



2024

Corporate Social Responsibility Report



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ABOUT THIS REPORT

This report builds upon the initial CSR Report that Methode published at the end of our FY 2023. Similar to that report, this report follows the reporting guidelines in the GRI (Global Reporting Initiative) as well as the accounting standards from the Sustainability Accounting Standards Board (SASB). This will be the final year we report to the SASB because the global disclosure landscape is evolving. In the future we intend to follow the International Financial Reporting Standards (IFRS) accounting standard.

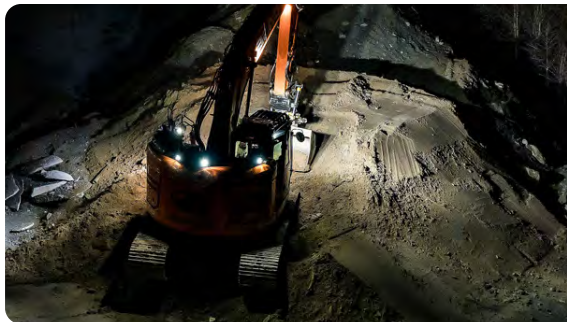
The International Sustainability Standards Board (ISSB) is run by the IFRS Foundation. The ISSB is built upon the SASB, among other standards. The SASB provides global standards for disclosing financially material sustainability information to investors. The IFRS Sustainability Standards cover financially material sustainability risks and opportunities, with specific guidance on climate-related risks and opportunities. Methode reports sustainability data in alignment with guidance published by the IFRS, ISSB and SASB and considers this reporting approach to be a decision-useful process for our stakeholders.

About Methode

At Methode Electronics, we make life safer, easier and more sustainable by solving our customers' challenging technological problems in our areas of expertise. Core to this mission is our belief that success comes from being a champion of environmental stewardship, socially sustainable business practices and strong corporate governance, while providing a safe work environment for our employees.

Methode Electronics is a leading global supplier of custom-engineered solutions with sales, engineering and manufacturing locations in North America, Europe, Middle East and Asia. For over 75 years, we have delivered technologies for user interface, lighting, power distribution and sensors for a variety of industries, with a concentration in automotive. We engage directly with globally recognized original equipment manufacturers (OEMs) to solve technological problems and design solutions into their platforms.

We believe that businesses serve an important role in being responsible stewards to the environment, to their employees, and to the communities in which they operate. We strive to engage and empower our employees and stakeholders and to conduct our business operations ethically and in line with leading practices. Guided by these principles and with Board of Directors' oversight, we are excited to continue our ESG journey. We are proud of the strides we have made so far and are committed to utilizing the power of technology to create a better future in fiscal year (FY) 2025 and beyond.



Welcome Nordic Lights

In FY 2023, Methode acquired Nordic Lights, a premium provider of high-quality lighting solutions for heavy-duty equipment headquartered in Finland. Nordic Lights focuses on providing premium lighting solutions to five end-user segments: mining, construction, forestry, agriculture and material handling. Methode considers Nordic Lights to be complementary to its own existing LED lighting solutions. In addition, the business aligns well with our growth framework and sustainability priorities. Welcome, Nordic Lights!

14+
COUNTRIES OF PRESENCE

640+
ENGINEERS

7,500+
EMPLOYEES GLOBALLY

400+
CUSTOMERS

Our ESG Strategy

Methode’s ESG strategy builds upon our governance framework, commitment to a safe work environment and focus on our people. Our ESG strategy is derived from our materiality assessment and informed by our ESG performance. Our sustainability program is based on four major themes: **Environmental Stewardship, Workplace & Community, Responsible Governance** and **Product Innovation**.

2024 MATERIALITY ASSESSMENT

In FY 2024, Methode updated our previous materiality assessment with the assistance of a qualified third party. This assessment update is part of our ESG strategy and confirmed the themes from the previous assessment as listed above. Our materiality assessment was aligned with the SASB and leveraged methodological best practices. The assessment was rigorous and included internal and external stakeholder identification and analysis, a survey of sustainability priorities that was

distributed to key decision-makers, and stakeholder interviews to better ascertain current and future sustainability priorities. Our refreshed materiality matrix identifies

ENVIRONMENTAL STEWARDSHIP
 Air quality and GHG impact
 Climate change
 Energy use
 Water management
 Waste management



WORKPLACE & COMMUNITY
 Diversity and inclusion
 Talent management
 Workplace safety



RESPONSIBLE GOVERNANCE
 Business ethics and integrity
 Business resiliency and business continuity
 Data privacy and cyber security



PRODUCT INNOVATION
 Product quality and safety
 Product stewardship and circular economy
 R&D and innovation
 Responsible sourcing, human rights, and supply chain impacts



Note: The graphic above has been updated to reflect the newest version of the materiality assessment.

multiple topics of “crucial” importance to both internal and external stakeholders including Air Quality and Greenhouse Gas (GHG) Impacts, Data Privacy and

Cybersecurity, Product Quality and Safety, Research & Development and Innovation, Talent Management and Workplace Safety.

A materiality assessment is a formal process that helps companies like Methode to identify and prioritize sustainability issues that are most relevant. It involves considering the potential impact of these issues on the company and the importance they have to internal and external stakeholders.



ESG PERFORMANCE

Methode reports our ESG performance against recognized sustainability blueprints like CDP (formerly Carbon Disclosure Project), EcoVadis and the Supplier Assessment Questionnaire (SAQ).

