



Moving Toward a
More Sustainable World

2023 CLIMATE & IMPACT REPORT

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Message from Our CEO

Caring for people and caring for the planet are one and the same as we move to a more sustainable world.

Maritz is about people – our people, your people and the people in our communities. We believe that through lessening the impact we have on our planet and its people, we can transform our business, industries and most importantly, the next generation. It’s why we view sustainability as more than just our environmental footprint. It’s how we conduct ourselves as an ethical, purpose-driven business and use our work to drive positive change.

While we are proud of how far we’ve come, there is much more work to do. The time has come to focus and accelerate our sustainability commitments – and to share more about our plans with you.

- We put a stake in the ground to address climate change, committing to a Science Based Targets Initiative (SBTi) goal to reach net zero value chain greenhouse gas (GHG) emissions by 2050 – with a short-term goal of 50% reduction by 2030. We have worked diligently to measure and understand our Scope 1, 2 and 3 GHG emissions. We’ll use what we learn from our baseline, along with insights from [EcoVadis](#) and the [Carbon Disclosure Project \(CDP\) Climate Survey](#), to build an intentional and realistic roadmap to net zero.
- We appointed our first General Manager, Environmental Strategy and established a new Environmental Strategy Leadership team to hold us accountable and maintain a focused strategy.
- We have five employee resource groups in place to support the diverse needs of our team.
- Our employees continue to strike the right balance in bringing innovation to our partners in a responsible way, especially with AI. AI will be part of how we work internally and with our clients, and we are taking a proactive approach that addresses both the rewards and the potential risks.

Moving toward a more sustainable world requires more than managing our own impact. We recognize this is bigger than us, and that no one can go it alone. Our position within the value chain gives us a unique opportunity to affect change, both by offering services to help our clients achieve their sustainability goals and through partnerships across our industries.

We are excited to share this inaugural Climate and Impact Report detailing our plans and progress so far. We believe we can and should be a driving force for a better future.

David Peckinpaugh
President & CEO, Maritz

What We Do and How We Do It

It's always been about people for us. We operate on the belief that humanity's greatest resource is the potential in people. By unleashing this potential, we spark a chain reaction of growth for individuals, for our clients, our channel partners and our teams. Maritz's solutions drive business results – and help people be their best.



Automotive Solutions

We help original equipment manufacturers (OEM) and retail automotive clients sell more vehicles, parts and service, and deliver a world-class customer experience, through a full suite of professional services and solutions.



Business Events Solutions

As an experience design company that does events around the globe really, really well, we engage and inspire people to unleash their potential at events.



Engagement Solutions

We help clients achieve business results by designing and delivering programs that engage and motivate people – and help them perform their very best.

Core Values

At Maritz, our passion is clear: engaging people and elevating performance. No matter the solution, our job is to help move people from where they are to where they aspire to be. We support, encourage and celebrate those who step up and accept the challenge to reach their personal best. With science. And art. And passion. And an unshakable belief in people.

Client Focus

We passionately serve our clients' best interests.

People

We respect people and help them reach their full potential.

Perseverance

We take on tough challenges and never give up.

Fun

We foster a spirit of joy and good cheer in everything we do.

Achievement

We set the bar high to accomplish our goals.

Teamwork

We rally together to get the job done.

Founded 1894 | >2,400 Employees | Headquartered in St. Louis, Missouri, USA

Goals and Highlights

2030

Achieve 50% reduction
of Scope 1 and Scope 2 GHG emissions



2050

Science-based target to reach
net-zero value chain
GHG emissions

Highlights

Committed to Science Based Targets initiative (SBTi)

Launched Maritz's Business Events carbon footprint calculator

Signatory of PACT Tourism Child-Protection Code of Conduct

Completed Scope 1, 2 and 3 GHG emissions measurement

40+ certified sustainable event professionals

Launched Employee Resource Groups (ERGs)

Helped save 1.2 million metric tons of CO2 to date by administering California Clean Fuel Reward program

>400 items in our rewards collection are sustainable

Ratings



Carbon Disclosure Project (CDP)
Maritz score: CC



EcoVadis (Committed)
Maritz score: 46



To advance our progress, it was essential to assess our environmental impact. In 2022, we measured our own carbon footprint. With our new baseline, our focus in 2023 turned toward acceleration to reduce our impact. We committed to the SBTi, and with that commitment we are developing our specific strategies for reduction by 2030 and 2050.



