Matterport®

2023 ENVIRONMENTAL, SOCIAL + GOVERNANCE REPORT



Matterport is the leading spatial data company focused on digitizing and indexing the built world.

Our all-in-one 3D data platform enables anyone to turn a space into an accurate and immersive digital twin which can be used to design, build, operate, promote and understand any space. At the same time, our platform unlocks operational efficiencies, fosters accessibility and inclusivity and drives sustainability.

Through our platform and products, we empower people across the world to work in smarter ways that put less strain on the planet. And we've challenged ourselves to lead by example. Our strategy and this report are how we turn our environmental, social and governance (ESG) commitments into action, holding ourselves accountable to drive greater impact.

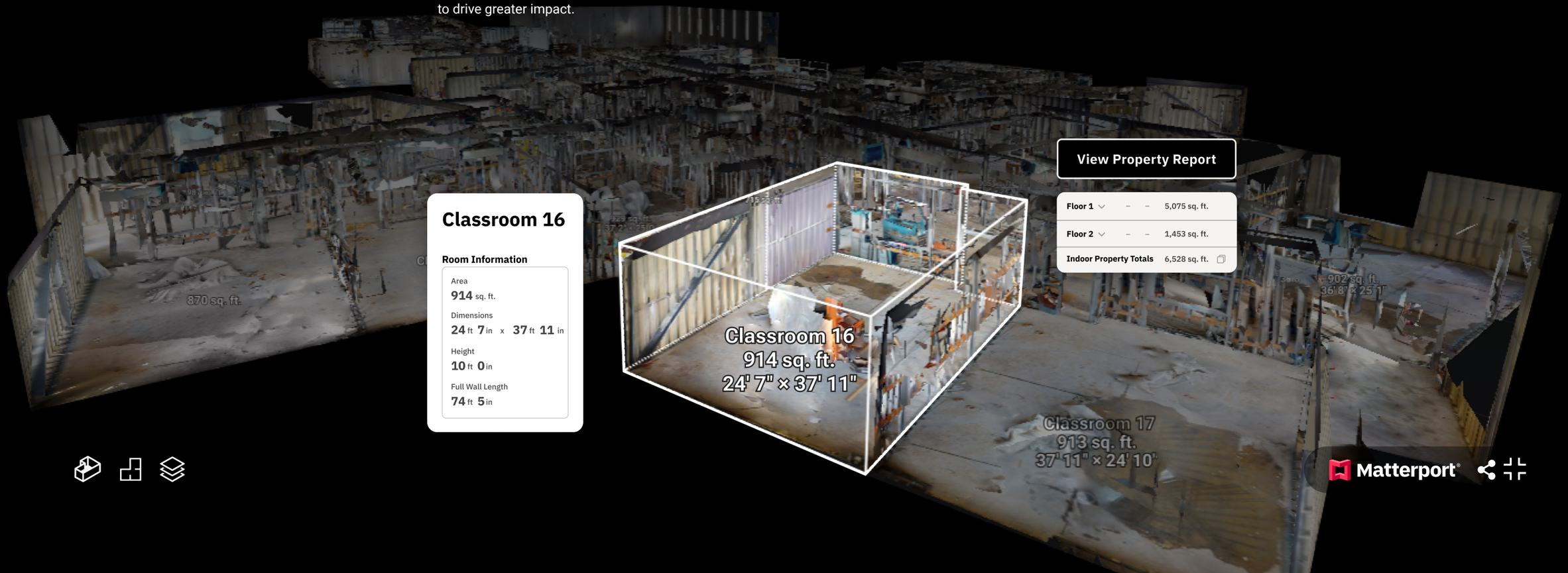


Table of Contents

Introduction

A Message from our CEO 04

About Matterport 05

- Company Overview
- Vision, Mission and Values

ESG Priorities and Targets 07

- ESG Strategy
- Stakeholder Engagement

Environmental Stewardship

Impact 10

- Key Findings
- Energy, Waste and Water Management

Facilities 12

- Product Footprint

Supply Chain 14

- Supplier Environmental Compliance
- Product Quality and Safety

Empowering Sustainability 15

- Avoided Emissions
- Avoided Emissions Reporting
- Integrating Sustainability

Nature and Biodiversity 17

- Climate Risk and Resilience

Social Responsibility

Our People 19

- Human Capital Management
- 2023 Workforce Data
- Culture

Diversity, Equity and Inclusion 20

- DEI Dashboard
- DEI Training and Development
- EMERGE
- Employee Resource Groups
- Courageous Discussions