In Malta, solar installations on-site can generate up to 1.3 MWhr of electricity.

CDP

Methode conducts reporting on the CDP platform to measure and manage our risks and opportunities on climate change and water security. The report generated allows us to better benchmark and compare our performance with peers. More than 23,000 companies disclosed through CDP on climate change, forests and water security globally.

EcoVadis

Each year Methode completes a thorough assessment of its ESG practices through EcoVadis, a global assurance platform for business sustainability ratings. EcoVadis assessed our policies, programs, initiatives, trainings, certifications, incident history and more across our procurement, labor, environmental and ethics functions. More than 85,000 companies globally have been rated by EcoVadis.

Supplier Assurance Questionnaire (SAQ)

Our global automotive customers periodically request that Methode participate in supplier self-assessments via the SAQ system. The SAQ is a globally recognized assurance platform for the automotive industry and is utilized by major OEMs. Its focus is on human rights, environmental sustainability, business conduct and compliance and responsible supplier management.

We are proud to share that in FY 2024 we significantly improved on our previous EcoVadis scorecard. Kudos to our global EHS team for this accomplishment!



Environmental Stewardship

WASTE MANAGEMENT

As a manufacturing company, sustainable management of waste products is an important focus in Methode’s environmental efforts. Methode currently has numerous efforts in place at its global locations to reduce waste generation, improve waste sorting and increase waste diversion from landfills, including recycling systems at many locations. These systems reduce the company’s environmental impacts and deliver cost savings for waste disposal.

Last year, we set a target to develop a more robust data collection framework to understand and improve our waste generation, diversion and recycling efforts. We also set a goal to explore additional recycling initiatives to increase the already high percentage of recycling we perform.

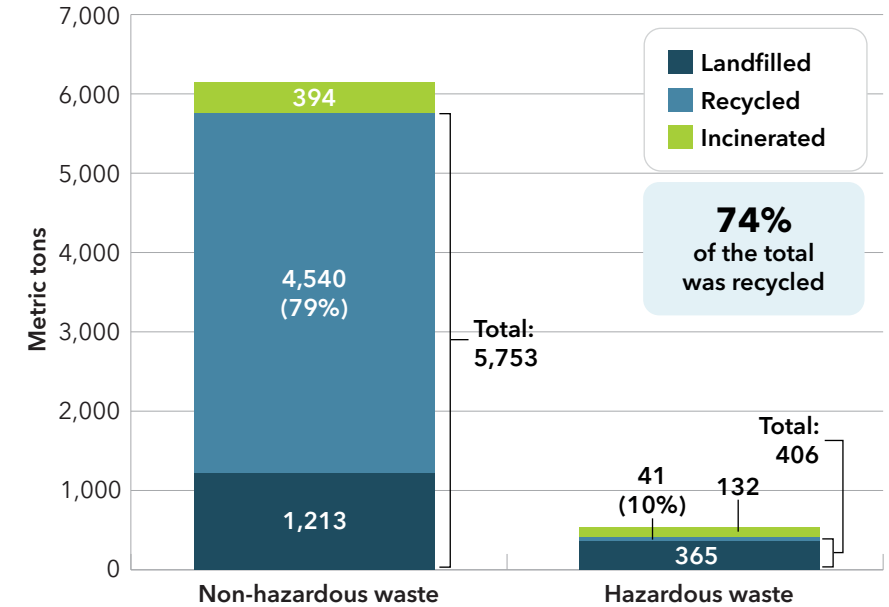
We are proud to showcase progress made against these two goals:

01 On a quarterly basis, our global sites complete a waste calculation worksheet to facilitate tracking and reporting of non-hazardous and hazardous waste data. Data is normalized across sites and compiled for reporting via our CSR Report. For this fiscal year’s reporting we expanded the number of sites that reported waste data, including Nordic Lights, as well as two other locations.

02 One example of our recycling efforts is Methode Malta’s partnership with Greenpak, a cooperative that recovers recycling and electrical waste. Through the “Batteries for Hospice” campaign for Hospice Malta, employees are encouraged to use designated collection bins to recycle old batteries. Hospice Malta provides palliative care for persons suffering from end-of-life cancer and neurodegenerative disease. The goal of this initiative is to increase the overall recycling of batteries while at the same time helping those in need.

03 In four countries, we have locations where zero waste is sent to the landfill.

FY 2024 Waste Management¹



¹ Notes:

- Includes major Methode facilities (i.e., excludes smaller production sites, and engineering and sales offices).
- The total excludes the amount incinerated as per the SASB standard, as well as a very small waste stream where there was no available supporting documentation for amount (community pick up service).
- For locations with volume estimations (e.g., an 8-yard dumpster picked up twice a week), monthly invoices were used as supporting data and appropriate conversion factors were applied to convert from cubic yards to pounds depending on type of waste (cardboard, municipal waste, etc.) and then converting the pounds to metric tons.
- The high rate of recycling is due to landfill prohibitions in countries such as Belgium and China where the waste is sent to be incinerated.
- Data for Egypt is reported based on waste vendor/production data and then extrapolated for the rest of the year (due to availability of quality data).





Rooftop solar at our
Procoplast facility

GREENHOUSE GAS AND CLIMATE CHANGE

In the past year we have focused on serving our customers' needs for EV solutions, which we believe are important components in adapting to a decarbonizing world and using resources more efficiently.

