2025

SUSTAINABILITY REPORT

MINERALS TECHNOLOGIES

MINERALS TECHNOLOGIES

Innovative Technologies.
Essential Solutions.™

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About This Report

This report highlights our people, culture, values, and the central role sustainability plays at Minerals Technologies Inc. (together with its affiliates, "MTI") and within each of our businesses. The 2025 Sustainability Report reflects our ongoing commitment to transparency and continuous improvement. It covers performance and data from January 1 through December 31, 2025, including key initiatives, year-over-year progress, and select efforts that extend beyond 2025. This year's report also introduces new 10-year sustainability targets that set the direction for MTI's next decade of impact.

We are using the Global Reporting Initiative (GRI) framework as a guide for identifying, measuring, and reporting our non-financial impacts. We also continue to disclose elements using the recommendations of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD).

In connection with our sustainability policies and procedures, our 2025 Annual Report and investor presentations, our 2026 Proxy Statement, and our website, this report highlights MTI's broad sustainability initiatives and their deep integration with our strategy, plants, processes, and products.

MINERALS TECHNOLOGIES

OUR 2025 SUSTAINABILITY HIGHLIGHTS*

ENVIRONMENTAL PERFORMANCE

Targets and ambition

- Achieved all 12 environmental targets — required enterprise-wide transformation
- Set new 10-year targets; enhanced emissions accounting methodology

Emissions reduction

- Scope 1 down 34% (vs. 25% target)
- Scope 2 down 42% absolute, 54% intensity (vs. 40% target for each)

Fuel transition

- 34% of fuel oil now renewable
- 70% reduction in coal usage

Waste and circularity

- Landfill waste down 44% (vs. 20% target)
- >56k tons diverted via beneficial reuse

Water stewardship

- Withdrawal down 31%, discharge down 56% (vs. 20% target for each)
- 85% of process water recycled at PCC satellite facilities

*Progress against our 2018–2025 targets is presented using the original methodology to preserve comparability with previously disclosed targets.

INNOVATION, SAFETY, AND COMMUNITY

Carbon capture and utilization

- >1M metric tons of waste CO_2 extracted from customer and own exhaust, sequestered into consumer products

Sustainable innovation

- 67% of new products have a sustainable profile
- ~$1.3B sustainable product revenue in 2025

Record safety performance

- Total recordable injury rate 0.57
- Lost workday injury rate 0.14

Clean water access

- Deployed local water treatment systems in India for safe drinking water in high-stress regions

MSCI ESG ratings are a comprehensive measure of a company's long-term commitment to socially responsible investments (SRI) and environmental, social, and governance (ESG) investment standards. ISS ESG provides comprehensive and sector-specific ratings of companies to help investors identify and manage ESG risks and opportunities.

A MESSAGE FROM OUR CHAIRMAN AND CEO

One of MTI's core values has always been to operate sustainably. This means that we are focused on the sustainability of the way we interact with the environment, how we treat our employees, and how we manage our financial resources.

In 2018, we announced our first set of official environmental targets, and we reached a key milestone in 2025: with the launch of our 18th Sustainability Report, we are announcing that we reached all of our sustainability targets and are introducing our next 10-year targets.

OUR INITIAL SET OF ENVIRONMENTAL TARGETS

Reaching our initial set of environmental targets is a meaningful achievement for us, as we had purposely set those targets to be challenging when we first announced them in 2018. As our teams around the world rallied to identify opportunities and implement solutions to reduce our environmental impact, we realized that we could drive even more creativity, innovation, and employee engagement by increasing our targets, which we did in 2021. This effort also aligned with our culture of Operational Excellence.

We have made significant and meaningful reductions to our environmental footprint:

- Our total emissions reduction between 2018 and 2025 is 35%. This was driven by multiple initiatives across our organization, including a 70% decrease in coal usage and converting over 30% of our fuel oils to renewable alternatives.
- We also made significant progress in reducing our water consumption and discharge. Since 2018, we have reduced our water discharged by over 1 billion gallons through initiatives that enabled the recycling of over 85% of process water. As a result, we significantly exceeded our 2018 targets for both water used and water discharged.
- Other key achievements include the reduction and repurposing of waste. We continue to come up with new ways to reduce and recycle and have also created innovative solutions to repurpose our customers' waste for beneficial reuse.

OUR NEXT CHALLENGE

As we celebrate these achievements, we are setting up an even more challenging next set of targets. Reaching these new goals will require significant effort and innovation. However, we believe that in a growing company this type of ambition will continue to stimulate creative problem-solving and drive even greater operational efficiency across our facilities. You can read about our next set of 10-year targets on page 54.

OUR PEOPLE AND COMMUNITIES

In 2025, we were proud to achieve a new company-wide safety record and continue our trend of reducing injury rates across the organization. We have a world-class safety record and culture, but that is not our ultimate target: we strive for a sustained injury-free environment for our employees and believe that every injury is preventable.

Another key element of our sustainability efforts is the work that we do in our communities. We operate in 34 countries and have over 110 facilities, and in all locations in which we live and work we try to be respectful and engaged members of the local community. Our employees take the lead in demonstrating this commitment.

In 2025, our employees participated in a wide variety of community-facing activities ranging from toy drives to neighborhood beautification and tree-planting projects to committing to lower-carbon commutes – and much more. We also continued to focus on supporting our communities' access to clean water, including several initiatives in India to donate reverse osmosis filtration systems and re-establish access to safe drinking water at natural wells. This is an ongoing priority for us.

SUSTAINABILITY AS GROWTH ENGINE

Our approach to sustainability goes beyond focusing on the environmental impact of our operations, as we are also a provider of sustainable solutions for our customers. In 2025, 67% of the products that we had commercialized over the past five years had a sustainable profile, helping our customers reduce their own emissions and waste or increase their resource efficiency and circularity.

We are committed to this work not just because it is the right thing to do, but also because we believe that focusing on sustainability-related innovation will contribute to MTI's growth as a company.

Furthermore, as global demand for sustainable solutions including for PFAS remediation, sustainable aviation fuel (SAF), and other regulatory- and consumer demand-driven products increases, we believe that our minerals and technologies are well positioned to drive growth across a range of end markets.

Though 2025 was a milestone year for MTI, it only marks one chapter of our sustainability journey. Our new 10-year environmental targets provide a new set of targets that will drive additional innovation, engagement, and growth by our teams around the world. I look forward to sharing our continued progress in the years ahead.

DOUGLAS T. DIETRICH
Chairman and CEO

OUR COMPANY

Minerals Technologies Inc. is a global, technology-driven specialty minerals company that develops, produces, sells, and distributes a wide range of minerals and mineral-based products and services.

2025 KEY FIGURES

- **$2.1B** NET SALES
- **~4,000** EMPLOYEES
- **34** COUNTRIES
- **12** R&D CENTERS

BUSINESS SEGMENTS

CONSUMER & SPECIALTIES

Functional components in a variety of consumer and industrial goods

Household & Personal Care

Mineral-to-market products for improved performance and enhanced consumer experiences in cat litter, Household and Personal Care, edible oil and renewable fuel purification, animal health, and agriculture

Specialty Additives

Mineral-based technologies for improved functionality of consumer and industrial products in paper and packaging, food and pharmaceuticals, sealants and adhesives, paints and coatings, and residential construction

ENGINEERED SOLUTIONS

Designed to improve our customers' manufacturing processes and projects

High-Temperature Technologies

Mineral-based blends, technologies, and systems that solve complex challenges in the foundry, steel, and other high-temperature processing industries

Environmental & Infrastructure

Solutions for water treatment, fluid management, building materials, and environmental, remediation, and infrastructure-related projects

#1 Positions across all product lines*

Functional value creation across consumer and industrial applications

Sustainable and mineral-based solutions

*We have leading market positions across all four of our product lines: #1 largest producer of bentonite worldwide; #1 provider of global private label, North America bulk clumping, and Europe premium cat litter; #1 worldwide producer of Precipitated Calcium Carbonate (PCC) and only North American specialty PCC producer; #1 worldwide producer and supplier of Green Sand Bond solutions; #1 global industry leader in refractory laser measurement systems; #1 provider of North American monolithic refractories and North America solid core calcium wire; #1 world leader in active waterproofing for concrete structures (based on management estimates).

SUSTAINABILITY AT MTI: BUILT INTO OUR MINERALS, OUR TECHNOLOGIES, AND OUR CULTURE

OUR MINERALS

We are the world's largest producer of bentonite and a leading producer of calcium carbonate, with uniquely versatile reserves. We also have access to other specialty minerals like leonardite.

- Bentonite
- Calcium Carbonate
- Other Specialty Minerals

OUR TECHNOLOGIES

We provide significant value to our customers with our innovation and expertise in four core technologies:

- Crystal Engineering
- Functional Additives
- Engineered Blends
- Particle Surface Modification

WHAT MAKES MTI UNIQUE?

- **Deep understanding of customer and industry needs**
- **Global reach through mineral resources and R&D centers**
- **Accelerated innovation focusing on secular and sustainable trends**

OUR GROWTH STRATEGIES

- **Expansion into higher-growth, consumer-oriented markets**
- **Deepened positions in core markets and geographies**
- **Product innovation**

OUR VALUES AND CULTURE OF OPERATIONAL EXCELLENCE

OUR VALUES

1. PEOPLE
2. HONESTY
3. CUSTOMER FOCUS
4. ACCOUNTABILITY
5. EXCELLENCE

Follow this link for more details.

OPERATIONAL EXCELLENCE

Operational Excellence (OE) is a strategic mindset and management framework focused on clear goal setting and accountability, shared responsibility for suggesting changes to processes and systems, and a commitment to continuous improvement in all aspects of the workplace.

MTI has established a unique integration of OE into all aspects of our organization. This approach to OE is a key strategic differentiator for our company and has solidified our high-performance culture by making MTI a more disciplined, agile, and sustainable organization. Most of our activities across the company, including identifying opportunities to improve our resource efficiency and initiatives that make our operations safer, leverage lean principles and our approach to OE.

Our annual Operational Excellence Achievement Awards recognize MTI organizational units that demonstrate a superior application of the principles of OE and are a coveted award throughout the organization. Pictured here are business leaders receiving the 2025 OE Achievement Awards.

OPERATIONAL EXCELLENCE METRICS

9,000+

KAIZENS

- About 30 kaizens, or problem-solving activities, are conducted daily, resulting in thousands of incremental enhancements to our processes, products, and operations every year and providing a significant competitive advantage for our company.

~65,000

EMPLOYEE SUGGESTIONS

- These suggestions help remove waste and risk from our processes and improve how we operate. In 2025, 79% were implemented.

~10,000

BRAVO CHIP REWARDS

- These custom-designed tokens are a key element of how we recognize employees for accomplishments in process improvements, including sustainability, customer service, and cost reduction. Each chip represents a cash value based on the equivalent value of MTI shares.

HOW SUSTAINABILITY IS INTEGRATED INTO OUR STRATEGY AND PURPOSE

MTI has a longstanding commitment to operate ethically and responsibly while creating value for our customers, employees, communities, and other stakeholders. We look at sustainability holistically, understanding that addressing the continuum of environmental, social, governance, and ethics issues is critical to the success of our business.

Sustainability is a vital driver of our long-term growth, and, through continued learning and improvement, we are making progress in addressing the most urgent challenges of today while capturing opportunities for the future. Our new 10-year sustainability targets reflect this ambition.

OUR FOUR FOCUS AREAS

CONSERVE AND PROTECT THE ENVIRONMENT

- Reduce our environmental footprint by improving manufacturing efficiency, lowering emissions, increasing energy efficiency, expanding renewable energy use, and building climate resilience.
- Advance sustainable innovation that supports our customers' environmental goals and increases the number of products with measurable sustainability benefits.
- Promote circularity and resource stewardship through optimized raw material use, beneficial reuse, and improved water management.

CARE FOR OUR PEOPLE AND COMMUNITIES

- Maintain a strong safety culture focused on hazard identification, fatality risk prevention, and comprehensive training with the goal of achieving a 100% injury-free workplace.
- Foster a diverse, inclusive, people-first culture that empowers employees of all backgrounds and supports long-term success.
- Invest in talent development, training, and leadership programs to build a strong global workforce and talent pipeline.
- Support the communities in which we live and work through education, fundraising, volunteerism, and local partnerships.

OPERATE ETHICALLY

- Ensure strong leadership and oversight of sustainability across the organization.
- Uphold rigorous standards of legal compliance, ethics, and transparency.
- Promote responsible sourcing with clear expectations about the commitment to human rights, environmental stewardship, and compliance.
- Protect stakeholder data through robust cybersecurity and privacy practices.

GROW RESPONSIBLY

- Deliver sustained economic value for employees, shareholders, communities, and society.
- Enhance our competitive positioning through customer-driven innovation, investments in high-return projects, and continued improvements in facility performance, safety, and environmental standards.

SUSTAINABILITY GOVERNANCE

We uphold ethics, accountability, and strong leadership.

A MESSAGE FROM OUR BOARD OF DIRECTORS

On behalf of MTI's Board of Directors and as Chair of the Corporate Governance & Nominating Committee, I am pleased to present MTI's 2025 Sustainability Report.

Operating in a sustainable manner has always been a core value of the company, and the Board maintains a close connection to the activities within the company that uphold this value.

We receive regular updates on the company's sustainability initiatives, ensure that it adheres to all regulations and compliance requirements, discuss sustainability trends and best practices, and support management's efforts to involve all employees in the process of innovation on behalf of MTI and its customers' sustainability goals.

Since 2018, we've monitored the company's progress toward successfully achieving its 2025 environmental targets and have been encouraged to see MTI meet and exceed its goals across a range of metrics. This year, we closely reviewed and approved MTI's new 10-year targets, which open up the next phase of our sustainability journey.

We continue to be impressed by MTI's commitment to treating its employees, resources, natural environments, and communities in which it operates with the greatest care and respect, and look forward to what lies ahead in the coming years.

JOSEPH C. BREUNIG
Board of Directors' Chair of Corporate Governance and Nominating Committee

MTI's Board of Directors visiting operations in China.

BOARD OVERSIGHT OF RISK, CORPORATE GOVERNANCE, AND SUSTAINABILITY

Our Board of Directors holds primary responsibility for risk oversight, including understanding the inherent risks in our industry and business, evaluating our risk management processes, and ensuring these processes are responsive and evolve with the risk landscape. The Board's risk focus areas include oversight of the company's capital structure, mergers and acquisitions, capital projects, cybersecurity, environmental impacts, health and safety, and geopolitical and associated market risks. Risks are reviewed regularly by the entire Board at each Board meeting.

MTI's management is responsible for bringing our material risks to the Board's attention and for managing those risks. Management has several layers of risk oversight, including our Leadership Council, Strategic Risk Management Committee, and Operating Risk Management Committee, as well as the company's Chief Compliance Officer, who reports directly to the Chief Executive Officer. MTI committees and management communicate routinely with the Board, Board Committees, and individual Directors on significant identified risks and how they are being managed. This includes formal reports by the Strategic Risk Management Committee to the Board, which are provided at least annually, and periodic reports by the Chief Compliance Officer to the Audit Committee and the Board.

The Corporate Governance and Nominating Committee is responsible for reviewing and evaluating MTI's Employee Code of Conduct, human rights and ethics policies, programs and practices, and all emerging social, environmental, and governance issues that could impact our business's long-term sustainability. This includes our environmental performance and execution against 2025 targets, the establishment of our new 10-year sustainability targets, talent and leadership development, safety, ethics and compliance, and human rights. The Board, including the Corporate Governance and Nominating Committee, and the Chairman of the Board and CEO formally review and approve each publication of MTI's annual Sustainability Report.

To assist in discharging its responsibilities, the Board has established an Audit Committee, a Compensation Committee, and a Corporate Governance and Nominating Committee. Our website lists the members of each Committee at www.mineralstech.com/investors/corporate-governance#committees. Formal written charters for each Committee, as well as other Board governance documents, are also available on our website at: www.mineralstech.com/investors/corporate-governance.

In addition, the Board follows a formal schedule of meetings to review environmental health and safety, cybersecurity, and people matters at each meeting. Overall corporate responsibility and sustainability matters and progress, including people-related topics, are periodically reviewed with the Corporate Governance and Nominating Committee and the entire Board. Additional information about our Board's structure, composition, and oversight can be found in MTI's 2026 Proxy Statement.

2025 BOARD COMPOSITION

- **9 OUT OF 10** INDEPENDENT DIRECTORS
- **50%** ARE FEMALE AND FROM OTHER UNDERREPRESENTED GROUPS
- **9.6 YEARS** AVERAGE BOARD TENURE
- DIVERSE REPRESENTATION OF SKILLS AND COMPETENCIES

LEADERSHIP COMMITMENT TO SUSTAINABILITY

Our Leadership Council (LC), under the direction of our Chairman and CEO Douglas T. Dietrich, oversees our businesses, functional areas, and Lead Teams, which operate across the organization.

While Mr. Dietrich champions sustainability at an organizational level, the LC, composed of our senior Business Unit and Resource Unit executives, actively manages MTI's broad sustainability priorities, integrating sustainable processes and practices into their strategies while identifying and managing risks.

MTI also has seven culture-based, cross-functional Lead Teams, which are comprised of employees from varied geographies and subject areas. These Lead Teams report directly to our Chairman and CEO and are sponsored and led by a senior executive, who provides guidance and expertise. Each Lead Team develops goals, standards, and systems, tracks metrics, and shares best practices to ensure MTI is making progress in the Team's area of expertise. At least once a year, the Board receives more detailed reviews on current objectives, status, progress, and future plans.

BOARD OF DIRECTORS, CORPORATE GOVERNANCE AND NOMINATING COMMITTEE

Receive performance metrics and updates monthly with detailed review annually

CHIEF EXECUTIVE OFFICER

OUR LEAD TEAMS

Environmental, Health, and Safety

- Continually advance health and safety programs, training, compliance, and develop risk-reduction systems.

Operational Excellence

- Continuously improve and lead lean practices to enhance our business performance and drive a people-focused culture.

Technology and Innovation

- Remain at the forefront of innovation, accelerating the speed and success rate of new products.

Expense Optimization

- Drive cost avoidance and reduction by improving processes and implementing employee suggestions and best practices.

Global Inclusion Council

- Cultivate a diverse and inclusive work environment for all employees.

Mining

- Develop goals and tactics to ensure world-class practices for mining, exploration, and reclamation to minimize environmental impact.

Sustainability

- **Ensure a robust approach to developing and measuring company-wide sustainability strategies and initiatives. The team includes senior leaders from across the organization with a broad range of functional expertise, reports directly to our Chairman and CEO, and provides regular progress updates to the LC, the Corporate Governance and Nominating Committee, and the Board to align the organization in identifying and addressing sustainability risks and opportunities.**

Our 2025 Sustainability Highlights
A Message from Our Chairman and CEO
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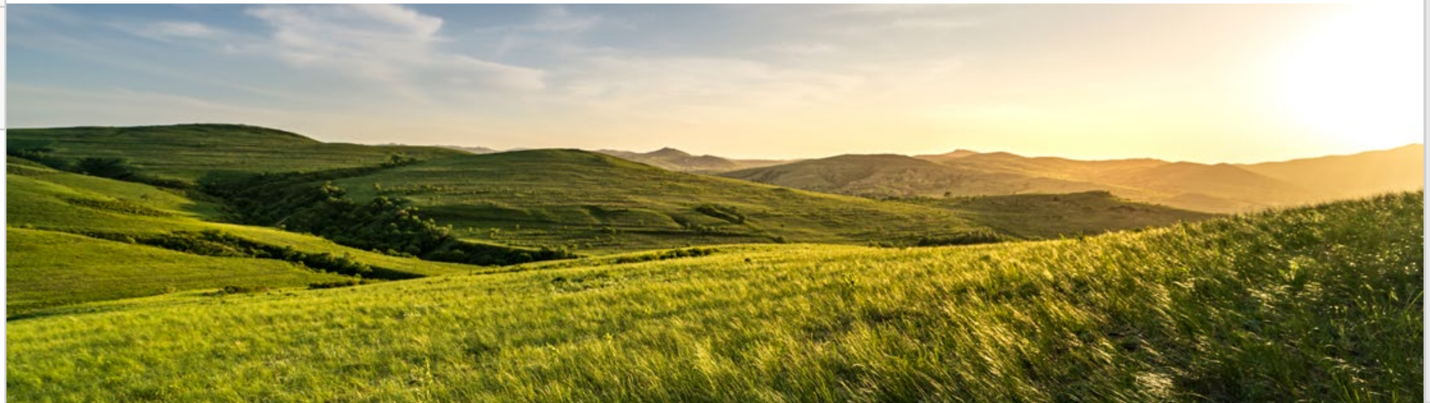
Frameworks and Indexes (GRI, SASB, TCFD)

POLICIES AND GUIDELINES

Our employee Code of Conduct and corporate governance policies articulate our commitment to honest, ethical business practices and compliance with applicable laws. They outline the principles and guidelines we follow to ensure effective corporate governance practices within MTI.

- Animal Testing Policy
- Anti-Corruption and Anti-Bribery Policy
- California Transparency in Supply Chain Act
- Charters for Board of Director Committees
- Audit Committee Charter
- Bylaws of Minerals Technologies Inc.
- Code of Ethics for Senior Financial Officers
- Compensation Committee Charter
- Corporate Governance and Nominating Committee Charter
- Corporate Governance Guidelines
- Lead Independent Director Charter
- Compliance Hotline
- Conflict Minerals Policy
- Diversity and Inclusion Mission Statement
- Equal Opportunity
- General Terms and Conditions
- Human Rights Policy
- Fair Labor Practices
- Indigenous Peoples Policy
- Environmental Health & Safety Policy
- Minerals Technologies Values
- Summary of Policies on Business Conduct (Code of Conduct)
- Supplier Code of Conduct
- Third-party Due Diligence Policy
- United Kingdom MTI Tax Policy
- Water Policy
- Website Privacy Statement



UNITED NATIONS GLOBAL COMPACT

MTI is a member of the United Nations Global Compact and supports its Ten Principles:

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

MINERALS TECHNOLOGIES

DATA AND CYBERSECURITY

MTI accepts our responsibility to protect sensitive corporate and customer information and the personal information of our employees and all other individuals with whom we do business, including partners, suppliers, and contractors.

We have established a holistic cybersecurity program led by our Chief Information Officer, supported by our Operating Risk Management Committee (ORMC) and dedicated cybersecurity teams, and complemented by a 24/7 Managed Security Services Provider (MSSP). MTI's leadership updates the Board of Directors' Audit Committee, which includes several members with cybersecurity expertise, annually on data protection and cybersecurity. This update includes vulnerability management, program progress, and results of any special services undertaken.

MTI's risk-based approach aims to:

- Proactively identify potential risks to systems, assets, data, and capabilities
- Protect critical infrastructure services with a layered defense-in-depth security architecture
- Detect and respond to cyber events by taking appropriate actions
- Recover and restore capabilities according to service-level agreements

MTI provides mandatory cybersecurity training to all full-time employees, part-time workers, and contractors that access our network. The training is offered at least four times per year. In 2025, 100% of eligible employees completed mandatory data privacy and protection training. Additionally, monthly phishing tests are conducted on all internal email accounts, and employees who fail phishing exercises receive immediate remedial training. Employee training progress is tracked and reported to senior leadership. IT and business executives participate in a Cybersecurity Tabletop Exercise periodically to cover anticipated and potential incidents. MTI uses National Institute of Standards & Technology (NIST) frameworks to conduct self-assessments of our controls, and we undergo annual external penetration and resiliency testing, as well as independent reviews conducted by select third parties. Our Internal Audit team performs annual testing on selected controls and completes reviews of SOC reports. In addition, KPMG, our external auditor, performs periodic assessments of our information technology controls.

Our global policies and procedures inform employees of the changing regulatory environment and their role in helping MTI remain compliant with privacy regulations. The policies address various areas of data privacy, protection, and processing of personal information, security and confidentiality, rights of data subjects, disclosure of the data that may be processed and for what purpose, and data breach reporting. We comply with legal requirements associated with personal data, including General Data Protection Regulation (GDPR).

We are pleased to report that MTI has not had any material cyber incidents in the last five years and as a result has suffered no financial or data losses due to related known material cyber incidents.

ETHICS, INTEGRITY, AND GRIEVANCE REPORTING

A company-wide commitment to ethics and integrity starts with the Board of Directors and senior management and extends outward to every MTI employee and commercial intermediary, including sales agents, consultants, and distributors. We provide training and issue clear policies that are reinforced and monitored by every MTI employee, internal audit, and legal group.

MTI's Ethics and Compliance Program is structured to promote integrity and ethical behavior and prevent criminal conduct and law violations. Our Summary of Policies on Business Conduct (Code of Conduct) details our expectations and requirements for our employees and applies to all areas of our operations. The policy is translated into MTI's most prevalently used languages for ease of understanding.

Our Internal Audit department performs regular audits of the company's controls, including those designed to prevent unethical and unlawful conduct. Our Internal Auditing and Verification program includes, at a minimum, the following:

- Verification of MTI's Employee Code of Conduct policy electronic acknowledgment for new and existing employees on an annual basis
- Quarterly representation letters from key accounting and operational management that attest that we:
  - Accept responsibility for the fair presentation of the applicable financial statements in accordance with U.S. Generally Accepted Accounting Principles
  - Maintain a system of internal accounting controls sufficient to provide reasonable assurance for the reliability of financial records and the protection of assets
  - Comply with MTI corporate policies on ethical business conduct
- Annual location and/or process audits conducted by our internal audit group to assess compliance via a control adherence review
- Sarbanes-Oxley Act control testing by both MTI internal audit and KPMG external audit
- Compliance training programs
- MTI Compliance Hotline (anonymous whistleblower activity and investigation summary)

We perform ethics and compliance due diligence for all third-party relationships, including sales agents, consultants, and distributors. These third parties must attest that they will behave ethically and fully adhere to our business conduct policies.

GRIEVANCE REPORTING PROCESS

An effective reporting system is critical to fostering a culture of integrity, accountability, and ethical decision-making. We encourage employees and third parties to report any suspected violations of our policies or local or national law (including those relating to human rights) to senior management through the MTI Compliance Hotline (1-800-869-3086) or electronically. The existence of this hotline is proactively communicated to employees via local language posters at each site, during employee onboarding, during periodic internal audits, and through our intranet.