Rachael Riggs
General Manager
Environmental Strategy



Managing Our Footprint

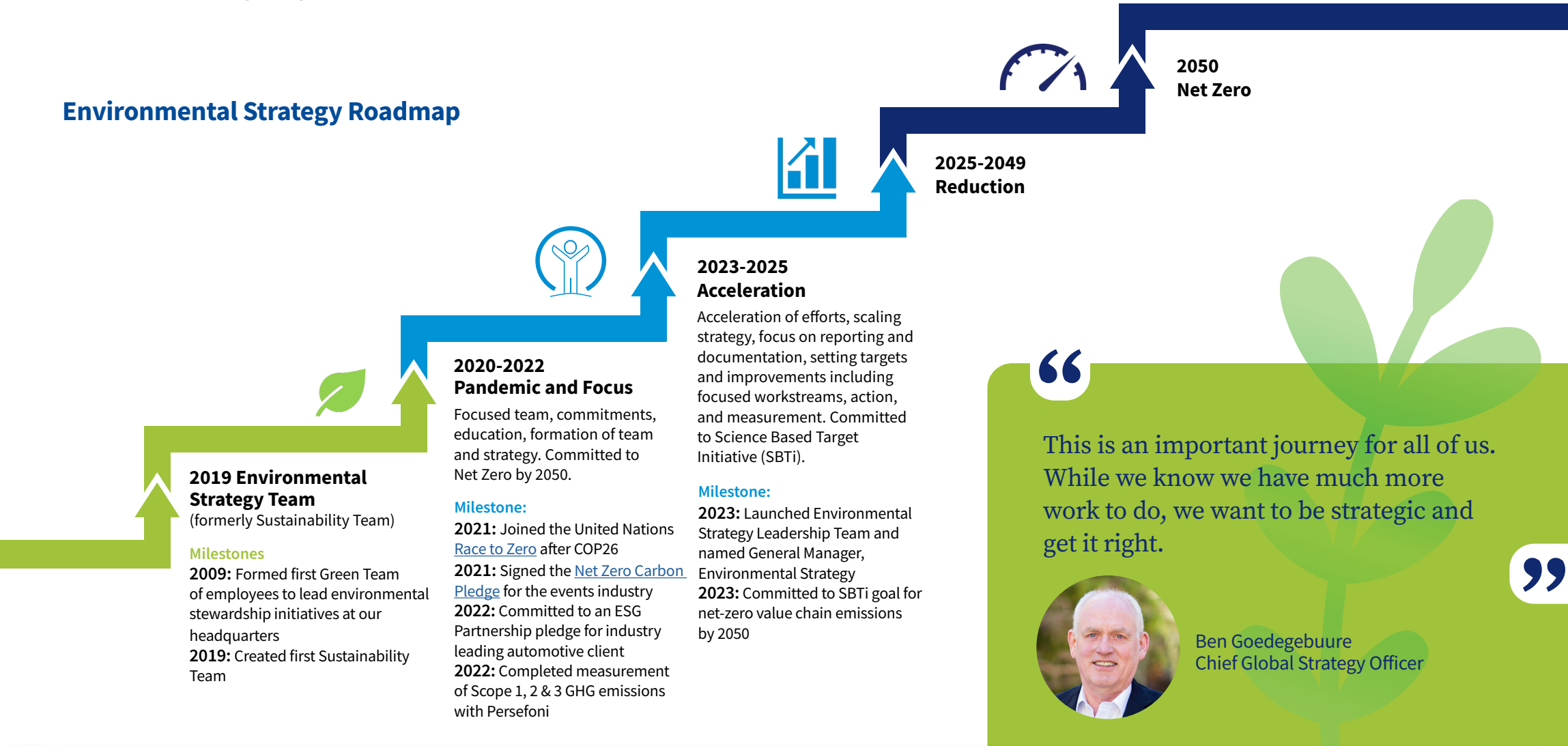
Sustainability is not just something we do – it’s our shared responsibility and one we don’t take lightly. Sustainability for us is about working to improve our business practices and the solutions we offer to deliver greater good for people and the planet. We use the [United Nations’ Sustainable Development Goals \(SDGs\)](#) and believe the breadth of our work can help us make an impact on all these goals. Four key pillars guide our strategy:

- **Our company and people:** managing our environmental and social impact to positively influence and benefit all people
- **Our clients:** providing solutions, support and education that help our clients achieve their sustainability goals
- **Our industries:** actively collaborating across our industries to make a bigger impact and avoid duplication of efforts
- **Our suppliers:** working together to meet the needs of our clients and maintaining a responsible supply chain

Of course, a significant part of this is how we manage our climate and environmental impact so future generations can thrive. We have had a long-standing policy to conserve natural resources, as well as minimize and manage our waste streams through reduction, recycling and responsible handling. We aim to not only comply with, but exceed, environmental law and regulations, and encourage our business partners, suppliers and industries to strive for the same high levels.

In 2023, we created an Environmental Strategy Leadership Strategy team and outlined our environmental goals. We are currently focused on scaling our strategy and further defining our path as we accelerate our efforts. We have completed a baseline measurement of Scope 1, 2 and 3 GHG emissions. We’ll use what we’ve learned from our work with Persefoni, an industry leader in carbon accounting and insights, to define our short-term and long-term reduction strategies. A key part of our environmental strategy is understanding that our operational footprint is not enough, and we can have a greater impact through measuring and managing Scope 3 GHG emissions in our value chain. This is why our net-zero goal includes value chain emissions – and why we focus on driving collective impact through our work with our clients and industries.

Environmental Strategy Roadmap



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This is an important journey for all of us. While we know we have much more work to do, we want to be strategic and get it right.

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Ben Goedegebuure
Chief Global Strategy Officer

Environmental Strategy Governance

A group of environmental stewardship champions have been in place since 2019. In 2023, we established a new Environmental Strategy Leadership team to accelerate our strategy, measurement and reporting to the next level, with cross-solution representatives and executive-level oversight. Ben Goedegebuure, Chief Global Strategy Officer, is the executive sponsor of the team led by Rachael Riggs, General Manager, Environmental Strategy. The work

is supported by four teams focused on 1) market solutions, 2) brand/communications, 3) employee education and 4) measurement, along with reporting and verification. We evaluate sustainability-related risks and opportunities as part of our company-wide risk management process. Key risks and solutions are regularly discussed at Maritz board meetings.

Measuring Our Impact

Transparency and reporting help us move toward a more sustainable future. In addition to this report, we have chosen to submit data to CDP and EcoVadis as part of our commitment to transparent business practices, as well as to support data collection and reporting efforts of our clients.