Methode is committed to reducing GHG emissions associated with its energy consumption and mobile sources at our manufacturing facilities. To reduce emissions from energy consumption, Methode is continuing our focus on implementing energy efficiency measures in indoor locations and installing on-site solar photovoltaic panels to generate clean energy (currently installed at two locations). Several Methode locations have implemented LED lighting, surge suppressors and energy movement sensors.

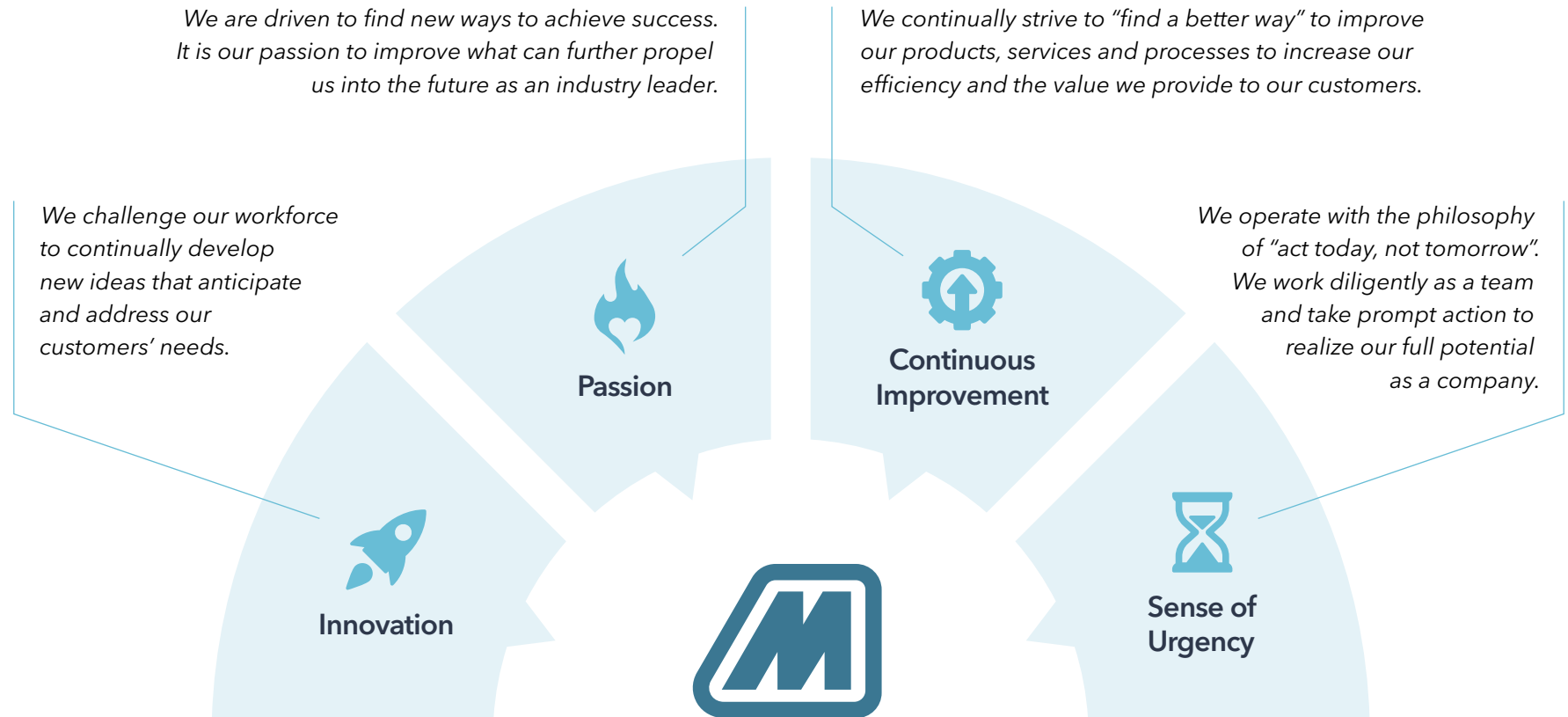
Last year, we established a climate change initiative to develop and implement an investor-grade energy and utility consumption data collection framework. We began utilizing an external software system and vendor to collect and report on electric, natural gas and water invoices at our largest global locations. We rely on this system to correlate cost and consumption information and provide granular and summary data and analytics that help us implement realistic resource reduction and conservation initiatives. As a result, Methode will be able to report "investor-grade" utility data in the near future for all sites where utilities are not included in property rents.

Workplace & Community

CORE VALUES

At Methode, our core values shape the way we work and collaborate with each other. We value every member of our diverse workforce and treat them with equality and respect. We are committed to providing equal opportunity in all aspects of employment. Our company does not tolerate discrimination or harassment based on race, color, religion, sex, national origin, genetic information or any other protected characteristic.

Methode Core Values



WORKPLACE SAFETY AND HEALTH

“Safety is a core value, and we strive to be the safest company we can be. We take pride in our safety and make it a part of our daily work.”



We aim to operate in a manner that supports the safety and health of our employees. We seek to foster an environment where active participation and involvement of employees in safety matters is encouraged. To support this, all employees, and other persons acting on our behalf, are responsible for:

- Maintaining a safe and healthy workplace by following safety procedures
- Working in a manner consistent with safety training and education
- Reporting work-related injuries, incidents, near-misses, and property damage in a timely manner

We strive to maintain a work environment with a safety culture grounded in the premise of eliminating workplace incidents, risks and hazards. As a global business, the communication on EHS matters is conducted at the local level and in the local language. Our manufacturing locations structure compliance initiatives to adhere to local EHS requirements. Our site EHS personnel are also involved in the development and implementation of global EHS procedures and standards.

