

A satellite view of Earth at night, showing the Americas and parts of Europe and Africa. The landmasses are illuminated by city lights, creating a glowing pattern against the dark blue and black of the oceans and space. The Earth's curvature is visible on the right side.

PLANET PEOPLE IMPACT

2025 CLIMATE & IMPACT REPORT

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Message From Our CEO

At Maritz, we've always believed that taking care of people and taking care of the planet go hand in hand. As we reduce our own footprint and support our clients with their sustainability journeys, one thing is clear: when we align our purpose with real action, meaningful progress follows.

In 2025, we built on that momentum. We reduced emissions across our operations and strengthened our standing with leading sustainability reporting agencies, including EcoVadis, Carbon Disclosure Project (CDP) and SupplierAssurance (SAQ). A milestone for us this year was receiving formal validation of our science-based targets from the Science Based Targets initiative (SBTi), setting a clear pathway for the decade ahead.

But our commitment goes beyond tracking numbers. We expanded EcoMaritz, our companywide platform that helps our people learn, engage and take climate action in ways that matter to them. We also advanced our client products and deepened partnerships that accelerate change across the industries we serve.

Our commitment to Belonging@Maritz remains integral to our sustainability efforts and our seven employee resource groups continue to advocate, educate and provide resources to elevate our people.

Together, we're proving that doing what's right for the world is also what's right for business, which is essential to the future we want to help build. Thank you to everyone who played a role in this year's progress: our employees, our clients and our partners. We remain committed to creating meaningful impact for the people we serve and the planet we all share.

David Peckinpugh, CMP, CIS
CEO, Maritz

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What We Do & How We Do It

People are at the core of everything we do. We help clients achieve deeper engagement, elevated performance and stronger business outcomes by understanding what motivates people and by designing experiences that move them forward.

OUR PURPOSE Unleashing Human Potential

OUR PASSION Engaging People, Elevating Performance

OUR PROMISE Results Realized



OUR TEAMS

Automotive Solutions

We work with original equipment manufacturers (OEMs) and other organizations to drive the automotive industry forward. We help our clients sell more vehicles, parts and service and deliver a world-class customer experience. We also accelerate the transition to industry electrification through a full suite of professional services and solutions.

Business Events Solutions

We create memorable events around the globe by engaging people and elevating performance through experience design, creative strategy, incentive travel, trade shows, meetings and events.

Engagement Solutions

We help clients achieve results, increase sales and retain top talent by designing and delivering successful channel incentives, loyalty programs, employee rewards and sales incentives.

CORE VALUES

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.

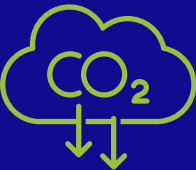
Teamwork

We rally together to get the job done.

“
Our ESG strategy is built on a simple idea: doing what's right for our world is essential to long-term business success. That principle shapes how we set priorities, measure progress and hold ourselves accountable, while continuing to deliver results for our clients.
— Sarah Kiefer, VP, Brand
”

2025 Highlights

Key Achievements



28%
We **reduced emissions** by 28% from FY24 to FY25.

We completed an audit of our **Scope 1** and **Scope 2** carbon footprint.



We launched **EcoMaritz**, our employee education platform.



Our brand event, Activate 2025, was recognized by the Events Industry Council (EIC) as Sustainable Event Certified with a **bronze certification**.

We conducted a **Maritz Supplier Sustainability Survey**.

We led the development of the **Fight Against Human Trafficking** industry collaborative group.



We held our first internal **Sustainable Procurement Summit**.

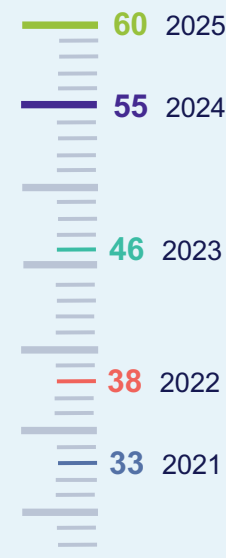


We opened the 1385 Plaza **green space** at our St. Louis campus.

We received the following sustainability ratings:



EcoVadis: 60



CDP: B

2025	B
2024	C
2023	C-
2022	C
2021	D



SAQ: C79

Science-based near-term targets validated by SBTi

2025	C79
2024	C53
2023	U39



Managing Our Footprint

Measuring Our Impact

Accurate measurement and third-party assurance are essential to managing and reducing environmental footprint. We align our greenhouse gas (GHG) accounting and reporting with leading global frameworks and emerging regulations to ensure credibility and regulatory readiness.