The hotline provides confidentiality and, where permitted by law, anonymity to report any potentially illegal, unethical, or improper conduct. An independent, third-party provider operates the hotline, which is available 24 hours a day, seven days a week. Reports can be made in any language, and employees can speak to a third-party responder in their language of choice. MTI policy protects employees who raise concerns in good faith against retaliation.

Every case reported to the MTI Compliance Hotline is carefully processed and analyzed to decide if corrective action is required. In 2025, 35 cases were reported through web and call center submissions. External legal counsel or government agencies are engaged where required. Each hotline report is documented and remedied through management corrective actions, disciplinary action, or MTI policy and procedure updates to address substantiated cases.

ETHICAL STANDARDS TRAINING

In addition to the annual requirement to read and acknowledge MTI's Employee Code of Conduct, all senior leaders receive compliance training from our legal group, including discussions on anti-corruption, anti-bribery, facilitation payments, and MTI's due diligence requirements for vetting our commercial intermediaries, including sales agents, consultants, and distributors. Training for our senior leaders also includes the topics of MTI internal risk management and requirements for commercial contracts.

MTI's in-person and virtual compliance and ethics training for other employees covers a range of topics including insider trading, sexual harassment, bullying, and conflicts of interest. Ethics and compliance training is also required and included in every employee's onboarding.

SUSTAINABLE GROWTH AND INNOVATION

We innovate to create sustainable solutions and long-term growth.

ADVANCING OUR GROWTH STRATEGY

EXPANSION INTO HIGHER-GROWTH, CONSUMER-ORIENTED MARKETS

DEEPENED POSITIONS IN CORE MARKETS AND GEOGRAPHIES

PRODUCT INNOVATION

Strong financial performance is key to the sustainable growth of our business and our future success. We are focused on earnings and revenue growth and maintaining a disciplined approach to capital allocation while also contributing to long-term strategic investments for our business. We believe this approach will allow us to maintain our reputation as a leader in our markets and be well positioned to respond to the evolving needs of our customers. Through our global operations, we create value for a wide variety of stakeholders, including our shareholders, investors, employees, suppliers, and local communities.

2025 FINANCIAL RESULTS

- **$2.1B** NET SALES
- **$287M** OPERATING INCOME*
- **$5.52** EARNINGS PER SHARE*

*Excluding special items

ACCELERATING INNOVATION

Innovation is a fundamental part of MTI's history and one of the pillars of our long-term growth.

We are driven by our ambition to innovate alongside our customers and help them be more sustainable, productive, and efficient, creating more value with streamlined processes while reducing their impact on the environment. This collaboration with our customers, paired with our global R&D capabilities, enables us to maintain and expand our leadership positions in all of our core end markets as well as continue to enhance our value proposition in higher-growth businesses. Our leadership position across multiple product lines puts us in a unique position to better understand customers' specific challenges and goals, including sustainability, and deliver higher-value solutions.

KEY INNOVATION OBJECTIVES

- **Continue to accelerate the product development and commercialization timeline**
- **Increase the number of MTI products commercialized**
- **Enhance the impact of our innovations to increase the percentage of revenue from new products to 20%**
- **Grow our portfolio of sustainability-focused products to enhance MTI's and our customers' sustainability**

2025 ACHIEVEMENTS

- **300 new products developed within the last 5 years**
- **Pipeline value from ideation to commercialization ~$1.4B**
- **>80% of projects developed with input from customers**
- **19% of sales from new products* in 2025**
- **MTI Sustainability Indicator: 37% of new products will benefit MTI's sustainability goals**
- **Customer Sustainability Indicator: 67% of new products will support our customers' sustainability goals**

*Percent of sales from commercialization in the last five years.

OUR KEY MINERALS

BENTONITE

Bentonite is commonly referred to as the "mineral of a thousand uses" and is a natural mineral derived from volcanic ash. It has many versatile applications due to its high swelling and absorption capacities and significantly expands in volume in contact with water.

MTI is the largest and highest-quality bentonite producer in the world, with 75+ years' experience selectively mining for specific applications and modifying the surface of the mineral to deliver an engineered performance. As a result, our bentonite clay has major commercial applications in consumer and industrial markets, offering a broad portfolio of sustainable products and solutions.

CALCIUM CARBONATE

The calcium carbonate mineral calcite ($CaCO_3$) is the primary mineral found in limestone, a common sedimentary rock, as well as in chalk and marble. It was formed millions of years ago by the remains of marine organisms that sank to the ocean floor and is continually replenished by natural cycles.

MTI's unique limestone reserves have a high chemical purity that makes our calcium carbonate suitable for food, pharmaceuticals, and industrial applications. Our products are a key ingredient for a wide range of industrial and consumer products that can frequently be used as a sustainable alternative to typical additives.

OUR CORE TECHNOLOGIES

Our core technologies are aligned with our product lines, enabling us to deliver the highest value to our customers. They include:

CRYSTAL ENGINEERING IN SPECIALTY ADDITIVES

- Proprietary processes to synthesize Precipitated Calcium Carbonate (PCC) crystal type, size, and morphology to achieve specific functionality for demanding applications.

FUNCTIONAL ADDITIVES IN HOUSEHOLD & PERSONAL CARE

- Unique mineral and additive solutions for enhancing consumer experiences and defining needed functionality.

ENGINEERED BLENDS IN HIGH-TEMPERATURE TECHNOLOGIES

- Development of tailored blends of minerals and additives to enhance processes and product performance — backed by expert technical and applications support.

PARTICLE SURFACE MODIFICATION IN ENVIRONMENTAL & INFRASTRUCTURE

- Customized solutions for complex problems in a range of applications including waterproofing, water purification, water remediation, and environmental remediation.

SUSTAINABLE BENEFITS IN MTI PRODUCTS USED BY MILLIONS OF PEOPLE DAILY

67% OF NEW PRODUCTS HAVE A SUSTAINABLE PROFILE

CLIMATE IMPROVEMENT AND DECARBONIZATION

- CO_2 sequestration technology captures and repurposes CO_2 from customers' paper mill stacks.
- Green Sand Bond formulations cut foundry sand emissions 10–25% and improve their recyclability.
- Bleaching earths enable the production of renewable fuels and sustainable aviation fuel (SAF).
- Refractory products extend vessel life in steelmaking, reducing customer energy intensity, emissions, and waste across the asset lifecycle.
- In fabric care, cold-water surfactant granules enable energy savings and reduced detergent and packaging use.
- In building materials, green roof systems reduce the heat island effect, manage rainwater, and absorb CO_2.

WATER AND POLLUTION CONTROL

- Water treatment technologies remove hydrocarbons and toxic metals from industrial and oil & gas wastewater, enabling the safe recycling or discharge of over 2.2 billion gallons of water annually while reducing hauling and disposal emissions.
- FLUORO-SORB® adsorbents capture PFAS/PFOS "forever chemicals," cleaning contaminated water and soil.
- Environmental lining systems prevent landfill leachate from contaminating groundwater.
- High-quality bentonite clays enable safe, long-term underground nuclear waste storage.
- Vapor barriers safeguard indoor air quality from vapor intrusion by soil and groundwater contaminants.

HEALTH, NUTRITION, AND SUSTAINABLE AGRICULTURE

- Food-grade calcium carbonates fortify foods and serve as antacid actives.
- Personal care formulations deliver active skincare ingredients through natural skincare systems.
- Diversified bentonite-based mycotoxin binders improve livestock health, increasing agricultural sustainability.
- Calcium carbonate-based feed additives boost nutrition in livestock and poultry diets.
- Leonardite-based crop formulations and calcium carbonate-based soil amendments improve yields and soil health.

RESOURCE EFFICIENCY AND CIRCULARITY

- PCC paper fillers reduce fiber and energy use.
- In paints and sealants, calcium carbonate extenders prolong lifetime.
- Our cat litter portfolio improves animal waste disposal and odor control.
- Edible oil purification refines and improves oil quality and shelf life.
- Drilling formulations cut waste and cost and improve efficiency in civil and oil & gas projects.

SUSTAINABLE BUILDINGS AND INFRASTRUCTURE

- Below-grade waterproofing prevents water ingress damage and improves building safety.
- LEED-eligible products support the certification of construction projects.

WORKER SAFETY AND PRODUCTIVITY IMPROVEMENTS

- In steelmaking, the Minscan® LSC system enhances safety by removing workers from the shop floor. It also prevents loss of containment and maximizes asset life.
- Partnership with a manufacturer of AI-enabled heavy equipment for mining improves productivity and safety.

CARBON CAPTURE TECHNOLOGY THAT CREATES VALUE-ADDED PRODUCTS

At our Specialty Additives plants, MTI has pioneered a waste gas utilization process that captures and permanently sequesters CO_2 emissions from plant operations in high-quality PCC minerals. We then sell this recovered CO_2 as a high-quality PCC component to enhance our customers' paper and packaging products, while also reducing their CO_2 release into the atmosphere. Our unique approach to this process requires co-locating our satellite facility with the customers' production sites, which also prevents the need to mechanically dry or ship the PCC slurry product for long distances and avoids energy-intensive transportation and associated emissions.

In 2025, we extracted and captured over ~1.0 million metric tons of CO_2 from our PCC customers' exhaust stacks — as well as some of our own — and sequestered those emissions in 2.3 million metric tons of MTI's high-quality PCC minerals for use in our customers' specialty applications.

MTI PCC PRODUCTION PROCESS CARBON FOOTPRINT

MTI'S LIME SUPPLIER PRODUCTION PROCESS

$CaCO_3 \longrightarrow CaO + CO_2$

Calcium Carbonate ⟶ Lime + Carbon Dioxide

MTI PCC PRODUCTION PROCESS

$CaO + H_2O \longrightarrow Ca(OH)_2$

Lime + Water ⟶ Calcium Hydroxide

$Ca(OH)_2 + CO_2 \longrightarrow CaCO_3 + H_2O$

Calcium Hydroxide + Paper Mill Carbon Dioxide ⟶ MTI Precipitated Calcium Carbonate

The application of this crystal engineering technology extends beyond our paper and packaging business to our Specialty PCC plants, where the captured CO_2 is incorporated into advanced mineral products serving industries such as food, pharmaceuticals, automotive, and construction sealants, among others.

SUSTAINABLE INNOVATION

KEY SUSTAINABLE INNOVATION THEMES

CIRCULAR ECONOMY AND WASTE REDUCTION

- Transforming waste streams into value-added products and developing new solutions to reduce the use of plastic across all product lines, from cat litter packaging to new environmental lining solutions.

CLEAN WATER AND ENVIRONMENTAL REMEDIATION

- Advancing mineral-based solutions that purify water and remove contaminants to meet evolving environmental and regulatory standards.

DECARBONIZATION AND ENERGY EFFICIENCY

- Reducing our carbon footprint through the use of alternative, lower-emission materials in our High-Temperature Technologies product line, new energy-efficient processes, and transportation optimization solutions.

SUSTAINABLE PRODUCT DESIGN

- Developing naturally derived and mineral-based solutions ranging from personal care actives and sustainable detergent formulations to renewable fuel purification that help customers achieve their own sustainability goals and reduce the environmental burden across the value chain.

PRODUCT EXAMPLES

NEW YIELD™	Proprietary technology that converts paper and packaging manufacturing waste streams into functional filler pigments.
FLUORO-SORB® ADSORBENT	Proprietary technology that delivers an effective, versatile, and economical solution to removing PFAS and PFOS (also known as "forever chemicals") from soil and water.
MINSCAN LSC®	Automated steel furnace maintenance solution that keeps workers away from heat and molten metal.
RAFINOL™	Adsorbent technology that enhances efficiency and cleanliness of renewable fuels, including sustainable aviation fuel (SAF).

OUR PRODUCT DEVELOPMENT PROCESS

Our process to develop sustainable products involves three key components: customer engagement, a Stage-Gate process, and manufacturing readiness.

CUSTOMER ENGAGEMENT

AT MTI, listening to what we call the Voice of the Customer (VOC) has always been embedded in our DNA, enabling us to innovate closely in partnership with our customers and deliver consistent value. With the sponsorship of our CEO and Leadership Council, our VOC Committee under the Operational Excellence Lead Team implement a variety of enterprise-wide, customer-centric standards in our product development process, including strategic account management, value-selling methodologies, and establishing targets to ensure our products meet customer needs. We also communicate our metrics visually with a dashboard to track trends and measure our continuous improvement.

To evaluate our customer engagement and satisfaction, all MTI businesses are required to survey their customers at least annually via a third party. The survey measures customer ratings related to our people, products, and services and includes questions on customer loyalty and customers' likelihood to recommend us as a supplier. We also encourage customers to visit our plant sites, where they can participate in problem-solving and product development events that incorporate their ideas and needs into our new product development and innovation processes.

STAGE-GATE PROCESS AND PRODUCT RISK MANAGEMENT

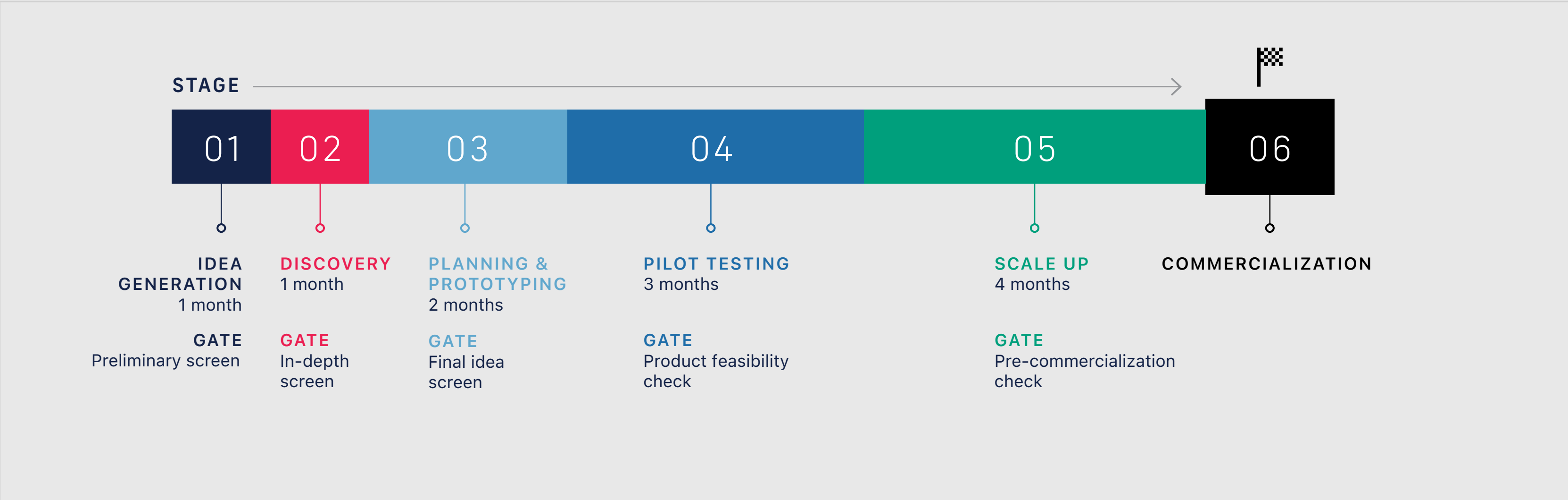
Product stewardship is integrated into our Stage-Gate new product and process development (NPPD) system to ensure that safety, regulatory compliance, and sustainability considerations are addressed throughout the innovation lifecycle from concept through commercialization. Oversight of the NPPD process is provided by our Technology Lead Team (TLT), comprised of leaders with deep R&D and commercial expertise from across the business. The TLT establishes policies, tools, best practices, and metrics that guide responsible innovation and stewardship-informed decision making.

Our NPPD management system enables any employee to submit ideas for new products, process improvements, or enhancements to existing offerings. In 2025, employees submitted 242 NPPD ideas, including innovations designed to meet customer needs, improve MTI processes, reduce emissions and water use, and advance more sustainable packaging and ingredient solutions.

All new products and material process changes are subject to a product stewardship review as part of each relevant Stage-Gate decision prior to commercialization. As part of this review process, projects are evaluated not only for technical and commercial viability, but also against defined product stewardship criteria. These evaluations include assessments of generated waste streams, raw material sourcing, hazardous materials, and environmental, health, and safety (EHS) considerations, as well as how products support customers' sustainability goals. This structured approach helps ensure that new and improved products are developed responsibly, meet applicable requirements, and deliver performance, efficiency, and sustainability benefits across their intended applications.

MANUFACTURING READINESS

Key to the NPPD process, manufacturing readiness enables us to address potential manufacturing, quality, and supply chain issues throughout the development process to ensure our products consistently meet customer requirements. The primary assessments include confirming manufacturing feasibility, managing and potentially reducing costs, identifying and mitigating risks, improving product quality, and collaborating with customers to enhance our products.



OUR PRODUCT QUALITY AND SAFETY

MTI is committed to the safety and sustainability of our products. To ensure they are safe and in compliance with regulations, our products are certified by independent experts and public institutions. Additionally, all MTI manufacturing facilities have quality management systems that measure, interpret, and report data to our customers.

PRODUCT COMPONENTS

Most MTI products are bentonite- and/or calcium carbonate-based, which means they are inherently safe for their intended use. As with all naturally occurring materials, our minerals contain auxiliary components, and we monitor and measure their concentration for specific applications.

The safe handling and use of our products is a priority. We communicate product safety information transparently and comprehensively through Safety Data Sheets (SDS), technical documentation, and direct customer engagement. In many of our businesses, we disclose specific formula components and concentrations to customers to support joint safety reviews and responsible product use across the value chain.

Our product stewardship approach integrates compliance with applicable chemical regulations alongside a precautionary, risk-based framework for managing substances of concern. This approach is embedded in our R&D, quality assurance, and product stewardship processes and applies across the product lifecycle, including raw material selection, product development, and change management.

We systematically identify and assess substances of concern by screening raw materials and finished products against global chemical inventories and regulatory frameworks, including the U.S. Toxic Substances Control Act (TSCA), EU REACH regulation, and equivalent national programs. This includes evaluation against the REACH Substances of Very High Concern (SVHC) Candidate List, as well as Annex XIV (authorization) and Annex XVII (restrictions), supported by internal tools such as our Global Chemical Inventory Compliance List.

Consistent with our product stewardship commitments, we seek to avoid, reduce, and substitute substances of concern where technically and commercially feasible, taking into account scientific evidence, regulatory developments, and customer requirements. This includes the use of safer raw materials where available, reformulation where appropriate, and collaboration with suppliers to ensure compliance and continuous improvement across the supply chain.

We proactively monitor regulatory developments through external advisory services and internal review processes and take action ahead of regulatory changes to manage potential risks.

PRODUCT RECALLS

MTI did not have any product recalls in 2025. As part of our corporate responsibility, MTI has formal product recall policies to fulfill our obligation to protect our customers and consumers from suspected defective products.

ADVERTISING, LABELING, AND MARKETING

MTI did not receive any notices of violations for non-conformance with regulatory labeling and/or marketing codes in 2025. MTI did not incur any legal or regulatory fines, did not have any settlements, and did not receive any enforcement actions associated with false, deceptive, or unfair marketing, labeling, and advertising of either branded or private-label products in 2025. MTI manufactures both branded and private-label products. We sell our branded products with MTI product names and labels. We also make and sell private-label products labeled with our customers' product names, for which MTI conducts very minimal advertising and marketing.

SUSTAINABLE SOURCING

We collaborate to make change in our industry.

SUSTAINABLE PROCUREMENT AND RESPONSIBLE THIRD-PARTY GOVERNANCE

MTI's commitment to ethical, transparent, and resilient supply chains is central to our sustainability strategy. Every business relationship — from raw material supply to services — must align with our standards for integrity, environmental stewardship, and human rights protection. In 2025, MTI engaged with more than 1,400 suppliers worldwide, representing a total spend of $811 million.

OUR GOVERNANCE FRAMEWORK

We expect all suppliers to uphold MTI's core ethical and compliance standards, including our Supplier Code of Conduct, Anti-Corruption and Anti-Bribery Policy, Conflict Minerals Policy, and Standard Terms and Conditions. These expectations help ensure our supply chain operates responsibly, transparently, and in alignment with our corporate values.

All MTI employees participate in annual acknowledgment of MTI's Employee Code of Conduct and Anti-Corruption and Anti-Bribery Policy, reinforcing the principle that procurement decisions must be made with integrity, objectivity, and without personal influence or benefit.

ONBOARDING AND ONGOING MONITORING

Sustainable procurement begins at onboarding. As part of MTI's standard work processes, the OTC (Order-to-Cash) and PTP (Procure-to-Pay) teams conduct an initial ESG and compliance screen for every new customer and supplier. If concerns arise, they are reviewed with the Compliance team prior to establishing a new relationship. This step ensures that sustainability principles — such as human rights respect, anti-corruption standards, and environmental responsibility — are integrated at the earliest stage of engagement.

Once onboarded, customers and suppliers are enrolled in daily monitoring through the Dow Jones Risk & Compliance (DJRC) platform to ensure ongoing alignment with MTI's ethical and sustainability standards. We currently have over 10,000 parties actively monitored, including customers and suppliers. DJRC evaluates a comprehensive set of ESG-linked adverse media categories: regulatory and governance issues such as fraud, corruption, and sanctions exposure; competitive and financial integrity risks; environmental and production concerns related to ecological harm, product safety, or supply chain disruptions; and social and labor risks, including discrimination, human rights violations, labor disputes, and workplace health and safety issues. Any new alerts automatically trigger a review and, when appropriate, escalation to the Compliance team or business leadership. When selecting new suppliers, MTI also prioritizes partnering with local suppliers whenever possible to strengthen regional economies while reducing logistics costs, emissions, and delivery times.

PERFORMANCE, REMEDIATION, AND ENFORCEMENT

To evaluate supplier performance and adherence to MTI policies, we assess the top 20% of suppliers by spend through our Supplier Quality Management (SQM) process. This comprehensive tool examines workplace health and safety, environmental stewardship, compliance and ethical practices, social responsibility, product quality and safety, customer service, quality management systems, continuous improvement initiatives, and alignment with corporate policies. Suppliers receiving a score below 3 on a 5-point scale undergo a structured remedial review and implement an improvement plan, which MTI monitors closely to determine future sourcing decisions and ensure accountability. As part of this process, MTI distributes our Human Rights Policy to suppliers and requests that they formally acknowledge and sign the Supplier Code of Conduct. In 2025, 50% of suppliers completed this formal acknowledgment, and we continue to drive higher levels of participation as part of our ongoing due diligence efforts.

Beyond performance issues, MTI maintains a zero-tolerance approach toward suppliers whose actions violate our ethical or sustainability commitments. If a supplier is flagged for a material ESG-related violation — such as human rights abuses, corruption, environmental harm, or other significant compliance breaches — we evaluate the severity of the issue and may cease purchasing from that supplier. Decisions are made in close coordination with our Compliance team and business leadership to ensure responsible transitions while reinforcing MTI's commitment to operating with integrity. The effectiveness of this framework is reflected in our 2025 performance: MTI incurred no legal or regulatory fines or settlements related to bribery, corruption, or anticompetitive behavior, underscoring the strength of our governance systems and our culture of responsible business conduct.

SALIENT RISKS

MTI maintains a Human Rights Policy that applies to both our internal operations and supply chain to protect against human rights risks relevant to our activities. Based on the countries where we operate, our business activities, and our current suppliers, we have identified the following salient areas where human rights and labor issues could be more prevalent:

- Forced labor
- Child labor
- Occupational health and safety
- Harassment and discrimination
- Working hours
- Living wages

These risks are not exclusive to MTI, as they are common across the mining, manufacturing, and technology sectors. Although MTI is not aware of any specific concerns in our supply chain or operations, we recognize that certain risks are more prevalent in specific geographies and business activities, which is why we continually examine our operations and supply chain for these and other potential risks.

Our strategies to identify, prevent, and mitigate these salient risks include our management systems, internal and external auditing practices, supplier selection, evaluation, and approval systems, and due diligence procedures to uncover and monitor these risks. Our internal audit program reviews high-risk locations on a defined cycle, and all MTI suppliers are enrolled in continuous ESG monitoring through our responsible procurement program.

Within our own operations, we take immediate action to investigate reports, using our Human Resources, Internal Audit, and Legal policies and procedures to apply corrective action as needed. We discuss risks that occur in our supplier operations directly with our suppliers and, if needed, investigate and identify ways to mitigate them.

Any person can report a concern about MTI or our suppliers to our Compliance Hotline for review. Under our Employee Code of Conduct and Supplier Code of Conduct, MTI does not tolerate retaliation against anyone who makes a report.

CONFLICT MINERALS

MTI is committed to responsibly sourcing the materials used to manufacture our products. We take steps with our suppliers to ensure that the component parts and products we procure do not contain conflict minerals that finance violence in central Africa. While we do not directly procure these, the U.S. Securities and Exchange Commission (SEC) defines conflict minerals as columbite-tantalite (coltan), cassiterite, gold, wolframite, or their derivatives, which are limited to tantalum, tin, and tungsten, and any other mineral or its derivative determined by the U.S. Secretary of State to be financing conflict in a covered country.

We require suppliers that offer parts and products containing conflict minerals to certify that their use of these minerals does not directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or an adjoining country, and to provide us with information on the sourcing of these minerals in the components they supply to us. We also expect our suppliers to undertake reasonable due diligence in their supply chain and to respond to questionnaires and related inquiries when requested. MTI must annually comply with an SEC rule known as the Conflict Minerals Rule, which requires publicly-traded companies such as MTI that use conflict minerals in their products to publicly disclose the origin of those minerals. We have developed processes and procedures that enable us to comply with the requirements of the SEC's Conflict Minerals Rule. We evaluated our product lines sold in 2025 and received reports and certifications from our suppliers that the parts and products supplied to us in 2025 are conflict-free. To learn more, read our SEC filing and disclosure.