In FY 2024, senior managers in our production, distribution and engineering locations had a health and safety goal integrated into their performance objectives. This goal is designed to encourage proactive engagement with our health and safety policies and to cultivate safety awareness throughout Methode.

Regular meetings with employees via All-Hands or Town Halls are held for employees to address concerns. For example, the Trust Time program in Mexico is a focus group for employees to talk about their work environment.

Last year we established short-term workplace safety and health initiatives to set internal targets for key safety performance indicators and to disclose trailing health and safety performance data against internally-selected targets. One change from those targets is we have decided against having a DART rate at this time.

We are pleased to share that our FY 2025 targets will include recordable incident rate (RIR), lost time incident rate (LTIR), and near miss reporting. Together, these performance indicators comprise both lagging and leading indicators, which position Methode to reduce safety incidents and capitalize on employee

FY 2024 Incident Rates

	Rates		BLS Rate ²
Recordables	RIR	0.56	2.10
Lost Time	LTIR	0.50	0.70

observations by implementing grassroots input. In support of our incident reporting efforts, in FY 2024 we began using a third-party EHS management system to report and manage incidents. We will also use this system starting in FY 2025 to record our work hours to better enable our incident rate reporting.



Knowing what to do in the event of a fire emergency is important, which is why every Methode production facility has a fire safety plan in place. At Methode Egypt, we take this a step further and are providing at least 25% of our colleagues with hands-on fire extinguisher training led by the local Civil Defense.

² BLS rates are provided as means to compare our GLOBAL rates to comparable rates in the U.S. Rates are from the 2022 Industry Injury and Illness Data for NAICS 33632x (Motor vehicle electrical and electronic equipment manufacturing).





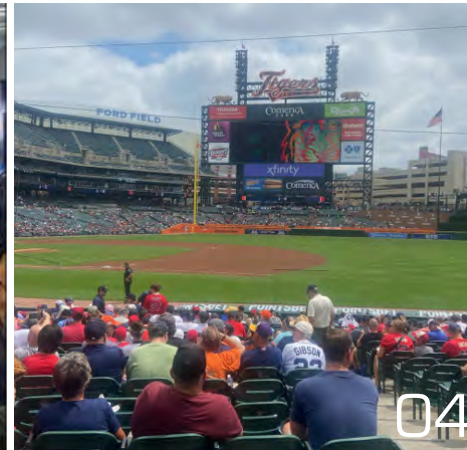
01



02



03



04



05

HUMAN RIGHTS AND COMMUNITY RELATIONS

Methode is committed to upholding the human rights and dignity of all persons involved in our business operations. We expect that same commitment throughout our global supply chain. We do not tolerate any form of modern slavery, including human trafficking, forced or indentured labor, prison labor, illegal employment conditions or any other forms of illegal employment practices or violations of employment laws. All child labor laws are strictly followed. We strive to

support causes our employees are passionate about outside of the workplace, and we maintain connections to the communities where we do business. In some areas, unions represent both direct and indirect employees.

Employee Engagement Initiatives: North America

This past holiday season, our Corporate Team was proud to support the **Salvation Army's**

Angel Tree (1) program and make a meaningful impact on the lives of those less fortunate. The program provides toys, clothes and other gifts to help children in the greater Chicago area who are in need during the holiday season.

Our employees enjoyed a number of exciting social events including a **holiday party (2)** at Hamsar and a **curling competition (3)** and a team outing to a **baseball game (4)** at our Southfield office.

The **Day of the Dead (5)** is an important holiday celebrated on November 1 and 2 in Mexico. It is a joyful time for families to honor their ancestors and remember the loved ones we have lost. To celebrate this holiday, our teams at AMD and Methode Mexico hosted a series of activities, including a costume contest and rhyming competition.

Employee Engagement Initiatives: Europe, Middle East, and Africa

The Procoplast team in Belgium laced up their running shoes for a race to support the **European Leukodystrophy Association (6)**.

From information sessions on breast cancer awareness and prevention to an office-wide donation campaign, Methode Malta stood strong in the fight against breast cancer during **Breast Cancer Awareness Month (7)** this past October. We are proud of our

employees in Malta for their participation and support. Throughout the year, the Malta team hosted various team-building activities, including ice cream day, a Christmas party and employee of the year awards.

At the annual Nordic Lights **summer lunch event (8)**, the team’s seasonal employees share a presentation about their respective departments with their colleagues.



Employee Engagement Initiatives: Asia

The Methode India team recently hosted their **“M-Phoria” event (9)**, which is an annual holiday gathering for all employees. The event is a celebration that recognizes employees for their hard work throughout the year. Some of the activities included dinner, dancing, live drum performances and a performance award ceremony.

In April, Methode India hosted a memorable **tech day (10)** facilitated by the tEKH-Mi team, a pool of experts providing guidance

and best practices to enhance the internal skills of Methode’s engineers. With 100% participation from the Methode India team, the event inspired our colleagues to work together to brainstorm creative ideas and solve complex problems.

In March, our team in China celebrated **International Women’s Day (11)** with a variety of team building activities, including a flower arrangement activity and “tug-of-war” game.



