



2026

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 80 years, we have delivered technologies for user interface, lighting, power distribution and sensors for a variety of industries, with a concentration in automotive. We engage directly with globally recognized original equipment manufacturers (OEMs) to solve technological problems and design solutions into their platforms.

We believe that businesses serve an important role in being responsible stewards to the environment, to their employees, and to the communities in which they operate. We strive to engage and empower our employees and stakeholders and to conduct our business operations ethically and in line with leading practices.

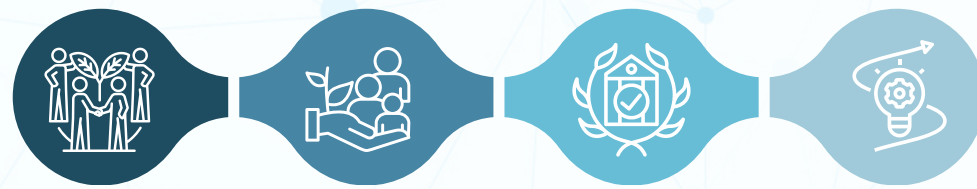
Guided by these principles and with Board of Directors' oversight, we are excited to continue our ESG journey. We are proud of the strides we have made so far and are committed to utilizing the power of technology to create a better future in fiscal year (FY) 2027 and beyond.

ABOUT THIS REPORT

For this report, Methode 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 four major themes:



Environmental Stewardship **Workplace & Community** **Responsible Governance** **Product Innovation**

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

2024 MATERIALITY ASSESSMENT

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.

The 2024 assessment update is part of our ESG strategy and confirmed the themes from the previous assessment: **Environmental Stewardship, Workplace & Community, Responsible Governance and Product Innovation.**

Our materiality assessment was aligned with the SASB and leveraged methodological best practices. The assessment was rigorous and included internal and external stakeholder identification and analysis, a survey of sustainability priorities that was distributed to key decision-makers, and stakeholder interviews to better ascertain current and future sustainability priorities at Methode.

This year Methode plans to initiate a double materiality assessment to further our understanding of our business impacts. This process will help define and outline a holistic view of sustainability issues and their impact to the company, while also dimensioning our impact to our people, process, and community.

Single materiality focuses solely on how sustainability issues impact a company's financial performance ("outside-in"), while double materiality (required by EU Corporate Sustainability Reporting Directive) adds a second dimension: how the company's operations impact people and the environment ("inside-out"). Double materiality provides a more comprehensive, holistic view of risks.

Our ESG Strategy

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 regulation, 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 Assurance Questionnaire (SAQ).

Supplier Assessment Questionnaire (SAQ)

Our global automotive customers periodically request that Methode participate in supplier self-assessments via the Supplier Assurance Questionnaire (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 (e.g. EU Corporate Sustainability Reporting Directive). Our approach includes tracking emerging disclosure requirements, 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 Methode's environmental efforts. Methode currently has numerous efforts in place at its global locations to reduce waste generation, improve waste sorting and increase waste diversion from landfills, including recycling systems at many locations. These systems reduce the company's environmental impacts and deliver cost savings for waste disposal.

We continue to drive a robust data collection framework to understand and improve our waste generation, diversion and recycling efforts. We continue to investigate additional recycling initiatives to increase the already high percentage of recycling we perform. We are proud to showcase progress made against these two goals:

Goal 1: On a monthly basis our manufacturing locations record a number of waste-related metrics in our internal systems. This data includes waste diverted from landfills, hazardous vs non-hazardous waste, and scrap materials sent for recycling. FY26 provided a clear baseline for these specific metrics and will serve as the basis for future targets and objectives.

Goal 2: In FY26, Methode's waste diversion rate exceeded 50%.

Environmental Stewardship

GREENHOUSE GAS AND CLIMATE CHANGE

We have continued to focus on serving our customers' needs for electrified solutions across our product lines, which we believe are important components in adapting to a decarbonizing world and using resources more efficiently.