Climate and Energy

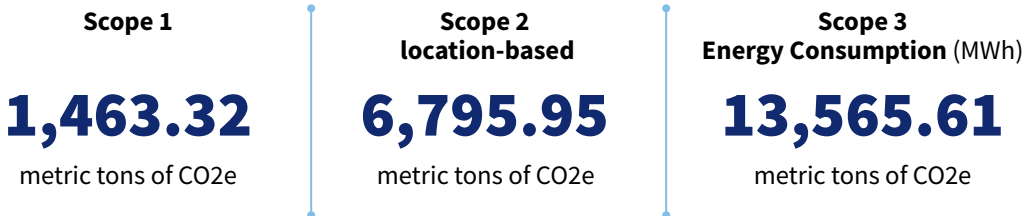
We partnered with Persefoni to measure and establish a starting point for our greenhouse gas emissions for our fiscal year 2022 (April 1, 2021 – March 31, 2022), which will serve as the basis for our carbon reduction targets.

We've also completed the inventory of our Scope 3 value chain emissions. Scope 3 is very complex. Currently, our Scope 3 includes business travel, waste from operations, capital goods, employee community and transportation/distribution. In the upcoming year, we will conduct additional efforts to delineate and quantify our purchased goods and services and report these emissions. In the meantime, we are using insights from the current Scope 3 inventory to better grasp opportunities for achieving our net-zero value chain emissions goal, integrating them into our carbon emissions reduction plan.

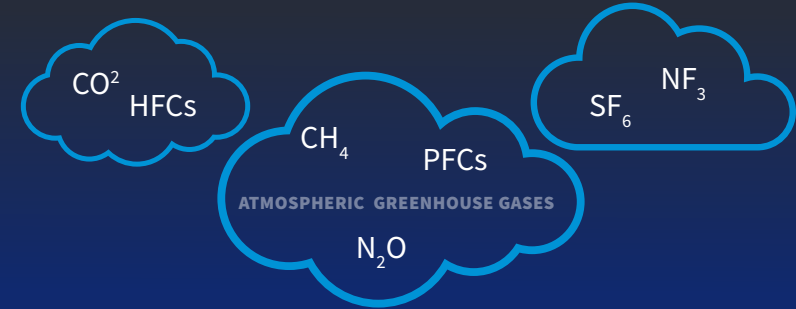
We track and analyze our energy use to drive additional efficiency gains and reduce our GHG emissions. Current energy efficiency measures include replacing HVAC infrastructure with more energy-efficient models and environmentally friendly refrigerant. We're also transitioning to LED lighting.

FY2022 Greenhouse Gas Emissions

Maritz Scope 1, 2 and 3 baseline is fiscal year 2022 (April 1 – March 31). Our carbon accounting correlates to our financial accounting and counts only emissions generated by Maritz operations – not client programs or work.



What is Scope 1 and Scope 2? Quick explanation.



SCOPE 1 DIRECT SOURCES

Emission Source:
All direct emissions within the operational control of an organization.



SCOPE 2 INDIRECT SOURCES

Emission Source:
Indirect emissions generated from purchased electricity, heat, steam or cooling.



SCOPE 3 UPSTREAM & DOWNSTREAM SOURCES

Emission Source:
All other indirect emissions from business travel, event venue, attendee participation, waste management, and other supplier chain sources.

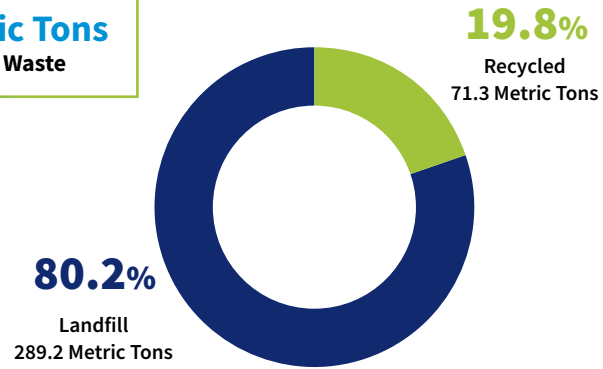




Reduced Data Center Footprint

Modern business relies heavily on data center hosting, which can have a significant contribution to a company's footprint. We are on our way to reducing carbon emissions and modernizing technology through a "Cloud Next" strategy, with the goal for our data center to be entirely cloud-hosted in 2024 in the highest carbon-free regions. For example, our primary cloud hosting partner houses our technology in a cloud region that is certified as a Low CO2 data center.

360.5 Metric Tons
FY2022 Total Waste



Waste

While our business operations do not generate much waste, *any* landfill waste impacts our environment. We track our waste, leverage initiatives to reduce waste and find opportunities to recycle or repurpose. Maritz also has policies in place for the safe handling of any office materials or equipment like batteries, and each year, we host electronics recycling drives for employees and community members near our St. Louis headquarters. In 2023, these efforts kept approximately 28,000 pounds of e-waste out of landfills.



At Maritz, we care deeply about our impact on the environment and have broadened our efforts to confront sustainability issues internally and created solutions for our clients that promote environmentally friendly practices. For 15 years, The Maritz Green Team has been partnering with the Missouri Botanical Garden's Earthways Center and their St. Louis Green Business Challenge to stay actively engaged in sustainable practices.



Larry Corley
Sr. Technical Trainer



Partnerships

We can't create a more sustainable future alone. A cornerstone of our efforts is working in partnership with peers and industry partners to drive collective impact and change.