Transparency and Reporting

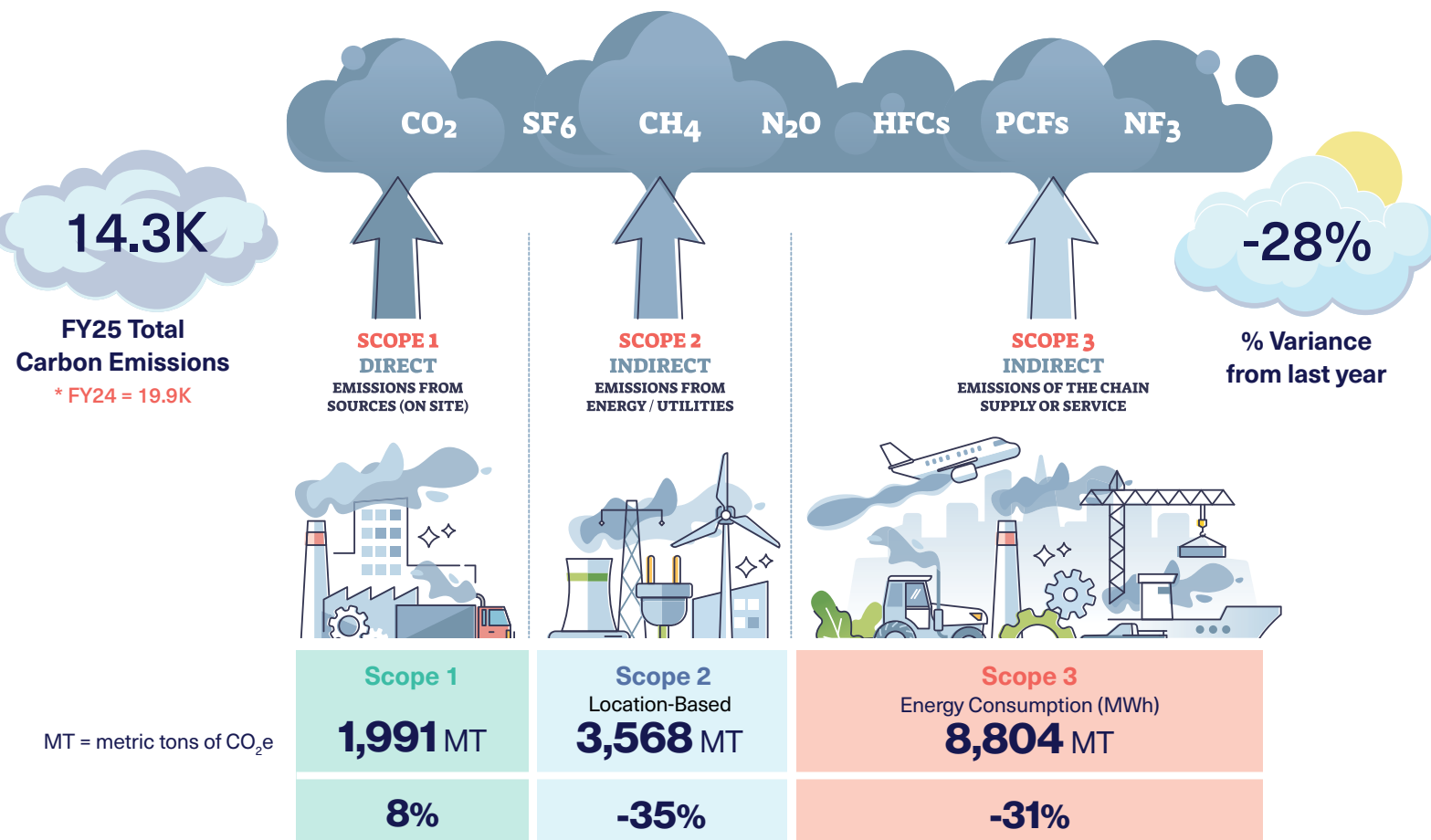
In addition to this report, we respond to EcoVadis, CDP and SupplierAssurance questionnaires annually as part of our commitment to transparent business practices and requirements from our customers.

Maritz committed to the Science Based Targets initiative (SBTi) in 2023 and in 2025 our near-term targets were officially validated.

SBTi Near-term Target Validation:

We have pledged to:

- Reduce absolute Scope 1 and 2 GHG emissions 100.0% by FY35 from a FY25 base year.
- Reduce absolute Scope 3 GHG emissions 70.0% within the same timeframe.



CARBON FOOTPRINT OVERVIEW FY25

FY25 Greenhouse Gas Emissions

Each year, we calculate our greenhouse gas emissions using Persefoni, our carbon accounting platform. This carbon accounting aligns with our financial accounting and includes only emissions generated by Maritz operations, excluding client programs and work. The graphic above compares our FY25 carbon emissions to those from FY24.

It should be noted that FY25 has been designated as Maritz's official baseline year. As part of refinements to our carbon accounting processes, we identified that limited client program emissions were inadvertently included in prior inventories. In FY25, these emissions were fully removed and data collection for Scope 3, categories 1 (Purchased Goods and Services), 4 (Upstream Transportation and Distribution) and 6 (Business Travel) were automated to ensure greater consistency, accuracy and completeness. As a result, FY25 provides the most accurate and representative

foundation for tracking future emissions performance and progress toward our reduction goals. Our Science Based Targets are based on FY25.

Assurance and Regulatory Compliance Achievements

- Independent assurance of our carbon footprint, including a third-party audit of Scope 1 and Scope 2 emissions conducted by Forvis Mazars, to meet Science Based Targets initiative (SBTi) requirements.
- Prepared for compliance with California Senate Bill 253 (Climate Corporate Data Accountability Act), effective July 1, 2026.
- Climate risk and opportunity assessment completed to meet California Senate Bill 261 requirements, with compliance achieved as of January 1, 2026. Findings are published in our [Task Force on Climate-Related Financial Disclosures \(TCFD\) Report](#)

Employee Engagement and On-Campus Initiatives

While measurement and reporting are critical to accountability, progress also depends on how sustainability is activated across our organization. Through employee-led initiatives and intentional investments in our physical spaces, we translate strategy into action and embed environmental stewardship into our day-to-day operations.

EcoMaritz Education Team Initiatives

- Green Vendor Fair
- Electronic recycling event that diverted 13,874 pounds of e-waste
- Latex paint recycling event that diverted 2,353.7 pounds of paint
- Completion of the 1385 Plaza
- Lunch and Learn on sustainable design of the 1385 Plaza
- Beyond Plastic EcoChallenge

EcoMaritz Lunch N Learn
Maritz Green Space & Biodiversity
Ft: The Lawrence Group
Topics and Speakers:
Jordan Williams Landscape Architect
Planting Design Strategy
By the Numbers
Stormwater, Runoff, Filtration
Date & Time
October 23, 11:30 AM CST
Technology Learning Center, 1365 or through Microsoft Teams

Maritz Green Team
in partnership with **MBC**
Electronics Recycling Event
Tuesday, May 6, 2025
7 - 10 a.m.
Maritz Upper Bowles Parking Lot (Bowles & Horan Drive, Fenton)

Acceptable Items: (working or not)
Computers, Printers, Keyboards, Laptops, Hard Drives, Cell Phones, Radio's, Speakers, VCR's, DVD Players, Blu-ray Players, Fax Machines, Answering Machines, Televisions, Stereo's, Furnaces, Water Heaters, Air Conditioners*, Microwaves, Power Tools, Kitchen Appliances*, Sewing Machines, Equipment, etc.