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

	PHASE 1	PHASE 2	PHASE 3
Building Our Baseline	Scoping 1,2 Emissions		
	CDP Participation and Reporting		
	Quantifying 1,2 Emissions		
	Product Carbon Footprint Development Planning		
Assessing Reduction Levers		Scoping 3 Emissions	
		Quantifying scope 3 Emissions	
		Identification of key emission drivers	
		Evaluation of efficiencies and renewables	
Establishing Goals			Setting measurable reduction targets
			Monitoring and Reporting of progress
			Continual improvement process integration

Progressing toward Carbon Neutrality through a data-driven, phased approach

Environmental Stewardship

Emissions Reduction Approach

As we continue to deepen our understanding of our environmental footprint, we remain committed to a disciplined, science-informed approach to reducing greenhouse gas emissions across our operations and value chain. We are actively working to align our emissions reduction efforts with the principles and methodologies established by the Science Based Targets initiative (SBTi), which we believe provides a credible, data-driven framework for setting meaningful climate goals grounded in real-world conditions rather than aspirational notions.

This work is ongoing and evolving — reflecting the complexity of our operations, the breadth of our supply chain, and the rapidly shifting landscape of climate science, regulatory expectations, and stakeholder priorities. We recognize that meaningful progress requires transparency about where we are today, intellectual honesty about the challenges ahead, and a sustained commitment to continuous improvement over time.

As our measurement capabilities mature and our understanding of emissions sources and reduction opportunities grows, we expect our climate strategy to become increasingly specific, actionable, and accountable. We are developing and assembling the tools, partnerships, and organizational capabilities needed to support this trajectory as a source of long-term resilience and value for our investors, customers, employees, and the communities where we operate.

Workplace & Community

CORE VALUES

At Methode, as we transform the company, we expect to refresh our core values as we establish our foundation for the next phase ahead.

With respect to how we work together, we value every member of our diverse workforce and strive to treat each other with equality and respect. We are committed to providing equal opportunity in all aspects of employment. Our company does not tolerate discrimination based on race, color, religion, creed, age, sex, national origin, gender identity or expression, sexual orientation, disability, medical conditions, marital status, veteran or military status, citizenship status, or any other legally protected status. We prohibit violence, intimidation, and sexual harassment.



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 to the highest standards as we work to protect our people, enhance our processes, and preserve our planet.