Talent Attraction and Recruitment 24

- Talent Development

Health, Benefits and Wellness 25

- Overview of Benefits
- Performance Management and Compensation

Employee Engagement 26

- Matterport Meet Ups
- Measuring Engagement
- Communicating with Matterpeeps
- Social Impact

Exploration to Equity 27

- Matterport Cares
- Matterport Academy
- Accessibility
- Matterport Discover

Governance and Accountability

Board of Directors 32

- ESG Oversight

Risk Management 33

- Risk Governance
- Business Continuity and Resilience

Ethics and Compliance 34

- Global Code of Conduct and Ethics
- Ethics and Compliance Training and Education
- Ethics and Compliance Hotline
- Anti-corruption, Anti-bribery and Anti-money Laundering Policy
- Human Rights
- Digital Responsibility

Data Privacy, Data Security and Cybersecurity . . . 35

- Privacy, Security and Cybersecurity Governance

Privacy and Data Security 35

- Privacy Policy
- Privacy Training

Cybersecurity Program 36

- Cybersecurity Assessment and Testing

Responsible Sourcing 37

- Supplier Code of Conduct
- Supplier Management and Monitoring

Appendix

About This Report 38

- Frameworks and Standards
- Forward Looking Statement

A Message from our CEO

The past year has been one of the most dynamic in Matterport's history. Despite economic uncertainties impacting the tech and real estate industries, we thrived in a challenging market. We celebrated significant successes, made strategic decisions, and remained committed to our long-term vision. Our focus on organizational and operational excellence enabled us to innovate and achieve more, even in a difficult business environment. We are poised for a bright future as we continue to navigate and excel in the evolving landscape.

Our focus on efficiency permeates every facet of our business. The tireless commitment of our global team is driving the company to innovate at an accelerated pace and on a larger scale, continuously refining and enhancing our 3D digital twins, platform, and AI-powered capabilities. This concerted effort allowed us to reach a new level of execution and value creation. The sharp focus on our core value proposition aligns to our mission of making every space more valuable and accessible, while delivering compelling new value for customers.

Our open, partner-friendly, platform-agnostic approach to the industry amplifies the power and value we deliver to our customers. Our property marketing and facilities management solutions help customers save significant time and money managing properties around the world. Our unique data insights streamline factory maintenance and repairs, enhance production, and transfer knowledge at scale. They help optimize retail layouts and ensure brand consistency. They provide property information to improve facility management, simplify capital planning and decrease vacancies, and turn residential properties into 24/7 open houses to reduce drive time, attract more qualified buyers, and accelerate the residential real estate sales process.

As we rapidly enhance our AI-powered data capabilities, we deliver even greater value to our customers by providing precise documentation, actionable insights, and detailed intelligence about the true state of a space, including its measurements, materials, and condition. These efficiency gains eliminate the need for multiple site visits, replacing inefficient and often inaccurate manual workflows. This empowers our customers with precise insights and information about their properties, enabling faster, better decisions from anywhere in the world.

Despite the built world remaining largely analog, driven by pen, paper, tape measures, and extensive on-premise activities, our AI efforts have continually advanced since our inception in 2012. By harnessing the rich spatial data within every digitized space, we are poised to vastly increase insights, possibilities, and value across the $327 trillion asset class known as the built world. The boundless potential of AI and data science in the coming decade offers an unparalleled opportunity for transformation.

In 2023, we introduced Genesis, a generative AI initiative designed to bring powerful, intelligent automation to every digital twin our customers have created—past, present, and future. These capabilities unlock robust property insights, enabling in-depth analysis of homes, offices, and large facilities, and helping customers optimize property marketing, management, and construction.

These new developments offer our customers a significant, quantifiable advantage: a substantial reduction in their carbon footprint. Compared to traditional, non-digital methods of building, managing, meeting, designing, and constructing, our digital twin platform and AI-powered data capabilities enable smarter, more efficient operations that benefit both the bottom line and the planet. In early 2024, we will launch avoided emissions reporting for select enterprise customers, providing personalized measurements of the emissions savings achieved through the use of Matterport's digital twin platform.

In 2023, we gained greater clarity and focus on our ESG efforts. To reduce our greenhouse gas emissions, we made significant changes to our products, packaging, and shipping methods. We hired a supply quality manager to ensure environmental compliance in our overseas manufacturing processes and continually sought improvements. I'm particularly pleased to announce the development of our first ESG targets, underscoring our commitment to reducing environmental impact, driving systemic change, and creating a better world for future generations. These ten goals, aligned with our five ESG priorities, include reducing our Scope 1 and Scope 2 GHG emissions by 20% by 2030, achieving net-zero emissions by 2050, updating our packaging to 100% recyclable or renewable materials, and reaching gender parity among full-time employees by 2030.

