



## Minerals Technologies Diversity & Inclusion Mission Statement

At MTI, people are at the center of everything we do, and respect for who they are and for their voices is paramount. We believe that a diverse workforce and an inclusive culture is instrumental in helping us drive long-term value at MTI. True ingenuity comes from open dialogue where every employee feels empowered to express themselves and bring their most authentic selves to work. Ensuring that our work environment is welcoming and celebrates differences is essential to our business’s competitiveness and to our ability to thrive and attract top talent.

We understand that people learn, grow, and become enriched, both personally and professionally, from having a workplace of diverse colleagues, and we are committed to ensuring that a culture of inclusion and belonging is fostered at MTI at all levels.



*Our core values are the heartbeat of MTI, underpinning our commitment to operational excellence, continuous improvement, and to each other. We will always win with integrity. Every year, every employee commits to our Minerals Technologies Code of Conduct.*

MTI operates globally in many distinct cultural and economic regions. We are dedicated to strengthening our high-performance culture and fostering a diverse and inclusive workplace environment that operates with integrity, respect, and accountability.

Our Board of Directors, in conjunction with our Chief Executive Officer and our Leadership Council, has direct review and oversight responsibility for our D&I culture, human rights policies, talent management, and succession planning.

DIVERSITY METRICS	2018		2022		
	Count	Percentage	Count	Percentage	
Women in the Workforce	545	14.7%	687	16.9%	↗
Women in Management Positions	77	13.2%	114	19.6%	↗
Racial & Ethnic Minorities (US)	225	13.5%	308	18.2%	↗
Racial & Ethnic Minorities in Management (US)	23	9.5%	31	11.4%	↗