Partners	Initiatives
Edison Electric Institute	Joined the largest trade organization for electric companies in 2023.
Events Industry Council (EIC)	Member of Sustainability and Social Impact Committee and long-standing Events Industry Council (EIC) organization member. In 2023, Maritz joined EIC as a Founder Member in the new category of Corporate Member.
Centre for Sustainability and Social Impact and In-House Corporate Event planner community (ICE)	Action 10+: a new initiative and resource to support corporate event professionals on their sustainability journey.
Forth Mobility	Member of the nonprofit organization dedicated to equitable access to electric transportation across the U.S.
The Future of Automotive Retail (FAR) Conference	Creator and organizer of this biennial event.
Incentive Research Foundation	Maritz is a long-standing member and contributor to the organization.
Net Zero Carbon Events	Contributed to the NZCE Measurement Methodology and Travel and Accommodation Guidance . Member of the NZCE Board (as representative of the ICE Community).
Professional Convention Management Association	Maritz team members are involved with various committees and new initiatives that address the issue of environmental impact.
Society for Incentive Travel Excellence (SITE)	Maritz has been a long-standing supporter of the organization's work in incentive travel and the supply chain.
Transportation & Electrification Advisory Board	Maritz founded the industry board in 2022. Learn more on page 12.
U.S. Travel Association	Member of Sustainability and Social Impact Committee and long-standing organization member. In 2023, Maritz joined EIC as a Founder Member in the new category of Corporate Member.



We participate in the [St. Louis Green Business Challenge](#), a program of the [Missouri Botanical Garden](#), which encourages sustainable business practices that improve financial performance, engage employees and provide community benefit. Our company was awarded champion-level status in the 2023 class.



Maritz employees learn about recyclable material and how to repurpose plastic bottles into bird feeders.



Progressing Positive Change with Our Clients

Our clients don't have to choose between a valued expert in their industry and a sustainable partner – we're both. We help our clients navigate every aspect of their business as we move forward together to a more sustainable future.

A More Sustainable Automotive Industry

We are uniquely positioned to help the automotive industry create a more equitable and sustainable future because we partner and can provide services for the full value chain – from manufacturers and retailers to government agencies, electric utilities and charging services.

Customer and Dealer Incentive Programs

We partner with over a dozen of the world's best auto brands to design and administer education, incentive and customer experience programs that support the transition to electric vehicle (EV) purchases.

Government and Utilities Partnerships

Government and utilities play a large role in electrification of the industry through programs that drive EV adoption. We helped the [California Air Resources Board](#) and California electric utilities launch and operate the largest EV point-of-sale reward program in the country. Between November 17, 2020, and December 31, 2023, 1,217 California automotive retailers enrolled in the California Clean Fuel Reward program, 386,056 customers received the reward, and an estimated 1.2 million metric tons of CO₂ were saved (*this represents the estimated annual sum of the reduced carbon dioxide emissions for the program—electric vehicles compared to internal combustion engine vehicles*).



California Clean Fuel Reward

Launched and operated by Maritz—cleanfuelreward.com



LARGEST
EV Point-of-Sale
Customer Reward
Program in the U.S.



Rewarded
\$416.8 M to 386,056
CA EV Customers



Supports
26 Electric Utilities
1,217 Auto Retailers



1.2 M
CO₂ Metric
Tons Saved

November 17, 2020 - June 30, 2023

Driving the Industry Forward

We created a Transportation & Electrification Advisory Board in 2022 to support our work to facilitate EV adoption across industry stakeholders, including OEMs, automotive retailers, electric utilities, consumers, infrastructure providers, environmental and energy agencies, and others. We work with the board to ensure we are serving the needs of this segment.

Every two years, we sponsor the Future of Automotive Retail (FAR) conference, which brings together a unique blend of industry stakeholders from OEMs, retailers, suppliers and academia, and has included a strong focus on transportation electrification in recent years.

In 2023, we became a member of [Forth Mobility](#), a nonprofit organization dedicated to empowering mobility and equitable access to electric transportation across the U.S. We also joined [Edison Electric Institute](#), the largest trade organization for electric companies.



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The automotive market is evolving rapidly. Partnerships help us learn from, and in turn, educate and engage retailers and customers, on new mobility technologies that are creating a more sustainable future.

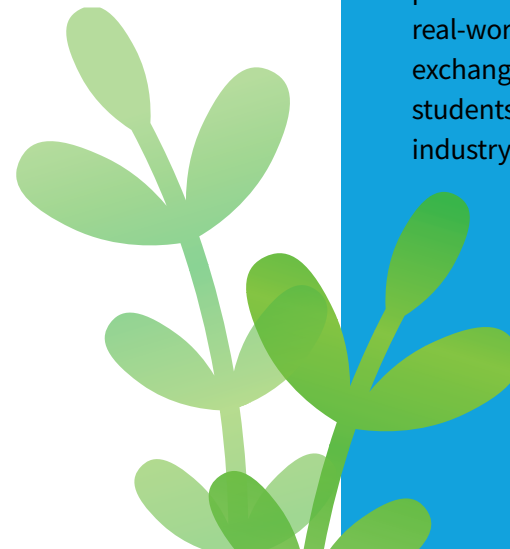


Terry Erwin, SVP
Auto Sector Sales
Automotive Solutions

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Supporting Future Leaders

Our partnership with [Northwood University](#) in Midland, Michigan, is an investment in the next generation of automotive industry leaders. We provide scholarships, as well as share our real-world expertise inside the classroom. In exchange, this relationship gives us access to students' perspectives on the future of the industry and careers in the field.



More Sustainable Business Events

Helping our clients incorporate sustainable practices into their events is embedded in our DNA. We have developed an event management sustainability toolkit to seamlessly weave [Events Industry Council's Sustainable Event Standards](#) into the planning process and embed environmental stewardship in every meeting. We're currently training our team to bring this service to our clients.