As we move beyond 2023, we recognize the transformative power of data to drive efficiency and create lasting change. I am immensely proud of our accomplishments over the past year. We are committed to prioritizing impactful work, fostering innovation and resilience, and making strategic long-term investments in our future. Together, we are not just adapting to the changing landscape; we are leading the way toward a more efficient and sustainable world.



RJ Pittman
Chairman and CEO

About Matterport

The digitization and datafication of the built world will fundamentally change the way people interact with buildings and the physical spaces around them.

Founded in 2011, Matterport is the leading spatial data company focused on digitizing and indexing the built world. Our all-in-one 3D data platform enables anyone to turn a space into an accurate and immersive digital twin which can be used to design, build, operate, promote, and understand any space.

Our pioneering technology platform uses spatial data collected from a wide variety of digital capture devices to transform physical buildings and spaces into dimensionally accurate, photorealistic digital twins that provide our subscribers access to valuable building information and insights. For more than a decade, our platform has set the standard for digitizing, accessing and managing buildings, spaces, and places online. This has resulted in the world's largest and most accurate library of spatial data with more than 38 billion square feet digitized to date.

We deliver value to our customers by leveraging proprietary artificial intelligence (AI) insights to enhance customer experiences, improve operational efficiency, lower costs associated with promoting and operating buildings, and accelerate business growth. Our spatial data platform delivers value across a diverse set of industries and use cases by unlocking a rich set of insights about properties and spaces worldwide.

Open access to our structured spatial data is enabling new opportunities and business models for travel and hospitality, facilities management, insurance, construction, real estate and retail, among others. Real estate agents can provide virtual open houses for hundreds of properties and thousands of visitors at the same time; property developers can monitor the entire construction process with greater detail and speed; and insurance companies can more precisely document and evaluate claims and underwriting assessments with efficiency and precision.

We deliver the critical digital experience, tools, and information that matter to our customers about properties of virtually any size, shape, and location worldwide. As we continue to transform buildings into data, we are extending our spatial data platform to further transform property planning, development, management, and intelligence across industries to become the de facto building and business intelligence engine for the built world.

Matterport's innovative 3D capture products, the Pro3 and Pro2 cameras, have played an integral part in shaping the 3D building and property visualization ecosystem. Our cameras have driven adoption of our digital twin platform, generating precision, high-fidelity spatial data for every property scanned. The data has enabled Cortex, our proprietary AI software engine, to lead the way for digital twin creation. Initially driven by the Pro2 camera's data advantage, we have since developed a scalable, camera and device-agnostic platform capable of providing new building and property insights to our subscribers across various industries and geographies.

As of December 31, 2023, we have digitized nearly 12 million spaces representing 38 billion square feet managed. Our subscriber base included more than 25% of Fortune 1000 companies, with less than 10% of our total subscription revenue generated from our top 10 subscribers.

For more information, please see our 2023 Annual Report on Form 10-K.

Company Overview

Vision, Mission and Values

Vision
Fundamentally improve the way people understand and interact with the physical world.

Mission
Make every space more valuable and accessible.

Three Dimensions of Matterport
Our **Three Dimensions of Matterport** are foundational to our culture and our success. They guide our human capital initiatives and objectives and provide the basis by which we collect feedback and assess the effectiveness of our culture.

Our Values	Our Behaviors
Be a Leader	Generate Energy Create Clarity Be Accountable
Be Inclusive	Seek Different Perspectives Foster an Open Dialogue Create a Sense of Belonging
Be the Customer	Understand Them Delight Them Help Them Win

In 2023, there were nearly 12 million spaces on the Matterport platform.