MINERALS TECHNOLOGIES

SUSTAINABLE MINING

Under the guidance of our CEO, our Mining Lead Team develops policies, goals, standards, and systems to ensure universal best practices are applied in our approaches to mineral exploration, sustainable mining, reclamation, and biodiversity protection. MTI's global mining operations span Australia, China, Slovakia, Turkey, and the United States. We are committed to protecting natural resources and practicing good stewardship on all lands where we operate. MTI does not mine in high conservation value areas (HCVAs).

Our mining and land reclamation activities are guided by our Operational Excellence principles and adhere strictly to applicable regulations. We continually seek ways to improve and exceed compliance requirements.

INDUSTRY-LEADING MINING AND RECLAMATION PRACTICES

Bentonite

Bentonite clay mining involves shallow surface mining processes in which small pits are progressively opened and quickly backfilled along outcrops. The backfilled areas are contoured to match the surrounding topography and provide a natural landscape, minimizing disturbance footprints and allowing for rapid final reclamation. The land is then remediated and returned to farmers and other users for agriculture, livestock grazing, and recreation.

To prepare for bentonite mining, MTI's environmental specialists conduct vegetation, hydrology, soil, and wildlife studies, and they develop detailed pre-mine surface topography and aerial imagery for planning and designing post-mine topography and surface-water drainage patterns. Typically, the bentonite mining process from start to topsoil replacement takes three months, and the full regulatory review from application to completion of reclamation monitoring takes approximately 10 years.

Our initial studies and development of mining plans enable our reclamation team to work with regulators as well as farmers and ranchers to map out how we will enhance their land after mining has been completed. These enhancements have included adding new ponds for grazing livestock, improving drainage patterns, and establishing vegetation where little had grown before.

Calcium carbonate

Carbonate mining requires large open mining sites with long-term operating and reclamation plans. Our sites have reserves and resources that will serve their markets for 30 to 40 years, and regional geology supports the existence of additional resources beyond 40 years. We operate these locations in compliance with local mining reclamation standards, with a focus on concurrent reclamation.

MINERALS TECHNOLOGIES

ENHANCING THE BIODIVERSITY OF OUR RECLAIMED MINING SITES

Building on this foundation, we continue to advance a comprehensive, science-based approach to biodiversity protection and responsible land stewardship across our operations.

Stakeholder engagement is woven into every stage of this work. We coordinate closely with environmental agencies, landowners, and local conservation partners to ensure restoration designs, habitat improvements, and long-term monitoring at our reclaimed mining sites reflect shared conservation objectives. Our initiatives focus on conserving sensitive species, restoring degraded landscapes, and supporting the long-term health and resilience of the ecosystems in which we operate.

Some of our initiatives include:

- Across arid regions, we are constructing new ponds that expand access to food and water for wildlife while creating critical resting and nesting habitats for migratory species. In the western United States, we are actively engaged in private-public partnerships to preserve Sage Grouse habitat — an essential bioindicator of intact sagebrush ecosystems. Protecting this landscape also benefits pronghorn and numerous migratory and resident passerine species that depend on healthy sagebrush communities.
- To improve habitat connectivity for big game species, we are removing outdated fencing that impedes migration to key winter ranges and increasing wildlife access across approximately 5,200 acres. In select locations, we are strategically retrofitting fencing to provide safer crossing opportunities, reducing collision risks for low-flying birds such as sage-grouse, sharp-tailed grouse, and multiple raptor species.
- In Lucerne Valley, California, we are continuing long-standing partnerships with environmental and regulatory agencies as part of the Sierra Nevada Bighorn Sheep Recovery Program to enhance habitat for desert bighorn sheep and develop mitigation strategies that minimize ecological impacts.
- In Adams, Massachusetts, our calcium carbonate mine has been operational for more than 175 years and has historically managed three designated minerals-management areas totaling over 60 acres along the quarry perimeter. With these areas now meeting all regulatory closure requirements, we are transitioning them from active management to ecological restoration. Through comprehensive revegetation using native plant species, the reclaimed sites are being transformed into natural habitats designed to reestablish ecological function, strengthen local biodiversity, and support the development of a resilient, self-sustaining ecosystem.
- Complementing these efforts, we completed a comprehensive at-risk species and conservation strategy plan covering sensitive species across our U.S. operations.

- **At our Lucerne Valley, California, site in the southern Mojave, MTI manages a 25-acre conservation area dedicated to the long-term protection and propagation of state-protected High Desert species. Working with state environmental agencies, we apply science-based habitat management to support the western Joshua tree, Cushenbury milkvetch, Cushenbury buckwheat, and other plants unique to this ecosystem. This partnership strengthens regional biodiversity and reflects our commitment to responsible land stewardship.**

- **In the rolling prairies of northeastern Wyoming, MTI's restored bentonite mining areas support the white-lined sphinx moth and evening-primrose, two species that rely on each other and whose presence indicates successful land reclamation. The moths, often mistaken for hummingbirds, pollinate the primrose's pale-yellow, night-blooming flowers. Their return highlights how native ecological relationships can reestablish and thrive in our reclaimed landscapes.**

SETTLING PONDS FOR MINERAL TAILINGS

MTI operates small settling ponds at our Adams, Massachusetts, facility to manage naturally occurring mineral impurities generated during high-purity calcium carbonate processing. The ponds are fully permitted and monitored in accordance with federal and state regulatory requirements, including the U.S. EPA Clean Water Act and Massachusetts Department of Environmental Protection (MA DEP) oversight. MTI implements formal inspection, QA/QC, and O&M procedures, including daily inspections by trained personnel and routine sampling by licensed Wastewater Treatment Operators. Continuous instrumentation and automated process controls ensure water quality consistently meets or exceeds permit limits.

The ponds are constructed at natural grade and are not raised, eliminating structural stability risks. Dredged solids are responsibly managed through on-site permitted disposal or beneficial reuse under an MA DEP Beneficial Use Determination. Upgraded monitoring technologies and a bonded closure plan, integrated into the site's reclamation program, further reduce environmental risk and ensure long-term compliance further reduce environmental risk. In addition, the settling pond closure plan is bonded and incorporated into the site's overall reclamation and closure plan in accordance with operating permit requirements, with post-closure monitoring typically conducted for 10 years to support long-term environmental protection and regulatory compliance.

SUSTAINABLE SOURCING FOR MINING WASTE

In our carbonate mining operations, our responsible stewardship of the mineral resources entrusted to us includes minimizing the waste generated by mining activities. For all three of our carbonate mines — located in Lucerne Valley, California, Adams, Massachusetts, and Canaan, Connecticut — we have fostered partnerships with third-party industries to repurpose a considerable portion of our waste. In California, lower-quality carbonates are used by a neighboring cement plant. In Massachusetts, an aggregate producer incorporates waste materials into construction applications. In Connecticut, darker dolomite is utilized by a ready-mix operator. These initiatives demonstrate our commitment to identifying and leveraging synergies with other industries, effectively reducing waste and the overall impact of our operations.

► In 2025, MTI advanced its partnership with AIM Intelligent Machines Inc. to expand the use of AI-enabled autonomous equipment. These retrofitted bulldozers can operate without a driver, improving worker safety by reducing exposure to high-risk areas while enabling continuous, efficient material movement.

SAFETY

Safety is our number one priority — and we believe that safety is everyone’s responsibility.

OUR SAFETY PHILOSOPHY

We firmly believe everyone has the right to work in an environment free from harm and potential hazards. Protecting the health and safety of our employees is our highest priority, and this commitment extends to contractors, customers, and the communities in which we operate. Our safety philosophy is deeply ingrained in our company identity, guiding our actions and decisions at every level of the organization.

To achieve our goal of a 100% injury-free workplace, we take three approaches: build a safety culture, enhance management systems, and continually seek improvement.

CULTURE

At MTI, safety is everyone's responsibility. It is not just a compliance requirement, but a value that is core to our identity as a responsible and caring organization. We embed a safety culture across every aspect of our operations by working hard to assess, manage, and eliminate the risk of injuries.

Leadership Commitment

Our Board of Directors and Leadership Team set the tone for our strong safety culture and are responsible for implementing policies and procedures that identify and reduce safety risks. We adhere to a global EHS policy across all operations and have implemented a global EHS Management System, which contains safety and environmental standards and procedures and is modeled after ISO 14001 and ISO 45001. MTI's EHS Management System program aligns with international standards including ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 9001 Quality Management System. We welcome and interact with regulatory officials to ensure our policies, procedures, and practices are best in class.

Empowerment, Accountability, and Collaboration

Ensuring a safe workplace requires that everyone takes ownership of their own as well as their colleagues' safety through teamwork, open communication, diligent reporting of hazards, and taking initiative to identify and mitigate risks. We hold ourselves accountable for adhering to safety protocols and continuously improving our safety performance, giving everyone the authority to implement safe working practices and **STOP WORK** whenever necessary to ensure safety.

EHS responsibilities are clearly defined at each level of the organization. The Board of Directors and leadership team set strategy and monitor performance. Regional EHS leads and the EHS Lead Team establish standards, conduct audits, and support continuous improvement. Site and plant managers implement controls, conduct self-assessments, and oversee day-to-day compliance. Individual employees and contractors are accountable for following safety protocols, reporting hazards, and exercising Stop Work authority whenever necessary.

Stop Work Authority
Stop any work or behavior you deem unsafe to yourself or your coworkers.

You will **never** be penalized for stopping unsafe work or speaking up about hazards and injuries.

MANAGEMENT SYSTEMS

Our ultimate objective is to achieve zero injuries by preventing incidents from occurring. Through diligent planning, proactive hazard identification, and the application of effective controls, we know that incidents are preventable, allowing all our employees and contractors to return home safely to their families every day.

We support this goal through a set of integrated tools and processes that span compliance, risk assessment, and frontline engagement:

- **Compliance and audit** — our Compliance Assurance Program (CAP) and Plan-Do-Check-Act (PDCA) self-assessment process
- **Risk assessment and control** — Failure Modes and Effects Analysis (FMEA), Non-Routine Task Review (NRTR), Standard Work Process and Standard Work Audit for routine tasks, and Residual Risk Reduction (R3™)
- **Frontline observation and engagement** — our potential Serious Injury and Fatality observation application (SIF App), Gemba engagement, job safety observations, and near-miss and hazard identification

LEARNING AND CONTINUOUS IMPROVEMENT

Continuous improvement is at the core of how MTI advances safety. Every incident, observation, and audit finding is treated as an opportunity to strengthen our practices, and we apply the same lean and Operational Excellence tools across our safety work that drive performance elsewhere in the business.

Every identified recordable injury, potential serious injury or fatality (p-SIF) and environmental release incident is reviewed by our leadership team within 48 hours and communicated to our Board of Directors every month. After an internal investigation, we issue a safety or environmental alert to our employees that includes the description of the incident, causal factors, root causes, and corrective actions to prevent and reduce future incidents. We then use these incidents, near misses/unsafe acts, and conditions to identify and reduce similar hazards across our sites. The best practices that emerge from these incidents are shared across regional and business units in EHS meetings and quickly implemented in other sites.

We invest in comprehensive training and education programs to ensure employees have the knowledge and skills to perform their jobs safely. Training is provided to all employees upon joining our company and is reinforced through year-round learning opportunities that incorporate the lessons from these incident reviews alongside the latest safety practices, emerging risks, and best-in-class techniques.

OUR SAFETY GOALS AND PERFORMANCE

By embracing this safety philosophy, we have created a workplace that exemplifies our unwavering commitment to the well-being of our employees, contractors, customers, and the communities in which we operate. To continue to uphold safety as our top priority, we have set goals for all full-time and part-time MTI employees, as well as contractors under our oversight, to achieve world-class safety performance, which means being at or below 1.00 for Total Recordable Incident Rate (TRIR) and at or below 0.10 for Lost Workday Injury Rate (LWIR) as per the values used as Experience Modification Rate (EMR) as defined by our workers' compensation claim experience relative to industry norms.

2025 SAFETY PERFORMANCE AND HIGHLIGHTS

- **COMPANY-RECORD YEAR**
  LOWEST RECORDABLE AND LOST WORKDAY INJURY RATES
- **0.57**
  RECORDABLE INJURY RATE
  (World Class: 1.0)
- **0.14**
  LOST WORKDAY INJURY RATE
  (World Class: 0.1)
- **92%**
  OF OPERATING SITES INJURY-FREE

OUR INITIATIVES AND IMPROVEMENT PROGRAMS

SERIOUS INJURY AND FATALITY PREVENTION PROGRAM

After incorporating rating incidents based on Serious Injury and Fatality (SIF) exposure categories, MTI made considerable progress with our fatality risk-reduction programs over the last several years — a key driver in achieving our world-class safety performance. Our Fatality Risk Mitigation program oversees the identification, management, and mitigation of potential high-risk activities to prevent injuries and fatalities. Critical tools used in this process include Failure Modes and Effects Analysis (FMEAs) and risk analysis reviews (R3). The SIF exposure category classification for lagging and leading indicators is constructed and shared in a weekly safety report.

In 2024, we developed and piloted a new Serious Injury and Fatality (SIF) Observation App at select MTI locations, and the tool was officially released globally in September 2025. Accessible through the MTI applications platform via mobile devices or QR codes, the app streamlines the reporting process and supports employees in conducting timely and accurate field observations.

To support global adoption, the EHS Lead Team hosted a worldwide webinar introducing the app's features and demonstrating how the tool enhances our proactive risk identification capabilities. The application categorizes observations based on SIF exposure types, requires assignment of root causes, and provides a more consistent and structured approach to identifying and mitigating potential SIF risks.

In addition, the app fully integrates the Stop Work authority process. Any Stop Work action or potential SIF (p-SIF) observation generates immediate notifications to plant managers and EHS leaders, enabling rapid response and risk control. Observation data automatically roll up from subdepartment to top level dashboards, improving visibility across all organizational levels. Locations submitted in the app also align with the enterprise location structure in MTI's digital EHS platform to ensure consistent data management.

Our enhanced EHS dashboard offers real-time analytics, including observation totals, at-risk and safe behaviors, Stop Work events, and trending data over time. Visual breakdowns of SIF exposure categories further support data-driven decision making and targeted interventions.

We also expanded the application of SIF exposure categories within our digital EHS platform and continued to investigate potential SIF cases identified through near misses, first-aid incidents, hazard identification activities, cross-site visits, and audits. Future enhancements planned for the app include adding group observer functionality, making root cause assignment a mandatory field, and introducing graphical insights for root cause analysis.

Over the past three years, we have embedded SIF Exposure Category assessments into the design and construction stages of new projects. This process supports early identification and mitigation of potential SIF risks through structured EHS punch list reviews before plant startup. All newly commissioned plants are subsequently included in global safety tracking systems, with p-SIF hazards systematically identified and monitored on an ongoing basis.

In 2025, we launched a grating floor safety inspection program in China and India. Local EHS teams developed comprehensive guidelines and checklists, enabling all Asia sites to complete structured self-assessments. Identified gaps were addressed through ongoing corrective actions and continuous improvement efforts. This program enhanced site safety management and mitigated risks related to grating structural integrity and fall hazards.

EMPLOYEE SAFETY ENGAGEMENT AND TRAINING

Risk prevention, mitigation, and overall safety engagement at our sites are measured by hazard identification, near-miss reporting, and job observations. To evaluate how tasks are performed, we review standard work regularly and conduct non-routine task reviews for all non-standard work. We also lead formal Gemba Walks, which are active workplace walkthroughs to observe employees, inquire about their work and improvements, and identify productivity gains.

In 2025, MTI recorded 383,322 EHS engagements, 5% higher than in 2024, including a 159% increase in hazard identification and 8% higher job observations. Across our worldwide sites, this averaged 1,050 engagements per day, 46 higher than in 2024.

All global workers and contractors working on our sites participate in our robust training system to increase their understanding of our safety policies and procedures. Our employee safety onboarding process ensures all new employees gain awareness and alignment with MTI's EHS values. After onboarding, all MTI employees complete comprehensive health and safety training at least annually. Each site focuses on specific safety-critical topics for in-person training based on historical incident trends, lessons learned, and regulatory changes.

All training courses are conducted in local languages and are available both in classroom settings and online via our training program, MTI Academy. MTI also conducts regular EHS webinars led by key personnel to cover critical safety-related topics. In 2025, we completed about 147,400 hours of safety training for employees, contractors, and part-time workers, 2% higher than in 2024. These trainings include MTI Academy, global webinars, regional webinars, weekly Toolbox Talk topics, information on local regulations, and certification trainings. Additionally, we use our Buddy System and Competency Program to make sure new employees' safety skills are fully developed before they begin work.

Targeted investments in onboarding and early-tenure safety controls are delivering sustained results. In 2024, recordable injuries among employees with less than two years of service decreased by 60%, while lost workday injuries declined by 58%. This trajectory continued in 2025: recordable injuries among employees with less than one year of service declined from 8 in 2024 to 6 in 2025, and injuries among employees with less than three years of service decreased from 15 to 11. Overall, the total recordable injury rate decreased from 0.77 in 2024 to 0.57 in 2025, a record performance. These improvements reflect the ongoing effectiveness of enhanced onboarding safety training, task-specific competency validation, close supervision during early employment, and the integration of employee tenure as a key risk factor in job hazard analysis. Collectively, they reduced injury risk among new employees and supported sustained improvements in workplace safety.

AUDITS AND COMPLIANCE MANAGEMENT

To adhere to local, state, and federal regulations, we conduct regular internal safety auditing programs at every location, in addition to consistent external audits at each manufacturing facility. These assessments provide a fresh perspective on MTI safety by engaging experts both within and outside MTI to identify improvement opportunities.

Each site also conducts self-assessments for our Plan-Do-Check-Act (PDCA) review cycle, which identifies non-conformances and gaps between our policies and our actions. If an issue is discovered, we complete a root-cause analysis and develop and implement corrective actions to prevent impacts on the health and safety of our employees.

In 2025, MTI continued to implement its Compliance Assurance Program (CAP) as a key element of its management approach to health, safety, environmental, and product stewardship compliance. CAP provides standardized processes to identify applicable regulatory requirements, monitor compliance status, and address gaps, supporting consistent application of requirements across all operations.

CAP is supported by our digital EHS platform, which centralizes compliance documentation, audit readiness, and regulatory tracking across all operations. During the year, CAP Radars were deployed across business units, and recurrent compliance reviews were initiated to evaluate compliance status and key regulatory risks. MTI also began developing standardized environmental compliance indicators for Europe and Asia to improve consistency in monitoring and reporting.

MTI has established a roadmap for continuous improvement of its compliance management system, including expansion of CAP scope to additional environmental and occupational health and safety requirements, implementation of self-assessment processes, and integration into a PDCA cycle in the coming years.

Across all capital projects globally — including new builds, expansions, and facility modifications — MTI embeds EHS, fire protection, and energy efficiency requirements directly into the design, construction, and commissioning phases rather than treating them as post-build compliance activities. Each project is subject to structured pre-construction reviews covering environmental impact, OHS, safety, and fire protection; permitting and discharge approvals are required before startup; and formal acceptance reviews are completed before normal operations begin. Clear role definitions, assessment triggers, and documentation controls are embedded throughout the project lifecycle. For example, in 2025, MTI executed six such projects in China, all of which met MTI-internal standards and applicable local regulatory requirements.

TARGETED HEALTH AND SAFETY INITIATIVES

DUST MITIGATION INITIATIVE

Starting in 2024, MTI's EHS Lead Team launched a Dust Mitigation program to strengthen the identification and management of dust-related occupational health risks across operations. Plant management across sites conducted visual inspections to identify dust generation points and potential loss of primary containment (LOPC), with corrective and preventive actions documented and tracked at the business unit level. EHS teams reviewed existing industrial hygiene and exposure monitoring data and determined the need for additional sampling where required. In 2025, 100% of sites completed self-assessments, resulting in approximately 670 corrective and improvement actions. Ongoing effectiveness is monitored through a periodic review of exposure monitoring data to support continuous improvement in occupational health risk management.

SINGLE-SOURCED SAFETY DATA SHEET MANAGEMENT AND EMERGENCY CONTACT

Prior to 2024, MTI's business units used multiple platforms and service providers for Safety Data Sheet (SDS) management, resulting in differences in authoring standards, update frequencies, language availability, and access mechanisms. In 2025, we established a globally unified SDS management system as a core element of its OHS governance and product stewardship program. Through collaboration with a specialized third-party provider, we centralized the authoring, review, updating, and maintenance of SDSs for all proprietary products, ensuring alignment with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) and applicable national and regional regulations.

All SDSs for finished products, raw materials, and chemicals used in daily operations are now centrally stored in the cloud-based platform, enabling standardized, controlled, and traceable management across the organization. Employees can access up-to-date SDSs by product or workplace location, with multilingual downloads, label printing, and QR code functionality to support effective hazard communication at the point of use. Governance is supported by a standardized SDS lifecycle process, with R&D and Quality functions reviewing critical hazard and exposure data and site administrators maintaining current local chemical inventories. To support emergency preparedness, MTI provides 24/7 regional emergency contact numbers on SDSs and product labels as well as an MTI-managed email address for routine inquiries.

CONTRACTOR SAFETY AND EMERGENCY PREPAREDNESS

INDEPENDENT CONTRACTOR SAFETY REQUIREMENTS

Independent contractors for our existing facilities and new construction projects are required to follow all MTI EHS procedures, policies, and regulations when working on our sites. They must register when arriving on-site, verify identification, and complete initial safety training before performing any work. Training includes site-specific safety rules and protocols pertaining to equipment precautions and personal protective equipment (PPE). MTI also requires all contractors to participate in all non-routine task reviews and risk reviews for both joint and site-specific projects. Our data management system tracks contractors' safety metrics, including observations, incidents, and near misses. All contractor incidents undergo root-cause analyses as if they were MTI employee incidents.

In 2025, we implemented the SIF mitigation program at six new projects in China. The program was applied in the construction field with training and specific safe work proposals, such as heavy equipment lifting and installation, hot work in confined space, work at height, and process energizing. These high-risk tasks were subjected to the Non-Routine Task Review (NRTR) process and agreements were developed on safe work proposals. Over the course of the year, a total of 504 contractor employees worked in the field for 238,128 hours and completed 5,430 hours of training on the program.

RESPONSE DRILLS

All MTI facilities have an emergency response plan (ERP) in place to facilitate and organize actions during workplace emergencies to ensure the safety of our employees and communities, protect our assets, and restore our businesses should an emergency occur. Individual site ERPs are reviewed each year by our EHS teams. To ensure the ERPs are effective, all facility employees are trained on the ERP during orientation, onboarding, and at least annually thereafter. Contractors, part-time workers, and visitors receive an overview of the ERP (with emphasis on emergency reporting and evacuation routes) as part of their pre-entry safety briefing.

All MTI locations are prepared to provide immediate first-aid treatment to an employee, contractor, part-time worker, or visitor in the event of an injury or illness. Each MTI facility has relationships with external emergency responders to provide emergency medical treatment and has at least one MTI employee on each work shift trained in first aid and CPR. For large sites (defined as those with more than 25 employees), at least one first aid and CPR-trained employee in each department must be present on each shift. Additionally, all MTI locations make first aid and CPR training available to all interested employees.

OUR PEOPLE AND COMMUNITIES

We build culture by putting our core values to work.

OUR PEOPLE

Our people are the foundation of everything we have achieved. Their knowledge, experience, and innovative mindset have fueled our progress from the beginning and played a vital role in moving our sustainability efforts forward. We put our employees at the heart of our decisions, prioritizing their safety, well-being, and overall satisfaction. Our people-first culture supports whole-person wellness, offers extensive opportunities for learning and growth, and provides competitive compensation and comprehensive benefits so every employee feels valued and supported both professionally and personally.

EMPLOYEE ENGAGEMENT AND INCLUSION

A diverse workforce and inclusive culture are instrumental in driving long-term value, attracting top talent, and cultivating innovative ideas. Our commitment to advancing inclusion in the workplace is embedded in our policies, including our Human Rights Policy, Employee Code of Conduct, and Equal Opportunity Policy. Our goal is to ensure that all employees at MTI experience our workplace as a welcoming, equitable, and respectful environment where they are driven to achieve their full potential.

Our Global Inclusion Council, chaired by our CEO, develops strategies that position diversity and inclusion as essential to MTI's continued growth and innovation. Comprised of leaders from across the organization, the Council meets monthly to identify focus areas, offer resources to execute initiatives, and oversee progress on key objectives.

In these ways, we have built a workforce that reflects our global footprint, creating opportunities and incorporating new perspectives that will carry us into the future.

EMPLOYEE RECOGNITION

We celebrate service anniversaries across the organization with dedicated gatherings that recognize contributions and reinforce our culture of appreciation. We also honor retirees, often alongside their families, recognizing their achievements, impact, and the legacy they leave at MTI.

2025 ACHIEVEMENTS

- **100% of the workforce** completed training in generational diversity, neurodiversity, and communication across cultures.
- Conducted evaluation of workplace culture and inclusion at **16 major plants** around the world.
- Held **MTI's first collaborative exchange** with a customer on diversity and inclusion-related workplace practices.
- Completed the first supplier diversity assessment, identifying **8%** of strategic suppliers as diversity-owned businesses and **13%** as certified small businesses.

TALENT DEVELOPMENT, LEARNING, AND RETENTION

MTI recognizes that employee growth and job satisfaction are closely linked to opportunities to develop skills, pursue interests, and advance in one's career. Training and education also enable us to successfully onboard new employees and reinforce safety, cybersecurity, and inclusivity across our operations. This ensures our workforce has the toolkit to launch and advance their MTI careers, uphold regulations and compliance, and advance our work culture priorities.

TRAINING AND EDUCATION

We deliver customized training to meet the needs of our multifaceted workforce. Our skill-based employees receive on-the-job technical instruction to support advancement, health and safety refreshers, and equipment certification training. Professional staff and managers receive training centered around leadership development and people management courses.

We track training participation across major employee groups at both the work site level and in our learning management system to ensure equitable access to development opportunities. In 2025, plant and manufacturing employees, professional staff, and managers all completed required compliance and safety training. Average training hours increased across all classifications as we continue to expand learning opportunities.