TALENT MANAGEMENT AND LEADERSHIP DEVELOPMENT

Last year, Methode established a human capital goal to conduct an inaugural global employee engagement survey, and in the fourth quarter of FY 2024, we delivered on this goal. The survey results show that while employees are clear on what they need to do to be successful in their roles and how their work contributes to the company, opportunities exist to enhance open and honest two-way communication, articulate an inspiring vision, and, most importantly, demonstrate that our workforce is important to Methode's success.

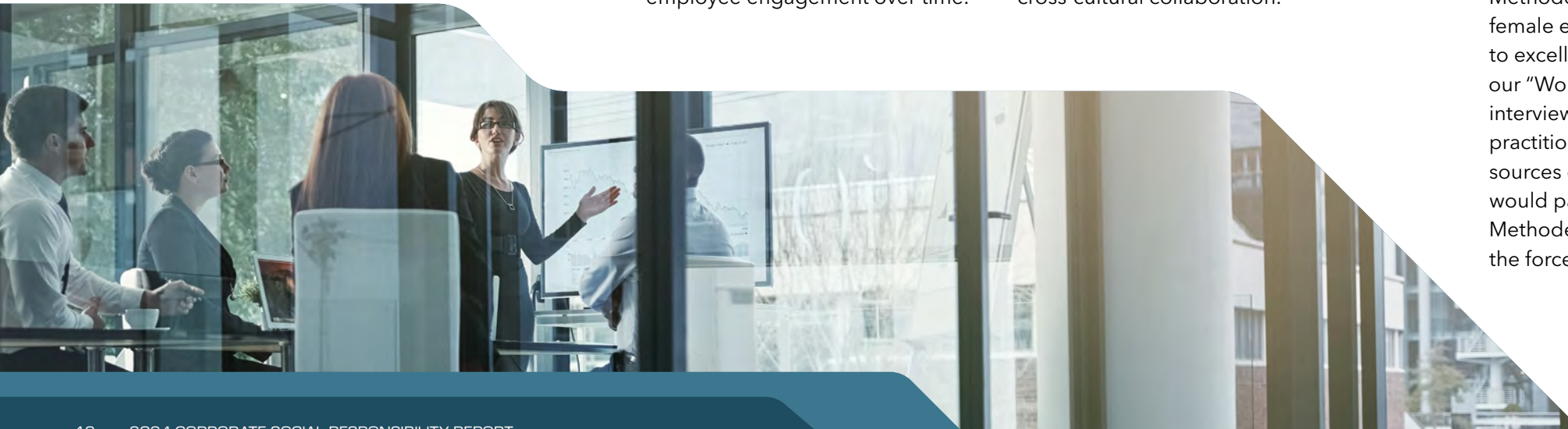
In the inaugural survey we achieved:

- 01 A global participation rate of 72%, exceeding the industry threshold of 65% participation for representative results
- 02 An overall employee engagement score of 66% which was 8% below our industry's benchmark. By building on our strengths and working on our opportunities, we can improve on Methode's employee engagement over time.

Beyond successfully delivering an employee survey, we achieved additional human capital goals set last year related to our diversity and inclusion initiatives. To ensure that our D&I efforts could be exemplified and championed by our leaders, we partnered with Country Navigator to deliver two offerings of their Inclusive Leadership training program. A total of 40 leaders participated in the training which focused on defining inclusive leadership and emphasizing it as a business mandate. We will continue to roll out the training and expand our offerings to include training on cross-cultural collaboration.

Methode launched an internal communications campaign to celebrate the diversity of our global workforce. The campaign includes LinkedIn articles honoring cultural traditions like Ramadan and Lunar New Year, as well as heritage months like African American History Month. During Women's History Month, we also featured employee stories in a series called "Women @ Methode" on Methode Connect, the company's new intranet site. These communication campaigns are now an ongoing aspect of Methode's internal communications strategy.

Methode is proud to have many exceptional female engineers who are committed to excellence and innovation. During our "Women @ Methode" campaign, we interviewed engineers and other STEM practitioners about their accomplishments, sources of inspiration and advice they would pass along to other women. At Methode, our talented engineers are the force behind our success.