These Items Require a Fee:
CRT Monitors: \$3
CRT TVs 26" or less: \$30
CRT TVs 27" or greater: \$50
Wood Console & True Big Screen/Projection TVs: \$40
LED, LCD, and Plasma TVs: \$50
Refrigerators, Freezers, A/C Units, Dishwashers, Washers, Dryers, Stoves, Toasters, etc.: \$10
Printers/Copiers: \$5

Only Cash & Checks Accepted

EcoMaritz Education Team Initiative Activities



1385 Plaza on the St. Louis Campus

We were recognized by the Missouri Botanical Garden during the St. Louis Green Business Challenge with a Champion Innovation Project Award for our new 1385 Plaza on our St. Louis campus, a living example of how we're weaving sustainability into the way we work and connect.

What makes this space special:

- 102 Missouri native trees
- 407 native shrubs
- 3,382 native perennials
- 1,050 bulbs

Built for long-term environmental impact:

- The soil was enriched to boost plant health and resilience.
- Stormwater is captured and cleaned before entering local waterways.
- The space is designed to naturally spread native species and enhance biodiversity.



Highlights by Solution

BUSINESS EVENTS SOLUTIONS

The Business Events Solutions team advanced sustainability across events by aligning client goals with Maritz standards and on-site execution. Throughout the year, the team focused on education, supplier collaboration and the consistent application of sustainable practices across programs.

EcoMaritz Event Management Committee

- Developed sustainability-focused training materials to support event managers during planning and execution
- Expanded eco-friendly swag and badging options with primary suppliers to enable more responsible material and sourcing decisions

EcoMaritz Travel Director Committee

- Championed practical sustainability actions during on-site execution
- Facilitated donations and began building a centralized catalog of nonprofit partners by destination
- Introduced a standardized form to track food donations and other on-site sustainability actions, strengthening future program design

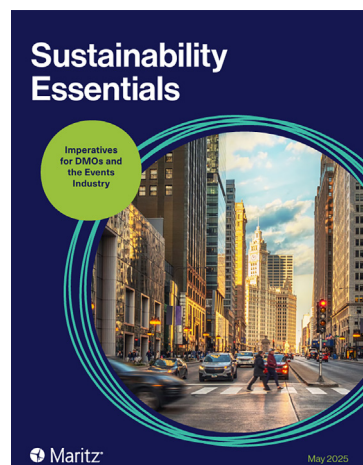
Client Work Highlights

Our client work demonstrated how our proprietary carbon footprint measurement tool can inform better decision making and continuous improvement, including:

- Measuring a client's flagship global program to inform sustainable design, sourcing and execution,

resulting in an Events Industry Council (EIC) platinum-level certification.

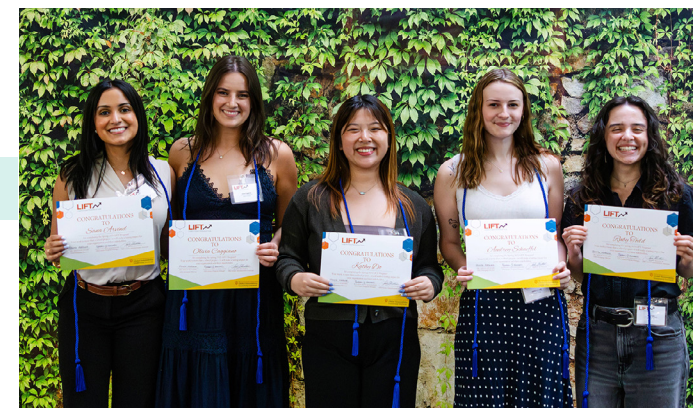
- Supporting another global client in expanding carbon measurement from a single event to multiple programs, building on early success.
- Completing a three-year measurement journey with a leading industry organization, including measurement of a large industry trade show, paired with transparent reporting, on-site education and visual sharing of outcomes.



Destination Marketing Organization Partnerships

We partnered with destination marketing organization (DMO) clients to support the development of their sustainability strategies. In addition, we published "Sustainability Essentials: Imperatives for DMOs and the Events Industry," which connects business events to broader destination sustainability frameworks and highlights practices that enhance destination appeal.

Imperatives for DMOs and the Events Industry," which connects business events to broader destination sustainability frameworks and highlights practices that enhance destination appeal.



The University of Texas at Austin McCombs School of Business (UT Austin) students.

Academic Partnership

Maritz partnered with The University of Texas at Austin McCombs School of Business (UT Austin) to research reduction opportunities for event materials including carpet, lanyards, signage and badges. These insights are now being applied internally and shared with clients to reduce environmental impacts.

Brand Events

For Maritz-owned brand events, Activate and Elevate, we developed clear sustainability goals, objectives and guidelines and utilized our Carbon Footprint Measurement Tool to create a consistent framework to guide planning and execution. This framework is documented in our [Maritz Brand Event Sustainability Guide](#). These annual events align with our overarching sustainability strategy, reflecting our mission to minimize our environmental footprint while enriching the communities with which we engage.

The Events Industry Council (EIC)'s Sustainable Events Certification Program is the events industry standard for sustainability and social impact. In recognition of our efforts to reduce environmental impact and drive positive social outcomes, Maritz received a bronze certification for Activate 2025.

We set the following goals at each brand event:

Economic

Support our local host communities by:

- Prioritizing local sourcing
- Expanding opportunities to give back
- Increasing food and material donations to those in need

Educational

Drive meaningful impact by:

- Promoting sustainability throughout the event
- Inspiring behavior changes among staff and attendees
- Transparently sharing lessons learned with all stakeholders

Environmental

Limit our impact on the environment by:

- Tracking and reducing carbon footprint year-over-year
- Reducing waste to landfills
- Prioritizing sustainable suppliers when sourcing



Maritz received a bronze-level certification from EIC for Activate 2025.