- Prior to 2023, six Maritz team members received the [Event Industry Council's Sustainable Event Professional Certificate \(SEPC\)](#). In 2023, 48 additional Maritz team members completed the initial SEPC course and continue their efforts to complete the certificate.
- For clients who want to deliver sustainable action for event guests, we help design events that are mindful of the social impact of an event with custom give-back activities that align with their goals.



In collaboration with the Events Industry Council, we kicked off their Sustainable Event Certificate Program at our brand event, Activate, in August 2023.



Mariela Bazán, Chief Sustainability Officer for the EIC Center for Sustainability and Social Impact, leads a special hybrid program of the Sustainable Event Professional Certificate (SEPC) at Activate.

Sustainability Event Professional Certificate Course

At our brand event, Activate, our team partnered with the Events Industry Council to bring in Mariela Bazán, Chief Sustainability Officer for the EIC Center for Sustainability and Social Impact, to launch the Sustainable Event Professional Certificate (SEPC) introductory course for 48 members of our team.

What is SEPC?

In 2022, EIC launched this online certification program for events professionals interested in accelerating sustainability and social impact in their organizations and global business events. This course provides the knowledge and tools for event strategists to design and implement more sustainable events. Developed by a globally diverse group of business events industry leaders and experts in the areas of sustainability, social impact and event management, this highly interactive and accessible format takes users on an engaging, insightful and easy-to-follow journey. This course covers 16 modules that include understanding the business value of sustainability, improving the environmental performance of meetings and events and effective methods for achieving social impact goals. Participants in the program earn 12 hours of Continuing Education credits (CEs) towards their CMP (Certified Meeting Professional) application or recertification and 12 CAE credits.



Helping Mastercard Client Events Team Put Sustainability at Center Stage

When Mastercard’s events team identified its core objective of becoming a more sustainable brand and reducing the environmental footprint of its events, we were uniquely positioned to support. We partnered with them to incorporate sustainability goals and employ the carbon footprint measurement tool for their 2021 and 2022 internal staff meetings.

Following Mastercard’s 2021 event, we were able to:

- Recommend immediate carbon footprint reduction.
- Flag successes to carry forward.
- Suggest tactical improvements for their 2022 event.

We continued to consult with Mastercard through the planning cycle of the 2022 event to refine the reporting process and enact measurable changes, including a per person reduction in CO₂ emissions. We also provided recommendations for their 2023 internal staff meeting and continue ongoing consultation for future improvements.



Because of this process that we went through with Maritz and measuring our event carbon footprint, we think differently now.

— Director of Meetings and Events
Mastercard

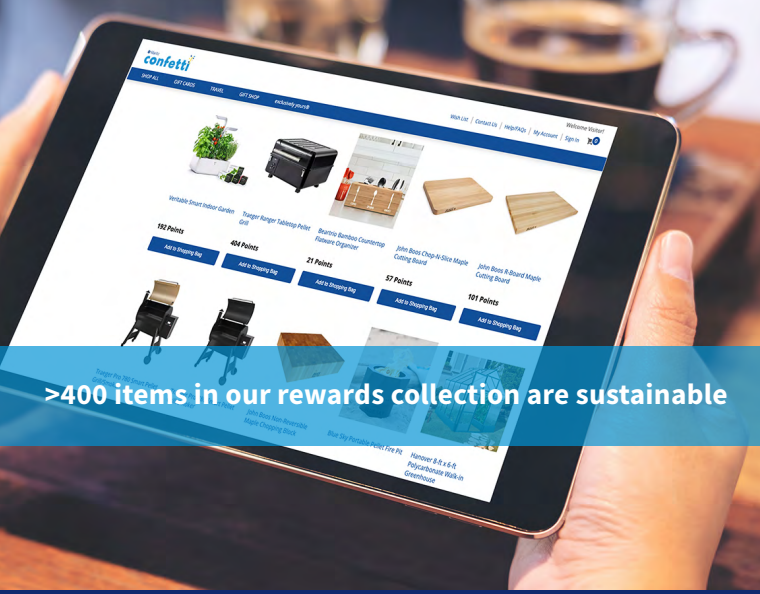


Carbon Footprint Measurement Tool

Measurement and insight are the first steps toward improvement. In 2021, we launched our Carbon Footprint Measurement Tool to help organizations measure event emissions and gain practical recommendations for emissions reduction and event design, including:

- Strategies that decrease an event’s environmental impact, while saving costs.
- Support of local communities through give-back initiatives, such as donating extra program supplies and furniture.
- Designing events that reflect the personal values and goals of guests.

We partner with Reduce2, a recognized global leader in sustainability assurance, guidance, certification and standards setting in the business events industry, to provide carbon calculation and analysis. We’ve conducted several pilots with high profile companies to refine the tool and reporting.



>400 items in our rewards collection are sustainable

Good Things Come in Eco-Friendly Packages

We reduce the environmental impact of physical rewards by offering sustainable packaging solutions, as well as electronic gift cards.

- Renewable Materials
- Eco-friendly Paper
- Dissolvable Packing
- Eco-friendly Tags
- Recycled Gift Cards

Sustainable Engagement Solutions and Incentives

The best incentive programs reflect the motivations and values of employees and channel partners. As sustainability continues to become a significant personal motivator, we're constantly integrating more sustainable options into our catalog of rewards and incentives. We continuously update the products we offer to meet the needs of our clients – which range from Fortune 100 to small businesses – and the diverse interests of their employees. We aim to add more sustainable offerings as more options become available. View the most recent sustainable product catalog [here](#).

