



2025

Corporate Social Responsibility Report



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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 FY2026 and beyond.

ABOUT THIS 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).

Our ESG Strategy

Methode's ESG strategy builds upon our governance framework, commitment to a safe work environment and focus on our people. Our sustainability program is based on three major themes:



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Each theme is designated a section in this report and will contain further details. Our ESG strategy is derived from our 2024 materiality assessment.

ESG PERFORMANCE

Methode reports our performance against recognized sustainability blueprints like CDP (formerly Carbon Disclosure Project), EcoVadis and the Supplier Assessment Questionnaire (SAQ). We also continue to monitor evolving reporting requirements and other ESG regulations in the European Union (EU) and elsewhere.

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 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 Assessment 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.

Our ESG Strategy

Proactive Approach to Reporting

Methode is continuing to monitor and prepare for evolving legislation around climate and greenhouse gas-related reporting, including the EU Corporate Sustainability Reporting Directive (CSRD). Our approach includes tracking emerging disclosure requirements, such as those outlined in the CSRD, assessing their applicability across business units, and integrating key metrics into our sustainability reporting systems. We are also engaging with internal and external stakeholders to refine our data collection processes and improve transparency.



Environmental Stewardship

WASTE MANAGEMENT

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

We are actively strengthening our data collection framework to better understand and enhance our waste generation, diversion, and recycling efforts. Additionally, we are exploring new recycling initiatives to further increase the already high percentage of materials we recycle.

On a quarterly basis, our manufacturing sites complete a waste calculation worksheet to facilitate tracking and reporting of non-hazardous and hazardous waste data.



Environmental Stewardship

GREENHOUSE GAS AND CLIMATE CHANGE

Over the past year, we have focused on meeting our customers' needs for EV solutions. We believe these solutions are key to adapting to a decarbonizing world and using resources more efficiently.



We are committed to reducing Greenhouse Gas (GHG) emissions associated with its energy consumption and mobile sources at our manufacturing facilities. To reduce emissions from energy consumption, we have implemented energy efficiency measures in indoor locations and installed on-site solar photovoltaic panels to generate clean energy at two locations. In addition, several Methode locations have implemented LED lighting, surge suppressors and energy movement sensors.

We utilize an external software system and vendor to collect and report on electric, natural gas and water invoices across most of our global locations.

We rely on this system to correlate cost and consumption data, providing analytics that support effective resource reduction and conservation initiatives.



Workplace & Community

CORE VALUES

With respect to how we work together, 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.



Workplace & Community

GLOBAL EHS POLICY

Methode Electronics is committed to fostering a safe, healthy, and environmentally responsible workplace—one where people are empowered, processes are continuously improved, and the planet is respected. Our Environmental, Health, and Safety (EHS) policy reflects our proactive approach to identifying risks, minimizing impacts, and fostering a culture of sustainability and care.

Our Commitment to Process

We are dedicated to building robust and resilient systems. We seek to improve our processes continuously through innovation, collaboration, and a data-driven approach to risk assessment. We proactively identify potential hazards, environmental impacts, and non-conformities, and we implement effective controls to prevent harm.

Our Commitment to People

We recognize that our people are our most valuable asset. We strive to provide a workplace where every employee, contractor, and visitor feels safe, valued, and supported. We embrace a culture of transparency, continuous learning, and shared responsibility for health and safety. Through proactive risk identification and mitigation, training, and open communication, we empower individuals to take ownership of their well-being and the well-being of those around them.

Our Commitment to Planet

We strive to minimize our environmental footprint by embracing sustainable practices that protect and preserve natural resources. We are committed to reducing emissions, conserving energy and water, minimizing waste, and preventing pollution throughout our operations. Environmental stewardship is a responsibility we proudly accept.

This policy is the foundation of our commitment to excellence in environmental, health, and safety practices. We will review it regularly to ensure it remains relevant and effective, and we will hold ourselves accountable as we work to protect our people, enhance our processes, and preserve our planet.

Workplace & Community

WORKPLACE SAFETY AND HEALTH

We continue to establish 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.

We are pleased to share that our FY2025 report includes recordable incident rate (RIR), lost time incident rate (LTIR), and in FY2026, we will implement a more robust near miss reporting. Together, these performance indicators comprise both lagging and leading indicators, which position Methode to reduce safety incidents and capitalize on employee observations by implementing grassroots input.

In support of our incident reporting efforts, we use a third-party EHS management system to report and manage incidents.