By the Numbers*

$157.7M
in revenue

938K+
subscribers

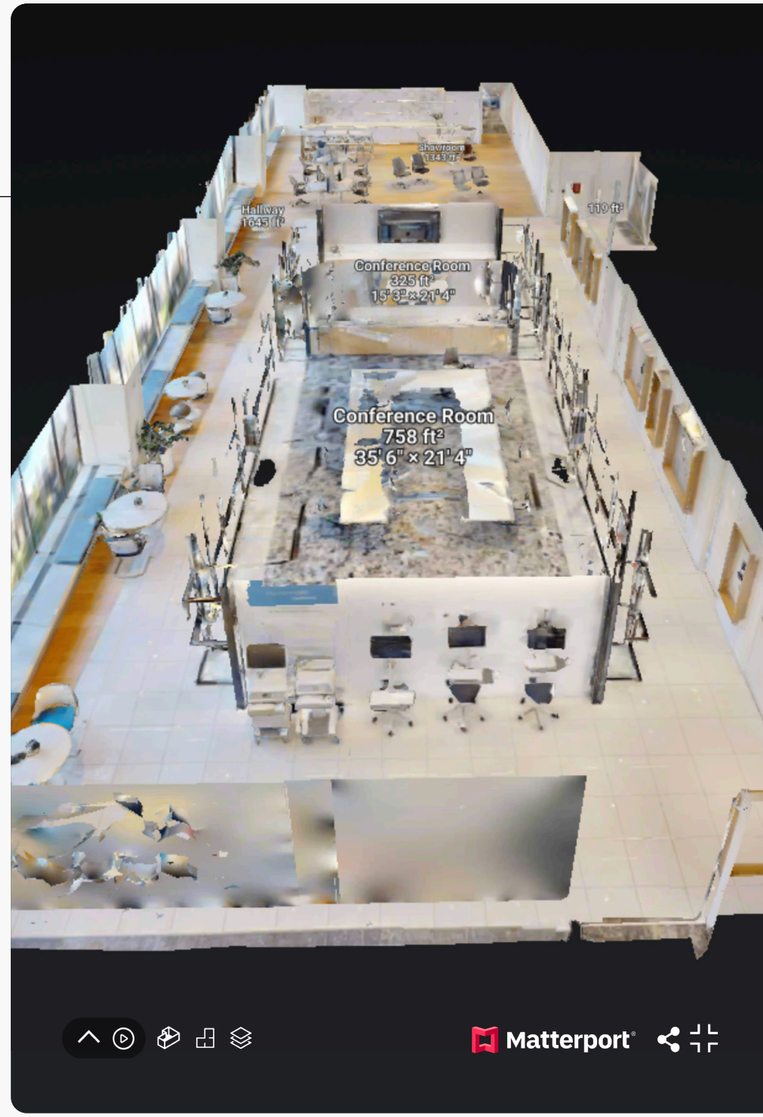
11.7M+
spaces under management

38B+
square feet of space digitized

448†
full-time employees across 10 countries

4
locations, including our headquarters in Sunnyvale, CA

*As of December 31, 2023
†Includes 10 fixed-term contract (FTC) employees.



ESG Priorities and Targets

ESG Strategy

Our holistic approach to ESG results in a positive impact on the planet, the people whose lives we touch, and our bottom line. In 2023, we continued to assess our ESG data and leveraged our internal ESG subcommittee responsible for stakeholder input and alignment to further develop our ESG targets.

As part of our focus to deliver strong financial results in a way that respects our employees and the environments and communities where we operate, we consider stakeholder viewpoints (see Stakeholder Engagement section) when evaluating investment and operational decisions, including our ESG strategy and material topics.

For information on ESG oversight, please refer to the Governance section in this report.

In 2023, we established our first ESG targets, reflecting our ongoing commitment to reduce our environmental impact, drive systemic change, and make the world a better place for future generations. These targets align with the following five ESG priorities that have the greatest impact on our stakeholders and our business.

Environmental Stewardship

Priority: Climate Change

Reduce our carbon footprint, and through our innovative platform and data, help our customers do the same.

Targets

- Reduce our Scope 1 and Scope 2 GHG emissions by 20% by 2030.
- Commit to improving Scope 3 data quality year-on-year and continuing to conduct Life Cycle Assessments (LCA) for key products.
- Reach net-zero emissions by 2050.

Priority: Product Responsibility

Design and implement solutions that use less material.

Target

- By 2025, 100% of our stand alone Pro3 camera packaging will be made from recyclable or renewable materials.

Social Responsibility

Priority: Inclusive Workforce

Ensure a diverse and inclusive workplace that enables growth, opportunity, and continuous improvement.

Targets

- Achieve gender parity among all full-time employees by 2030.
- Add a minimum of two new ERGs in 2024.
- Expand training programs by 20% by 2030.

Priority: Empowering Communities

Create positive social impact in our local communities.

Targets

- Achieve 75% participation for giving and volunteering in communities by 2030.
- Increase equitable access to cultural spaces by capturing 5,000 spaces by 2030.

Governance and Accountability

Priority: Business Ethics

Cultivate a culture of ethics and trust.

Target

- Maintain 100% of active employees trained on the Global Code of Ethics.

Stakeholder Engagement

Considering the interests of our stakeholders is fundamental to our ESG strategy and informs our decision-making process. Regular engagement with stakeholders provides us with valuable insights and enables us to foster strong relationships, prioritize critical issues, and drive positive impact.

Employees

Our Matterpeeps are our greatest asset, and we regularly engage with them to promote a positive, inclusive workplace experience.