- Products made from recycled materials
- Products that are reusable and recyclable
- Products that use renewable inputs
- Battery-operated equipment with lower emissions
- Tools that help employees reduce energy use and footprint, such as the first-ever carbon neutral Apple Watch



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Products that have no net carbon dioxide impact to the atmosphere, such as the first-ever carbon neutral Apple Watch. In the evolution towards a greener future, companies are shifting from specific products that are green to entire lineups that incorporate sustainability principles. We, too, are prioritizing sustainability in our collections, increasing the focus on sustainable products and vendors who supply them in support of our carbon neutral goal.



Mike Donini
Senior Buyer at Maritz

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Maintaining a Responsible Supply Chain

We hold ourselves to high standards – and take steps to ensure our vendors do the same. We expect our suppliers to comply with the expectations outlined in our Supplier Code of Conduct, which covers our mutual commitments to obey the law, play fair, conduct business with integrity and be a responsible global citizen. The Supplier Code of Conduct helps us establish a strong foundation for trusted business relationships that create shared value. In addition, supplier contracts include clauses that address child labor exploitation and trafficking, diversity, discrimination, sexual harassment and environmental practices.

Supplier Survey

As we move toward a more sustainable supply chain, we are working with our suppliers to better understand their own sustainability goals. In 2024, we will distribute a survey to our vendor partners to identify each company’s approach to sustainability.

We also collaborate with our suppliers to add sustainable merchandise to our rewards and incentives programs. We currently offer more than 400 sustainability-related items in our rewards collection. Read more on page 15.

Supplier Diversity

As a [Mid-States Minority Supplier Development Council](#) member, we’re committed to identifying and strengthening minority and women-owned businesses. We prioritize sourcing diverse suppliers in accordance with our Supplier Diversity Policy. Our diverse supplier spend for calendar year 2023 is \$19 million, and we are committed to increasing this spend year-over-year.



\$19 million spent
with diverse suppliers in CY 2023



Our Amplify Women's Network celebrated recipients of the Maritz Women of Distinction award. These women were nominated by managers and peers for being rock stars in the areas of personal leadership, professional success and community involvement.



Individuals with Disabilities ERG representatives at World Day for Cultural Diversity.



Members of our Race and Ethnicity ERG celebrate World Day of Cultural Diversity.

Unleashing Human Potential

Unleashing this potential starts with our own employees. We strive to engage our employees in an inclusive and welcoming culture that supports their potential and wellbeing.

Employee Engagement

Since 2020, we have conducted employee pulse surveys to learn from our team members and improve our culture. We were thrilled to see improvement in 2023 on already high rankings for these categories:

- Employees in our business are treated equally and fairly.
- Maritz demonstrates care and concern for all employees.
- Maritz creates an inclusive work environment.

Diversity, Equity and Inclusion (DE&I)

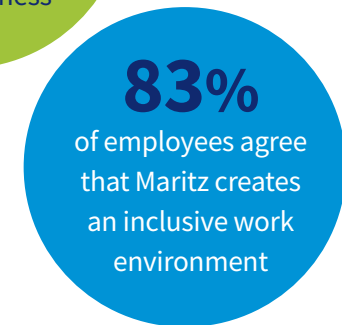
We want people to bring their full, authentic selves to their work. After listening to our employees' feedback on the work environment, we have taken steps to formalize our approach to DE&I and establish employee resource groups (ERGs).

Maritz Diversity Council

The Diversity Council upholds our DE&I vision and works to align our DE&I efforts with our long-term business strategy, prioritize initiatives and outline goals. Each member of the cross-functional council serves as a co-chair of an ERG.



Our St. Louis team celebrating Pride Month in June 2023.



Employee Resource Groups (ERG)

We formed five ERGs based on employee input on how to recognize and honor the diverse needs and individuality of our team members. In this first year, each ERG established its purpose and took strides to educate team members on the perspectives, cultures and workplace challenges of the employee groups they represent.

ERG	2023 Highlights
<p>Amplify Women’s Network This group connects, supports and empowers women by helping them develop personally and professionally and provides opportunities to network with women across the organization and give back to the community.</p>	<ul style="list-style-type: none"> • Clothing drive for Dress for Success, a nonprofit supporting unemployed and underemployed women. • Hosted an empowering speaker on campus for International Women’s Day.
<p>Caregivers This team provides support, information, advocacy and resources for employees who are caring for a loved one.</p>	<ul style="list-style-type: none"> • Honored National Caregivers Month with educational resources and opportunities to engage with other caregivers. • Offered a special water bottle that celebrates caregivers and gives back to families across the world.
<p>Individuals with Disabilities This ERG creates a supportive space where employees of all abilities feel valued and enabled to succeed. Provides education and awareness to the Maritz community around important issues and promotes accessibility.</p>	<ul style="list-style-type: none"> • Lunch and Learn session in conjunction with World Mental Health Day. • Published articles and held events during Employee Disability Awareness Month.
<p>LGBTQIA+ This group provides a welcoming, supportive space for individuals within the LGBTQIA+ community and those who closely support them. Members share experiences and educate the Maritz community about LGBTQIA+ issues.</p>	<ul style="list-style-type: none"> • Education, employee meetup event during Pride Month and activations at PrideFest in St. Louis. • Created Maritz Pride T-shirts that were available for employees to purchase.
<p>Race & Ethnicity This ERG fosters a community supportive of people of color in the workplace. Encourages learning and dialogue around issues of race and ethnic equity.</p>	<ul style="list-style-type: none"> • Highlighted cultures during World Day for Cultural Diversity event and celebrations, such as Lunar New Year. • Added Juneteenth as a company holiday on a recommendation from the ERG.