This year showed us what's possible when we truly partner with our clients on sustainability. Together, we explored new event strategies, strengthened policies, worked toward Events Industry Council (EIC) certification and saw meaningful reductions in carbon emissions. Seeing this kind of tangible impact is what continues to move us forward, knowing we're making thoughtful choices that support the environment, our business and the industry as a whole. — Bridget Switzer, Director, Design Studio

Creating Meaningful Impact Through Our Brand Events

Inclusive and Welcoming Events

We strive to create inclusive and welcoming environments at our brand events. Our approach includes:

- Creating a calm space for individuals with neurodiversity
- Providing closed captioning on all screens
- Ensuring venues are accessible for those with mobility issues
- Engaging a varied set of speakers

Activate Clothing Swap

At Activate 2025, sustainability came to life through a “business attire swap” in partnership with Visit Tampa Bay. The activation featured a zero-print booth built entirely from cardboard, sustainable shopping bags and reusable water bottle giveaways. Attendees donated 256 clothing items, with 226 remaining items donated to Family Scholar House following the event, extending the impact beyond Activate.

Fighting Human Trafficking

At Activate and Elevate, we partnered with local organizations to support the fight against human trafficking. In 2025, this included supporting PATH Coalition of Kentucky and the Alabaster Jar Project.

Making an Impact in Chicago

For over 30 years, Maritz has hosted the annual Holiday Unwrap event in Chicago in partnership with select supplier partners to raise funds to give back to the local Chicago community.



Activate 2025 Clothing Swap in partnership with Visit Tampa Bay.



Supporting the Alabaster Jar Project at Elevate 2025.



The Holiday Unwrap event in Chicago always draws a big volunteer crew.



Our team, clients and partners proudly wore blue at PCMA Convening Leaders 2026 to recognize National Human Trafficking Prevention Month in January 2026.



Maritz was featured in a Convene 4 Climate podcast exploring collaboration, clearer data and how innovation can drive meaningful climate action.

Industry Partnerships

Events Industry Council (EIC) Sustainability & Social Impact Committee

The EIC Centre for Sustainability and Social Impact advances globally recognized standards, education and guidance that enable the events industry to integrate environmental and social impact into event planning and delivery.

We volunteer our expertise on the Sustainability and Social Impact Committee, contributing to the development and evolution of industry resources that support climate action, equity and accountability at scale.

Sustainability Hub for Events (SHE) Governing Board

The Sustainability Hub for Events (SHE) is an industry-led platform that translates sustainability standards and Net Zero Carbon Events guidance into practical, event-level actions.

We serve as volunteers on the SHE Governing Board, helping ensure the platform’s strategic direction, governance and outputs remain credible, consistent and grounded in real-world event delivery.

Net Zero Carbon Events Standards of Measurement Working Group

The Net Zero Carbon Events Standards of Measurement Working Group develops consistent methodologies to measure and report greenhouse gas emissions across meetings and events.

We volunteer our expertise to advance transparent, credible and practical measurement standards that enable comparability, track progress over time and support the industry’s transition toward net-zero events.

Convene 4 Climate

Convene 4 Climate (C4C) is a global platform and movement launched in 2024 by the Professional Convention Management Association (PCMA), in collaboration with the Strategic Alliance of National Convention Bureau of Europe (SANCBCE), to accelerate the transition of the business events industry toward sustainability and regeneration.

Our team has helped develop C4C by contributing to its structured, action-oriented approach, fostering cross-sector collaboration and advancing practical tactics that enable industry stakeholders to drive measurable climate impact. We also support the planning of the event by securing speakers, partners and clients to attend.

ENGAGEMENT SOLUTIONS



Examples of sustainable reward offerings.



The Engagement Solutions team continued expanding sustainable reward offerings while integrating environmentally-conscious approaches across product assortment, reward experiences and operations.

Rewards Collection

The following highlights represent a selection of featured, sustainability-forward offerings from our rewards catalog, designed to help clients and participants make more environmentally responsible choices.

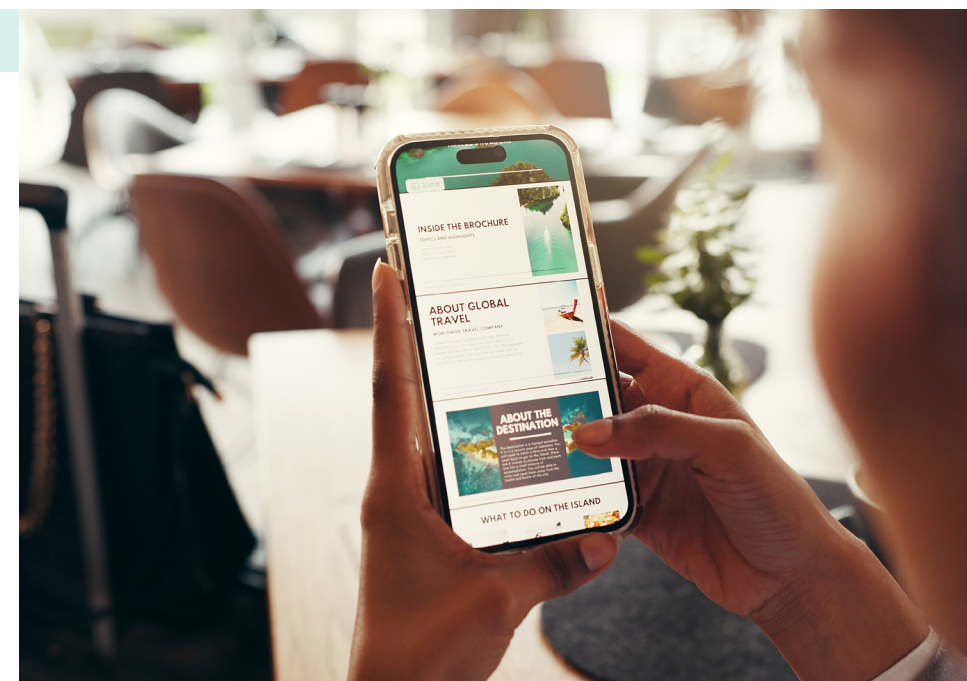
Reusable Home & Kitchen Essentials: Our rewards include reusable drinkware, glass food-storage solutions and cast-iron cookware designed to replace single-use or disposable products. These durable, recyclable options help reduce waste, limit toxins and minimize the need for frequent replacement.