		Rates	BLS Rate*
Recordables	RIR	0.08	2.10
Lost Time	LTIR	0.32	0.70

**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)*



HUMAN RIGHTS AND COMMUNITY RELATIONS

At Methode, we are deeply committed to upholding the human rights and dignity of all individuals involved in our operations. We hold ourselves and our global supply chain to the same high standards, ensuring that no form of modern slavery, whether human trafficking, forced labor, indentured labor, prison labor, or any illegal employment practices, will be tolerated. We strictly adhere to all child labor laws and employment regulations.

In addition to our operational commitments, we actively support causes that resonate with our employees, encouraging their engagement in meaningful initiatives outside the workplace. We maintain strong connections with the communities where we operate, recognizing the importance of fostering positive relationships. In certain regions, unions represent both direct and indirect employees, ensuring their voices are heard and respected.

Employee Engagement Initiatives - Global

- To celebrate **International Women's Day (1,2&3)**, Methode teams around the world united through messages of support, wearing purple, and hosting wellness sessions. In India, the day also marked the launch of two automation projects led by women engineers. Additionally, we featured women from across the organization in a "Women at Methode" internal communications campaign.
- Our global teams showed creativity and dedication in supporting **Breast Cancer Awareness Month (4&5)**. Activities included informative sessions, a donation drive, and a solidarity campaign where employees wore pink shirts.



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Employee Engagement Initiatives - North America

- In Mexico, the team participated in a **“United to Share” campaign (6)**, gathering donations for children, adults, and the elderly in a local community. They also united through a **summer football league. (7)**
- Our Corporate employees had an exciting year, with social events such as **holiday spirit week (8)** and a Halloween costume contest.
- PSG Chicago participated in an afternoon of service at **Feed My Starving Children (9)**, packing meals for children in need.
- The Canada team organized several employee events throughout the year, including a **summer BBQ, Christmas party (10)**, and a team outing to a baseball game.



Employee Engagement Initiatives - Europe, Middle East, and Africa

- Our Belgium team participated in a **jogging event (11)** to support medical research for leukodystrophies.
- In Malta, employees supported various charitable causes throughout the year, including **volunteering at a soup kitchen (12)** and **donating to a food bank (13)**.
- Our colleagues in Finland host a **wellness day** every year for employees, which is a day focused on activities that promote wellbeing and healing.
- Our team in Egypt **visited a local children's hospital (14)**, spending time with the kids, sharing stories, and playing games to brighten their day. Additionally, Egypt hosted a **"Lean event" (15)** gathering talented minds from global teams to share best practices.



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Employee Engagement Initiatives – Asia

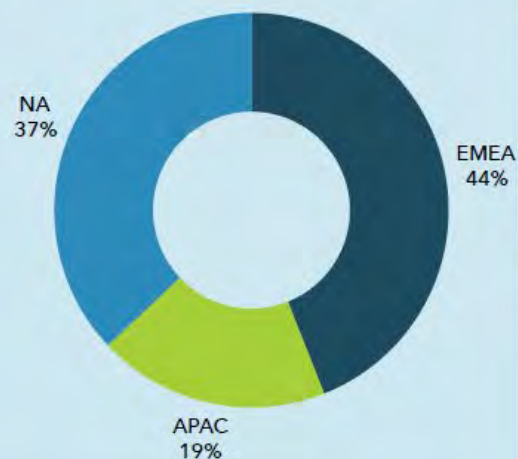
- To commemorate **Earth Day (16)**, Methode China organized creative and engaging activities aimed at raising environmental awareness among employees. In the summer months, the China team also hosted a series of **sporting events (17)** for employees.

- In India, the team **contributed blankets to a flood relief program (18)** and hosted quarterly wellness camps. They also participate in volunteer initiatives with non-governmental organizations and collaborate with the Rotary Club for **blood donation drives (19)**.

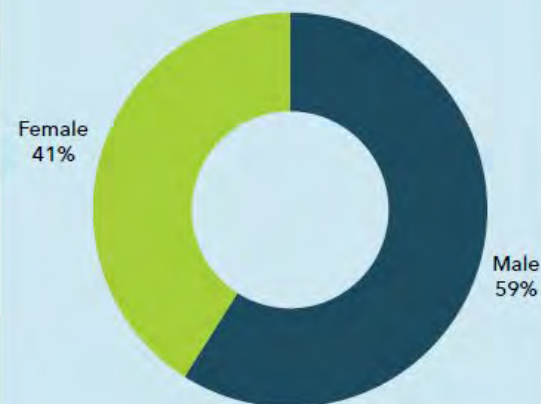
Additionally, they celebrated various occasions, including **Dussehra, Diwali, and Republic Day (20)**.