How we engage

- Discuss strategic priorities in town hall and all-hands meetings
- Obtain direct feedback through surveys
- Provide learning, development, coaching, and mentoring opportunities
- Conduct performance appraisals and career development discussions

Customers

Our customers help drive innovation and are vital to our business success.

How we engage

- Customer Advisory Board for enterprise customers
- Offer early adopter programs for piloting new features and initiatives
- Gain feedback through in-person interaction, in-product adoption, voice of the customer sessions, and surveys

Investors

Engaging with the investor community fosters constructive dialogue, helps us understand priorities, and provides opportunities to advance awareness of our business strategy and initiatives.

How we engage

- Share priorities and performance through the Investor Relations section of our website and within regular filings with the Securities and Exchange Commission
- Provide information and opportunities for discussion through quarterly earnings calls, an annual meeting of stockholders and participation in conferences, webcasts, and other investor events

Suppliers

We engage with suppliers through our Supply Chain team, who ensure our suppliers meet specific quality standards, and comply with all regulatory requirements.

How we engage

- Provide guidance on our Supplier Code of Conduct and supplier qualification process
- Work with suppliers on environmental policy alignment, and commitments to reduce their environmental impact

Third-party Developers and Partners

Our third-party software marketplace has created a platform where developers and partners can tap into our application programming interfaces (API), and incorporate Matterport into their own workflows.

How we engage

- Provide information via developer updates and marketing communications
- Enable access to developer tools through our website
- Offer opportunities for developers to share and explore platform possibilities
- Provide developer support through our help center

Communities

We recognize the power of technology and data to change the world and leverage our people, products, and services to improve lives and strengthen and empower communities.

How we engage

- Offer free access to our digital twin platform for select, qualifying schools, nonprofits, and disaster response organizations
- Provide matching contributions for employee donations to qualifying non-profit charities
- Support employee volunteerism in local communities through company-sponsored events



“Our customers are instrumental in our ability to innovate. They provide input and feedback, enabling us to test and pilot new initiatives. In 2024, we plan on launching several programs to connect to customers, such as customer advisory boards and fireside chats, webinars, quantitative surveys, and more.”

- Preethy Vaidyanathan, Vice President, Product

Environmental Stewardship



Environmental Stewardship

The escalating effects of climate change pose extreme risks to society, businesses, economies, and the planet. We are committed to doing our part to minimize our environmental impact by reducing emissions and resource use in our own operations and across our supply chain. With environmental efficiency and sustainability directly embedded into our innovative technology and digital twin platform, we enable our customers to do the same.

Approach

Our platform is sustainability in action. Millions of buildings and other physical spaces are turned into 3D digital twins, empowering our customers to reduce their own GHG emissions by working in smarter ways that put less strain on the planet. And we've challenged ourselves to lead by example.

For a global company, our physical footprint is relatively small. Keeping this in mind, we focus our strategy on reducing our environmental footprint in ways where we believe we can achieve the greatest impact. We are committed to the innovation of our platform and products to accelerate global climate solutions and are dedicated to following our related principles and policies and pursuing our related goals and risk-mitigation efforts.

In 2023, we continued to formalize our environmental and climate risk strategies. We again partnered with an outside carbon accounting firm to gather data on our GHG emissions to measure, monitor, and reduce our own carbon footprint. We set our first GHG emissions reduction targets, developing these goals using leading science-based methodologies. We also set a target for circularity in our product packaging.

Moving forward, we will continue to seek out ways to further reduce our environmental footprint with respect to product manufacturing, shipping, and recycling. This includes working with our suppliers and partners to find efficiencies across our supply chain.

Impact

We are committed to environmental stewardship and transparency in our reporting practices. In 2023, we measured our Scope 1, 2 and 3 emissions for a third year, analyzing our year-over-year data. We also set our first climate targets to guide our progress.

Emissions Targets

1. Reduce our Scope 1 and Scope 2 GHG emissions by 20% by 2030.	This will be achieved through targeting energy efficiency initiatives with respect to our real estate, and includes committing to fully sourcing renewable energy across all sites and undertaking energy audits to identify new energy efficiency opportunities.
2. We commit to improving Scope 3 data quality year on year and to continuing to conduct Life Cycle Assessments (LCA) for key products.	We aim to improve the granularity of our Scope 3 calculation year on year and use this data to target specific initiatives to reduce the upstream and downstream impact of our business.
3. Reach net-zero emissions by 2050.	We plan to implement new policies and practices, including engaging with our key suppliers on emissions reductions and renewable energy in their operations, working to reduce emissions associated with our locations, manufacturing and supply chain, and using data to identify additional areas for improvement.