Energy-Efficient & Renewable Technology: Smart thermostats, solar-powered products and light-powered Eco-Drive watches help lower energy consumption, reduce emissions and eliminate disposable batteries by leveraging efficient and renewable power sources.

Responsible Electronics & Transportation: Nimble chargers, electric transportation options and electric lawn-care tools reduce reliance on fossil fuels, incorporate recycled materials and help divert e-waste from landfills while offering quiet, efficient performance.

Outdoor, Gardening & Lifestyle Products: Pellet grills, plants, gardening supplies and outdoor/adventure gear support lower-emission recreation, carbon sequestration and a closer connection to nature through responsible materials and cleaner energy sources.

Digital Gifting: With 25% of gift card volume now delivered digitally, e-gifts reduce the need for printed materials and shipping, lowering the associated carbon footprint.



Highlighted Program Activity

Sustainable Marketing Initiatives

Within our rewards points programs, we promoted eco-friendly items as part of our Earth Day campaign and transitioned entirely to digital marketing to eliminate printed catalogs. These shifts reduce paper use and highlight products aligned with sustainable living.

Smart Center & Warehouse Sustainability Efforts

Our in-house print center, Smart Center, offers eco-friendly printing for meeting materials, letters and labels. Our warehouse also emphasizes responsible sourcing, recycling practices and box reuse to reduce material waste and environmental impact.

Long-Term Sustainability Roadmap

Our long-term sustainability roadmap outlines future enhancements that will deepen the environmental impact of our digital shopping experience.

Planned features include:

- The introduction of carbon-offset options at checkout to help points program participants reduce their overall impact
- Eco-optimized assortments that highlight products made with sustainable materials or responsible production practices
- Expanded sustainability filters to make eco-friendly shopping more intuitive and accessible
- Recommendation nudges that guide participants toward greener alternatives during their browsing experience

These forthcoming features reinforce our continued commitment to helping clients and participants make more sustainable choices.

By expanding sustainable rewards and embedding eco-conscious practices into every facet of our operations, we empower our clients and their participants to make decisions that support both people and the planet. This is not just an initiative for us; it's a long-term commitment to shaping a more sustainable future for our industry.

— Carrie Hanichak
Global Head,
Engagement Solutions

AUTOMOTIVE SOLUTIONS

As automotive Original Equipment Manufacturers (OEMs) adjust electric vehicle (EV) strategies to reflect changing market realities, the Automotive team continues to support sustainable mobility by serving as a bridge between innovation, adoption and the people and communities involved in the transition.

Expanding Transportation Electrification

We provided strategic and operational support across the EV ecosystem, including EV education and retailer readiness programs, administration of EV sales incentives, participation in industry working groups and development of solutions that improve access to incentives.

Investing in Future Automotive Leaders Through the Northwood University Partnership

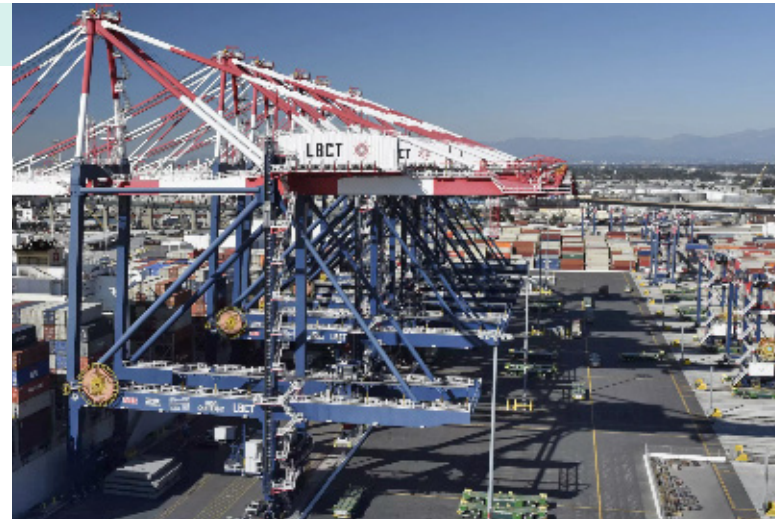
Our continued collaboration with Northwood University allowed Maritz leaders to engage with students pursuing automotive careers. Through the years, we have led classroom discussions on EV trends, supported their student-run International Auto Show and awarded scholarships. These touchpoints offer students real-world insights and give our team visibility into how emerging talent views the future of EVs and automotive retail.

Supporting Commercial Electrification Through SCE Truck and Retrofit Rebates

We helped Southern California Edison (SCE) launch and administer two major clean-transportation incentives focused on commercial vehicles:

- **The Drayage Truck Rebate (launched in July 2024)**, offering \$115,000 or \$150,000 toward Class 7–8 electric drayage trucks serving the Los Angeles, Long Beach and Hueneme ports
- **The ReCharge Retrofit Rebate (launched in August 2025)**, supporting Class 4–6 vehicle conversions to battery-electric systems at up to \$300/kWh

Our team delivered project management, creative content, a hosted rebate platform, in-dealer training, reporting, surveys, contact-center support and rebate disbursement.



The Drayage Truck Rebate offers clean-transportation incentives in Southern California.



Maritz's capabilities and solutions for the automotive sector help our clients navigate and address many of the challenges facing the industry today: vehicle affordability, changing consumer sentiments, supply chain disruptions, shifting government priorities and policy and more — while also supporting their longer-term transportation electrification goals.