GLOBAL LEARNING MANAGEMENT PLATFORM

MTI Academy, our global hub for all employee training, education, and development, continues to play a central role in strengthening our global workforce and supporting our long-term sustainability goals. As our enterprise grows and evolves, so does the need for accessible, high-quality learning that equips employees with the skills required to operate safely, responsibly, and effectively. MTI Academy offers nearly 1,500 courses that reach employees across every region, function, and level of the organization.

CAREER DEVELOPMENT

We offer a comprehensive suite of development opportunities to support career growth, reinforce our culture, and align with strategic priorities while using a Plan-Do-Check-Act (PDCA) model to drive measurable learning outcomes and organizational Impact.

- **New Manager Training Program:** launched in 2025 to equip our emerging leaders to model MTI values, lead change effectively, engage their teams in achieving our business objectives, and advance key initiatives, including innovation, Operational Excellence, EHS, sustainability, and diversity and inclusion.
- **Individual Development Plans (IDPs):** maintain more than 200 active IDPs, developed collaboratively by managers and employees to build strengths, address development opportunities, and support progress toward career aspirations. By fostering continuous learning, career growth, and internal talent mobility, IDPs help strengthen employee engagement and retention, support succession planning, and contribute to a sustainable workforce capable of meeting the company's long-term business objectives.

2025 ACHIEVEMENTS

- Conducted team talent reviews to reduce bias and strengthen collaborative decision-making.
- Updated senior leader succession plans to build a broader, more diverse leadership bench.
- Applied 9-Box performance and potential assessments for all senior leaders to strengthen MTI's leadership pipeline.
- Supported internal mobility through promotions and skill-based role advancements, tracked and reported quarterly.
- Implemented a new 360° feedback platform to identify leader behaviors that support inclusion and highlight development needs.
- Delivered annual leadership development programs for senior leaders and plant managers, including in-person training and networking.
- Established partnerships with trade schools and vocational programs to expand candidate access.
- Maintained partnerships with military and veteran placement organizations to support transitions into civilian careers.
- Partnered with professional associations to advance diversification efforts, including Catalyst Career Group, NSBE, SWE, and SHPE.

- **360° review process:** Supports workforce sustainability by developing leadership capabilities, strengthening succession pipelines, and fostering a culture of continuous improvement. Recent enhancements, including a simplified administration system and streamlined survey methodology, improve the effectiveness and scalability of leadership development efforts across MTI.
- **Performance and career development:** We maintain a structured annual review process for all employees, complemented by mid-year check-ins to support continuous feedback and skill-building. Our CEO and Leadership Council conduct an annual full-day session to review succession plans, prior-year actions, and development program effectiveness. We strive for 100% of our global workforce to receive an annual performance and career development review.
- **Senior leader and plant manager programs:** In 2025, two programs reached 200+ senior leaders, covering change management, business simplification, Operational Excellence updates, and building a people-centric workplace.
- **Internship program:** A decade-long talent pipeline that brings students from colleges, universities, technical programs, and trade schools into roles across the company—including operations, EHS, engineering, geology, mining, R&D, finance, communications, IT, supply chain, and human resources. Nearly 40% of high-performing interns have extended their internships or returned as repeat interns or full-time employees.

EDUCATIONAL ASSISTANCE PROGRAM

MTI supports employee development through continued education in technology, research and development, and other related fields. We offer educational assistance to regular, full-time employees who have been employed by MTI for at least six months, reimbursing employees for 100% of their tuition and associated fees upon successful completion of coursework. Over the past three years, MTI provided more than $300,000 in financial assistance to employees pursuing continued education in fields such as technology, mining, manufacturing, research and development, and more.

MATCHING GIFTS PROGRAM

The MTI Matching Gifts Program reflects MTI's ongoing commitment to supporting educational, health care, civic, and cultural organizations, including but not limited to United Way, local meal programs and food banks, youth organizations, volunteer fire departments, and other institutions that serve our employees and the broader community.

2025 HIGHLIGHTS

- More than **4,500 employees** engaged with MTI Academy, completing an average of **17 courses each**.
- Employees completed over **76,000 courses** spanning safety, leadership, communication, operational excellence, data privacy, compliance, cybersecurity, project management, compensation philosophy, mindfulness, and benefits education.
- Many customers also leverage **MTI Academy** to train their teams on our products and services, strengthening engagement and partnership value.
- **Integrated retention tools** and **ongoing assessments** and **enhanced platform analytics** to measure effectiveness, identify skill gaps, and shape future offerings.

INTERN TESTIMONIALS

"I chose MTI because I wanted a workplace that felt like I belonged in it. I did an internship prior to graduating from college, and I knew I wanted to be with a company that treats their people well and makes their employees feel welcome."

— **Madalyn Derochie**
ENVIRONMENTAL ENGINEER, BELLE FOURCHE, SD

"After completing a summer internship at MTI, I chose to come back because of the company culture that I experienced. Every person I interacted with went out of their way to be helpful and friendly. Working at a company that values this sort of collaboration has always been a goal of mine and it's what brought me back to MTI."

— **Liam McBride**
MINING INTERN, ADAMS, MA

OUR COMPENSATION AND BENEFITS

Our Total Rewards program offers compensation and benefits that are competitive, fair, and equitable. To achieve this, we benchmark our compensation to ensure we meet or exceed the local market and employ a compensation system based on objective metrics related to recruitment, performance, and advancement.

Our benefit programs are designed to support physical, emotional, and financial well-being and long-term growth for our workforce and their families. Key offerings for full-time employees include:

- **Financial and protection benefits:** Business travel and accident benefits; company-paid life insurance; dependent care support and spending accounts; retirement plans with company match
- **Health, wellness, and well-being:** Health and welfare benefits for employees and their families, including same-sex spouses; mental health and emotional well- being support; virtual healthcare; wellness programs, including tobacco cessation, weight management, and healthy-living resources
- **Leave and work flexibility:** Flexible work options, including remote and part-time programs; paid vacation and holidays; parental leave support
- **Family-building and caregiver support:** Fertility and family-building support, including adoption assistance and paid maternity leave
- **Learning and development:** Company-paid tuition reimbursement for accredited programs; training and development opportunities
- **Employee support services:** Benefits education and support programs; employee assistance and legal advocacy services
- **Engagement and recognition:** Community engagement and matching gifts program; reward and recognition programs

PAY EQUITY

Pay equity is a core component of our social sustainability pillar. Ensuring fair and consistent compensation strengthens employee engagement, reduces turnover, and supports a more inclusive economy. Each year, we conduct comprehensive gender and racial pay equity analyses, remediate any unexplained disparities, and maintain transparent compensation practices aligned with our commitment to fair pay for all employees.

- **In 2025, MTI upheld its commitment to equitable and market-competitive compensation. Comprehensive pay analysis confirmed that male and female employees were compensated at or above 100% of the market median for their roles, with no disparities identified on the basis of race or ethnicity. MTI's overall average compensation remained strong, exceeding 105% of the market median.**

COMMUNITY ENGAGEMENT

Across our organization, we are committed to being good stewards and responsible citizens of the communities in which we do business. Our people-first culture encourages employees to give back in a variety of ways, including by providing financial support and volunteer hours to charitable organizations and nonprofits.

We are proud of the significant and positive impact our people and facilities are making on their communities around the globe, and by the enthusiasm with which our employees participate in these projects.

We choose our community engagement based on the needs we see in the communities in which we operate as well as our ongoing dialogue with local stakeholders. While our employees are involved in a wide variety of projects, many of our engagements connect to three main areas of focus:

- **Holding reforestation events:** In 2025 alone, MTI locations in Turkey, Thailand, China, and India held tree-planting events to help restore degraded forest environments and introduce more trees to the grounds of their sites and surrounding regions.
- **Promoting literacy and education:** MTI employees are actively engaged with local schools in locations around the world, especially in communities where children often do not have access to the most critical learning tools like textbooks or whiteboards. For example, our team in Rayong, Thailand built tables from recycled wood pallets and donated them to a nearby school in need. In addition, every year, our whole organization participates in the JumpStart reading program, which donates books to children in underserved communities. Through the program, MTI employees buy and donate books to schools and visit school classes to help inspire kids to read. In 2025, we donated 1,000 books and visited more than 20 schools around the world.

- **Expanding access to clean water.** A key theme for our community engagement efforts is to secure access to clean water, especially in underprivileged communities. In 2025 alone, our clean water projects in India included:
  - **Hiwara Village, Maharashtra:** Responding to water scarcity near our Ballarshah plant, our team installed a 1,000 L/h reverse-osmosis (RO) facility that is now supplying reliable drinking water to approximately 1,500 residents across three villages.
  - **Rayagada, Odisha:** We collaborated with local stakeholders to deliver a borewell-fed 1,000 L/h RO drinking water system that ensures long-term drinking water access for approximately 1,200 residents.
  - **Chauna Village near Lalkuan, Uttarakhand:** We worked with villagers and the local village council to restore groundwater access and rehabilitate a traditional hill spring ("naula") through rainwater-harvesting and infrastructure renewal, improving drinking water security for 50 families.

In addition to the activities that fall under our three main areas of focus, MTI teams were involved in a wide variety of other community activities ranging from organizing a week of car-free commuting in China to donating toys to underprivileged families in the Lehigh Valley of Pennsylvania.

GLOBAL EMPLOYEE ENGAGEMENT

Our strong work culture spans our global operations. Employees work together on-site every day, and we prioritize building a strong community at all our locations. Throughout the year, our businesses engage in team-building activities ranging from holiday parties and sports competitions to family days, group hikes, cooking events, and celebratory luncheons for retirements, work anniversaries, safety milestones, and other occasions. Many of these activities are highlighted via news posts on our very active and collaborative intranet.

We also host company-wide initiatives to celebrate our global diversity, including a coordinated photo drive for International Women's Day, a regular Spotlight Series that brings the stories of specific people and locations at MTI to an all-employee audience, and the annual publication of a crowd-sourced recipe book that showcases the culinary traditions of colleagues around the world.

ENVIRONMENT

We minimize our impact, for our people and our planet.

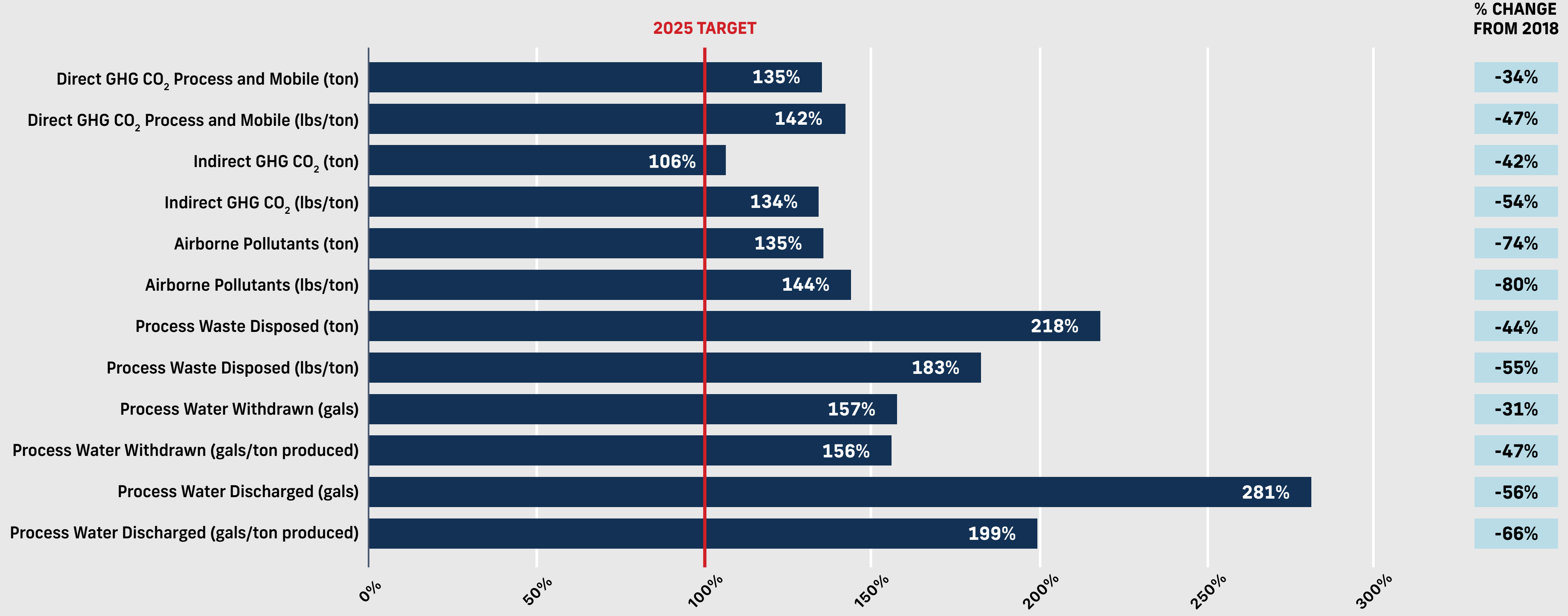
TARGETS AND PROGRESS

After establishing our baselines and initial set of 2025 environmental targets in 2018, we doubled our reduction target for Scope 1 emissions from 10% to 20% the following year. In 2021, we further strengthened our commitments by setting more aggressive targets across Scope 1, Scope 2, Airborne Pollutants, Water Withdrawn, and Water Discharged and by introducing intensity targets per ton of production for all categories.

These targets were intentionally challenging and required strong coordination and sustained dedication across the entire organization. Through the collective efforts of our teams, we successfully achieved all 12 targets by 2025.

(To see additional details of our environmental performance data, please see the Appendix.)

MTI OVERALL PROGRESS TO 2025 TARGETS*



*Progress against our 2018–2025 targets is presented using the original methodology to preserve comparability with previously disclosed targets.

2025 ENVIRONMENTAL ACHIEVEMENTS

EMISSIONS

SCOPE 1 GHG EMISSIONS AND AIRBORNE POLLUTANTS

Our philosophy

MTI recognizes the health and environmental issues associated with CO_2 emissions and related airborne pollutants — carbon monoxide (CO), nitrogen oxide (No_x), sulfur dioxide (SO_2), and volatile organic compounds (VOC) — and diligently works to reduce our impacts.

We have an established process to systematically identify our highest-emitting activities, supported by ongoing implementation of energy efficiency programs and energy management systems. At the same time, we continue to engage employees across the organization in fostering a more energy-efficient mindset.

Our goal is to convert all fuels to the lowest carbon-emitting alternative and to use those fuels more efficiently.

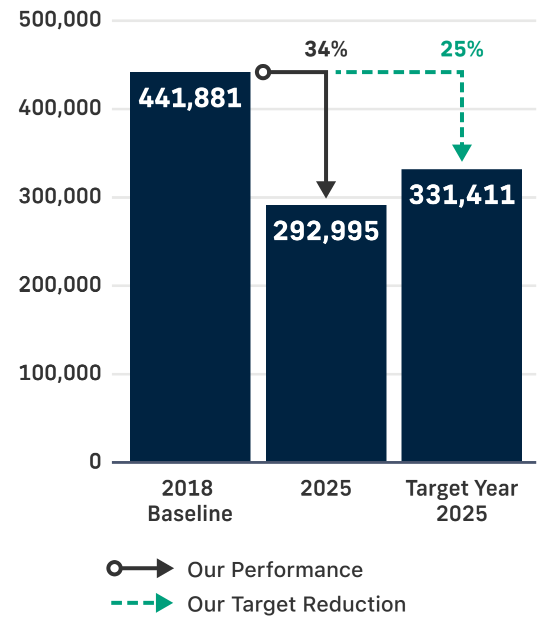
Our achievements and path forward

Since 2018, MTI has reduced Scope 1 emissions by about 148,000 short tons/year and 590,000 tons cumulatively. This represents a reduction in our Scope 1 absolute emissions by 34% compared to our 2025 target reduction of 25%, and we have improved our Scope 1 intensity by 47% compared to our 2025 target reduction of 33%. Since 2018, MTI has reduced our airborne pollutants by 74% and surpassed our goal of a 55% reduction.

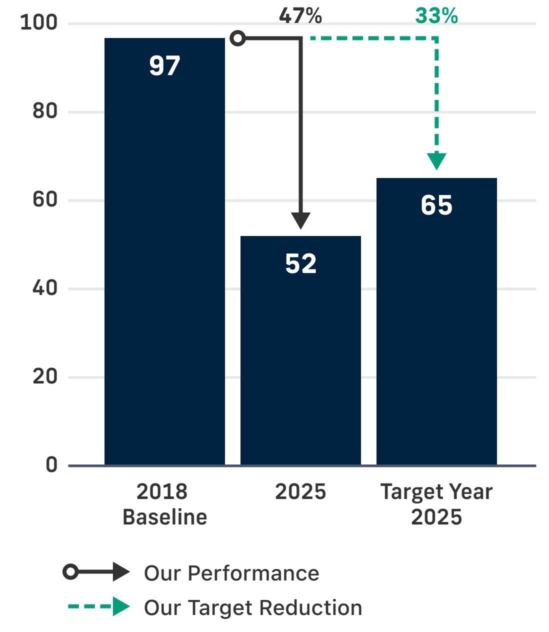
In 2025 alone, we reduced our Scope 1 emissions by about 3% compared to 2024. While this is less reduction than in previous years, some of this reduction was offset by increased production of MgO in Turkey compared to 2024. We achieved these reductions via several global initiatives:

- **Reduced use of coal as a dryer fuel source, achieving a 70% reduction as of 2025 over the 2018 baseline**
  - Our Sandy Ridge, AL, facility eliminated use of coal as of February 2025.
  - Our Gascoyne, ND, facility eliminated use of coal as of November 2025.
- **Replaced conventional diesel fuel with renewable diesel fuel, which emits approximately 74% less CO_2**
  - **Renewable fuels accounted for approximately 34% of our total fuel oil consumption in 2025, reflecting a 182% increase in renewable diesel use since 2023.**
  - Our Lucerne Valley, CA, plant was the first to convert to renewable diesel fuel for the majority of process and mobile equipment. In 2024, three additional plants in Adams, MA, Canaan, CT, and Winsford, UK, also converted.
  - In 2025 our Adams, MA, facility expanded the use of renewable diesel to run their kiln and boiler, displacing the use of roughly 717,000 gallons of higher-emitting fuel oil #2.
  - MTI continues to evaluate opportunities to expand the use of renewable diesel across both stationary and mobile equipment.
- **Converted to electric forklifts across our global operations, with approximately 32% of the fleet now electrified, and a target to reach 50% across all sites by 2030**
- **Increased fuel efficiency in our car fleet and trucking fleets**
  - Currently 13% of our company-utilized vehicles are hybrid, and we continue to explore the possibility of expanding that number in the future.
  - Our Supply Chain and Logistics team worked to improve the fuel efficiency of our internal and external trucking fleet by installing skirts and fins on trailers and using more fuel-efficient tires.
- Increased monitoring and control of fuel use and emissions across multiple locations globally and leveraged best practices from implemented projects to improve fuel usage efficiency across our global operations.

DIRECT SCOPE 1*
(tons CO_2)



DIRECT SCOPE 1*
(lbs CO_2/ton production)



*Progress against our 2018–2025 targets is presented using the original methodology to preserve comparability with previously disclosed targets.

MINERALS TECHNOLOGIES

SCOPE 2 INDIRECT CO_2 EMISSIONS

Our philosophy

We are committed to improving our energy efficiency by reducing total electricity use, increasing use of renewable energy, upgrading our electrical equipment, and purchasing greener, lower-carbon electricity from the power grid. We also have an ongoing global program focusing on green energy sourcing, including solar and wind power where economically feasible.

Our achievements and path forward

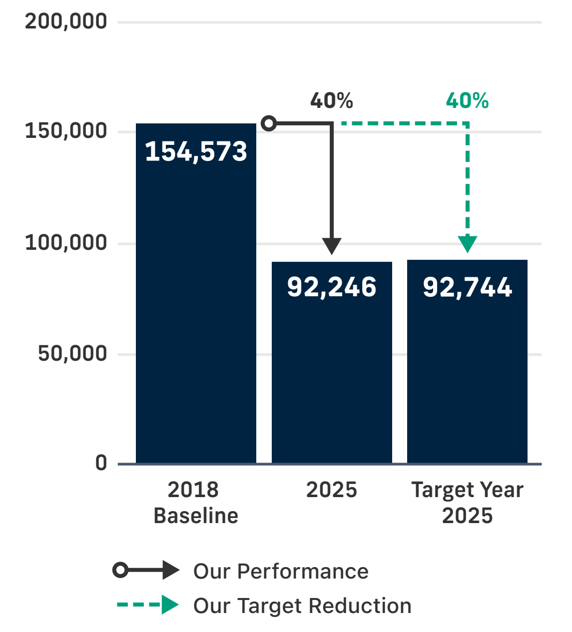
In 2025, we achieved a Scope 2 absolute emission reduction of 42% and an intensity emission reduction of 54%, compared to our 2018 baseline. With this achievement, we have reached our 2025 absolute reduction goal and have surpassed our 2025 goal for Scope 2 intensity. We also reduced our 2025 Scope 2 emissions by about 10% compared to 2024.

Key achievements in 2025 included:

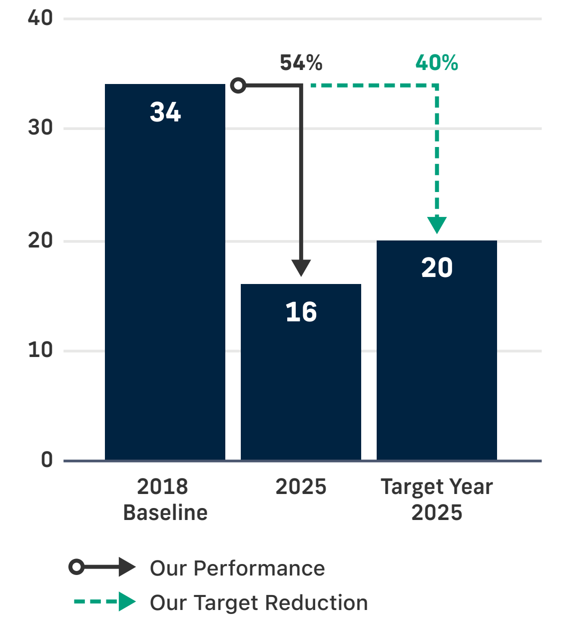
- 34% of our total electricity consumption is from renewable sources using estimates from the 2024 eGRID, 2025 UK DEFRA, and 2023 International Energy Agency databases. We encouraged our facilities and supply chain to source additional green electricity by purchasing from renewable electricity sources or exploring the installation of wind, solar, geothermal, or battery storage facilities on or near our facilities.
- Including nuclear power as a carbon dioxide- and emission-free electricity supply, received ~50% of our electricity from generators that produce essentially no or extremely low quantities of CO_2.
- Purchased about 53% of our electricity for our Colony, WY, facilities from the Black Hills Energy windfarm for the fourth year of our 15-year contract and retired 12,657 Renewable Energy Certificates (RECs) for the January 2025 to December 2025 time period.
- Purchased 100% green electricity with annual contracts at several of our European sites.
- Purchased green electricity through a government contract at our Dongming, China, plant, with approximately 60% of the sourced electricity coming from green or low-emissions generation sources.
- Further developed near-term plans for converting all lighting to LEDs to reduce overall electricity demand over the next five years. In 2025, the number of sites that are 100% LED lighting-equipped increased to ~45%, with another ~48% reporting partial conversion to LED lights and many sites reporting greater than 75% conversion at their facilities.
- Continued to upgrade agitators, air compressors, pumps, and motors as part of the planned replacement cycle to reduce future electricity demand and increase electricity efficiency.

We currently source 54% of our electricity from provider grids, 40% from our paper and packaging satellites' host mills, 6.1% via the direct purchase of wind turbine electricity from Black Hills Energy and a government contract for green energy in China, and 0.4% from on-site solar panels in our Moerdijk, Netherlands, facility. (Historical sourcing of electricity trends and details are shown in the Appendix.) Looking forward, following the Black Hills Energy contract example, our goal is to increase our direct purchase of renewable energy. To this end, MTI's supply chain and facility managers are investigating additional direct green electricity sourcing opportunities via purchase agreements with electricity generators and evaluating the potential of installing wind turbines and solar panels at several of our facilities.

INDIRECT SCOPE 2* (tons CO_2)



INDIRECT SCOPE 2* (lbs CO_2/ton production)



1 This figure is based on available energy sourcing data, primarily in the U.S., which accounts for 49% of our total energy consumption. We are currently evaluating methodologies to acquire this information for our remaining non-U.S. sites.

2 Although electricity for PCC satellites is supplied by the host paper mill, MTI does procure Guarantees of Origin (GoO) for renewable electricity at some of our paper and packaging operations in Europe. This initiative contributes to an estimated annual reduction of approximately 3,781 tons of CO_2e emissions.

*Progress against our 2018–2025 targets is presented using the original methodology to preserve comparability with previously disclosed targets.

SCOPE 3 EMISSIONS

TOTAL SCOPE 3 EMISSIONS
2.6M
MT CO_2E

In 2023, we disclosed our Scope 3 emissions for the first time and initiated the process of developing Scope 3 reduction targets. Since then, we have continued to refine our approach by strengthening our understanding of value chain emissions, identifying key emissions drivers, implementing targeted efficiency initiatives, and enhancing employee engagement across the organization.

These efforts reflect our commitment to better understanding and managing the full impact of our value chain, including upstream suppliers and downstream customers. While Scope 3 emissions inherently rely on estimates, we apply best practice data sources, assumptions, and methodologies aligned with the Greenhouse Gas Protocol.

As of 2026, we continue to improve data quality, expand coverage, and enhance tracking capabilities to better inform future emissions reduction initiatives. For additional details on Scope 3 category emissions, refer to page 59 and page 82.

Our reported Scope 3 emissions do not reflect the lime product lifecycle and its net impact on our value chain emissions. When we consider the Net Impact, we incorporate both the liberation of CO_2 by our lime suppliers as well as the sequestration of CO_2 that occurs during the development of our PCC product on page 21.

SCIENCE BASED TARGETS AND THIRD-PARTY VERIFICATION

Minerals Technologies recognizes that it is increasingly important for companies to demonstrate the scientific rigor of their decarbonization strategies. In late 2023, we signed a commitment letter with the Science Based Targets initiative (SBTi) and subsequently undertook a comprehensive internal preparation process aligned with then-current SBTi requirements.