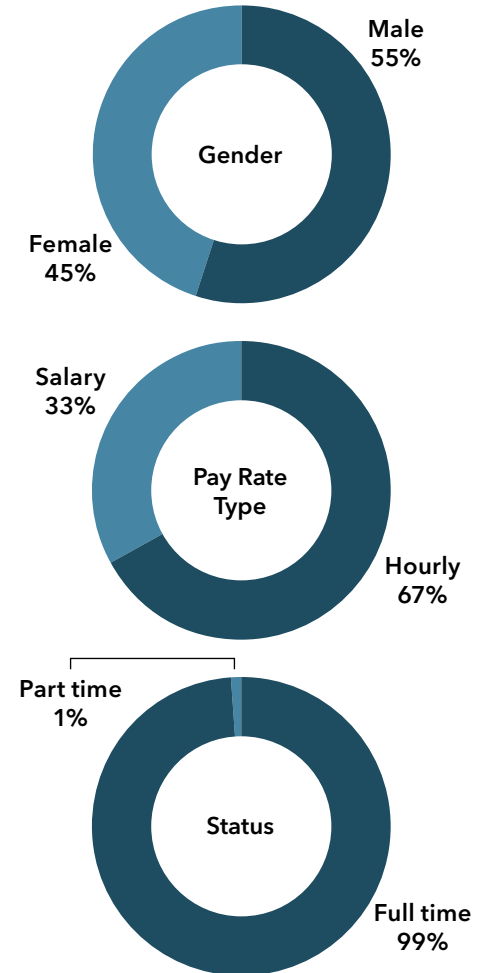
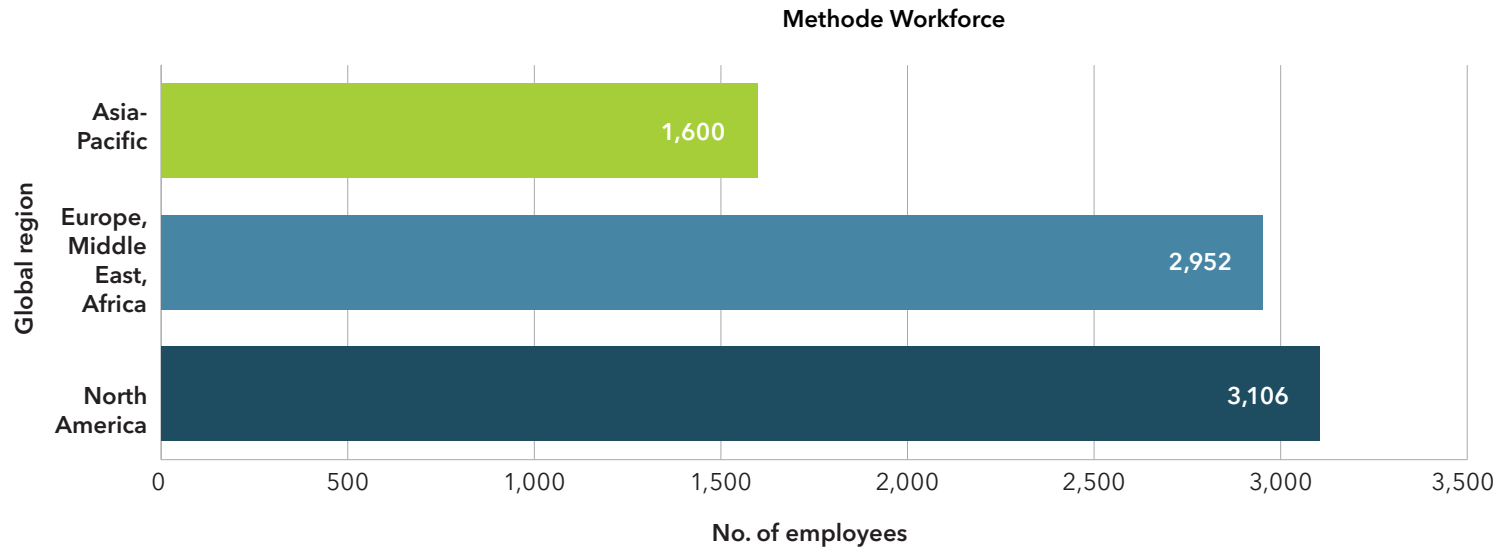


As highlighted in our Diversity & Inclusion Statement, diversity and inclusion are business imperatives that will enable us to build and empower our future workforce. We embrace the diversity of our employees, including their unique backgrounds, experiences, thoughts and talents. We also strive for diversity in leadership, which drives innovation and promotes varied perspectives in company decision-making. We believe

that an increased focus on diversity and inclusion will make us a more desirable workplace and will lead to improved business performance. For example, at Methode India, diversity training is conducted every six months to educate employees.

We strive to build a diverse and inclusive workforce through investments in talent development and retention strategies.

Methode offers opportunities to qualified job seekers. We focus significant attention on attracting and retaining talented and experienced individuals to manage and support our operations. When we hire new employees, we focus not just on the skills required for current positions, but the ever-changing complex skills and competencies that will be required as we move forward.



Responsible Governance

Our corporate governance practices include engaged independent directors and committee members, an independent Chairman of the Board, and annual board and committee evaluations. Further, the Audit Committee and the Nominating and Governance Committee received specialized presentations related to their unique purviews. Lastly, ESG was integrated into our Enterprise Risk Management (ERM) process, which is reviewed annually by the Board. In addition, the findings from our 2024 materiality assessment were presented to the Board.

- ✓ Last year Methode set a target to **translate certain employee and compliance policies into native languages**. We are pleased to share

that our EHS&S Policy, Supplier Code of Conduct, Anti-Corruption Policy and Code of Business Conduct were translated into multiple languages. We take our commitment to upholding principles of ethics and fairness seriously and these actions clarify employee conduct expectations.

- ✓ Our corporate culture is committed to doing business with integrity, teamwork and performance excellence. All our employees are expected to exhibit the principles of fairness, honesty, and integrity in the actions we undertake and are to adhere to our **Code of Business Conduct**. This Code addresses topics such as anti-corruption, discrimination, harassment, privacy, appropriate use of company assets and protecting confidential information. Additionally, many employees participate in annual training on preventing, identifying, reporting

and stopping any type of unlawful discrimination or unethical actions via our various compliance trainings.

- ✓ Methode is committed to fostering a “Speak Up” environment in which our employees, customers, suppliers, contractors and other business stakeholders feel comfortable reporting concerns and potential violations of law and policy. If employees have concerns about potential misconduct or unethical behavior, they are able to report it to our **Compliance HelpLine**, operated by Convercent, an independent third party. The Compliance HelpLine allows for anonymous reports.
- ✓ This past year, Methode hired a **Chief Compliance Officer (CCO)** to lead and oversee Methode’s Compliance & Integrity program globally. The CCO is responsible for reporting on the status of the program to senior leadership, including the Audit

Committee and the Board of Directors. In collaboration with other functions, the CCO works to build and drive compliance operations for all Methode business activities. Our CCO has established a Compliance Champions network comprised of Methode employees whose work relates to particular fields of compliance, representing various sites from around the world. The Compliance Champions network helps promote a company-wide culture of integrity.