Workplace & Community

WORKPLACE SAFETY AND HEALTH

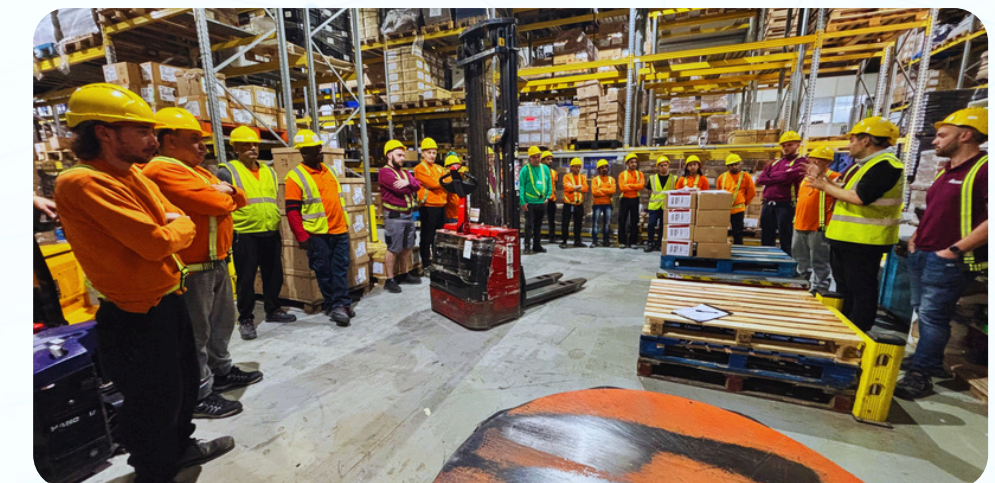
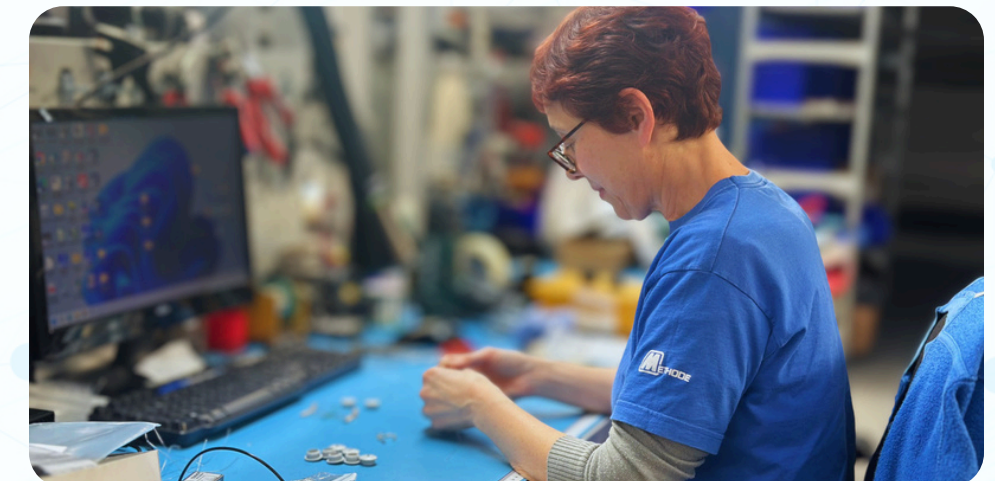
We continue to establish workplace safety and health initiatives to set internal targets for key safety performance indicators and to disclose trailing health and safety performance data against internally-selected targets.

We are pleased to share that our FY 2025 will include recordable incident rate (TRIR), lost time incident rate (LTIR), and in FY26 we will start to 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	0.21	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.

Methode supports workers' freedom of movement and freedom of association, including the rights of workers to form and join trade unions of their own choosing, to bargain collectively, to engage in peaceful assembly, as well as to refrain from such activities.

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.