Through this process, we significantly strengthened our emissions calculation methodologies and enhanced the underlying data quality, with additional details provided in the Appendix of this report. This work advanced our readiness, built on the meaningful emissions reductions we have already achieved, and reinforced our commitment to decarbonization. However, after completing this assessment, we determined that the mid-term absolute reduction requirements in place under the SBTi framework at the time exceeded what could reasonably be achieved through currently available decarbonization pathways applicable to our operations, given sector-specific technology and infrastructure constraints.

As the external landscape continues to evolve, including with ongoing changes to SBTi's methodologies and target-setting frameworks, we will monitor emerging guidance and continue to re-evaluate our approach. In parallel, MTI is assessing options to obtain independent third-party verification of our environmental data to further reinforce the transparency, accuracy, and credibility of our reporting.

Our commitment to continued emissions reduction is reflected in our new 2025–2035 targets; see page 54 for additional details.

SCOPE 3 ▶ INDIRECT EMISSIONS

Category 1
Purchased Goods & Services

Category 2
Capital Goods

Category 3
Fuel- and Energy-related Activities

Category 4
Transportation and Distribution

Category 5
Waste Generated in Operations

Category 6
Business Travel

Category 7
Employee Commuting

UPSTREAM ACTIVITIES

SCOPE 3 ▶ INDIRECT EMISSIONS

Category 9
Transportation and Distribution

Category 11
Use of Sold Products

Category 12
End-of-Life Treatment of Sold Products

Category 15
Investments

DOWNSTREAM ACTIVITIES

WATER

Our philosophy

We recognize the human right to fresh water and its importance to the health and economic well-being of communities. Thus, our guiding principle and longstanding practice is to measure, monitor, conserve, and recycle as much water as possible in our processing and manufacturing, and to discharge water responsibly and in compliance with all relevant permits, regulations, and policies. These efforts and approaches are outlined in our Water Policy.

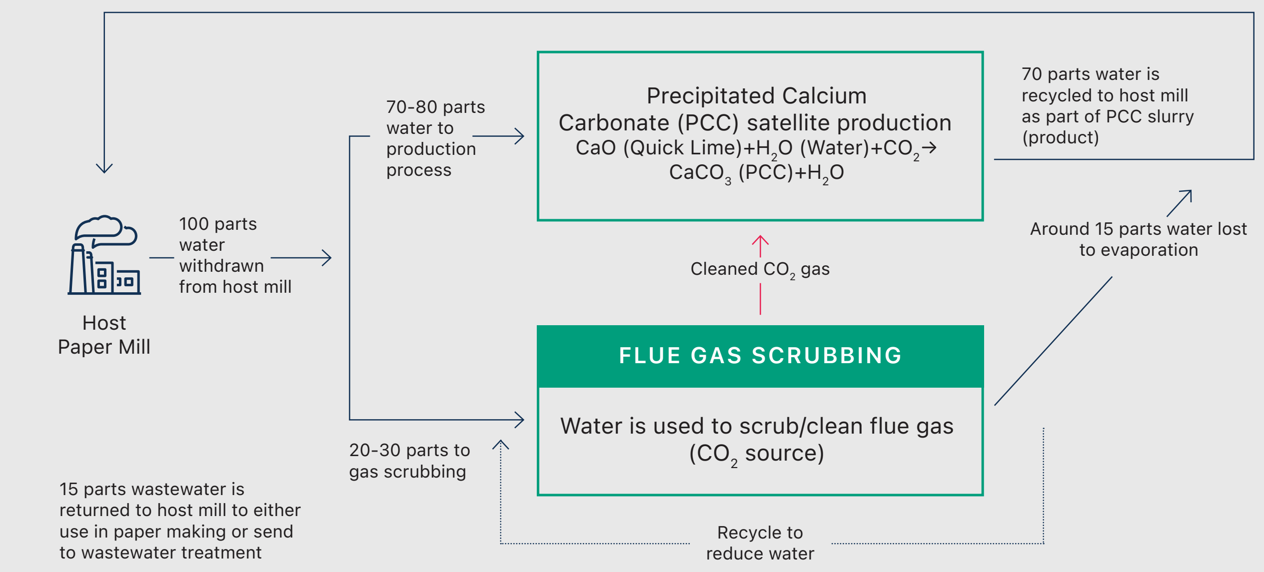
How we use water at MTI

Our Consumer & Specialties segment accounts for more than 99% of our overall water usage. Approximately 28% is used in the manufacturing processes to produce specific grades of Specialty Precipitated Calcium Carbonate (SPCC) products for a wide range of consumer and industrial applications. Our SPCC plants are in regions in the U.S. and UK that have ample water supply. The remaining 72% is used in our 56 active paper and packaging satellites. These satellites are typically located at customer sites, and they manufacture and supply our customers with a slurry form of PCC. Locating our satellite operations on customers' sites enables us to receive, reuse, and recycle water from and back to our customers' facilities. Around 70% of our water usage is recycled to the host mill in the form of our PCC product slurry, and 15% is recycled to the host mill's water treatment system (Refer to the flowchart depicted in the top-right of this page). This means that our PCC satellites recycle 85% of the total water obtained from the host mill.

Our achievements and path forward

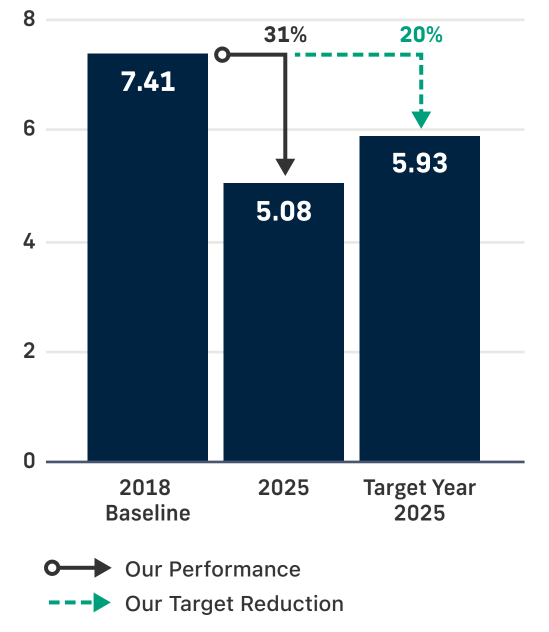
Since 2018, MTI has reduced our water withdrawn volume by more than 31%, whereas our 2025 target was to achieve a reduction of 20% (process water used in 2025 decreased to 5.08 billion gallons compared to the 2018 baseline of 7.41 billion gallons). We improved our water withdrawn intensity by 46% compared to our 2018 baseline, whereas our 2025 target reduction was 30%. For our water discharge reduction, our 2025 target was to reduce by 20%, but we were actually able to achieve a reduction of water discharge volume by 56% (our water discharge volume was reduced to 1.81 billion gallons compared to our 2018 baseline of 4.13 billion gallons). In the corresponding period, we targeted an improvement of our water discharge intensity by 33% but actually achieved a reduction of 66%.

In 2025 alone, MTI's water withdrawn volume decreased by 2% whereas the withdrawn intensity remained at the same level as in 2023. Our water discharge volume decreased by 9% in 2025, with water intensity remaining steady at 2024 levels.

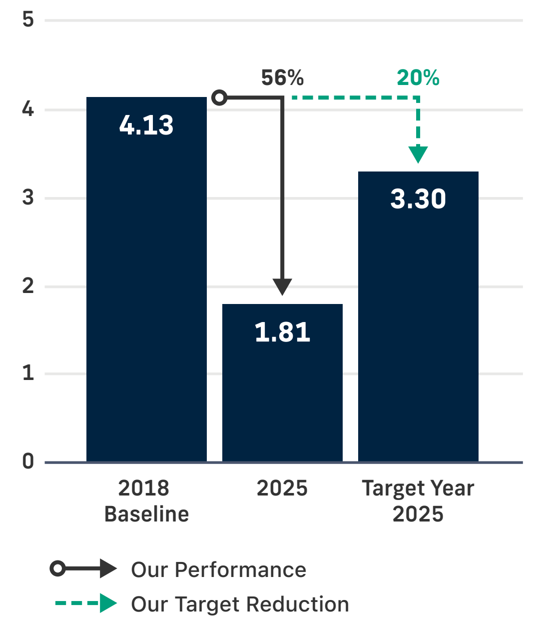


Our PCC satellites recycle **85%** of the total water obtained from the host paper mill

PROCESS WATER WITHDRAWN (billion gallons)



PROCESS WATER DISCHARGED (billion gallons)



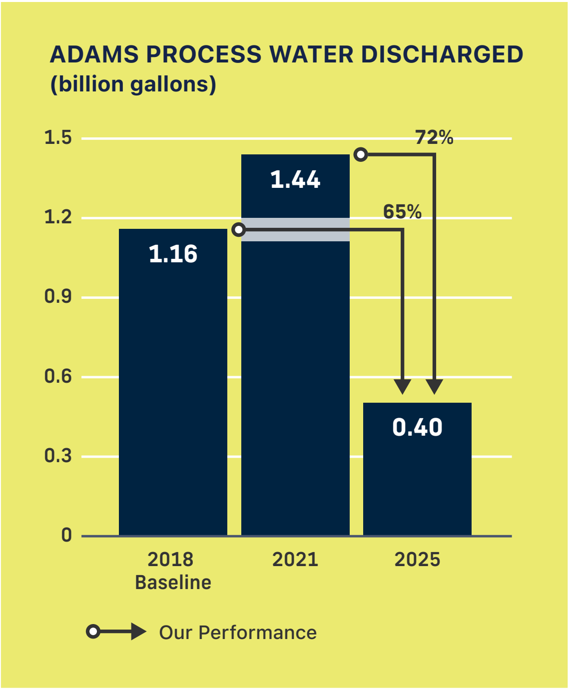
We have achieved these significant reductions through several global initiatives:

- Continuously improved water usage at our paper and packaging satellites at Ticonderoga, Aanekoski, Suzano, Merebank, and Yanzhou by implementing a three-step conservation process:
  1. Conducted water assessments and audits to measure all water flows and conducted a water balance study comparing plant design to evaluate systems for water leaks and losses
  2. Assessed the quality of our water discharges at our locations; reclaimed streams with usable product content; reclaimed streams with higher product content; and recycled and reused streams with acceptable water quality for our processing needs
  3. Embarked on a major initiative to optimize our cooling towers to conserve water

Looking forward, MTI is evaluating the source of water provided to us by host paper mills for paper and packaging satellites and developing business risk models for 2°C and higher global temperature increase scenarios.

We also use the World Research Institute (WRI) Aqueduct tool to model and understand our water sourcing risk, including water stress, variability from season to season, pollution, and water access. This tool grades our production locations on risk categories and determines whether they are low, low-medium, medium-high, high, and extremely high. We have been monitoring the water withdrawal from the high-risk and extremely high-risk locations, which represent 20% of our facilities. In 2025, the water withdrawn from the facilities in areas of high water stress was 965 million gallons to produce 1,966,433 short tons, whereas in 2024 the water withdrawn in such geographies was 1,028 million gallons to produce 1,962,317 short tons. The volume of water withdrawn in extremely high- and high-risk locations in 2025 represents 19% of MTI's total water withdrawn, and such geographies contribute to 17.3% of MTI's production.

- **In 2021, our Adams, MA, specialty PCC facility — our largest water-discharging site — implemented a focused water reduction program. Through disciplined execution, cross-functional engagement, and targeted infrastructure and control improvements, the site reduced water discharge by over 1 billion gallons, representing a 65% reduction from the 2018 baseline. This initiative demonstrates our commitment to operational efficiency, responsible water stewardship, and continuous improvement at high-impact locations.**



- **India is a high-water stress region, and we recognize our responsibility to support the communities in which we operate that depend on these shared resources. To help address shortages of clean drinking water and reduce pressure on local water sources, our paper and packaging teams in India actively engage in community-focused initiatives aimed at improving access to safe water and promoting sustainable water stewardship. For more details, please refer to the Community Engagement section of this report.**

LANDFILL WASTE

Our philosophy

Across our global operations, we emphasize waste elimination, increased internal recycling, and beneficial reuse applications of our waste streams. We evaluate all the waste we generate, fully characterizing its components to determine the most beneficial reuse or disposal method. When landfill disposal is necessary, MTI places waste in on-site, regulatorily permitted, and inspected landfills and third-party commercial non-hazardous landfills. About 90% of our landfill material in 2025 was composed of inert minerals, mineral byproducts, and auxiliary minerals derived from our production processes.

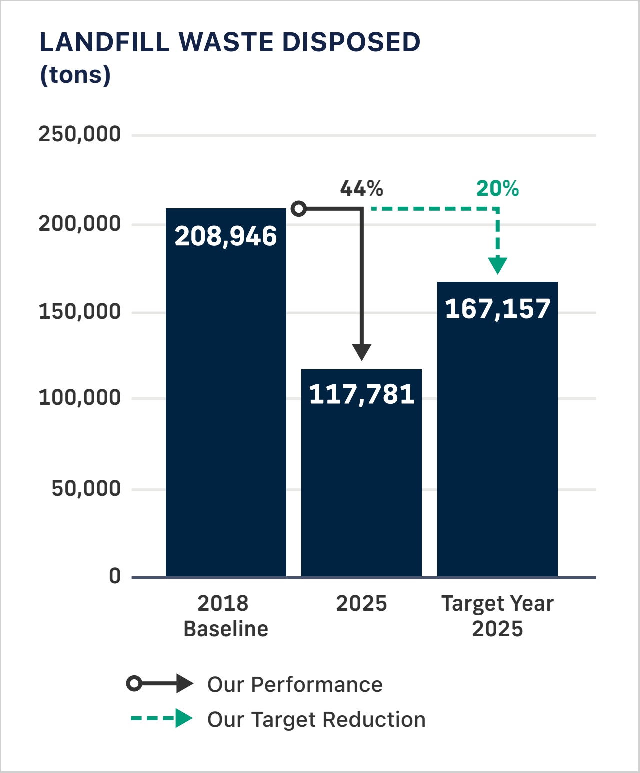
Our achievements and path forward

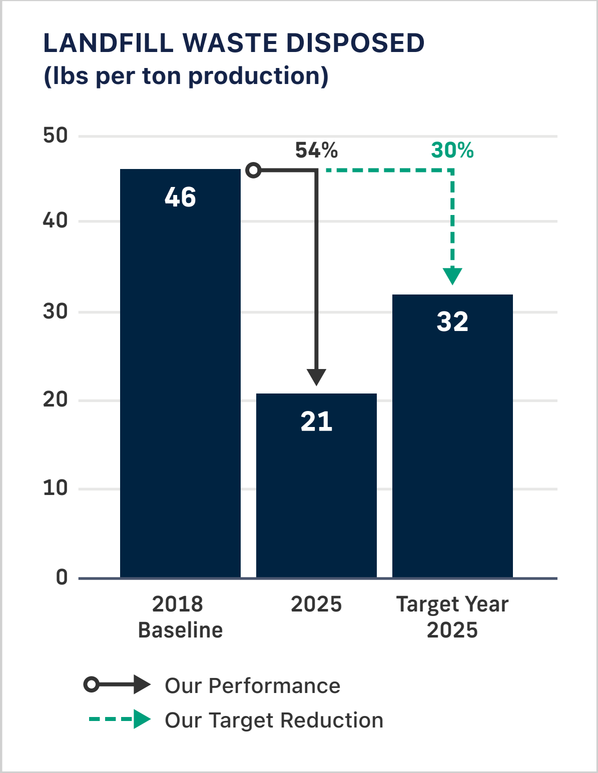
To decrease our landfilled waste, we continually seek out beneficial reuse applications for our byproducts and auxiliary minerals.

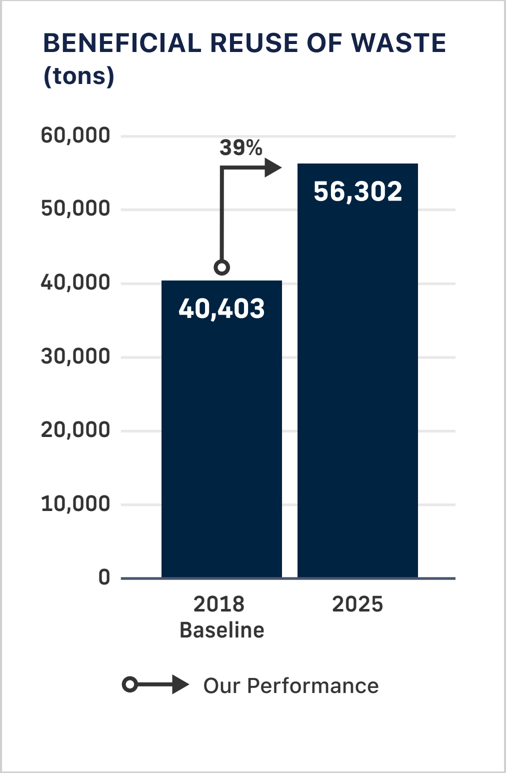
Since 2018, MTI has reduced landfill waste by 44%, significantly exceeding our 2025 target of a 20% reduction. Over the same period, landfill waste intensity improved by 55%, compared to a target of 30%. In 2025, landfill waste volumes remained relatively stable, with a slight increase in waste intensity (pounds of landfill waste per short ton of production), reflecting operational variability and production mix.

Examples of our waste elimination achievements in 2025 include:

- Achieved a greater than 10% reduction in landfill waste at many of our facilities through ongoing efforts to eliminate generated waste. For example, we decreased the amount of “grit” generated at all paper and packaging plants by working with our raw material vendors to provide high-quality lime, which results in less grit formation during our processing. Additionally, we developed and installed proprietary treatment processes in about half of our satellite plants, which also decreased grit formation.
- Diverted over 56,300 tons of material from landfill disposal through beneficial reuse applications. Without these efforts, landfill volumes would have reached approximately 174,000 tons, but our recycling and reuse reduced landfill disposal by approximately 32%. Approximately 70% of MTI sites recycle some amount of waste or divert it for beneficial reuse. At our European PCC facilities, 100% of the grit is recycled into beneficial reuse applications including agricultural soil conditioning or construction products like bricks, cement, and concrete.







HAZARDOUS WASTE

Our philosophy
MTI is committed to developing specific actions and timelines to reduce hazardous waste generation, including substituting non-hazardous chemicals in our processes and laboratories and minimizing the volume of waste generated during equipment maintenance. We are making steady progress toward our ultimate target of zero tons of hazardous waste generated and disposed of, and we have reduction opportunities in each area.

Our achievements and path forward
MTI's hazardous waste includes about 45% waste oil or waste oil byproducts, 10% solvents and dyes that are incinerated for fuel value, and 45% mixed waste. In 2025, we disposed of 22% more hazardous waste than in 2024, primarily due to a temporary increase in waste generation related to project upgrades and installations at our bleaching earth facility in Turkey. Our hazardous waste actions in 2025 included:

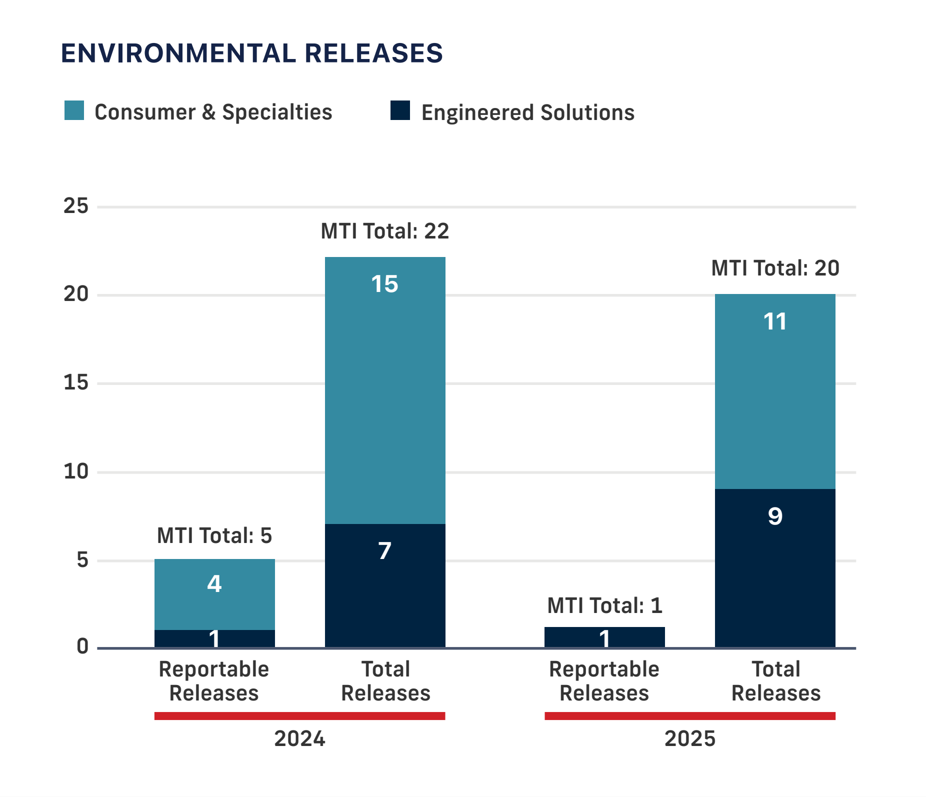
- Managing and disposing of 263 tons of hazardous waste following all applicable laws and regulations covering our local facilities, including using permitted transporters, treatment facilities, and disposal facilities. This amounts to 0.001% of our 2025 production volume.
- Reclaiming waste oils with filtration, our most significant initiative in our overall hazardous waste management program.

ENVIRONMENTAL RELEASES

Our philosophy
MTI operates with a "zero-release" mindset and strives toward the goal of zero compliance violations. However, when incidents do happen, our procedures ensure consistent and prompt reporting of all events that could impact the environment (including "near misses"), regardless of agency reportability status. All events are analyzed to determine their severity and root cause, and teams are empowered through training and communication to complete mitigation steps and quickly address any noted gaps, including implementing preventive measures to eliminate recurrences. Key learnings from these events are then shared throughout our company.

Our achievements and path forward
In 2025, MTI:

- Had 20 total releases compared to 22 in 2024 and 24 in 2023, with 1 reportable releases as defined by local regulations governing our manufacturing sites.
- Launched the Compliance Assurance Program to evaluate and optimize environmental audit tools for environmental release prevention.



NEXT STEPS IN MTI'S SUSTAINABILITY JOURNEY

Building on the successful achievement of our 2025 environmental targets, many of which exceeded our original ambitions, we have established a new set of 10-year targets covering the 2025 to 2035 period.

These targets reflect insights gained through the execution of our prior goals, enhancements to our environmental data and accounting methodologies (see Key Methodology Changes in the Appendix), and a more comprehensive understanding of our highest-impact activities across emissions, water, and waste.

The 2035 targets are designed to drive continued progress through a balanced approach that combines absolute reductions with intensity improvements, enabling us to manage environmental impacts while supporting business growth. Across key metrics, including Scope 1 and Scope 2 emissions, process water use, and waste generation, we are targeting an additional 20% absolute reduction and 30% intensity improvements over the 2025–2035 period.

Our approach emphasizes operational feasibility and disciplined execution, building on proven initiatives such as fuel switching, energy efficiency investments, water recycling, and beneficial reuse programs.

In parallel, we will continue to evaluate evolving external frameworks and methodologies, including those related to greenhouse gas accounting and target-setting, to ensure our goals remain relevant, transparent, and aligned with emerging expectations.

The new targets are summarized below:

METRIC	NEW TARGETS 2025-2035*	EXPECTED TOTAL REDUCTION VS. 2018 (2035)
Scope 1 (ton)	20%	47%
Scope 1 (kg/ton)	30%	63%
Scope 2 (ton)	20%	39%
Scope 2 (kg/ton)	30%	57%
Process Waste Disposed (ton)	20%	55%
Process Waste Disposed (kg/ton)	30%	68%
Process Water Withdrawn (gals)	20%	45%
Process Water Withdrawn (gals/ton)	30%	62%
Process Water Discharged (gals)	20%	65%
Process Water Discharged (gals/ton)	30%	75%

*All targets are measured relative to a 2018 baseline year. The 2025–2035 targets represent additional reductions over levels achieved by 2025. For example, the Scope 1 target reflects a further reduction beyond the 34% achieved through 2025, resulting in an expected total reduction of approximately 47% by 2035 relative to the 2018 baseline.