- ✓ Methode provides **training and communication** to keep relevant employees informed about key risk areas and necessary compliance requirements. Training topics include:
 - Anti-discrimination
 - Code of Business Conduct
 - Export and Trade
 - GDPR
 - Information Security



BUSINESS MODEL RESILIENCE: WATER RISK

Our operations do not require significant water resources because most of the water used in our business operations is sanitary in nature. However, we recognize the prevalence of global water risk, and accordingly have evaluated our own water by performing a baseline water risk analysis for our global facilities and identified locations exposed to water stress conditions. Methode facilities are located in 14 different countries spanning North America, Europe, Middle East and Asia with a combination of office, manufacturing and warehouse space. Using this data, we intend to review and align with conservation actions and other best practices for the high-risk regions.

RESPONSIBLE SOURCING AND SUPPLY CHAIN IMPACTS

The Company has adopted a Supplier Code of Conduct, which includes topics such as anti-corruption, discrimination, health and safety, protecting confidential information, legal compliance and labor rights.

Our business units have an established quality management system that focuses on each business's specific needs. We document quality issues, perform root cause analysis, and memorialize information about correcting the issues at hand. With respect to suppliers, we check for existing certifications like those from the International Organization for Standardization (ISO), or other credentials related to the development of a quality management system that provides for continual improvement, defect prevention, and the reduction of variation and waste in our supply chain and production facilities. At a high level, we track, monitor and evaluate the rates at which our suppliers pass, fail, or conditionally pass their inspections. This helps us to ensure quality standards.

Recently, a Responsible Business Alliance (RBA) audit was conducted at our facility in Suzhou, China. The RBA is an electronics industry coalition dedicated to responsible business conduct in global supply chains. Methode is also a member of the Responsible Minerals Initiative (RMI) which is part of the RBA. Through our RMI membership we better identify high-risk areas in our minerals supply chain, conduct due diligence on our supply chain, develop best practices aligned with international standards and engage

other member companies, customers, stakeholders and partners to promote responsible minerals sourcing.

Last year, we expanded our Supplier Code of Conduct to include new environmental and social conditions and expectations for our business partners across our value chain. Similar to our compliance and employee policies, this augmented Supplier Code of Conduct has been translated into several languages.



Appendices

MATERIALITY MATRIX

Topics for prioritization are positioned according to relative importance.

-  **Environmental**
-  **Social**
-  **Governance**
-  **Product innovation**



COMPLIANCE TRAINING

Course
Anti-Discrimination
2022 Preventing Discrimination and Harassment for Employees (U.S.)
2022 Preventing Discrimination and Harassment for Managers (U.S.)
2023 Bystander Intervention for Sexual Harassment
2023 Preventing Discrimination and Harassment: California Manager Edition
2023 Preventing Discrimination and Harassment: Global Edition
Against Harassment and Discrimination (U.S. Edition)
Anti-Harassment and Discrimination (U.S. Edition)
Code of Conduct
2023 Code of Conduct: Global Edition
2023 Code of Conduct: Global Edition [French]
2023 Code of Conduct: Global Edition [German]
2023 Code of Conduct: Global Edition [Simplified Chinese]
2023 Code of Conduct: Global Edition [Spanish]
Export and Trade
2022 Export Controls
Compliance with United States Trade Laws
Global Sanctions
U.S. Trade Compliance
U.S.-Handels-Compliance




Course
GDPR
2021 General Data Protection Regulation (GDPR) (EU)
Data security
GDPR
RGPD
Information Security
2021-2022 Information Security and Cyber Risk Awareness (Global) [French]
2021-2022 Information Security and Cyber Risk Awareness (Global) [German]
2021-2022 Information Security and Cyber Risk Awareness (Global) [Simplified Chinese]
2021-2022 Information Security and Cyber Risk Awareness (Global) [Spanish]
2022 Information Security and Cyber Risk Awareness: Global Edition
2023 Information Security and Cyber Risk Awareness: Global Edition
2023 Information Security and Cyber Risk Awareness: Global Edition [German]
2023 Information Security and Cyber Risk Awareness: Global Edition [Simplified Chinese]
2023 Information Security and Cyber Risk Awareness: Global Edition [Spanish]
2023 Information Security and Cyber-Risk Awareness: Global Edition [French]
Information Security



ESG TARGETS AND TIMELINE

ESG Targets	FY 2024	FY 2025	FY 2026
Environmental/Carbon			
IG energy/utility data	Started		
GHG inventory (FY 2023 baseline)	Started		
Company-owned EV targets	Not completed		
Disclose intensity-based target with reduction plan and baseline data		Started	
Product Stewardship			
Develop framework to track waste streams	On track to be completed		
Explore other recycling initiatives	Started		
Enhance e-waste recycling and complete directly manufactured product LCA			Started
Business Ethics			
Translate employee and compliance policies into native languages by population	On track to be completed		
Introduce ESG management into Board of Director committee(s) remits	On track to be completed		
Workforce Health and Safety			
Publicly disclose health and safety performance data	On track to be completed		
Set targets for DART, RIR, LTIR, and NMFR	Started		
Disclose trailing health and safety performance against static targets			Started