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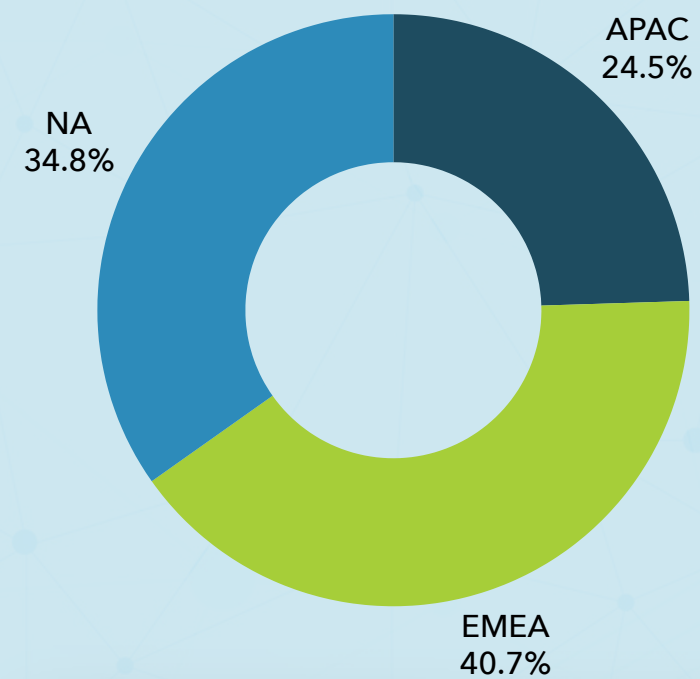
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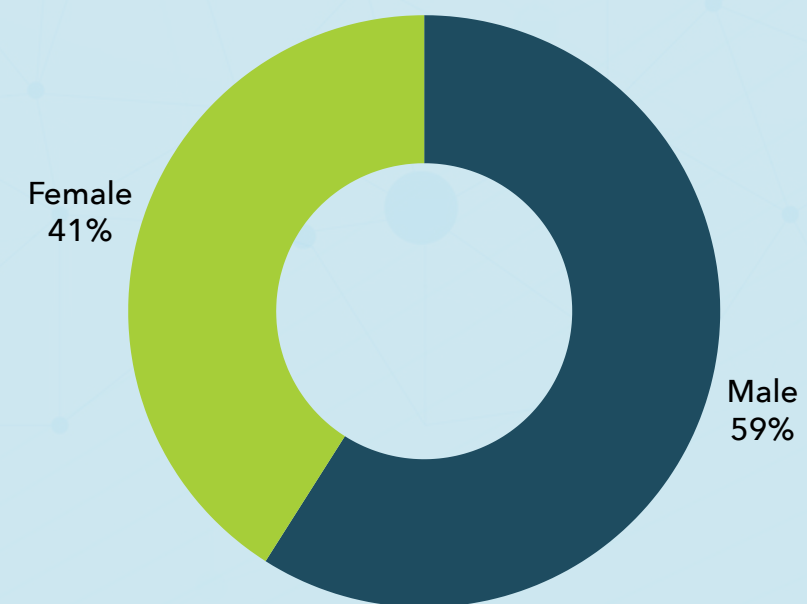
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GLOBAL TALENT REPORTING