Our Emissions

Matterport's total greenhouse gas emissions for 2023 were an estimated 12,107.15 tonnes of carbon dioxide equivalent (tCO_2e). This included:

- **Scope 1 emissions:** 0.16% of our total footprint
  - 100% natural gas consumption from combustion in our Sunnyvale headquarters
- **Scope 2 emissions:** 0.69% of our total footprint
  - 100% indirect emissions from electricity consumption across all facilities
- **Scope 3 emissions:** 99.15% of our total footprint
  - Upstream transportation (transport of products to customers and assembly): 799.14
  - Business travel: 803.54
  - Purchased goods and services: 9815.07

Key Findings

In 2023, our total GHG emissions were 12,107.15 tCO_2e. The overall change in total emissions from 2022 to 2023 was +3.75%, mainly due to increases in purchased goods and services (+1435 tCO_2e), smaller increases in business air travel (+285 tCO_2e), and Pro3 purchased materials (+121 tCO_2e). Our most significant reduction has been achieved in the impacts related to the transportation and distribution of products. However, this has been offset by an increase in business travel emissions, and emissions associated with purchased goods and services. In 2024, we will set carbon reduction goals and will regularly monitor performance against these goals moving forward.

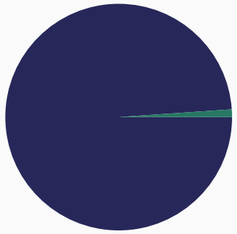
Though we saw an increase in our total GHG emissions, we decreased emissions from 2022-2023 in various areas such as Pro2 emissions, travel to work, and purchased goods. These decreases were primarily driven by a few key factors, including the consolidation of our product stream to focus on manufacturing our Pro3 camera. We saw a decrease of a combined 1070 tCO_2e in emissions from purchased and transported materials for the Pro2 camera. Our flexible, remote-first approach resulted in fewer Matterpeeps traveling to an office, decreasing emissions by 171 tCO_2e.

Methodology Statement
Matterport has used Minimum, the Enterprise Carbon Management Platform, to independently calculate its Greenhouse Gas (GHG) emissions in accordance with the principles of the Greenhouse Gas Protocol. The GHG emissions have been assessed following the ISO-14064:2018 standard and have used the 2023 emission conversion factors published by the Environmental Protection Agency (EPA), the Department for Business, Energy & Industrial Strategy (BEIS), International Energy Agency (IEA) and other public resources. The reporting year shown is from January 1, 2023 – December 31, 2023, and considers all assets under Matterport's operational control. The Scope 2 approach used is the location-based approach. The Scope 3 boundary has been developed in accordance with the Greenhouse Gas Protocol's Scope 3 Guidelines.

There have been no significant methodological changes since the 2022 footprint calculation. Actual activity data has been collected from across the value chain where available. Missing activity data has been estimated where appropriate using the average daily energy consumption as a benchmark. This data has been summarized, reviewed, and assessed by Minimum for its completeness and accuracy. The activity data is multiplied by an appropriate emission factor to calculate the Scope 1 and 2 emissions for Matterport. For Scope 3 impacts related to the products sold by Matterport, results have been calculated using the outputs of product-specific LCAs which were produced by Minimum.

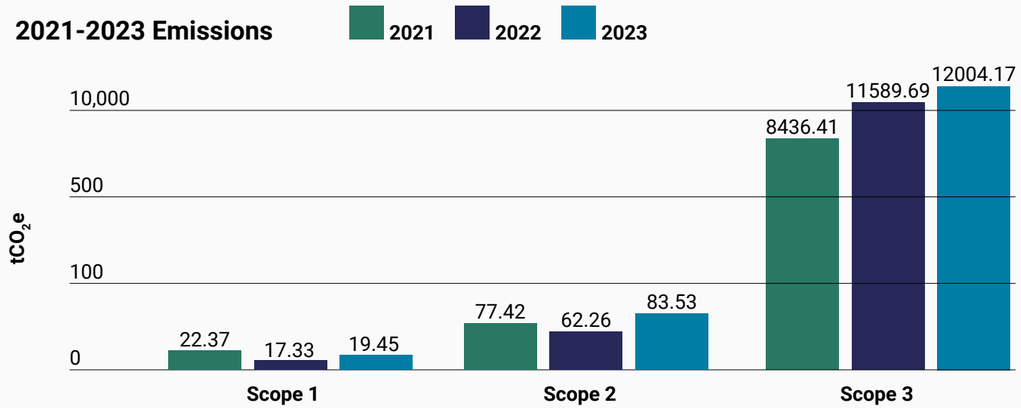
Matterport uses a location-based analysis for carbon inventory.