APPENDIX

MINERALS TECHNOLOGIES

APPENDIX

ENERGY AND EMISSIONS ► ENVIRONMENTAL PERFORMANCE

GREENHOUSE GAS EMISSIONS	TARGET REDUCTION	2018	2022	2023	2024	2025	TARGET YEAR 2025	% REDUCTION FROM 2018	PROGRESS TO TARGET
Direct GHG CO_2 Process and Mobile (ton)	**25%**	**441,881**	**389,195**	**351,590**	**302,019**	**292,995**	**331,411**	**-33.7%**	**134.8%**
Consumer & Specialties		191,782	190,138	180,963	171,448	153,748	143,837	-19.8%	79.3%
Engineered Solutions		250,099	199,057	170,627	130,571	139,247	187,574	-44.3%	177.3%
Direct GHG CO_2 Process and Mobile (lbs/ton)	**33%**	**97**	**72**	**59**	**48**	**52**	**65**	**-46.9%**	**142.2%**
Consumer & Specialties		66	58	54	51	48	44	-27.0%	81.8%
Engineered Solutions		150	95	65	45	55	100	-63.1%	191.2%
Airborne Pollutants (ton)	**55%**	**6,873**	**2,424**	**2,312**	**2,053**	**1,760**	**3,093**	**-74.4%**	**135.3%**
Consumer & Specialties		2,731	891	794	629	544	1,229	-80.1%	145.6%
Engineered Solutions		4,142	1,533	1,518	1,425	1,216	1,864	-70.6%	128.4%
Airborne Pollutants (lb/ton)	**55%**	**1.51**	**0.45**	**0.39**	**0.33**	**0.31**	**0.68**	**-79.4%**	**143.9%**
Consumer & Specialties		0.95	0.27	0.24	0.19	0.17	0.43	-81.9%	148.8%
Engineered Solutions		2.48	0.73	0.58	0.49	0.48	1.12	-80.5 %	146.4%
Airborne Pollutants by Category (ton)	**55%**	**6,873**	**2,424**	**2,312**	**2,053**	**1,760**	**3,093**	**-74.4%**	**-135.3%**
Carbon Monoxide (CO)		455	403	413	369	320	205	-29.6%	-53.8%
Nitrogen Oxide (NO_x)		2,176	1,618	1,567	1,393	1,179	979	-45.8%	-83.3%
Sulfur Dioxide (SO_2)		4,101	289	215	188	172	1,846	-95.8%	-174.2%
Volatile Organic Compounds (VOC)		140	114	117	104	88	63	-36.9%	-67.1%
Particulate Matter (PM)		NM	NM	NM	NM	NM	NM	NA	NA
Scope 2 Indirect CO_2 (tons)	**40%**	**154,573**	**121,414**	**110,096**	**99,066**	**88,985**	**92,744**	**-42.4%**	**106.1%**
Consumer & Specialties		66,108	67,688	62,789	58,445	50,338	40,678	-23.9%	59.6%
Engineered Solutions		88,465	53,727	47,306	40,621	38,647	52,066	-56.3%	140.8%
Scope 2 Indirect CO_2 Intensity (lbs CO_2/ton produced)	**40%**	**33.8**	**22.5**	**18.5**	**15.8**	**15.6**	**20.3**	**-54.0%**	**134.1%**
Consumer & Specialties		22.8	20.6	18.9	17.3	15.9	13.7	-30.3%	75.8%
Engineered Solutions		52.8	25.6	18.0	14.0	15.4	31.7	-70.9%	177.3%
Aggregate Scope 1 and 2 Absolute Emissions (tons)	**29%**	**596,454**	**510,609**	**461,686**	**401,085**	**381,979**	**424,155**	**-36.0%**	**124.5%**
Consumer & Specialties		257,894	257,826	243,753	229,893	204,086	183,501	-20.8%	72.3%
Engineered Solutions		338,560	252,783	217,934	171,193	177,893	240,653	-47.4%	164.1%

SCOPE 1 AND 2 EMISSION NOTES:

- Total emissions for CO2 and airborne pollutants are provided for both stationary combustion sources and mobile sources. Many of the Consumer & Specialties and Engineered Solutions segment facilities report emissions of nitrogen oxides (NOx), sulfur dioxide (SO2), carbon monoxide (CO), and volatile organic hydrocarbons (VOCs) to the local authorities. This data has been used where available. If no plant estimates are available, emissions have been calculated using total fuel usages and the United States Environmental Protection Agency (EPA)'s most recent emission factors. This data covers 100% of our material air quality emissions. Since there are no significant combustion processes (dryers, kilns, etc.) or fuel usage by mobile equipment at the paper and packaging facilities, these sites are not included in our data.
- MTI utilizes the GHG Protocol methodology and utilized USA 2024 Egrid data, 2025 UK DEFRA, and 2023 International Energy Agency database estimates for the Scope 2 emission factors.
- Particulate matter is not a relevant metric for MTI.
- Less than 13% of our airborne pollutants are emitted in or near areas of dense population.
- For data from prior years, please reference our previous Sustainability Reports at www.mineralstech.com/sustainability.

KEY METHODOLOGY CHANGES

Beginning in 2025, MTI enhanced its environmental data management and greenhouse gas (GHG) accounting methodologies based on insights gained through internal readiness efforts, including preparation for Science Based Targets initiative (SBTi) alignment. These changes established a revised baseline that will be used for future target setting, including our 2035 goals. Changes include:

- Reporting in metric tons of CO_2e vs. short tons of CO_2. This update will incorporate CO_2e equivalent factors for methane (CH_4) and Nitrous Oxide (N_2O) and 100-year global warming potential factors.
- Separation of biogenic CO_2 from Scope 1 and 2 accounting. This carbon comes from the CO_2 generated from using fuels and electricity that utilize bio-based materials. Plants absorb CO_2 during growth, so when fuels derived from these plants are burned and the CO_2 is released there is a net zero effect related to CO_2 emissions. Biogenic CO_2 will be reported separately from CO_2 generated from traditional fuels.
- Expanded scope of emissions reporting from our sites. This will include Scope 1 and Scope 2 emissions from our paper and packaging satellite plants, our non-manufacturing offices (owned and leased) as well as emissions from use of company fleet vehicles. Historically, we have excluded our paper and packaging satellite facilities from reporting because they are located on our customers' sites and we source electricity from the host mills, but since these sites are still under MTI's operational control it is best practice to include these emissions.
- Alignment of reporting units to the metric system, e.g., metric tons of waste, cubic meters of water, and intensity calculations in kg/metric tons of production.
- Inclusion of both location-based and market-based Scope 2 calculations.

As a result, the largest impact in our reporting will be on our Scope 2 emissions, as the paper and packaging satellite facilities consume significant amounts of electricity but will contribute minimally to Scope 1 totals. The separate reporting of biogenic CO_2 will impact Scope 1 with the exclusion of the CO_2 portion of the renewable diesel fuels used as well as a small amount of other fuels, such as gasoline, which contain 10% ethanol (corn-derived). If these accounting practices had been in place in the current 2018 to 2025 target period, MTI would still have achieved 11 out of 12 of its targets with the exception being absolute Scope 2 reduction.

MTI is also transitioning to an industry-leading sustainability metrics platform to support the calculation and tracking of our environmental data. The platform leverages the latest GHG accounting methodologies and emission factor databases, enhancing the consistency, reliability, and auditability of our disclosures. This software platform will also assist in improved Scope 3 emissions accounting for the company.

MTI TOTAL — GREENHOUSE GAS EMISSIONS AND INTENSITY

SCOPE	METHODOLOGY	BASIS	ABSOLUTE EMISSIONS (METRIC TONS)	EMISSIONS INTENSITY (KG/METRIC TON)
Scope 1 (Direct)	Previous MTI Methodology	CO_2	265,805	25.8
Scope 1 (Direct)	Current Methodology	CO_2e	267,575	25.9
Scope 2 (Indirect)	Previous MTI Methodology	CO_2	80,727	7.8
Scope 2 (Indirect)	Location-Based	CO_2e	223,251	21.6
Scope 2 (Indirect)	Market-Based	CO_2e	243,531	23.6
Total (Scope 1 + 2)	**Previous MTI Methodology**	**CO_2**	**346,532**	**33.6**
Total (Scope 1 + 2)	**Location-Based**	**CO_2e**	**490,826**	**47.5**
Total (Scope 1 + 2)	**Market-Based**	**CO_2e**	**511,106**	**49.6**

NOTES:

- Scope 1—New methodology incorporates CH_4 and N_2O as part of CO_2e. New methodology removes biogenic CO_2 from fuel sources. Includes heating gas for corporate offices and laboratories and fuels from company owned and leased vehicles, also includes paper and packaging and energy services businesses.
- Scope 2—Inclusion of CH_4 and N_2O as part of CO_2e. Inclusion of paper and packaging and energy services businesses as well as corporate offices and laboratories.

MTI TOTAL — BIOGENIC CO_2 EMISSIONS

SCOPE	METHODOLOGY	ABSOLUTE EMISSIONS (METRIC TONS)
Scope 1 (Direct)	Process & Mobile Combustion	13,751
Scope 2 (Indirect)	Location-Based	23,907
Scope 2 (Indirect)	Market-Based	17,489

MTI TOTAL — SUSTAINABILITY METRICS AND 2035 REDUCTION TARGETS

METRIC	MEASURE	UNIT	2018 BASELINE	2025	TARGET REDUCTION 2025–2035	2035 TARGET	EXPECTED REDUCTION 2018–2035
GHG — Scope 1 (Direct)[1]	Absolute	metric tons CO_2e	400,501	267,575	20%	214,060	-46.6%
GHG — Scope 1 (Direct)	Intensity	kg CO_2e/metric ton	48.4	25.9	30%	18.2	-62.5%
GHG — Scope 2 (Indirect)[2]	Absolute	metric tons CO_2e	294,132	223,251	20%	178,601	-39.3%
GHG — Scope 2 (Indirect)	Intensity	kg CO_2e/metric ton	35.6	21.6	30%	15.2	-57.4%
Processed Waste Disposed	Absolute	metric tons	189,553	106,849	20%	85,479	-54.9%
Processed Waste Disposed	Intensity	kg/metric ton	22.93	10.36	30%	7.30	-68.4%
Water Withdrawn[3]	Absolute	m^3	28,049,888	19,226,371	20%	15,381,097	-45.2%
Water Withdrawn[3]	Intensity	m^3/metric ton	3.4	1.9	30%	1.3	-61.5%
Water Discharged	Absolute	m^3	15,633,743	6,849,985	20%	5,479,988	-64.9%
Water Discharged	Intensity	m^3/metric ton	1.9	0.7	30%	0.5	-75.4%

NOTES:

1. 2018 Scope 1 and 2 value calculated manually using EPA conversion factors for Scope 1.
2. 2018 Scope 1 and 2 value calculated manually using 2016 EPA egrid, 2018 DEFRA and 2016 IEA conversion factors.
3. 2018 and 2025 historical data converted from gallons to cubic meters.

SCOPE 3

CATEGORY [1]	DESCRIPTION	EMISSIONS	UNIT
Category 1 [2]	Purchased Goods & Services	1,358,105	MT CO_2e
Category 2	Capital Goods	10,145	MT CO_2e
Category 3	Fuel- and Energy-Related Activities	121,744	MT CO_2e
Category 4 [3]	Upstream Transportation and Distribution	282,533	MT CO_2e
Category 5	Waste Generated in Operations	6,574	MT CO_2e
Category 6	Business Travel	2,405	MT CO_2e
Category 7	Employee Commuting	6,603	MT CO_2e
Category 9 [4]	Downstream Transportation and Distribution	93,805	MT CO_2e
Category 11 [5]	Use of Sold Products	340,723	MT CO_2e
Category 12 [6]	End-of-Life Treatment of Sold Products	373,472	MT CO_2e
Category 15 [7]	Investments	29,730	MT CO_2e
Total Scope 3 Emissions		**2,625,839**	**MT CO_2e**
Sequestered CO_2 Emissions Captured in MTI's PCC Process[8]		-1,030,479	MT CO_2e
Net Value Chain Impact		1,595,360	MT CO_2e

SCOPE 3 EMISSION NOTES:

1. Categories 8, 10, 13, and 14 were deemed not relevant based on MTI's business model.
2. Category 1: Emissions from lime and MgO suppliers were based on a product-specific, activity-based method using the mass of line and MgO purchases. The rest of the emissions is based on spend-based approach.
3. Category 4: Consists of the inbound, site-to-site, and outbound shipments of goods and raw materials.
4. Category 9: Consists of customer-collect shipments from MTI facilities to customer sites.
5. Category 11: Consists of process emissions from the use of our Additrol products and antacid formulations.
6. Category 12: Consists of emissions from the disposal of our products at the end of their likely use. This is based on an estimate of disposal method (landfill, recycling, incineration, etc.) using average emission factors for each disposal type from the EPA's GHG Emission Factor Hub, Table 9.
7. Category 15: Consists of estimated emissions from our percent ownership of multiple joint ventures.
8. See details on page 21.

TOTAL SUSTAINABLE PRODUCT REVENUE IN 2025

CATEGORY	2025 SALES ($M)
Energy efficiency	$652
Pollution prevention	$505
Green building	$43
Sustainable agriculture	$37
Alternative energy	$12

TOTAL ENERGY USE

TOTAL ENERGY USE	2018	2022	2023	2024	2025	% REDUCTION FROM 2018
MTI Total Energy Use (GJ)	**7,483,887**	**7,440,591**	**7,200,066**	**6,747,018**	**6,353,111**	**-15.1%**
Consumer & Specialties	4,322,694	4,796,853	4,738,135	4,638,312	4,253,065	-1.6%
Engineered Solutions	3,161,193	2,643,737	2,461,931	2,108,707	2,100,046	-33.6%
Total Direct Energy Use (GJ)	**5,143,051**	**5,206,752**	**5,014,632**	**4,588,745**	**4,307,067**	**-16.3%**
Consumer & Specialties	2,392,613	2,969,758	2,949,892	2,854,971	2,581,934	7.9%
Engineered Solutions	2,750,438	2,236,994	2,064,740	1,733,774	1,725,132	-37.3%
Total Indirect Energy Use (GJ)	**2,340,837**	**2,233,839**	**2,185,435**	**2,158,274**	**2,046,044**	**-12.6%**
Consumer & Specialties	1,930,081	1,827,096	1,788,244	1,783,341	1,671,130	-13.4%
Engineered Solutions	410,756	406,743	397,191	374,933	374,914	-8.7%

ELECTRICITY SOURCING

SOURCE OF ELECTRICITY	2022 ELECTRICITY (MWH)	PERCENTAGE OF TOTAL	2023 ELECTRICITY (MWH)	PERCENTAGE OF TOTAL	2024 ELECTRICITY (MWH)	PERCENTAGE OF TOTAL	2025 ELECTRICITY (MWH)	PERCENTAGE OF TOTAL
Total Electricity (MWH)	**620,679**	**100%**	**607,065**	**100%**	**599,520**	**100%**	**568,345**	**100%**
Sourced from Grid	380,512	61.3%	318,933	52.5%	309,060	51.6%	305,075	53.7%
MTI PCC Plants Electricity Sourced from Host Paper Mills	225,648	36.4%	238,647	39.3%	242,524	40.5%	226,251	39.8%
Direct Purchase from Black Hills Wind Turbines and China Government Contract	12,523	2.0%	47,416	7.8%	45,825	7.6%	34,889	6.1%
Sourced from on-site Solar Panels	1,996	0.3%	2,069	0.3%	2,108	0.4%	2,130	0.4%

ELECTRICAL POWER DERIVED FROM RENEWABLE SOURCES[1] BY SUBSIDIARIES	2022	2023	2024	2025
Total Renewable MWH from Wind, Hydro, Solar, Biomass, and Geothermal	**103,799**	**108,097**	**103,364**	**92,543**
Consumer & Specialties	78,769	78,732	76,450	65,075
Engineered Solutions	25,030	29,365	26,913	27,468

SOURCE OF 2024 ELECTRICITY BY FUEL TYPE[2]	2025
Non-Renewable	**67%**
Coal	15.0%
Oil	0.1%
Natural Gas	34.1%
Nuclear	16.8%
Renewable	**33%**
Hydro	7.8%
Biomass	2.8%
Wind	15.9%
Solar	6.4%
Geothermal	0.5%

NOTES:

1. MTI utilizes the USA 2024 Egrid data and 2025 UK DEFRA for determining percent electrical power derived from renewable sources, and where information was available for international locations.
2. MTI has good visibility on the fuel source used to generate the electricity we use for 266,229 MwH (47%) of our total 568,345 MwH.

WATER ► HISTORICAL TRENDS IN PROCESS WATER WITHDRAWN AND DISCHARGED FOR MTI AND SEGMENTS

WATER	TARGET REDUCTION	2018	2022	2023	2024	2025	TARGET YEAR 2025	% REDUCTION FROM 2018	PROGRESS TO TARGET
Process Water Withdrawn (billion gals)	**20%**	**7.41**	**5.84**	**5.40**	**5.18**	**5.08**	**5.93**	**-31.5%**	**157.3%**
Consumer & Specialties		7.39	5.81	5.37	5.16	5.07	5.91	-31.4%	156.9%
Engineered Solutions		0.02	0.03	0.03	0.02	0.01	0.02	-58.5%	292.5%
Process Water Withdrawn Intensity (gals/ton produced)	**30%**	**838**	**541**	**453**	**412**	**446**	**587**	**-46.7%**	**155.8%**
Consumer & Specialties		1,297	882	806	763	799	908	-38.4%	132.4%
Engineered Solutions		8	6	6	3	2	6	-79.4%	268.5%
Process Water Discharged (billion gals)	**20%**	**4.13**	**2.92**	**2.28**	**2.00**	**1.81**	**3.30**	**-56.2%**	**280.9%**
Consumer & Specialties		4.13	2.91	2.26	1.98	1.81	3.38	-56.2%	309.4%
Engineered Solutions		0.0003	0.0081	0.0173	0.0197	0.0005	0.01	80.5%	2.8%
Process Water Discharged Intensity (gals/ton produced)	**33%**	**465**	**271**	**191**	**159**	**159**	**311**	**-65.8%**	**199.4%**
Consumer & Specialties		723	442	340	292	285	490	-61.0%	187.9%
Engineered Solutions		0.10	2	3	3	0	2	7.6%	0.4%

PROCESS WATER WITHDRAWN, BY REGION, BILLION GALLONS

REGION	2018	2022	2023	2024	2025
Americas	5.01	3.50	2.94	2.75	2.69
Europe	1.37	1.30	1.20	1.19	1.12
Asia	1.04	1.04	1.26	1.24	1.27
MTI Total	**7.41**	**5.84**	**5.40**	**5.18**	**5.08**

PROCESS WATER DISCHARGED, BY REGION, BILLION GALLONS

REGION	2018	2022	2023	2024	2025
Americas	3.14	2.12	1.50	1.26	1.09
Europe	0.67	0.51	0.46	0.43	0.38
Asia	0.32	0.29	0.32	0.30	0.34
MTI Total	**4.13**	**2.92**	**2.28**	**2.00**	**1.81**

In 2025, our paper and packaging satellite plants obtained most of their water from their host paper mill facilities, whereas our other Specialty Additive businesses primarily depended on groundwater resources. Overall, about 70% of the water we use is derived from alternative (i.e., non-potable) sources, with most of the non-potable water coming from host paper mills' process water.

For our paper and packaging process, we have a recycling loop in which we receive the process water from the paper mill, make our PCC product, and reuse 70% of the process water by recycling it back to the paper mill in the form of a PCC product slurry that is used for further manufacturing cycles. 15% of the process water is recycled back to the host mill's water treatment plant. Ultimately, our paper and packaging plants recycle and reuse 85% of the water they receive from host paper mills.

For our other Specialty Additives facilities that discharge to groundwater sources, MTI has a standard in place to effectively manage water pollution (ENV-SA-03-03) and monitor and mitigate our impact on freshwater resources. The standard includes requirements for sites to assess their respective processes involving water usage, identify potential pollutants, and mitigate accordingly. This standard requires facilities to conduct water and wastewater assessments as part of the identification and mitigation of water pollutants. The assessment areas include water balance, potable water, water discharged to off-site treatments, process water discharged to surface waters, and stormwater discharges, among others.

Relevant employees involved in these processes have been trained accordingly. MTI employs full-time licensed wastewater treatment operators where applicable. Sites monitor wastewater flow and pollutant discharges.

MTI also has processes in place to reduce their water usage. Plants are monitoring water reduction projects and tracking the results of such projects through regular reviews of water reduction metrics. MTI has implemented an enterprise-level water reduction team, and large consuming locations have local water reduction teams.

From a water discharge perspective, our paper and packaging satellite plants primarily recycle water back to the host mills from where we obtained most of our process water. Our other Specialty Additives plants primarily discharge back to natural water sources. The primary difference between MTI's water withdrawn and discharge is the amount of water that contains our PCC product and is shipped as our PCC product slurry to the host paper mill.

WATER WITHDRAWN BY SOURCE

PRODUCT LINE	YEAR	SURFACE (LAKES, PONDS, RIVERS, CREEKS...)	BORE/WELL WATER	HOST MILL	MUNICIPAL/ CITY WATER	TOTAL
Household & Personal Care	2022	0.00	0.00	0.00	0.00	0.00
	2023	0.00	0.00	0.00	0.01	0.01
	2024	0.00	0.00	0.00	0.02	0.02
	2025	0.00	0.00	0.00	0.03	0.03
Specialty Additives	2022	0.54	1.48	3.75	0.02	5.80
	2023	0.28	1.35	3.70	0.03	5.36
	2024	0.26	1.24	3.62	0.02	5.14
	2025	0.19	1.34	3.49	0.02	5.04
High-Temperature Technologies	2022	0.00	0.00	0.00	0.03	0.03
	2023	0.00	0.00	0.00	0.02	0.02
	2024	0.00	0.00	0.00	0.01	0.01
	2025	0.00	0.00	0.00	0.01	0.01
Environmental and Infrastructure	2022	0.00	0.00	0.00	0.00	0.00
	2023	0.00	0.00	0.00	0.00	0.00
	2024	0.00	0.00	0.00	0.01	0.01
	2025	0.00	0.00	0.00	0.00	0.00
MTI Total by Source[1]	**2022**	**0.54**	**1.48**	**3.75**	**0.06**	**5.84**
	2023	**0.28**	**1.35**	**3.70**	**0.06**	**5.40**
	2024	**0.26**	**1.24**	**3.62**	**0.06**	**5.18**
	2025	**0.19**	**1.34**	**3.49**	**0.06**	**5.08**

NOTES:
1. Process water withdrawn is MTI's total water used and includes our cooling tower water.

MINERALS TECHNOLOGIES

PROCESS WATER DISCHARGED TO (BILLION GALLONS)

PRODUCT LINE	YEAR	SPECIFIED DISCHARGE POINT PER PERMIT	HOST MILL	MUNICIPAL/ CITY WASTE TREATMENT	TOTAL
Household & Personal Care	2022	0.00	0.00	0.01	0.01
	2023	0.00	0.00	0.02	0.02
	2024	0.00	0.00	0.00	0.00
	2025	0.00	0.00	0.00	0.00
Specialty Additives	2022	1.29	1.55	0.07	2.91
	2023	0.81	1.39	0.07	2.26
	2024	0.62	1.28	0.07	1.97
	2025	0.50	1.22	0.08	1.80
High-Temperature Technologies	2022	0.00	0.00	0.00	0.00
	2023	0.00	0.00	0.00	0.00
	2024	0.00	0.00	0.00	0.00
	2025	0.00	0.00	0.00	0.00
Environmental and Infrastructure	2022	0.00	0.00	0.00	0.00
	2023	0.00	0.00	0.00	0.00
	2024	0.00	0.00	0.02	0.02
	2025	0.00	0.00	0.00	0.00
MTI Total by Source	**2022**	**1.29**	**1.55**	**0.08**	**2.92**
	2023	**0.81**	**1.39**	**0.09**	**2.28**
	2024	**0.62**	**1.28**	**0.09**	**2.00**
	2025	**0.50**	**1.22**	**0.09**	**1.81**

PROCESS WATER SOURCED FROM (BY REGION IN BILLION GALLONS)

REGIONS	YEAR	SURFACE (LAKES, PONDS, RIVERS, CREEKS...)	BORE/WELL WATER	PUMPED TO HOST MILL	MUNICIPAL/ CITY WATER	TOTAL
Americas	2022	0.39	1.48	1.62	0.01	3.50
	2023	0.11	1.35	1.47	0.00	2.94
	2024	0.09	1.24	1.40	0.02	2.75
	2025	0.04	1.34	1.29	0.02	2.69
Europe	2022	0.15	0.00	1.11	0.04	1.30
	2023	0.17	0.00	0.98	0.05	1.20
	2024	0.17	0.00	0.99	0.04	1.19
	2025	0.15	0.00	0.94	0.04	1.12
Asia	2022	0.00	0.00	1.03	0.01	1.05
	2023	0.00	0.00	1.25	0.01	1.26
	2024	0.00	0.00	1.23	0.01	1.24
	2025	0.00	0.00	1.26	0.00	1.27
MTI Total	**2022**	**0.54**	**1.48**	**3.75**	**0.06**	**5.84**
	2023	**0.28**	**1.35**	**3.70**	**0.06**	**5.40**
	2024	**0.26**	**1.24**	**3.62**	**0.06**	**5.18**
	2025	**0.19**	**1.34**	**3.49**	**0.06**	**5.08**

PROCESS WATER DISCHARGED TO (BY REGION IN BILLION GALLONS)

REGIONS	YEAR	PUMPED TO HOST MILL	MUNICIPAL/ CITY WASTE TREATMENT	SURFACE (LAKES, PONDS, RIVERS, CREEKS...)	MTI TOTAL
Americas	2022	0.87	0.07	1.18	2.12
	2023	0.73	0.07	0.70	1.50
	2024	0.67	0.07	0.51	1.26
	2025	0.61	0.08	0.40	1.09
Europe	2022	0.39	0.01	0.11	0.51
	2023	0.34	0.02	0.11	0.46
	2024	0.31	0.02	0.10	0.43
	2025	0.29	0.00	0.09	0.38
Asia	2022	0.29	0.00	0.00	0.29
	2023	0.32	0.00	0.00	0.32
	2024	0.30	0.00	0.00	0.30
	2025	0.33	0.01	0.00	0.34
MTI Total	**2022**	**1.55**	**0.08**	**1.29**	**2.92**
	2023	**1.39**	**0.09**	**0.81**	**2.28**
	2024	**1.28**	**0.09**	**0.62**	**2.00**
	2025	**1.22**	**0.09**	**0.50**	**1.81**

FRESHWATER WITHDRAWN ABSOLUTE AND INTENSITY METRICS, BY SUBSIDIARY AND REGION (BILLIONS OF GALLONS)

BY PRODUCT LINE	YEAR	FRESHWATER WITHDRAWN[1] (billion gallons)	FRESHWATER WITHDRAWN INTENSITY[2] (gal/ton produced)
Household & Personal Care	2022	0.00	9
	2023	0.00	11
	2024	0.02	49
	2025	0.03	79
Specialty Additives	2022	2.05	3,670
	2023	1.66	3,336
	2024	1.52	3,400
	2025	1.55	4,134
High-Temperature Technologies	2022	0.03	24
	2023	0.02	22
	2024	0.01	8
	2025	0.01	7
Environmental and Infrastructure	2022	0.00	3
	2023	0.01	2,808
	2024	0.01	2,254
	2025	0.00	51
MTI Total	**2022**	**2.08**	**1,010**
	2023	**1.70**	**855**
	2024	**1.55**	**775**
	2025	**1.59**	**770**

BY REGION	YEAR	FRESHWATER WITHDRAWN[1] (billion gallons)	FRESHWATER WITHDRAWN INTENSITY[2] (gal/ton produced)
Americas	2022	1.87	2,459
	2023	1.47	2,119
	2024	1.35	2,167
	2025	1.40	2,441
Europe	2022	0.19	324
	2023	0.22	418
	2024	0.20	392
	2025	0.19	345
Asia	2022	0.01	20
	2023	0.01	17
	2024	0.01	6
	2025	0.00	3
MTI Total	**2022**	**2.08**	**1,010**
	2023	**1.70**	**855**
	2024	**1.55**	**775**
	2025	**1.59**	**770**

NOTES:
1. Freshwater consists of surface water, bore/well water, and municipal/city water.
2. Intensity is calculated from the sites that use freshwater production.