— Dave Shay
VP, Client Services



Supporting Underserved Communities Through Pre-Owned EV Rebates

In partnership with Southern California Edison and Valley CAN, we delivered the Pre-Owned EV Rebate, offering \$1,000 for standard customers and \$4,000 for income-qualified participants. Our support included application processing, platform management and direct assistance to applicants. A point-of-sale version of the rebate is planned for 2026 to further streamline access at dealerships.

Driving Charging Adoption Through EV Charger Incentives

We supported a major OEM's EV charger incentive program, which rewards dealership employees for selling eligible EV chargers. We handled claims management, data reporting, communications and points-based award fulfillment, which encouraged retailer engagement and strengthened consumer access to reliable home charging solutions.

Industry Partnership

A key component of this work is the Transportation Electrification Board (TEB), which brings together leaders from policy, utilities, OEMs, academia and equity groups. This collaboration helps ensure programs remain relevant as the EV landscape continues to evolve.

We maintained memberships with Forth Mobility and the Edison Electric Institute, two organizations driving clean transportation progress across the United States. These memberships provided opportunities to collaborate with utilities, policymakers, manufacturers and advocates working to expand EV adoption and charging access nationwide.



Maintaining a Responsible Supply Chain

We made strong progress in advancing sustainable procurement in 2025. Our first internal Sustainable Procurement Summit focused on educating teams, strengthening collaboration and setting a clear path forward for responsible sourcing. As a result, we clarified roles, standardized procurement practices, embedded environmental considerations into decision-making and aligned on data-driven processes. Together, these efforts created a more unified approach to meeting sustainability goals while strengthening long-term procurement resilience. As a result, we:



Embedded sustainability into the foundation of our supplier onboarding process by adding targeted sustainability questions to the new supplier setup form, ensuring every partnership begins with a commitment to responsible practices



Strengthened accountability by updating our [Supplier Code of Conduct](#) to include clear sustainability requirements, setting higher standards for ethical and environmental responsibility across our supply chain



Elevated transparency and engagement by launching our first Supplier Sustainability Survey with Maritz's Top 40 suppliers, capturing critical insights to drive continuous improvement and collaboration



As part of our CDP climate change disclosure, Maritz is evaluated through CDP's Supplier Engagement Assessment (SEA), which measures performance across governance, targets, Scope 3 emissions and value chain engagement. In 2025, Maritz received an A- rating, recognizing our leadership in engaging suppliers on climate action and supporting the transition to a net-zero economy.

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Unleashing Human Potential

It begins with our people. We strive to foster an inclusive culture that supports well-being, belonging and growth.

Belonging@Maritz

Belonging@Maritz connects employees through a leadership council and our employee resource groups (ERGs). In 2025, these groups hosted educational events, volunteer initiatives, awareness campaigns and community partnerships that strengthened connection and impact across the organization.



Students and staff from the Special School District of St. Louis County assisted with sorting and counting Soles4Souls donations.

GENERATIONS AT WORK

- Our team hosted Global Intergenerational Week, which included an internal panel discussion, a podcast episode and other activations.
- We led a shoe drive with Soles4Souls, collecting 1,119 pairs of shoes, eight clothing items and a monetary donation, diverting 1,402.75 kilograms of material from local landfills and reducing carbon impact through reuse.
- We partnered with students and staff from the Special School District of St. Louis County to assist with sorting and counting the donations.
- We also hosted the “Generational Talent: Upping Your Game” presentation, discussing how formative experiences can shape preferences and how to design communication, learning and events for varying audiences.



Photos from the Women of Distinction awards and the TEDxStLouis Women's event.

AMPLIFY WOMEN'S NETWORK

- We celebrated Women's History Month with a podcast and an “Inspiring Words, Inspiring Women” video, showcasing women leaders across Maritz for International Women's Day.
- We continued to celebrate women's leadership and community impact through our Women of Distinction award program, while also supporting YWCA and the TEDxStLouis Women's events.
- Our team launched the LeadHER series, featuring women leaders across Maritz who share insights and experiences that have shaped their careers.

CAREGIVERS

- We honored National Caregivers Day in February with a “Thank a Caregiver” campaign and celebrated National Caregivers Month by sharing employee caregiver stories, hosting mindful meditation sessions, playing bingo and sharing educational resources.
- We expanded on the “Caregivers Connect” network to provide meaningful opportunities for Maritz caregivers to share their stories, impart what they have learned from their caregiving journey, celebrate each other's joys and support each other through caregiving challenges and losses.
- Our ERG partnered with the Maritz benefits team to promote awareness of Maritz's Paid Caregiver Leave and other caregiver-focused benefits.





INDIVIDUALS WITH DISABILITIES

- For Mental Health Awareness Month, we acknowledged the month with weekly articles and trivia.
- We added the Accommodations subcommittee, creating space to explore how accessibility, accommodations and events intersect in our work and lives.
- For Americans with Disabilities Act (ADA) Anniversary, we hosted a Workday training and posted resources.
- For National Disabilities Employee Awareness Month (NDEAM), we hosted a session with Andrew Loiterstein from National Alliance on Mental Illness (NAMI) St. Louis on recognizing and responding to mental health challenges and continuing to foster a culture to promote wellness.
- We hosted an educational chat on accessibility and a virtual speaker event for World Mental Health Day.
- We also shared free training for Global Accessibility Awareness Day (GAAD).



PROUDMARITZ

- We held our annual on-campus Pride event and Pride trivia.
- We hosted quarterly virtual connections, bi-monthly virtual networking lunches and off-campus socials.
- Our team designed new ProudMaritz t-shirts.



Recipes with Roots: Celebrating Hispanic Heritage Through Food.

RACE AND ETHNICITY

- We shared “Recipes with Roots: Celebrating Hispanic Heritage Through Food” for Hispanic Heritage Month.
- We celebrated the Lunar/Chinese New Year with digital cards.
- For AAPI Month, we hosted guest speaker, Karen Huang for “Navigating the Workplace: Advocating for Yourself,” a candid and thought-provoking session.