Marilyn Stowers
DE&I Consultant
Maritz

Diversity Hero

St. Louis Small Business Monthly named our own Marilyn Stowers, DE&I Consultant, to its 2023 list of Heroes in Diversity in recognition of her work to build and advance the DE&I priorities at Maritz. She previously won for her work on Maritz’s supplier diversity program.



At the heart of our DE&I efforts are employee resource groups that encourage all employees to take an active role in advancing these initiatives. These passionate and dedicated team members give a great deal of time and energy to help us move our DE&I initiatives forward.

— Marilyn Stowers
DE&I Consultant



Diversity Training

Diversity training is available to every employee at Maritz. In 2023, 321 employees and 75 managers completed the training course titled, “Unintentional Still Hurts: Overcoming Unconscious Bias.” A microlearning course, “How to Be an Ally for Diversity and Inclusion,” was offered later in the year. A series of additional microlearning courses on various DE&I topics will be added throughout the year.

Building Workforce Diversity

We are an equal opportunity employer. Our talent acquisition team partners with hiring leaders across the organization to find the right talent for the right roles. A partnership with Circa publishes all our job openings to DiversityJobs.com, a top-rated job board for underrepresented audiences. The partnership also facilitates a connection to a network of niche sites and community boards, such as the Urban League, and it opens a pipeline to educational institutes, like Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs).

Caring for Our People

At Maritz, we want all of our team members to reach their full potential. To do that, we care for the whole person – their life at work and at home.

Career Development

We offer internal, external and online development opportunities, as well as tuition assistance for those looking to advance their education. Our internal training courses cover a wide range of topics to help employees excel in their careers. Examples include accessible writing, manager and leadership training, skill certifications, cybersecurity and software training.

Safety

Employee safety and wellbeing are an important part of our business and culture. Whether our employees are working at an office, at home, a warehouse or on-site for a client’s business event, we have robust policies and guidelines in place for their physical safety and wellbeing.



Remote Working

Post-pandemic, we continue to provide the opportunity for flexible, remote working. We believe this gives our employees options to find what works best for them and is another way that we can help manage our carbon footprint. We currently have approximately 2,400 regular employees across our organization. Of those employees, around half are fully remote and roughly 80% opt for at least two days of remote work.

Nearly 3,000 developmental courses completed by employees in 2023



Maritz has designated 11 restrooms across its headquarters as gender neutral facilities as part of our commitment to fostering an environment where everyone feels valued and welcome at work. The change was driven by feedback received through the DE&I survey and focus group.

Community Support

People can do amazing things. We see it every day. Our goal to help people be their best also extends to our communities.

Fighting Human Trafficking

We help several organizations who are champions for victims of human trafficking. In 2013, Maritz was the first meetings and events company to sign the Tourism Child-Protection Code of Conduct, and we have continued to lead the way in supporting efforts across our industry.

- We are longtime partners of [Protect All Children from Trafficking](#) (PACT), a member of ECPAT International and the leading U.S. policy organization seeking to end the commercial sexual exploitation of children.
- We support the work of [Monarch Jewelry](#), a local charity creating jewelry and accessories to expand awareness and raise funds for Crisis Aid International's efforts to help children and young adults who are at risk or caught in sex trafficking situations across the U.S.
- We also partner with [The Covering House](#), a St. Louis-based organization providing residential housing and programs for those who have endured an exploitation or trafficking experience. Besides financial assistance, we have donated our own office space to The Covering House employees during construction of its new campus, which is slated to open in Fall 2024.
- Our Human Trafficking Awareness Committee works tirelessly to increase awareness of human trafficking and the impact it has on the business events industry.
- We are committed to supporting organizations that align with our mission through our brand events. At our client event, Elevate, we partnered with One Purse to collect 46 designer purses and over \$7,600 in monetary contributions to support its efforts to empower human trafficking survivors. We partnered with suppliers during our Activate event to purchase supplies and pack 430 welcome bags for Phoenix Dream Center, an organization with a mission to stop human trafficking, end childhood hunger and educate tomorrow's leaders. Every bag went directly to a survivor in recovery, and we donated an additional \$5,000 to the center.



Attendees of Activate participate in a Giving Back activity benefiting the Phoenix Dream Center.



Join us in the fight against human trafficking

- View [PACT training](#) and resources to help recognize the signs.
- Report suspected trafficking at 1-888-373-7888 or the [National Human Trafficking Resource Hotline](#).
- Download the [TraffickCam App](#) where you can upload photos of hotel rooms that help investigators efficiently search and cross reference locations.

Supporting Education

Education is a cornerstone of our community support – giving both dollars and time to programs that help children and adults reach their potential. We partner with national and local organizations to provide donations and volunteer time.

- **Teach for America** We are a long-term partner with Teach for America – St. Louis and host school supply drives each summer. Through the 2023 back-to-school drive, our employees raised nearly \$650 and donated more than 7,000 items.
- In an effort to introduce diverse high school students to the hospitality industry, Maritz employees helped plan and work the **Hospitality Industry Career Fair**, which brought in more than 275 students within Chicago Public Schools to learn more about the hospitality industry. Maritz team member, Patty Olejnik, served as co-chair of the event, and Debra Collins joined her in staffing a table to share information about Maritz and the wide range of opportunities in the industry.