MTI WATER WITHDRAWN (BY WATER STRESS RISK CATEGORIZATION AS DEFINED BY WRI AQUEDUCT MODEL)

WRI AQUEDUCT MODEL	2018	2022	2023	2024	2025
Regions of Low and Low-Medium Water Stress (billion gals)	5.74	4.24	3.58	3.41	3.15
Regions of Medium and Medium-High Water Stress (billion gals)	0.80	0.73	0.76	0.73	0.96
Regions of High and Extremely High-Water Stress (billion gals)	0.87	0.88	1.06	1.03	0.97

WASTE ► LANDFILL WASTE FOR MTI AND SEGMENTS

	2025 % TARGET REDUCTION	2018	2022	2023	2024	2025	TARGET YEAR 2025	% REDUCTION FROM 2018	PROGRESS TO TARGET
Landfill Waste Disposed (tons)	**20%**	**208,946**	**129,269**	**124,816**	**118,011**	**117,781**	**167,157**	**-43.6%**	**218.2%**
Consumer & Specialties		186,304	115,737	110,304	107,800	103,233	149,043	-44.6%	222.9%
Engineered Solutions		22,643	13,531	14,512	10,210	14,548	18,114	-35.8%	178.8%
Landfill Waste Disposed Intensity (lbs disposed/tons produced)	**30%**	**46**	**24**	**21**	**19**	**21**	**32**	**-55.0%**	**182.9%**
Consumer & Specialties		64	35	33	32	33	45	-49.5%	165.2%
Engineered Solutions		14	6	5	4	6	10	-57.4%	191.4%
Landfill Waste Disposed (tons)	**20%**	**208,946**	**129,269**	**124,816**	**118,011**	**117,781**	**167,157**	**-43.6%**	**218.2%**
Americas		170,526	116,515	113,222	107,847	107,793	136,421	-36.8%	183.9%
EMEIA		24,368	9,832	8,817	7,177	7,221	19,495	-70.4%	351.8%
Asia		14,052	2,922	2,776	2,987	2,768	11,242	-80.3%	401.5%
Landfill Waste Disposed Intensity (lbs disposed/tons produced)	**30%**	**46**	**24**	**21**	**19**	**21**	**32**	**-54.9%**	**182.9%**
Americas		55	33	28	25	29	39	-46.9%	156.3%
EMEIA		39	11	9	7	8	28	-79.8%	266.0%
Asia		17	3	3	3	3	12	-84.9%	283.0%

PROCESS WASTE RECYCLED AND BENEFICIAL REUSE

	2018	2022	2023	2024	2025
Process Waste Recycled (tons)	**40,403**	**57,870**	**54,362**	**55,768**	**56,302**
Consumer & Specialties	40,403	57,870	54,310	55,722	56,240
Engineered Solutions	0	0	52	47	62
Process Waste Recycled Intensity (lbs recycled/tons produced)	**8.9**	**10.7**	**9.1**	**8.9**	**9.9**
Consumer & Specialties	14.0	17.6	16.3	16.5	17.7
Engineered Solutions	0.0	0.0	0.0	0.0	0.0
Process Waste Recycled (tons)	**40,403**	**57,870**	**54,362**	**55,768**	**56,302**
Americas	3,735	5,160	4,113	5,492	5,776
EMEIA	13,623	27,654	19,936	21,897	23,444
Asia	23,044	25,056	30,313	28,380	27,082
Process Waste Recycled Intensity (lbs recycled/tons produced)	**8.9**	**10.7**	**9.1**	**8.9**	**9.9**
Americas	1.2	1.4	1.0	1.3	1.6
EMEIA	22.0	29.6	21.2	22.3	25.8
Asia	27.5	28.8	30.5	27.1	24.8

HAZARDOUS WASTE DISPOSED BY MTI, SEGMENT, AND REGION

GENERATION BY SEGMENT	2022	2023	2024	2025
MTI Hazardous Waste (tons)	**290**	**181**	**216**	**263**
Consumer & Specialties	251	164	189	235
Engineered Solutions	39	16	27	28

GENERATION LOCATION (REGION)	2022	2023	2024	2025
MTI Hazardous Waste (tons)	**290**	**181**	**216**	**263**
Americas	153	117	131	130
Europe	124	55	76	126
Asia	13	9	9	7

EXTERNAL CERTIFICATIONS

MTI believes external certifications are important; however, we believe it is more sustainable for us to align our policies and procedures with the external agencies and then apply our own continuous improvement mindset to improve our quality and Environmental, Health & Safety (EHS) metrics. For this reason, we use external certifications as a guide for our policies and practices rather than as a default position across all of our business units.

ENVIRONMENTAL AND ENERGY MANAGEMENT

MTI applies a global EHS Management System across all operations. This system is aligned with ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety) and incorporates standardized policies, procedures, and performance expectations.

- Approximately 10% of MTI sites are externally certified to ISO 14001:2015
- Five sites are certified to ISO 50001:2018 (Energy Management Systems)

QUALITY AND PRODUCT SAFETY

MTI maintains a strong focus on quality and product integrity, supported by globally aligned quality management systems.

- 35% of sites are certified to ISO 9001:2015 (Quality Management Systems)
- Three sites producing food-grade ingredients are certified to FSSC 22000 Food Safety Certification and the British Retail Consortium (BRC) Food Safety Standard

OCCUPATIONAL HEALTH AND SAFETY

MTI's global EHS Management System is aligned with ISO 45001 and supports consistent safety practices across the organization. Approximately 10% of facilities are externally certified to ISO 45001.

SAFETY ► MTI SAFETY METRICS SUMMARY

MTI SAFETY METRICS SUMMARY	2018	2019	2020	2021	2022	2023	2024	2025
Injury Performance								
Total Fatalities	0	0	0	0	0	0	0	0
Employee + Part-Time Employee + MTI-Directed Contractors Fatalities	0	0	0	0	0	0	0	0
Percent of MTI Sites Injury-Free	84%	87%	90%	90%	85%	89%	90%	92%
Total Recordable Injury Rate (TRIR)	1.28	1.12	0.62	0.74	1.29	0.93	0.77	0.57
Lost Workday Injury Rate (LWIR)	0.16	0.26	0.22	0.24	0.27	0.28	0.15	0.14
Number of Recordable Injuries	49	43	22	31	57	40	35	25
Number of Lost Workday Injuries	6	10	8	10	12	12	7	6
Recordable Injury Rate								
Americas	2.06	2.01	0.69	1.07	2.07	1.31	1.35	0.95
Asia	0.23	0.23	0.38	0.10	0.20	0.31	0.00	0.30
Europe	0.69	0.19	0.61	0.69	0.50	0.56	0.41	0.08
MTI Total	1.28	1.12	0.62	0.74	1.29	0.93	0.77	0.57
Regional Lost Workday Injury Rate								
Americas	0.10	0.41	0.15	0.28	0.33	0.25	0.27	0.14
Asia	0.00	0.12	0.25	0.10	0.10	0.21	0.00	0.20
Europe	0.39	0.09	0.30	0.40	0.30	0.45	0.08	0.08
MTI Total	0.16	0.26	0.22	0.24	0.27	0.28	0.15	0.14
Independent Contractor Metrics								
Number of Recordable Injuries	3	2	5	2	5	4	4	3
Number of Near Miss Reports	154	123	171	79	46	32	23	28
Independent Contractor Fatalities	0	0	0	0	0	0	0	0

WORKFORCE DEMOGRAPHICS

MTI EMPLOYEES	
Total	**3,782**
Female	611
Male	3,171
Full-time Employees	99%
Part-time Employees	1%
Permanent Employees	97%
Flexible Employees	3%
Average Age	44.14
Average Tenure (years)	10.59
Minimum Working Age	18

NEW HIRE DEMOGRAPHICS	
Total New Hires	**547**
By Gender	
Female	75
Male	472
By Region	
Asia	75
Europe	141
Americas	331
By Age Category	
Under 30	221
30-50	264
50 or older	62

DIVERSITY METRICS	2018		2025	
Women in the Workforce	545	14.7%	611	16.2%
Women in Management	77	13.2%	104	17.6%
Racial and Ethnic Minorities (U.S.)	225	13.5%	287	18.3%
Racial and Ethnic Minorities in Management (U.S.)	23	9.5%	37	13.8%

TURNOVER DEMOGRAPHICS

2025 Turnover Rate	Female Turnover %	Male Turnover %	Overall Turnover
Voluntary Including Retirements	9.5	11.1	16.5%
Involuntary	11.4	4.1	
Overall	21.2	15.3	

	Female	Male	Total
Voluntary	61	362	423
Involuntary	73	135	208
Total	134	497	631

TRAINING THROUGH MTI ACADEMY (HOURS)	
Total	**43,241**
Corporate Compliance	1,585
Cybersecurity	3,371
D&I	1,875
EHS	8,291
Job-related or Employee Development	25,387
Onboarding	2,732
# of Course Completions	**76,676**

EMPLOYEE LEARNING AND ENGAGEMENT
4,502 employees accessed MTI Academy in 2025
17 courses per employee (average)

TRAINING BY EMPLOYEE CLASSIFICATION

CLASSIFICATION	TOTAL TRAINING HOURS	AVERAGE TRAINING HOURS
Frontline/Manufacturing	27,007.6	9.8
Office/Professional	4,273.9	7.5
Staff	11,567.6	9.9

AVERAGE ANNUAL TRAINING HOURS BY GENDER

GENDER	AVERAGE ANNUAL TRAINING HOURS (PER YEAR)
Female	9
Male	10
Total Employees	9.28

FRAMEWORKS AND INDEXES

(GRI, SASB, TCFD)

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

We continue to follow the GRI Standards as a guide for identifying, measuring, and disclosing our non-financial impacts.

Statement of use: Minerals Technologies Inc. has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025.
GRI 1 used: GRI 1: Foundation 2021

GRI STANDARD/OTHER SOURCE	DISCLOSURE	RESPONSE/LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Minerals Technologies, Inc.: 622 Third Avenue, 38th Floor, New York, NY 10017 USA MTI is a publicly traded corporation (NYSE: MTX).
	2-2 Entities included in the organization's sustainability reporting	This report covers Minerals Technologies, Inc. and its subsidiaries.
	2-3 Reporting period, frequency and contact point	Reporting period: January 1, 2025 – December 31, 2025 Frequency: Annual Contact: Lydia Kopylova, VP Investor Relations, Phone: (212) 878-1816
	2-4 Restatements of information	There are no material or significant restatements of information compared to the previous reports. We updated some safety incident data to reflect resolution of cases and prior year environmental emission data as result of acquisitions.
	2-5 External assurance	MTI is not seeking external assurance for this report. MTI has started to investigate external assurance requirements.
	2-6 Activities, value chain and other business relationships	MTI is a resource- and technology-based company that develops, produces, and markets worldwide a broad range of specialty mineral, mineral-based, and synthetic mineral products and related systems and services. MTI's products are available globally and not restricted in any form for the intended use. See Our Company page 5 and Sustainable Growth and Innovation pages 17-19.
	2-7 Employees	See Our People and Communities pages 39-42 and Appendix page 68.
	2-8 Workers who are not employees	See Our People and Communities pages 39-42 and Appendix page 68.
	2-9 Governance structure and composition	See Sustainability Governance page 11 and our 2026 Proxy.
	2-10 Nomination and selection of the highest governance body	See Sustainability Governance page 11 and our 2026 Proxy.
	2-11 Chair of the highest governance body	Douglas T. Dietrich is our Chairman and CEO. Robert L. Clark is our Lead Independent Director.
	2-12 Role of the highest governance body in overseeing the management of impacts	See Sustainability Governance page 11 and our 2026 Proxy.
	2-13 Delegation of responsibility for managing impacts	See Sustainability Governance page 12 and our 2026 Proxy.
	2-14 Role of the highest governance body in sustainability reporting	See Sustainability Governance pages 11-12 and our 2026 Proxy.

GRI STANDARD/OTHER SOURCE	DISCLOSURE	RESPONSE/LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	See MTI Code of Conduct, MTI Supplier Code of Conduct, and 2026 Proxy.
	2-16 Communication of critical concerns	See Sustainability Governance page 12, our 2026 Proxy, and our 2025 Annual Report and Form 10-K.
	2-17 Collective knowledge of the highest governance body	See Sustainability Governance page 12 and our 2026 Proxy.
	2-18 Evaluation of the performance of the highest governance body	See our 2026 Proxy.
	2-19 Remuneration policies	See our 2026 Proxy.
	2-20 Process to determine remuneration	See our 2026 Proxy.
	2-21 Annual total compensation ratio	See our 2026 Proxy.
	2-22 Statement on sustainable development strategy	See Our Company page 5, Sustainable Growth and Innovation page 17, Sustainable Sourcing page 26, our 2026 Proxy, and our 2025 Annual Report and Form 10-K.
	2-23 Policy commitments	See Policies and Guidelines page 13.
	2-24 Embedding policy commitments	See Policies and Guidelines page 13.
	2-25 Processes to remediate negative impacts	See Sustainability Governance page 15 and our 2026 Proxy.
	2-26 Mechanisms for seeking advice and raising concerns	See Sustainability Governance page 15 and Business Conduct Hotline.
	2-27 Compliance with laws and regulations	See Sustainability Governance page 15 and Policies and Guidelines page 13.
	2-28 Membership associations	MTI employees hold numerous relevant industry and professional memberships, including the following significant organizations: Association for Manufacturing Excellence (AME), American Society of Safety Professionals (ASSP), Industrial Minerals Association (IMA), Sorptive Minerals Institute (SMI), American Society of Mechanical Engineers (ASME), American Petroleum Institute (API), American Conference of Governmental Industrial Hygienists (ARCGIS), American Industrial Hygiene Association (AIHA), American Board of Industrial Hygiene (ABIH), and Produced Water Society (PWS).
	2-29 Approach to stakeholder engagement	See our 2026 Proxy and 2025 Annual Report and Annual Meeting, Human Rights Policy, and Indigenous People Policy.
	2-30 Collective bargaining agreements	We respect our employees' right to join, or refrain from joining, any lawful organization, including trade unions and works councils, and we are committed to complying with all applicable local and national laws pertaining to freedom of association and collective bargaining. See MTI's Human Rights Policy.
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	MTI has conducted materiality assessments and identified our major stakeholders. We consult with representatives of our major stakeholder groups including communities where we work, customers, elected officials, employees, investors, regulatory agencies, and suppliers. In these discussions, we highlight the MTI values, our sustainability principles, targets, initiatives, and performance, and the economic benefit that we strive to deliver to each of our diverse stakeholders, and we listen to their key topics and any concerns our stakeholders have with MTI. When concerns are raised, we determine the best method to move forward to address these concerns with new and revised policies, practices, and governance practices. We report on these topics throughout this report, our 2025 Annual Report and Form 10-K, and our 2026 Proxy.
	3-2 List of material topics	The safety of our employees, contractors, and the communities where we work is our most material topic. We report additional material topics throughout this report and in the following areas: for economic sustainability, our materiality includes being a long-term economic partner in the markets we serve and delivering value to the communities where we work, our customers and suppliers, and our investors. For our mining and land reclamation activities, we have long-term partnerships with our landowners and regulators that oversee our activities. For our environmental arena, our material topics include Scope 1, 2, and 3 emissions, alignment with CDP, the amount of water withdrawn and discharged, our landfill waste, and our environmental releases.

MINERALS TECHNOLOGIES

GRI STANDARD/OTHER SOURCE	DISCLOSURE	RESPONSE/LOCATION
Economic performance (MTI Material Topic: Financial Performance)		
GRI 3: Material Topics 2021	3-3 Management of material topics	See Our Company page 5, Sustainable Growth and Innovation page 17, Sustainable Sourcing page 26, our 2026 Proxy, and our 2025 Annual Report and Form 10-K for 2025 revenues generated, economic value distributed including dividends to shareholders, operating costs including purchase from suppliers, employee wages and benefits, payments to providers of capital, community investments, and economic value retained.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	See Our Company page 5, Sustainable Growth and Innovation page 17, Sustainable Sourcing page 26, our 2026 Proxy, and our 2025 Annual Report and Form 10-K.
	201-2 Financial implications and other risks and opportunities due to climate change	See our Task Force on Climate Related Financial Disclosures (TCFD) pages 79-82, our 2026 Proxy, and our 2025 Annual Report and Form 10-K.
	201-3 Defined benefit plan obligations and other retirement plans	Our People and Communities page 42, our 2026 Proxy, and our 2025 Annual Report and Form 10-K.
	201-4 Financial assistance received from government	No material governmental financial assistance was received.
Indirect economic impacts (MTI Material Topic: Sustainable Growth Investing)		
GRI 3: Material Topics 2021	3-3 Management of material topics	See Our Company page 5, Sustainable Growth and Innovation page 17, Sustainable Sourcing page 26, our 2026 Proxy, and our 2025 Annual Report and Form 10-K for 2025 capital investments including investments into the facilities in which we work, purchases from suppliers, and community investments.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	See Our Company page 5, Sustainable Growth and Innovation page 17, Sustainable Sourcing page 26, our 2026 Proxy, and our 2025 Annual Report and Form 10-K for 2025 capital investments including investments into the facilities in which we work and community investments.
	203-2 Significant indirect economic impacts	See Our Company page 5, Sustainable Growth and Innovation page 17, Sustainable Sourcing page 26, our 2026 Proxy, and our 2025 Annual Report and Form 10-K for 2025 capital investments including purchases from local suppliers and community engagement.
Procurement practices (MTI Material Topic: Legal Compliance)		
GRI 3: Material Topics 2021	3-3 Management of material topics	See Our Company page 5, Sustainable Growth and Innovation page 19, Sustainable Sourcing page 26, our 2026 Proxy, and our 2025 Annual Report and Form 10-K for information on how we manage procurement practices, purchases from suppliers including policies and practices used to select locally based suppliers, anti-corruption, and our Supplier Code of Conduct and Conflict Minerals Policies.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	See Our Company page 5 and Sustainable Sourcing page 26 for information on how we manage procurement practices and purchases from suppliers including policies and practices used to select locally based suppliers.
Anti-Corruption (MTI Material Topic: Legal Compliance)		
GRI 3: Material Topics 2021	3-3 Management of material topics	See MTI's Code of Conduct, Anti-Corruption and Anti-Bribery Policy, Sustainable Sourcing page 26, and Supplier Code of Conduct for information on how we manage and reduce risk associated with corruption and conflicts of interest that our employees or people linked to activities, products, or services may have.
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	MTI assesses 100% of our global operations and all facilities for risks related to corruption.
	205-2 Communication and training about anti-corruption policies and procedures	MTI has communicated our Code of Conduct and Anti-Corruption and Anti-Bribery Policies and Procedures to 100% of our global governance body members and 100% of our global employees. We have communicated our Anti-Corruption and Anti-Bribery Policies and Procedures and our Supplier Code of Conduct to 100% of our global suppliers.
	205-3 Confirmed incidents of corruption and actions taken	MTI is not aware of any instances of corruption in 2025.

GRI STANDARD/OTHER SOURCE	DISCLOSURE	RESPONSE/LOCATION
Energy (MTI Material Topic: Decreased Impact)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our goal is to reduce overall energy usage and to use energy more efficiently as we sustain economic viability and growth. We report total energy, total direct, and total indirect energy as well as energy usage reduction targets, initiatives, actions, and results. See Environment page 46 and Appendix pages 56-60.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	We report energy consumption within MTI via our reporting of total energy and total direct energy as well as energy usage reduction targets, initiatives, actions, and results. See Environment pages 47-49 and Appendix page 60.
	302-2 Energy consumption outside of the organization	We report energy consumption outside our organization using the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
	302-3 Energy intensity	We report energy intensity with tons produced as the denominator for our fuel and electricity usage as well as energy intensity usage reduction targets, initiatives, actions, and results. See Environment pages 46-48 and Appendix page 56.
	302-4 Reduction of energy consumption	We report our energy consumption reduction targets, initiatives, actions, and results via our reporting of fuel and electricity consumption reduction and total energy and total direct energy reduction. See Environment pages 46-48 and Appendix page 60.
	302-5 Reductions in energy requirements of products and services	We report our initiatives to produce products that require less energy to produce or process and enable a lower environmental footprint of our customers as a result of using our products in our Sustainable Growth and Innovation page 20-22.
Water and effluents (MTI Material Topic: Decreased Impact)		
GRI 3: Material Topics 2021	3-3 Management of material topics	We recognize the human right to water and its importance to the health and economic well-being of communities. Several of our products require water for processing and manufacturing, and we accept our responsibility to use this natural resource efficiently and safely. Accordingly, our guiding principle and longstanding practice is to measure, monitor, conserve, and recycle as much water as possible, and to discharge water responsibly and in compliance with all relevant permits, regulations, and policies. See our Water Policy.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	In Environment pages 50-51, Appendix pages 61-65, and SASB Index page 77, we detail how we use, withdraw, consume, and discharge water, including source of withdrawal and discharge. We detail our water withdrawal and discharge reduction targets, initiatives, actions, and results as well as the location and percentage of water sources from water-stressed regions.
	303-2 Management of water discharge-related impacts	We recognize the human right to water and its importance to the health and economic well-being of communities. We accept our responsibility to use this natural resource efficiently, discharge water responsibly, and uphold water discharge quality to protect ecosystems, wildlife, and human health and welfare. We commit to maintaining compliance with all relevant permits, regulations, and policies. See our Water Policy.
	303-3 Water withdrawal	In Environment pages 50-51, Appendix pages 61-65, and SASB Index page 77, we detail how we withdraw water, including source of withdrawal. We detail our water withdrawal reduction targets, initiatives, actions, and results as well as the location and percentage of water sourced from water-stressed regions.
	303-4 Water discharge	In Environment pages 50-51, Appendix pages 61-65, and SASB Index page 77, we detail how we discharge water, including discharge destination. We detail our water discharge reduction targets, initiatives, actions, and results.
	303-5 Water consumption	In Environment pages 50-51, Appendix pages 61-65, and SASB Index page 77, we detail how we consume water in our processes. We detail our water consumption reduction targets, initiatives, actions, and results and the percentage sourced from water-stressed areas.
Emissions (MTI Material Topic: Decreased Impact)		
GRI 3: Material Topics 2021	3-3 Management of material topics	MTI recognizes the health and environmental issues associated with CO_2 emissions and related airborne pollutants (carbon monoxide [CO], nitrogen oxide [NO_x], sulfur dioxide [SO_2], and volatile organic compounds [VOC]) and diligently works to reduce our impacts. Our goal is to convert all fuels to the lowest-carbon emitting alternative and to use fuels more efficiently as we identify our highest-emitting activities, implement corresponding energy efficiency programs and energy management systems, and engage employees across the company in adopting a more energy-efficient mindset. See Environment pages 47-49, Appendix pages 56-59, and SASB Index page 77 where we detail our emissions reduction activities.

GRI STANDARD/OTHER SOURCE	DISCLOSURE	RESPONSE/LOCATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our Scope 1 reduction overall goal is to convert all fuels to the lowest-carbon emitting alternative and to use fuels more efficiently as we identify our highest-emitting activities, implement corresponding energy efficiency programs and energy management systems, and engage employees across the company in adopting a more energy-efficient mindset. See Environment page 47, Appendix page 56, and SASB Index page 77 where we detail our Scope 1 emissions reduction activities.
	305-2 Energy indirect (Scope 2) GHG emissions	Our Scope 2 reduction overall goal is to source the highest percentage of green electricity possible and to use electricity more efficiently as we identify our highest-emitting activities, implement corresponding energy efficiency programs and energy management systems, and engage employees across the company in adopting a more energy-efficient mindset. See Environment page 48, Appendix page 56, and SASB Index page 77 where we detail our Scope 2 emissions reduction activities.
	305-3 Other indirect (Scope 3) GHG emissions	2023 was the first year in which we disclosed our Scope 3 emissions, and we will set Scope 3 reduction targets in the near future. Our overall Scope 3 goals are to identify our highest-emitting activities, implement corresponding energy efficiency programs and energy management systems, and engage employees across the company in adopting a more energy-efficient mindset. See Environment page 49 and Appendix page 59 where we detail our Scope 3 emissions.
	305-4 GHG emissions intensity	Our Scope 1 and 2 intensity reduction overall goal is to convert all fuels and electricity to the lowest-carbon emitting alternative and to use fuels more efficiently as we identify our highest-emitting activities, implement corresponding energy efficiency programs and energy management systems, and engage employees across the company in adopting a more energy-efficient mindset. See Environment pages 46-48, Appendix page 56, and SASB Index page 77 where we detail our Scope 1 and 2 emissions intensity reduction activities.
	305-5 Reduction of GHG emissions	MTI measures GHG as CO_2, CH_4, N_2O, HFCs, PFCs, SF6, and NF3. See Environment page 47, Appendix page 56, and SASB Index page 77 where we detail our GHG emissions reduction activities.
	305-6 Emissions of ozone-depleting substances (ODS)	MTI does not emit any ozone-depleting substances.
	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	MTI measures and reports our airborne pollutants as NO_x, SO_x, Volatile Organic Compounds (VOC), and Hazardous Air Pollutants (HAP). See Environment page 47, Appendix page 56, and SASB Index page 77 where we detail our airborne pollutants reduction activities.
Waste (MTI Material Topic: Decreased Impact)		
GRI 3: Material Topics 2021	3-3 Management of material topics	We report the volume of our landfill waste and hazardous waste that we generate directly as it relates to our production activities. We also have started reporting the value chain of our products as they move through customers' value chain and eventually become waste.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	See Environmental section pages 52-53 and Appendix pages 65-66.
	306-2 Management of significant waste-related impacts	See Environmental section pages 52-53 and Appendix pages 65-66.
	306-3 Waste generated	See Environmental section pages 52-53 and Appendix pages 65-66.
	306-4 Waste diverted from disposal	See Environmental section pages 52-53 and Appendix pages 65-66.
	306-5 Waste directed to disposal	See Environmental section pages 52-53 and Appendix pages 65-66.
Supplier environmental assessment (MTI Material Topic: Decreased Impact)		
GRI 3: Material Topics 2021	3-3 Management of material topics	We report our Sustainable Sourcing activities and our efforts to identify and mitigate the salient risks. See Sustainable Sourcing page 27 and Policies page 13.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	See Sustainable Sourcing page 26 and Policies page 13.