Karen Huang



- In FY26, CY26 we acknowledged Black History Month being honored for 100 years with a podcast titled, “Black Brilliance: A Century of Innovation and Influence,” a crossword puzzle and digital wall of honor.



- We partnered with the St. Louis Urban League for a direct hiring event, where we screened 112 candidates, moving 19 strong candidates into the interview stage.

Caring for Our People

Developing Future Talent and Empowering Our People

Decades of innovation and perseverance have helped define Maritz, creating a culture where strong human connections are at the heart of performance. People and their potential are seen as the organization’s greatest strengths, guiding both the way clients are served and how employees are supported and developed.

CULTIVATING TOMORROW'S LEADERS

MARITZ MENTORSHIP PROGRAM

In 2025, the Maritz Mentorship Program ran for the second time. The program gave participants space to explore career growth and development opportunities.

99% of mentees agree or strongly agree that:

- The mentoring relationship helps them establish and/or achieve their goals
- Their mentoring relationship sessions are valuable and worthwhile



Maritz mentor Steve Rustige (left) with mentee Kyle Graham (right).

110
participants in
Mentorship
Program

INTERNSHIP PROGRAM

Now in its third year, our AllMaritz Internship Program welcomed 15 interns from 12 universities across the United States. The program offers hands-on, meaningful experience that prepares early career professionals for success, whether at Maritz or beyond.

Four interns transitioned into part-time or full-time roles with Maritz. These new hires are continuing to support their teams and explore career pathways within the company.

This commitment to nurturing future talent ensures our organization continues to grow with fresh ideas, diverse perspectives and emerging leaders.

15
Interns

12
Universities

43%

of employees took advantage of learning opportunities

FUELING GROWTH THROUGH LEARNING

In 2025, employee learning and growth remained a priority across the organization and we expanded our offerings.

100

leaders participated in the program in 2025

DEVELOPING PEOPLE LEADERS

Our leadership framework, **Leading@Maritz**, provides a tiered training experience for managers, combining self-paced learning, live virtual sessions, peer learning groups and a curated library of development resources.

- **100 leaders** participated in the program in 2025.
- Our third cohort launched in the fall, with **46 team** members graduating in February 2026.

1,650

enrollees completed OnDemand learning sessions

247

employees participated in live virtual classes

SUPPORTING INDIVIDUAL CONTRIBUTORS

Our **Grow@Maritz** learning series empowers employees in non-people-leader roles to build skills that enhance both professional performance and career mobility. The most attended topics included virtual work best practices, verbal communications and emerging leadership.

Through these offerings, employees gain the tools, confidence and support they need to succeed in their current roles and prepare for new opportunities in the future.

Maritz offers flexible working options, which can reduce our environmental impact.

52%

work entirely remotely.

For those that are office based, **15%** choose to work remotely for at least 2 days a week.

Making an Impact & Giving Back

We are committed to creating positive change in the communities we serve. Guided by a strong sense of corporate social responsibility, we support initiatives that give back, from local education programs to partnerships with nonprofit organizations addressing critical issues like human trafficking. This commitment comes to life through employee volunteerism and the charitable events we support, helping to foster a culture of generosity, compassion and community empowerment.

Fight Against Human Trafficking Collaboration with Other Suppliers

In 2025, we launched the Fight Against Human Trafficking (FAHT) Supplier Collaborative for the business events industry. The collaborative includes more than 51 members, including Maritz, hotels, destinations and other event industry partners working together to combat human trafficking through education, awareness and meaningful action. We continue to welcome organizations across all market solutions into this work, bringing together shared passion and evolving needs.

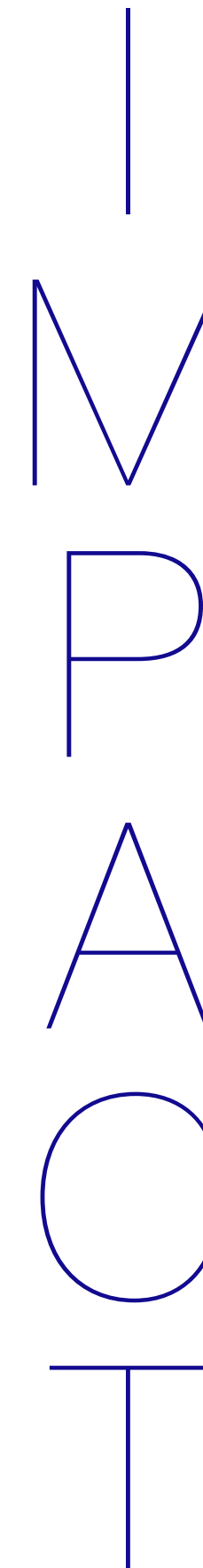
Our efforts focus on educating teams and partners, activating events and meetings, supporting local organizations and survivors and collaborating across the industries we serve.

We bring this commitment to life through targeted partnerships and on-site activations, including the following efforts:



Jewelry collection bin at IMEX America 2025 for Monarch Jewelry.

- We support **Monarch Jewelry** on our campuses and with our tenants by collecting broken or no longer needed jewelry for the creation and sale of new art pieces, with proceeds benefiting survivors.
- We hosted two awareness campaigns at IMEX America and International Association of Exhibitions and Events' (IAEE) Expo!Expo!, collecting 86 pounds of jewelry at IMEX and 187 pounds at Expo!Expo!
- We support **Protect All Children from Trafficking (PACT)** and participated in its journal collection project, gathering more than 50 inspirational quotes from Maritz team members.



- We worked with **The Covering House** on an educational speaker series, collaboration on the annual January educational event and collection and promotion of donations for its new residential home. Additional support included participation in gala planning efforts, securing auction items and volunteers and promoting and participating in the Annual Men of 3F Step Challenge. Since 2019, we have also provided complimentary office space to support The Covering House while it completed construction of its new campus, which opened in March 2026.