Uplifting Communities

Whether through donations or our paid employee volunteering policy, we support these awesome nonprofit organizations that reinforce our value of taking good care of each other.

- **Pedal the Cause:** The annual cycling challenge aims to provide critical funding for cancer research at Siteman Cancer Center and Siteman Kids at St. Louis Children’s Hospital. Our team members volunteered in the pre-event preparations and during the event with 107 volunteers contributing 859 hours. In addition, our team, Maritz Peck’s Pedalers, raised over \$34,000 in 2023. Over the last 12 years, we have helped fundraise over \$466,000 for cancer research.
- **American Red Cross:** In 2023, Maritz, our employees and customers donated over \$15,600 to the organization’s Disaster Assistance and aid for the Hawaii wildfires.
- **Feeding America:** We celebrated the holiday season by making a donation to Feeding America on behalf of our customers, employees and other stakeholders.



Our team participated in the Hospitality Industry Career Fair, in collaboration with the PCMA Greater Midwest Chapter, Chicago Public Schools and Choose Chicago.



Maritz Peck’s Pedalers manning the registration tent for Pedal the Cause.



Donations for our Teach for America 2023 school supply drive.

Ethical Business

At Maritz, we know good ethics is good business. Honesty and integrity are non-negotiable. Ethical business practices are overseen and encouraged by a designated Ethics committee and our Ethics Officer.

Code of Conduct

The Maritz Global Code of Conduct (Code) outlines how we conduct business in an ethical and responsible manner for all employees, vendors and supplier partners. The Code is organized around three basic principles:

Treat others with respect • Act responsibly • Play fair

Employees receive compulsory annual training on the Code. Employees are asked to immediately report any situation they feel could be in violation of the Code to their leadership or through the Maritz Ethics Hotline available 24/7 via phone and website. Maritz maintains a strict no-retaliation policy.

Policies

Maritz maintains and educates our employees on a robust suite of business ethics policies, including Antitrust and Foreign Corrupt Policies Act (FCPA); Corporate Information Security Standards and Information Security, Acceptable Use, Privacy and Records Management policies; Equal Employment Opportunity policy; and Supplier Relations policy.

Cybersecurity

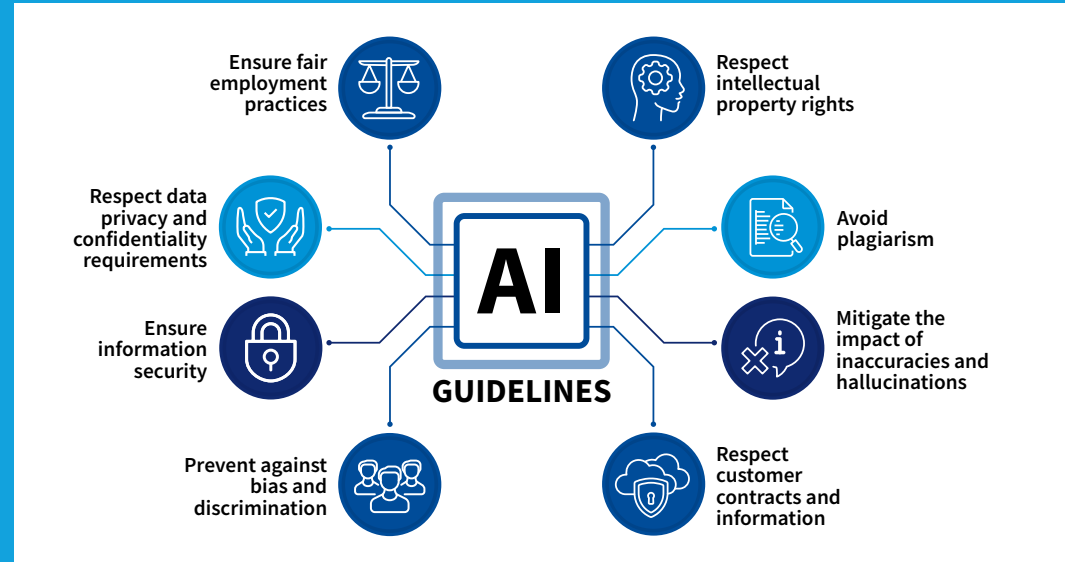
We safeguard our systems, data and stakeholders from the growing threats posed by cyber incidents – ensuring compliance with data protection regulations by:

- Prioritizing cybersecurity investments to safeguard personal information and comply with privacy laws and compliance initiatives.
- Implementing strong governance practices, such as regular risk assessments and developing incident response plans.
- Ensuring our team is aware of the responsibility to safeguard customer data from unauthorized access, breaches or misuses.

Any suspicious activity is reported to the Corporate Risk and Information Security office.

Responsible Artificial Intelligence (AI) Use

AI brings opportunity for innovation, along with risks to be aware of and navigate. Any use of AI by Maritz employees will be governed by our Code and our AI Governance Policy. The AI Governance Policy is based on these guidelines:



About This Report

Maritz is proud to publish our first Climate & Impact Report to provide our customers, employees, communities and partners with an overview of our environmental and social commitments. This report is for the Maritz fiscal year of April 1, 2023 through March 31, 2024. Any data provided for calendar year is noted.

Historical, current, and forward-looking climate and environmental-related statements and data in this document may be based on standards, practices and methodologies that are still developing, controls and processes that are evolving, and assumptions that are subject to change.

Website references and hyperlinks throughout this document are provided for convenience only, and the content on the referenced third-party websites is not incorporated by reference into this report, nor does it constitute a part of this report. Maritz assumes no liability for the content contained on the referenced third-party websites.

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