to their supervisor, just as they would an accident. We use insights gained from both leading and lagging indicators, including near miss reports, to inform our safety programs and procedures. This ongoing effort ensures a safe working environment for all employees. While we don’t currently disclose the NMFR, we believe established metrics like the Total Recordable Case Frequency (TRCF) and Total Recordable Incident Rate (TRIR) provide a strong foundation for understanding our overall safety performance.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	RT-IG-440a.1	2023 Fourth Quarter Management’s Discussion and Analysis pages 56-60.
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Quantitative (Presentation currency)	RT-IG-440b.1	The Company does not provide remanufactured products or remanufacturing services.

Activity	Metric Category	Units of Measure	Code	Reference
Number of units produced by product category	Quantitative	Number	RT-IG-000.A	100% products are classified as parts and components. The Company does not disclose units produced for competitive purposes.
Number of employees	Quantitative	Number	RT-IG-000.B	2023 Progress report page 5.

