



## COMMUNITY INVOLVEMENT

Our goal is for 100% of all Materion sites to give back to their communities, and we achieved this milestone in 2022 and 2023.

All Materion sites demonstrated positive engagement around the world with volunteer projects and charitable gifts, such as supporting local food banks, charity races, the United Way and science centers.

## CHARITABLE GIVING

We strive to make positive contributions in the communities where we work and live, and to provide opportunities for our employees to get involved with the charitable organizations we support.

Our global corporate philanthropy focuses on:

- Humanitarian endeavors supporting organizations that combat illness, hunger, poverty, and homelessness
- Diversity, Equity & Inclusion programs, such as Women in Manufacturing
- Investing in innovative educational programs in science, technology, engineering, and math (STEM K-12)

## CIVIC AND COMMUNITY

We support active investment and participation in our extended communities through volunteerism, sponsorships and collaboration with organizations that meet community needs in areas such as education, health and human services and the environment. While financial support provides a lifeline to many philanthropic organizations, the donation of time and expertise is also valuable. Fundraising and volunteering are values infused throughout our employee population who are encouraged and celebrated for working with a wide variety of organizations including: American Cancer Society, United Way, the Red Cross and Cleveland Clinic.



Materion employees have a long history of demonstrating generosity. Our employees show compassion by helping communities in need, whether through a food drive, a holiday giving program, or by donating their time volunteering or sharing their expertise. We are very proud of our employees' passion for giving back.

## STAKEHOLDER ENGAGEMENT

Innovation and continuous improvement have been integral to the success of our company since its founding nearly 100 years ago. Our people drive our business, which is why we engage with all our key internal stakeholders through multiple mechanisms:



- Global Employees: Feedback is continually captured through our Employee Communications Inbox and Materion Ethics and Integrity Hotline.
- In 2021, our employees participated in a company-wide engagement survey, and in 2022 and 2023, people managers and leaders across the company responded to suggestions, implementing numerous changes company-wide. For example, town halls are now held at headquarters and on-site at our facilities. In 2024, Materion will hold a follow-up survey and continue to respond to feedback.

- **Company Leadership:** Our senior leadership team regularly reviews progress towards our ESG efforts alongside other key business priorities.
- **Board of Directors:** Our Board receives regular updates on progress towards our ESG efforts.

## CUSTOMERS

We monitor and address customer feedback and questions, and we take customer expectations into account as we refine our ESG efforts.

## SUPPLIERS

We work with our suppliers to help us achieve success in our ESG efforts, including identifying innovative solutions through our strategic sourcing initiatives.

## INDUSTRY

We participate in trade associations and industry forums to address environmental and social issues, including driving policy agendas that contribute to positive change.

## POLICYMAKERS

Our Regulatory Affairs team engages with policymakers on ESG-related issues.

## INVESTORS

We regularly meet with our investor and analyst communities to discuss our progress towards our goals, and we provide ESG information in our public filings and in response to select ESG questionnaires and ratings indices.