

JEDI Commitment Statement

At MPM Products, we believe that building a better business requires a fair, inclusive, and respectful environment for all.

Justice, Equity, Diversity, and Inclusion (JEDI) is embedded in our purpose and governance approach, recognising that diverse perspectives strengthen decision-making, support our people, and contribute to long-term business resilience. We are committed to operating in a just, fair, and inclusive way across our operations, for our customers, and in the communities we impact.

This includes how we develop and source our products, partner with global suppliers, support our people, and engage responsibly with customers and communities across our markets

From a People/Employee perspective, this means creating an environment where individuals feel valued, have fair and consistent access to opportunities, and are supported to contribute and progress within the business.

At MPM Products, this means:

- Promoting fairness and consistency across recruitment, development, and progression
- Fostering an inclusive culture where all employees feel respected, heard, and able to contribute
- Embedding JEDI principles into our policies, leadership behaviours, and global ways of working
- Extending responsible and inclusive practices across our value chain including customers, supplier and wider stakeholders, aligned with our Human Rights commitments
- Using disaggregated data and stakeholder feedback to understand potential inequities and inform our actions.

This approach is informed by ongoing employee engagement, including internal stakeholder interviews and feedback channels, reinforcing priorities around transparency, inclusion, and clear communication on topics such as business change and emerging technologies.

This applies across all regions in which we operate and forms part of our broader approach to responsible business and stakeholder governance, aligned with internationally recognised frameworks including the UN Guiding Principles on Business and Human Rights, ILO Core Conventions, and applicable regional regulations.

Progress against this commitment is supported through employee engagement, leadership accountability, and periodic review as part of MPM's ESG and Board-level (PSG5.1) governance framework. Overall reasonability lies with People & Culture Director.