Helping Communities

Unleashing human potential is at the heart of everything we do. We believe people are capable of extraordinary things and we're proud to support our people every step of the way. Here are a few ways we show up to make a difference:

Junior Achievement: Maritz volunteers brought financial literacy to life for 357 students at Uthoff Valley Elementary during a Junior Achievement event. Their mentorship and enthusiasm inspired young learners to explore their potential and dream big.

American Red Cross: Our organization, employees and customers contributed funds to support the American Red Cross's disaster relief efforts. In 2025, we also hosted blood drives on our St. Louis campus to help meet critical community needs.

Danforth Plant Science's Grow Challenge: Maritz supports the Danforth Center through financial contributions and active employee involvement. Maritz employees participate in important awareness and fundraising groups, including Danforth's Young Friends, a collective of professionals age 40 and under working to champion and advance the organization's mission.



Maritz team members participated in Bike MS: Gateway Getaway 2025 to raise funds for the National MS Society.

Jack and Jill Foundation: This foundation looks to build family memories through travel when someone in the family has terminal cancer. Doctors prescribe trips as part of their terminal treatment plan. We support these prescriptions in the best way we can, through travel and helping families build lasting memories with loved ones.

Pedal the Cause: This annual cycling event raises critical funds to support cancer research at Siteman Cancer Center and Siteman Kids at St. Louis Children's Hospital. Our team members contribute their time by volunteering during pre-event preparations and on event day, while also supporting the cause through individual pledges.

Bike MS: Bike MS brings together nearly 40,000 cyclists and more than 4,000 teams to support people living with multiple sclerosis (MS). Maritz has proudly supported Bike MS for more than a decade, contributing to the organization's ongoing efforts to advance its mission.

Community Organizations Supported by Our ERGs: Our ERGs supported several organizations dedicated to health, wellness and inclusion, including Ride On St. Louis, which provides equine-assisted services that promote wellness and improve quality of life; the National Alliance on Mental Illness (NAMI), the nation's largest grassroots mental health organization offering education, support, advocacy and awareness; and Southern Adirondack Independent Living (SAIL), which empowers individuals with disabilities to live independently and thrive in their communities.



Maritz Pedal The Cause Team volunteers.



Maritz Junior Achievement event volunteers.



The generosity of Maritz's IMEX & IAEE conference attendees transformed what was once discarded into tangible hope. Every piece given is already being remade into new creations through Monarch to help restore dignity, healing, and freedom for survivors of sex trafficking and child exploitation. Thank you for being part of their story of hope.

— Jenny Michaud, Monarch Jewelry/
Crisis Aid International



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 while ensuring compliance with data protection regulations by:

- Prioritizing cybersecurity investments to safeguard assets 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 or misuses.

Any suspicious activity is reported to the information security office.

Using AI Responsibly

In 2025, we saw more teams embrace artificial intelligence (AI) across our business, using approved tools that protect our employees while helping them automate tasks and build new skills. As we continue to explore what AI makes possible, we're also focused on using it in ways that respect our planet. That means choosing efficient tools, reducing unnecessary data use and being thoughtful about when and how we rely on AI.

Our goal is simple: unleash human potential with technology, without compromising our commitment to sustainability.

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

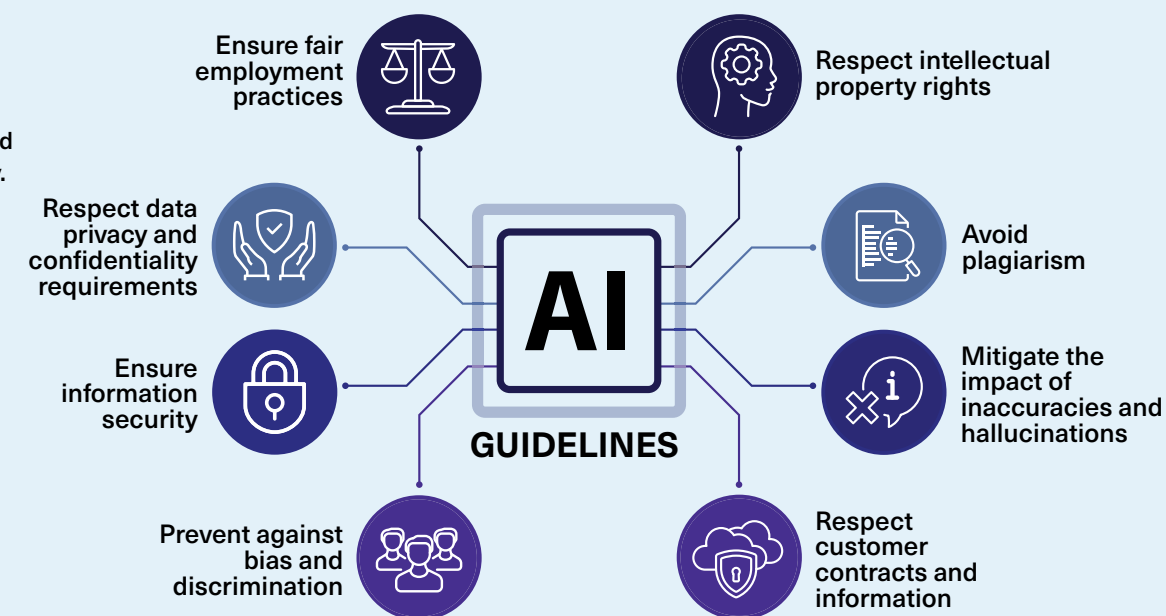
The Maritz Global Code of Conduct (Code) outlines how we conduct business in an ethical and responsible manner for all employees, vendors and supplier partners. The Code is organized around three basic principles:

- Treat others with respect
- Act responsibly
- Play fair

Employees receive compulsory annual training in 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.

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 is 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 this 2025 Climate & Impact Report to provide our customers, employees, communities and partners with an overview of our environmental and social commitments. Our fiscal year is April 1 – March 31 and any data related to our fiscal year is noted in this report. 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. For more information, please contact:

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