GLOBAL TALENT REPORTING

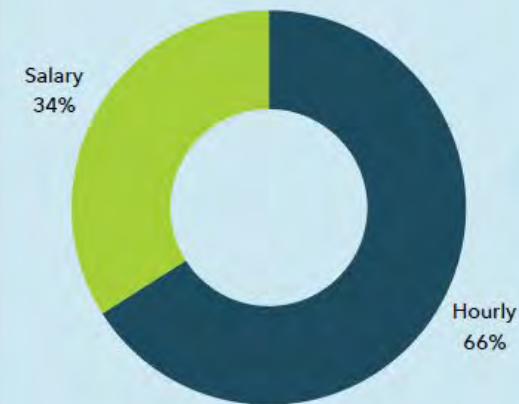
7,500 EMPLOYEES GLOBALLY



GENDER



PAY RATE TYPE



*NA (North America), APAC (Asia Pacific) EMEA (Europe, Middle East, Africa)

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.

- Our global EHS Policy (translation forthcoming), Supplier Code of Conduct, Anti-Corruption Policy and Code of Business Conduct have been 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 to adhere to our Code of Business Conduct. That Code addresses topics such as anti-corruption, discrimination, harassment, privacy, appropriate use of company assets and protecting confidential information. Additionally, employees participate in training on key topics including prevention of unlawful discrimination or harassment, anti-corruption and ethical workplace conduct.
- 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.

Responsible Governance

Our Chief Compliance Officer (CCO) leads and oversees 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 and Compliance and Integrity team works to build and drive compliance operations for all Methode business activities. Methode's compliance operations include a Compliance Champions network comprised of Methode employees whose work relates to particular fields of compliance. 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:

Course
Information Security
Code of Business Conduct
Anti-Discrimination
Anti-Bribery, Corruption
Workplace Conduct
General Data Protection Regulation (GDPR)
Export & Trade

Responsible Governance

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 use through a water risk analysis.

Last year, we performed 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 Governance

RESPONSIBLE SOURCING AND SUPPLY CHAIN IMPACTS

The Company's global supply chain management team seeks suppliers who will maintain the Company's ethical business values. 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.

Similar to our compliance and employee policies, this Supplier Code of Conduct has been translated into several languages for purposes of communicating our expectations to our suppliers.

Our business units each 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.



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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.

Table 1. Sustainability Disclosure Topics & Accounting Metric

Topic	SASB Code	Accounting Metric	Report Section
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 18
Waste Management	TC-ES-150a.1	Amount of hazardous waste from manufacturing, percentage recycled ²	(1) 406 tonnes (2) 10.1% 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) Recordable incident rate (RIR) (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 10 (2) Not included

Table 1. Sustainability Disclosure Topics & Accounting Metric

Topic	SASB Code	Accounting Metric	Report Section
Labor Conditions	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 19

Table 2. Activity Metrics

Activity Metric	SASB Code	Accounting Metric
Number of Manufacturing Facilities	TC-ES-000.A	15 Manufacturing Facilities 10 Offices 3 Engineering Facilities 2 Warehousing Facilities Additionally, see About Methode section, Page 3
Area of Manufacturing Facilities	TC-ES-000.B	Not included
Number of Employees	TC-ES-000.C	Approx. 7500

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

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 the automotive, commercial vehicle, and construction industries;
- Timing, quality and cost of new program launches;
- Changes in electric vehicle (“EV”) demand;
- Investment in programs prior to the recognition of revenue;
- Impact from production delays or cancelled orders;
- Changes in global trade policies;
- Failure to attract and retain qualified personnel;
- Impact from inflation;
- Dependence on the availability and price of materials;
- Dependence on a small number of large customers;
- Dependence on our supply chain;
- Risks related to conducting global operations;
- Effects of potential catastrophic events or other business interruptions;
- Ability to withstand pricing pressures, including price reductions;
- Ability to compete effectively;
- Our lengthy sales cycle;
- Risks relating to our use of requirements contracts;
- Potential work stoppages;
- Ability to successfully benefit from acquisitions and divestitures;

- Ability to manage our debt levels and comply with restrictions and covenants under our credit agreement;
- Interest rate changes and variable rate instruments;
- Timing and magnitude of costs associated with restructuring activities;
- Recognition of goodwill and other intangible asset impairment charges;
- Risks associated with inventory;
- Ability to remediate a material weakness in our internal control over financial reporting;
- Currency fluctuations;
- Income tax rate fluctuations;
- Judgments relates to accounting for tax positions;
- Risks associated with litigation and government inquiries;
- Impact of changing government regulations;
- Risks associated with warranty claims;
- Changing requirements by stakeholders on environmental or social matters;
- Effects of IT disruptions or cybersecurity incidents;

- Ability to innovate and keep pace with technological changes; and
- Ability to protect our intellectual property.

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 at 4esg@methode.com.

For all other questions on Methode, please [contact us](#) on methode.com.