2023 Emissions

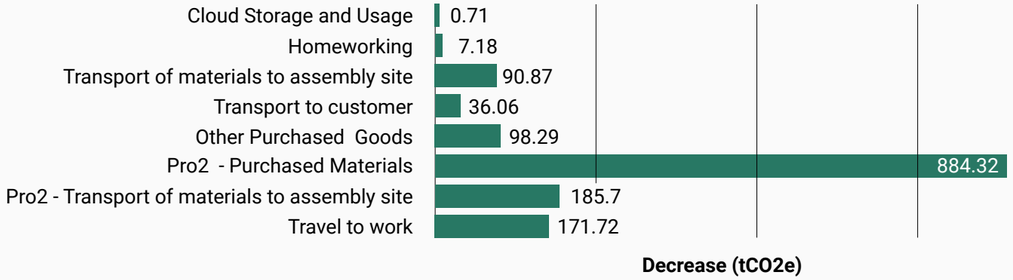


Scope	tCO_2e	Percentage
Scope 1	19.45	0.16%
Scope 2	83.53	0.69%
Scope 3	12,004.17	99.15%
Total	12,107.15	100%
Emissions Intensity		76.7 (tCO_2e/ M.USD)

2021-2023 Emissions



Decrease in Activity from 2022 to 2023



Energy, Waste and Water Management

To protect the environment and use resources wisely, we take steps to minimize and manage our waste, water usage, and energy consumption. We work to minimize waste in our manufacturing and operations. We also continue to shift to renewable energy sources. In 2023, we consumed 1,614.0 GJ in energy, of which 75.1% was renewable. While we are not a large water consumer, we track our water use across our locations. In 2023, our total water withdrawn was 1,780.6 m^3 and our consumption was 1,140.6 m^3.

Facilities

At the start of 2023, we occupied the following five facilities:

- Singapore
- Japan (WeWork)
- Chicago, Illinois (closed)
- Rosemont, Illinois (Regus) (reduced)
- Sunnyvale, California (Headquarters)

During the year, we closed our Chicago office and substantially reduced the size of our leased office space in Rosemont.

The resulting 33 percent reduction in office square footage enabled us to proactively reduce our GHG emissions. And while our remote-first workplace policy kept our location usage low, we continued to expand our efforts to use energy efficient lighting, employ smart sensors and thermostats, encourage electronic communications, and provide electric vehicle charging stations at our headquarters in Sunnyvale.

TARGET

By 2025, 100% of our standalone Pro3 camera packaging will be made from recyclable or renewable materials.



Product Footprint

We apply circular economy principles to our products, designing longevity and sustainability directly into our cameras. They are built to last and we provide customers with localized repair services directly from Matterport and through outsourced partners. We also provide a free recycling option in partnership with Blue Star Services. Most returned cameras are refurbished and reused in a variety of ways, including out of warranty returns, training and marketing purposes, demonstrations, or for our internal loaner program where Matterpeeps can borrow the cameras for their own personal use. In addition, our next generation Pro3 camera uses a removable battery, extending the useful life of the camera and enabling customers to swap out batteries rather than sending the camera back for repair.

We have been e-recycling our camera components since 2016. Roughly 99% of these components are recoverable and reusable, and the remaining 1% that is unrecoverable is responsibly recycled.

In 2023, we sent 100% of our electronic waste to Blue Star Services, an R2-certified electronics recycling and e-waste company.

To support our goal of operating more sustainably throughout our product lifecycles, in 2023, we partnered with Blue Star Services, a global, R2-certified electronics recycling and e-waste company to provide free recycling of Matterport hardware and accessories that are beyond repair, a critical step in reducing electronic waste as result of our products. Through the program, Matterport customers in North America can reduce the impact of their electronic waste by recycling unrepairable Matterport products for free.