ESG Targets	FY 2024	FY 2025	FY 2026
Supply Chain Management and Raw Materials Sourcing			
Implement supplier risk assessment procedure(s)	Started		
Expand Supplier Code of Conduct to include new environmental and social regulations	On track to be completed		
Business Resiliency			
Perform Rapid7 cybersecurity tabletop exercises as scheduled	Cybersecurity moved to 10K		
Talent/D&I			
Communication and awareness	On track to be completed		
Formally integrate D&I into the mission for our ESG working group charter		On track to be completed	
Launch Country Navigator	On track to be completed		
Incorporate diversity, equity, and inclusion into core competencies			Started
Issue inaugural employee engagement survey	On track to be completed		

	On track to be completed
	Started
	Not completed



SASB DISCLOSURES

We have aligned with our SASB specific industry standards using the Sustainable Industry Classification System® (SICS®): Technology & Communications Sector - Electronic Manufacturing Services & Original Design Manufacturing. Methode is still in the process of collecting data relevant to our industry classification.

Topic	SASB Code	Report Section
Activity Metrics		
Number of Manufacturing Facilities	TC-ES-000.A	18
Area of Manufacturing Facilities	TC-ES-000.B	Not included
Number of Employees	TC-ES-000.C	7,658

Topic	SASB Code	Accounting Metric	Report Section
Sustainability Disclosure Topics and Accounting Metrics			
Water Management	TC-ES-140a.1	1. Total water withdrawn 2. Total water consumed 3. Percentage of each in regions with High or Extremely High Baseline Water Stress	1. Not included 2. Not included 3. Water stress discussion incorporated in Responsible Governance: Business Model Resilience , Page 15
Waste Management	TC-ES-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	1. 406 tonnes 2. 10.1% 3. Hazardous waste overview discussed in Environmental Stewardship: Waste Management , Page 6
Labor Practices	TC-ES-310a.1	1. Number of work stoppages 2. Total days idle	Not included
Labor Conditions	TC-ES-320a.1	1. Total recordable incident rate (TRIR) 2. Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	1. 0.56 provided in Workplace and Community: Workplace Health and Safety , Page 8. Methode uses RIR rather than TRIR. 2. Not included
	TC-ES-320a.2	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Not included
	TC-ES-320a.3	1. Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent 2. Associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	Not included
Product Lifecycle Management	TC-ES-410a.1	Weight of end-of-life products and e-waste recovered, percentage recycled	Not included
Materials Sourcing	TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	Responsible Governance: Responsible Sourcing and Supply Chain Impacts , Page 15

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 that reflect, when made, our current views with respect to current events and financial performance. Such forward-looking statements are subject to many risks, uncertainties and factors relating to our operations and business environment, which may cause our actual results to be materially different from any future results, expressed or implied, by such forward-looking statements. All statements that address future operating, financial or business performance or our strategies or expectations are forward-looking statements. In some cases, you can identify these statements by forward-looking words such as “may,” “might,” “will,” “should,” “expects,” “plans,” “intends,” “anticipates,” “believes,” “estimates,” “predicts,” “projects,” “potential,” “outlook” or “continue,” and other comparable terminology. Factors that could cause actual results to differ materially from these forward-looking statements include, but are not limited to, the following:

- Dependence on our supply chain, including semiconductor suppliers;
- Impact from pandemics, such as the COVID-19 pandemic;
- Dependence on the automotive and commercial vehicle industries;
- Impact from inflation;
- Dependence on a small number of large customers, including one large automotive customer;
- Risks relating to our use of requirements contracts;
- Failure to attract and retain qualified personnel;
- Risks related to conducting global operations;
- Potential work stoppages;
- Dependence on the availability and price of materials;
- Timing, quality, and cost of new program launches;
- Ability to compete effectively;
- Ability to withstand pricing pressures, including price reductions;
- Our lengthy sales cycle;
- Ability to successfully benefit from acquisitions and divestitures;
- Impact from production delays or canceled orders;
- Investment in programs prior to the recognition of revenue;
- Electric vehicle adoption rates;
- Ability to withstand business interruptions;
- Breaches to our information technology systems or service interruptions;
- Ability to keep pace with rapid technological changes;
- Ability to protect our intellectual property;
- Costs associated with environmental, health, and safety regulations;
- International trade disputes resulting in tariffs and our ability to mitigate tariffs;
- Impact from climate change and related regulations;
- Ability to avoid design or manufacturing defects;
- Ability to remediate a material weakness in our internal control over financial reporting;
- Recognition of goodwill and other intangible asset impairment charges;
- Ability to manage our debt levels and any restrictions thereunder;
- Interest rate changes and variable rate instruments;

- Currency fluctuations;
- Adjustments to compensation expense for performance-based awards;
- Timing and magnitude of costs associated with restructuring activities;
- Income tax rate fluctuations; and
- Judgments related to accounting for tax positions.

Additional details and factors are discussed under the caption “Risk Factors” in our Annual Report. New risks and uncertainties arise from time to time, and it is impossible for us to predict these events or how they may affect us. Any forward-looking statements made by us speak only as of the date on which they are made. We are under no obligation to, and expressly disclaim any obligation to, update or alter our forward-looking statements, whether as a result of new information, subsequent events or otherwise.

If you have a question about this report or our ESG program, please [send us an email](#). For all other questions on Methode, please [contact us on \[methode.com\]\(https://www.methode.com\)](#).