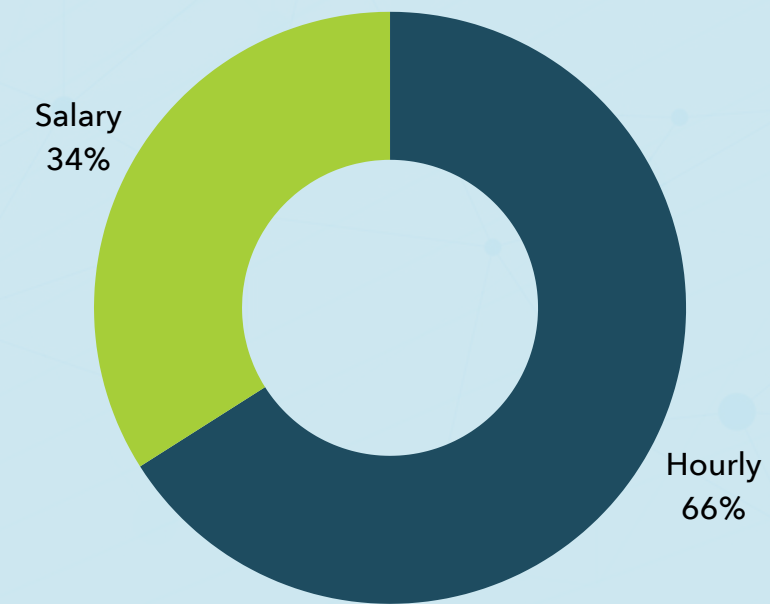
6545 EMPLOYEES GLOBALLY



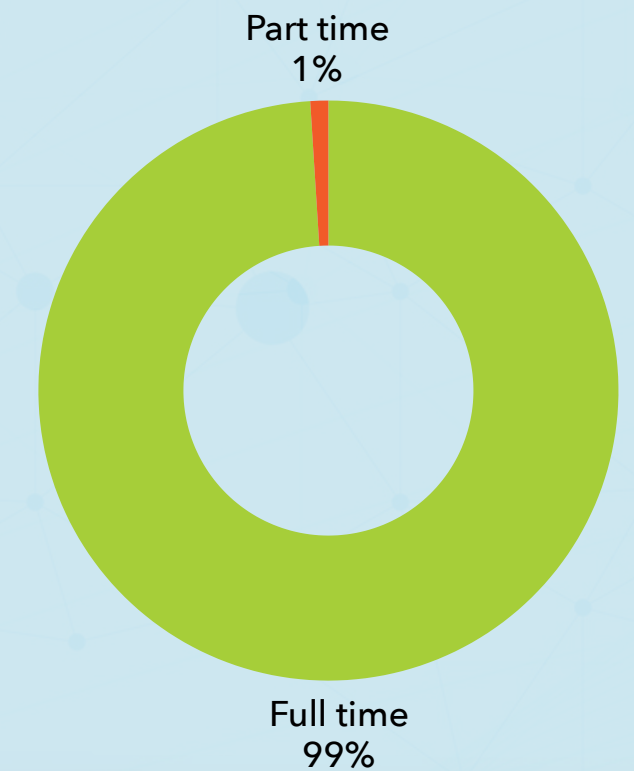
GENDER TABLE



PAY RATE TYPE



STATUS BY REGION



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 Code of Conduct was refreshed in March 2026, with updates to strengthen its guidance on ethical behavior and reflect the One Methode transformation. The Code is designed to offer clear, globally applicable standards that reinforce a culture of integrity, accountability, and respect. Developed to align with leading compliance practices and regulatory expectations, the Code serves as an engaging, accessible resource for employees worldwide. It defines the expectations for how Methode operates as a trusted global organization and supports employees in making responsible decisions that positively impact colleagues, customers, partners, shareholders, and communities.
- Methode's Supplier Code of Conduct received updates in September 2025 to reflect our values and quality standards, and to clearly outline the expectations for our business partners to conduct business with a high degree of integrity and in a responsible manner.
- Our Environmental, Health, Safety & Sustainability Policy, Supplier Code of Conduct, Anti-Corruption Policy and Code of 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. Employees participate in training on key topics including prevention of unlawful discrimination or harassment, anti-corruption and ethical workplace conduct.

Responsible Governance

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 an independent third party. The Compliance Helpline allows for anonymous reports.

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:

- ✓ Information Security
- ✓ Code of Conduct
- ✓ Anti-Discrimination
- ✓ Anti-Bribery and Corruption
- ✓ Workplace Conduct
- ✓ 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.



Forward-Looking Statements

This report contains 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, data center, 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;
- Effects from production delays or cancelled orders;
- Changes in global trade policies, including tariffs;
- Changes, expiration, or renegotiation of the United States Mexico Canada Agreement (“USMCA”);
- Failure to attract and retain qualified personnel;
- Effects 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;
- Risks related to geopolitical conflicts;
- Effects of potential catastrophic events or other business interruptions;
- Our ability to withstand pricing pressures, including price reductions;
- Our ability to compete effectively;
- Our lengthy sales cycle;
- Contracts with customers are not for guaranteed volumes;
- Risks related to our exposure to technological change, customer concentration, and cyclical demand in the data center market;
- Potential work stoppages;
- Our ability to successfully benefit from acquisitions and divestitures;
- Our ability to manage our debt levels and refinance or extend our credit agreement;
- Our ability to 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, other intangible asset, and long-lived asset impairment charges;
- Risks associated with inventory;
- Currency fluctuations;
- Income tax rate fluctuations;
- Judgments related to accounting for tax positions;
- Our ability to realize the benefits of our deferred tax assets;
- Risks associated with litigation;
- Risks associated with government inquiries;
- Risks associated with warranty claims;
- Effects of changing government regulations;
- Changing requirements by stakeholders on environmental or social matters;
- Effects of information technology (“IT”) disruptions or cybersecurity incidents;
- Our ability to innovate and keep pace with technological changes; and
- Our ability to protect our intellectual property.

Additional details and factors are discussed under the caption “Risk Factors” in our periodic reports filed with the Securities and Exchange Commission. 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.