GRI STANDARD/OTHER SOURCE	DISCLOSURE	RESPONSE/LOCATION
Employment (MTI Material Topic: People-Focused Culture)		
GRI 3: Material Topics 2021	3-3 Management of material topics	We report our policies and procedures for employment within our organization and our expectations for our suppliers. See Our People and Communities page 39 and Appendix page 68.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	See Our People and Communities page 39 and Appendix page 68.
Occupational health and safety (MTI Material Topic: Health and Safety)		
GRI 3: Material Topics 2021	3-3 Management of material topics	We report our occupational health and safety management system and risk mitigation; hazard identification, risk assessment, and incident investigation; worker participation and consultation; worker training on occupational health and safety; and prevention and mitigation of occupational health and safety impacts. See Safety pages 32-33 and Appendix page 67.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	See Safety page 33 and Appendix page 67.
	403-2 Hazard identification, risk assessment, and incident investigation	See Safety pages 34-37 and Appendix page 67.
	403-4 Worker participation, consultation, and communication on occupational health and safety	See Safety page 32-33 and Appendix page 67.
	403-5 Worker training on occupational health and safety	See Safety page 32-33 and Appendix page 67.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Safety pages 34-37 and Appendix page 67.
	403-8 Workers covered by an occupational health and safety management system	See Safety page 32-33 and 37 and Appendix page 67.
	403-9 Work-related injuries	See Safety page 33 and Appendix page 67.
Training and education (MTI Material Topic: People-Focused Culture)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Training, education, and upgrading the skills of our employees are important to MTI and we discuss our training programs, average hours of training per year per employee, programs for upgrading employee skills, and percentage of employees receiving regular performance and career development reviews in Our People and Communities pages 40-41 and Appendix page 68.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	See Our People and Communities pages 40-41 and Appendix page 68.
	404-2 Programs for upgrading employee skills and transition assistance programs	See Our People and Communities pages 40-41.
	404-3 Percentage of employees receiving regular performance and career development reviews	See Our People and Communities pages 40-41.

MINERALS TECHNOLOGIES

GRI STANDARD/OTHER SOURCE	DISCLOSURE	RESPONSE/LOCATION
Diversity and equal opportunity (MTI Material Topic: People-Focused Culture)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and Inclusion (D&I) are important to MTI, and we discuss our D&I programs and the diversity of our Board of Directors, management, and employees. See Our People and Communities page 39, Sustainability Governance page 11, and Appendix page 68.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	See Our People and Communities page 39, Sustainability Governance page 11, and Appendix page 68, and our 2026 Proxy.
Freedom of association and collective bargaining (MTI Material Topic: People-Focused Culture)		
GRI 3: Material Topics 2021	3-3 Management of material topics	We respect our employees' right to join, or refrain from joining, any lawful organization, including trade unions and works councils, and we are committed to complying with all applicable local and national laws pertaining to freedom of association and collective bargaining. We believe in providing fair and equitable wages and, at a minimum, adhere to all applicable wage, work hours, overtime and benefits laws, and the terms of applicable collective bargaining agreements, and are committed to identify non-compliance with our policy. See Human Rights Policy.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	100% of our global operations follow our Human Rights Policy and we respect our employees' right to join, or refrain from joining, any lawful organization, including trade unions and works councils. We are committed to complying with all applicable local and national laws pertaining to freedom of association and collective bargaining.
Rights of Indigenous Peoples (MTI Material Topic: People-Focused Culture)		
GRI 3: Material Topics 2021	3-3 Management of material topics	MTI acknowledges that certain of its operations are or may become located in the homelands of Indigenous Peoples and that any such operations may have affected the rights and lives of those people in ways that the company might not fully appreciate or understand. Our Indigenous People Policy highlights our approach for dealing with the communities, including Indigenous Peoples, where it operates, explores, and actively manages facilities. Commensurate with these values, the company recognizes and respects the diversity, cultures, customs, and values of the Indigenous Peoples where the company operates and acknowledges their needs, concerns, and aspirations regarding their heritage and traditions.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	MTI is not aware of any instances or violations involving rights of Indigenous Peoples.
Customer health and safety (MTI Material Topic: Health and Safety)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product safety is material to MTI. We report on how we develop products with sustainability in mind and assess the health and safety impacts of our products and services in research and development, manufacturing and production, and the development of Safety Data Sheets and other customer information. See Sustainable Growth and Innovation page 24.
Biodiversity		
GRI 304: Biodiversity	GRI 304-1 Operational sites owned, leased, managed, or adjacent to protected areas or high biodiversity value areas	See Sustainable Sourcing pages 28-30 for details.
	GRI 304-2 Significant impacts of activities, products, and services on biodiversity	MTI implements mitigation measures to reduce biodiversity impacts, including habitat enhancement, land access improvements, infrastructure modifications to protect wildlife, and partnerships to support species conservation. A U.S.-wide at-risk species strategy has been developed. See Sustainable Sourcing pages 28-30 for details.
	GRI 304-3 Habitats protected or restored	MTI conducts habitat protection and restoration across its operations. See Sustainable Sourcing pages 28-30.
	GRI 304-4 IUCN Red List species and/or national conservation list species with habitats in areas affected by operations	MTI operates in areas with species listed on federal and state conservation lists. Mitigation and habitat management programs support their protection. See Sustainable Sourcing pages 28-30.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

RESOURCE TRANSFORMATION SECTOR

The disclosures in this report are aligned with the Sustainability Accounting Standards Board (SASB) standards for the Chemicals Sustainability Accounting Standard RT-CH, version 23-12 and informed by the industry-based guidelines of the IFRS S2 Climate-related Disclosures issued by the International Sustainability Standards Board (ISSB).

TOPIC	ACCOUNTING METRIC	CODE	2025 DISCLOSURE
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	- 265,805 metric tons of CO_2 - 0 metric tons of methane (CH_4) - 0 metric tons of hydrofluorocarbons (HFCs) - 0 metric tons of perfluorocarbons (PFCs) - 0 metric tons of sulfur hexafluoride (SF6) - 0 metric tons of nitrogen trifluoride (NF3) - 0.0% are covered under emissions-limiting regulations
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	See Emissions detail in Environment page 47 and Appendix page 56.
Air Quality	Air emissions of the following pollutants: (1) NO_x (excluding N_2O), (2) SO_x, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	(1) 1,070 metric tons NO_x (2) 156 metric tons SO_x (3) 80 metric tons VOCs (4) Less than 0.1 metric ton HAPS - MTI uses continuous emissions monitoring systems and engineering calculations for determining the pollutant emissions - See Airborne Pollutants detail in Environment page 47 and Appendix page 56.
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	(1) 6,353,111 GJ consumed (2) 17% grid electricity (3) 11% self-generated and purchased electricity from renewables (4) 0.12% self-generated renewable energy See our Energy Reduction and Efficiency improvement programs in Environment page 46 and Appendix page 60.
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	(1) 19,226 thousand cubic meters total water withdrawn from all sources with 6,011 thousand cubic meters of freshwater withdrawn and 13,215 thousand cubic meters reused/recycled non-potable water obtained from host mill; 19% of total water withdrawn from High or Extremely High Baseline Water Stress regions. (2) 12,376 thousand cubic meters consumed from all sources with water consumed composed of 4,055 thousand cubic meters freshwater consumed and 8,321 thousand cubic meters reused/recycled non-potable process water obtained from host paper mill; 21.9% of the total water consumed from High or Extremely High Baseline Water Stress regions.
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	No incidents
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	See Water discussion in Environment pages 50-51 and Appendix page 61.

TOPIC	ACCOUNTING METRIC	CODE	2025 DISCLOSURE
Hazardous Waste Management	Amount of hazardous waste generated; percentage recycled	RT-CH-150a.1	239 metric tons, 5% recycled, 55% incinerated for fuel value. MTI utilizes the hazardous waste definition of waste with properties that make it dangerous or capable of having a harmful effect on human health or the environment as defined by the policies and regulations that oversee each of our manufacturing site locations. For example, in the U.S., we utilize the Resources Conservation and Recovery Act (RCRA) and governing state regulations. In Europe, we use the EU Waste Framework Directive.
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	See Our People and Communities page 43 and Policies page 13.
Workforce Health and Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	(1) 0.54 (2a) 0 (2b) 0
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	See Safety page 32.
Product Design for Use-Phase Efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-320a.2	67% of our total company revenue was derived from products and services that enhance both MTI's and our customers' sustainability objectives. See Sustainable Growth and Innovation page 20, Appendix page 59 and Our Company page 4.
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Not reported
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	See Sustainable Growth and Innovation page 24.
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Not applicable, 0% of our products contain GMOs
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	We engage with key shareholders on sustainability, which includes ongoing and evolving dialogues with local communities, interactions with our suppliers and customers, and collaboration with governmental officials and regulators that oversee our operations to enhance our sustainability practices. MTI is not affiliated with any political party, individual members of legislature, incumbents, or candidates for any political office. MTI does not make political contributions.
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Not reported
	Number of transport incidents	RT-CH-540a.2	One transport incident
Activity Metrics	Production by reportable segment	RT-CH-000.A	10,322,409 metric tons

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

MTI recognizes that climate change represents a risk to our operations and has adopted a proactive approach to mitigate this risk. We are committed to enhancing transparency in our climate-related financial disclosures, outlining our approach to governance, strategy, risk management, resiliency, and performance. Below is a summary of our TCFD-aligned disclosures, with adjustments made to begin our alignment with the IFRS S2 Climate-related Disclosures standard issued by the International Sustainability Standards Board (ISSB).

GOVERNANCE

Board Oversight

The MTI Board of Directors has primary responsibility for oversight of risk and strategy for the company, which includes our sustainability efforts as well as climate-related risks and opportunities.

Under the directive of the full Board, the Corporate Governance and Nominating Committee (the Committee) meets at least four times a year and is directly responsible for reviewing and evaluating MTI's programs, policies, and practices relating to social, environmental, and governance issues that could impact the long-term sustainability of our business. This includes strategy, risks, and opportunities, environmental performance, progress against 2025 sustainability targets, and new targets, among other topics. In addition, the entire Board follows a formal, monthly schedule for consideration of EHS and people-related matters, which are reviewed at each regularly scheduled board meeting. Overall corporate responsibility efforts, including sustainability and climate-related matters and progress, are periodically reviewed with the Committee as well as the full Board at regularly scheduled board meetings.

We believe climate-related risks and opportunities directly influence and impact the duties of all Committees of the Board. Thus, climate-related risks and opportunities influence our Board composition and director skills matrix so that we can robustly plan for how MTI will adapt to thrive in a lower-carbon economy, drive organizational performance, support our sustainability initiatives, and ensure regulatory conformance. Accordingly, we have added Board members with water and climate change experience.

Management Oversight

Our Chairman and CEO champions sustainability at an organizational level and the leaders of each business segment and product line drive sustainability practices and initiatives as part of their overall business strategy. MTI's Leadership Council (LC) under the direction of our Chairman and CEO oversees businesses, functional areas, and our culture-based Lead Teams—all of which integrate sustainable processes and practices into their strategies and identify and manage risks. The entire LC, which is composed of our senior business and resource unit executives, is actively engaged in the management of MTI's broad sustainability practices. Furthermore, each one of our Lead Teams has an executive sponsor from the LC to provide executive oversight and direction.

In addition, we have a Sustainability Lead Team (the Team) comprised of senior leaders across the organization with functional expertise, including within the areas of EHS, Legal and Compliance, Investor Relations, Finance, Communications, Human Resources, Global Supply Chain, Research and Development, Manufacturing, and Commercial. The Team reports directly to our Chairman and CEO and has full-team meetings at least once a month, with sub-teams meeting more frequently. The Team provides regular progress updates to our CEO, the LC, the Board Committee, and the full Board. The Team seeks to ensure a comprehensive approach to developing and progressing our company-wide sustainability strategies and initiatives, driving alignment across the organization to address emerging risks and opportunities. The Team also focuses on managing progress toward achieving our 2025 environmental targets and is determining recommendations for our 2025-2035 targets.

STRATEGY

We have identified climate-related risks and opportunities that may affect us over the short- (2026–2028), medium- (2028–2035), and longer- (2035–2050) term. Please also see our Proxy and 10-K.

Key risks and opportunities include:

Transition Risks and Opportunities

Regulatory Risks: Current and emerging regulations are relevant and always included in the company's processes for identifying and assessing climate-related risks because our operational footprint includes many countries with different regulatory requirements, and the consequences for non-compliance could negatively impact our operations, financial performance, and reputation. We continue to monitor evolving climate-related regulatory requirements, including the U.S. Securities and Exchange Commission's (SEC) proposed climate disclosure rules, the European Union's Corporate Sustainability Reporting Directive (CSRD), and the IFRS Sustainability Disclosure Standards (IFRS S1 and S2), which incorporate the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). While California's Climate Corporate Data Accountability Act (SB 253) and Climate-Related Financial Risk Act (SB 261) have been enacted, they do not currently apply to our operations based on existing applicability thresholds. We are monitoring the status of several other proposed climate change regulatory actions that may impact our operations if the rules were finalized. Currently, we are subject to certain requirements under the U.S., European, and several other countries' clean air, clean water, and waste disposal, including hazardous waste, legislation. In addition, certain company operations involve and have involved the use and release of substances that have been and are classified as toxic or hazardous within the meaning of these laws and regulations. Environmental operating permits are, or may be, required for certain company operations and such permits are subject to modification, renewal, and revocation. We are also subject to land reclamation and protection of biodiversity requirements relating to our mining operations. In addition to environmental and health and safety laws and regulations, we are subject to a wide variety of other federal, state, local, and foreign laws and regulations in the countries where we conduct business. The company regularly monitors and reviews its operations, procedures, and policies for compliance with these laws and regulations.

Reputational Risk: Reputation is relevant and always included in MTI's processes for identifying and assessing climate-related risks, including the potential of lost revenue that may arise from customers' dissatisfaction with MTI's failure to substantially meet its goals for emissions reduction and/or a lack of participation in various environmental disclosure platforms.

Additionally, we regularly assess how we might be influenced by a changing climate and take seriously the potential for business disruption that could occur under extreme weather and natural disasters, and reputational risk from not proactively addressing climate change issues including the potential negative impact of lost revenue and increased expenses that could arise from damaged infrastructure.

Market Opportunities: Market opportunities include the opportunity to provide products to support the carbon reduction goals of partners. Shifts in supply and demand are relevant and always included in the company's processes for identifying and assessing climate-related risks due to the potential impact of decreased revenues that could arise from not capitalizing on new market opportunities, as well as increased revenue from energy-efficiency product demand. We are constantly evaluating opportunities to improve our existing products, technologies, and production processes—or creating new ones—to help reduce MTI's and our customers' impact on the environment.

Please see our Sustainable Growth and Innovation section, pages 20-22. We see our global reach and our sourcing of our raw materials from several bentonite and carbonate mines around the globe as an advantage as we believe this gives us a potential market advantage compared to competitors that source from one location.

Technology Opportunities: Technology opportunities include the opportunity to take advantage of innovative technologies for our company's internal operations, including carbon capture, energy reductions, and energy efficiency to lower our carbon emissions and footprint. We can also enhance our offering of new technologies to our customers to improve their operations, energy efficiency, and reduce their carbon footprint. For example, we are able to convert to lower-carbon emitting fuels and investigate electrification of all operations as technology becomes available. We can source additional green electricity from solar panel fields, wind farms, battery storage, and geothermal energy for our energy efficiency. For our customers, we are increasing the offerings of our efficiency improvement products. We have several businesses where our products improve our customers' operations and energy efficiency by making them more sustainable and productive while creating less waste/scrap. We have a broad product pipeline designed to sequester CO2 from paper mill exhaust stacks to prevent pollution from spreading in the environment, remove contaminants from water and soil, capture and remove "forever chemicals," also known as per- and polyfluoroalkyl substances (PFAS), and improve the quality of water for safe discharge. We believe these energy efficiency and pollution prevention opportunities will continue to increase. We recognize that the timing of technology development and deployment is a key uncertainty in modeling and understand technology risk.

Physical Risks

Acute Physical: Acute physical risk is relevant and always included in MTI's process for identifying and assessing climate-related risks due to the potential negative impact of lost revenue that may arise from natural disasters or adverse weather conditions, including severe weather events such as cyclones, hurricanes, or floods. We rely on ship, rail, and truck transportation to move our products around the globe.

Severe weather conditions can cause temporary delays in the movement of our raw materials and products. Natural disasters, such as hurricane-induced flooding or storm-induced bridge outages, can impede the movement of our raw materials and products for up to several weeks. Our oil and gas customers' production facilities are subject to natural disasters, such as hurricanes, which could lead to lower sales for MTI in the June to November months.

Chronic Physical: Chronic physical risks from changing climate patterns, including sustained higher temperatures that may cause higher sea level or chronic heat waves, are part of our process for identifying and assessing climate-related risk factors. Some of our products in the Engineered Solutions segment within the Environmental & Infrastructure product line are impacted by weather and soil conditions. Rising global temperatures and changes in weather patterns that result from climate change could exacerbate these risks, which could in turn lead to lower sales. We have a few sites that are located in coastal areas and could be impacted by rising global temperatures and rising sea levels. These sites may experience flooding that could impact transportation to and from our facility, logistics, and operations. Conversely, with some weather models predicting dryer regional weather patterns, some of our mining areas may benefit from less rainfall as we would need less fossil fuel energy to dry our clays and could utilize more sun drying.

Impact on Strategy: Our Board and Management teams consider sustainability a vital driver of our long-term growth. As a global resource- and technology-based manufacturing company, we recognize the significance of climate change and responsible consumption and production, and our role in addressing our stakeholders' interest in these issues. We have a responsibility to ensure compliance with all environmental regulations in the locations where we operate, which includes reducing the impact of our operations on people, communities, and the planet. We are aware of the risks posed to our business by climate change (including physical risks) and have been working to reduce environmental impact through more efficient manufacturing processes and best practice adoption. Additionally, we are focused on evolving our new product development processes and pipeline to meet our own environmental goals and address customers' most pressing sustainability challenges. We are accelerating the speed with which we bring products to market and are increasing the percentage of new products with a sustainability benefit.

CLIMATE RESILIENCE

We recognize the risks associated with climate change and the potential impacts they may have on our operations and strategy. Underpinning our business strategy and climate resilience, in 2025, about 67% of our total company revenue was derived from products and services that enhance both MTI's and our customers' sustainability objectives. We categorize our sustainable products into the following segments:

1. ***Energy Efficiency:*** we have several businesses where our products improve our customers' operations by making them more sustainable and productive while creating less waste/scrap.
2. ***Pollution Prevention:*** MTI has a broad product pipeline designed to sequester CO_2 from paper mill exhaust stacks to prevent pollution from spreading in the environment, remove contaminants from water and soil, capture and remove "forever chemicals," also known as per- and polyfluoroalkyl substances (PFAS), and improve the quality of water for safe discharge.
3. ***Green Building:*** our Building Materials business offers several product groups designed to protect the health of occupants by improving the performance of the building envelope.
4. ***Sustainable Agriculture:*** MTI mines leonardite and produces a line of agricultural crop yield improvement formulations. Our humic acid and nutrient formulations are used by our customers for application to agricultural crops to enhance plant health and improve yields.
5. ***Alternative Energy:*** we manufacture and sell bleaching earths that are used to improve the degumming process and increase the purity of renewable diesel as a lower-carbon emission replacement for fossil fuel diesel. In our Drilling Products business, we manufacture and sell a complete line of bentonite and additive grouting solutions for the geothermal heat loop installation industry.

RISK MANAGEMENT

Process to Identify Climate Risk: MTI integrates a companywide, multi-disciplinary risk management process, inclusive of both climate-related risk and opportunities, into our operations and business strategy. The Board has responsibility for risk oversight, including understanding critical risks in the company's business and strategy, evaluating the company's risk management processes, and seeing that such risk management processes are functioning adequately. It is management's responsibility to manage risk and bring to the Board's attention the most material risks to the company. The company's management has several layers of risk oversight, including through the company's Strategic Risk Management Committee and Operating Risk Management Committee.

We continue to assess and implement climate-related scenario analysis by using modeling software and incorporating qualitative and quantitative aspects in the portfolio analyzation process. We are evaluating regional exploratory scenarios with the range of implied temperature (1.5º, 1.8º, 2.7º, and 3.6ºC) rise factors developed by the Intergovernmental Panel on Climate Change (IPCC). We use the World Research Institute Aqueduct platform to model and understand our water sourcing risk, including water stress, variability from season to season, pollution, and water access. Conducting the process in a phased approach allows us to focus on higher risk areas and apply changes to our diverse business segments, locations, and activities in a systematic manner. These scenarios give us preliminary physical risks via projecting physical impacts attributable to climate change using general air and water models. The output of these models gives us an indication of potential local changes in climate such as flooding or drought that can lead to risk or benefit to our local operations.

Process for Managing Climate Risks: MTI's Board of Directors has primary responsibility for risk oversight, including understanding critical risks in the company's business and strategy, evaluating the company's risk management processes, and seeing that such risk management processes are functioning adequately. Management communicates routinely with the Board, Board Committees, and individual Directors on the significant risks identified and how they are being managed, including through formal reports by the Strategic Risk Management Committee to the Board, which are given at least annually. Risks are reviewed regularly by the entire Board at each board meeting.

The risk oversight focus areas reviewed by the Board include: risks related to the company's capital structure; mergers and acquisitions; capital projects; cybersecurity; EHS risks; and geopolitical and associated market risks. The Corporate Governance and Nominating Committee is directly responsible for reviewing and evaluating MTI's programs, policies, and practices relating to issues that could impact the long-term sustainability of our business, including climate-related strategy and risk. The entire Board regularly considers topics such as the potential value creation, vulnerability, and timing of climate and any other risk or opportunity including reputational, financial, strategic, and operational concerns.

Climate Risk Integration: Climate-related risks and opportunities are integrated as part of MTI's companywide, multi-disciplinary risk management process. MTI's management and Board routinely communicate about risk identification, management, and integration. Our senior management, Leadership Council, and Sustainability Lead Team collaborate with the Board to address climate-related and other risks. The Board implements its risk oversight function through committees, which provide reports regarding their activities to the Board at each meeting. These risks include, but are not limited to, climate-related risks. The Audit Committee reviews the company's major financial risk exposures and the steps management has taken to monitor and control such exposures. The Corporate Governance and Nominating Committee reviews risks associated with the company's governance practices, Board composition and refreshment, and committee leadership. The Compensation Committee considers and reviews risks related to the design of compensation programs and arrangements applicable to both employees and executive officers, including the company's annual and long-term incentive programs.

MTI implemented the risk management process because we believe climate-related risk directly influences and impacts the duties of all committees. For the Audit Committee, climate-related risk could negatively impact the company's financial performance due to natural disasters influenced by climate change. For the Corporate Governance and Nominating Committee, climate-related risk and its management are accounted as part of governance practices. Additionally, climate-related risks also influence our Board composition and Director skills matrix. For the Compensation Committee, climate-related risk is directly tied to its duties, as personal performance under our incentive compensation plan is linked to achieving specific sustainability-related projects and quantifiable financial targets.

METRICS

A) Metrics used

We track our Scope 1 and 2 carbon emissions to assess climate-related performance. MTI also continues to improve its estimation of Scope 3 and has included that in this report. We are continuously refining and improving our data collection processes and methodologies to ensure greater accuracy and transparency in the years to come. In addition to this Sustainability Report and TCFD index, we disclose additional information in our CDP and SASB filings, which are aligned with the IFRS S2 Climate-related Disclosures standard issued by the International Sustainability Standards Board (ISSB).

B) 2025 GHG emissions (metric tons)

SCOPE	METRIC TONS OF CO_2
Scope 1 Direct GHG emissions	265,805
Scope 2 Indirect emissions	80,727
Scope 3 – Category 1: Purchased goods and services	1,358,105
Scope 3 – Category 2: Capital goods	10,145
Scope 3 – Category 3: Fuel- and energy-related activities	121,744
Scope 3 – Category 4: Upstream transportation and distribution	282,533
Scope 3 – Category 5: Waste generated in operations	6,574
Scope 3 – Category 6: Business travel	2,405
Scope 3 – Category 7: Employee commuting	6,603
Scope 3 – Category 9: Downstream transportation and distribution	93,805
Scope 3 – Category 11: Use of sold products	340,723
Scope 3 – Category 12: End-of-life treatment of sold products	373,472
Scope 3 – Category 15: Investments	29,730

Please see our CDP filings and our SASB Index for MTI's industry-based disclosures for Resource Transformation: Volume B47—Chemicals.

C) Targets

Our previous set of environmental targets covered the period through 2025 across six focus areas, including Scope 1 and Scope 2 greenhouse gas (GHG) emissions, and were designed to reduce our environmental footprint. Building on this progress, we have established a new set of 10-year targets covering the period from 2025 to 2035.

- Our target to reduce Scope 1 emissions was 25% by 2025 relative to a 2018 baseline. Under our new targets, we aim to achieve a 46% reduction in Scope 1 emissions by 2035 from the same baseline.
- Our target to reduce Scope 2 emissions was 40% by 2025 relative to a 2018 baseline. Under our new targets, we aim to achieve a 45% reduction in Scope 2 emissions by 2035 from the same baseline.

These targets are based on absolute emissions reductions.

- We have developed a Scope 3 GHG inventory covering most categories, including all material categories. We continue to refine our methodology and improve data quality and will evaluate Scope 3 reduction targets as our approach matures.

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