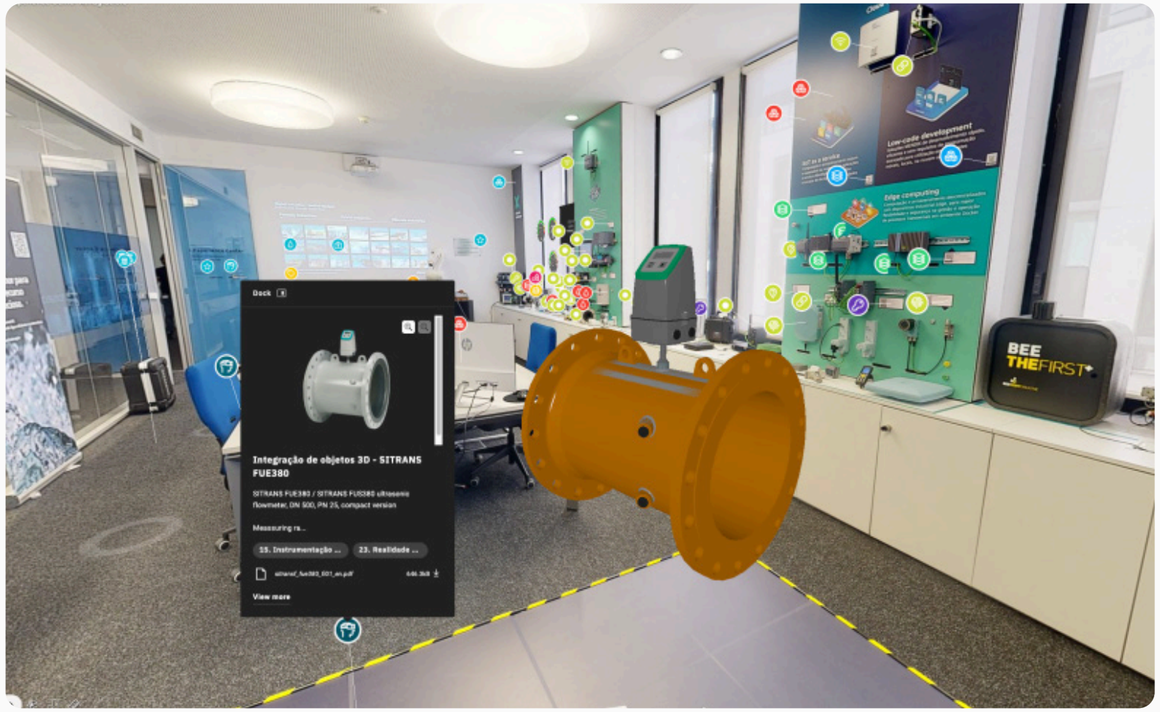
In 2023, we recycled 2,517 pounds of packaging materials and RMA product waste at our Sunnyvale location.

CASE STUDY

Siemens Accelerates Digitizing Manufacturing Operations

In late 2022, the Siemens incubation team helped coordinate the capture of approximately 4,000 m² of one of its manufacturing plants in Asia. Some 2,500 m² captured in the digital twin feature the facility's shop floor and the remaining 1,500 m² document warehouse areas. The high-resolution digital twins enable Siemens personnel to meet virtually with new and existing customers to discuss the company's manufacturing capabilities in exquisite detail.

With the high-definition imagery in a Matterport digital twin, tight spaces that might only accommodate a few people in-person can be viewed in unison online. Zooming in on specialized equipment to highlight advanced features requires only the flick of a finger on a mouse. The noise issues of conducting meetings during a production run are eliminated along with the physical safety risks and complexities of welcoming visitors in-person. Management is particularly interested in conducting tours using virtual reality (VR) headsets, mitigating the risk of unauthorized photography of sensitive areas, and reducing travel costs and loss of productivity with travel. Learn more here.



"We are always on the lookout for novel solutions that can enhance the way we do business."
- Alexandre Piedade, Incubation Manager, Siemens

SIEMENS

Pro3 Impact

Each Pro3 camera produces 115.56kg of tCO2e from production to sale. 58.7% of these emissions are the result of materials used and 41.3% come from transportation. In total, the Pro3 accounted for 3.2% or 376.22 tCO2e of Matterport's total carbon footprint.

- **Embodied emissions:**
  67.77 kg CO2e per camera
- **Transport to assembly site emissions:**
  1.77 kg CO2e per camera
- **Transport to customer emissions:**
  46.02 kg CO2e per camera

In 2024, we will expand our sustainability efforts, creating greater efficiencies in our shipping processes by re-engineering our Pro3 packaging, and creating more compact Pro3 accessories. In addition, we plan on partnering with certified, third-partner repair locations across the globe. This effort will also create efficiencies in logistics to help ensure consistency in our service capabilities.

Supply Chain

We are committed to building a better world and we expect our suppliers to do the same, considering their impact on the environment and employing systems and solutions that make productive and efficient use of resources. For information on supply chain management, please see the Responsible Sourcing section of this report.

Matterport PRO3





"Our plans for 2024 will be a win for our company and the planet! Our new standalone Pro3 packaging and accessory designs will help reduce our costs with respect to shipping, freight, and logistics, while reducing our environmental impact."

- Flora Chan, Vice President, Manufacturing Operations

Supplier Environmental Compliance

We require our suppliers to consider their impact on the environment and encourage positive solutions to reduce the negative effects of their consumption, products, services, and logistics. At a minimum, suppliers must comply with all applicable environmental laws and regulations, minimize harm to the environment, and, we also expect suppliers to have commitments to identify, measure, and reduce significant environmental impacts, identify business risks associated with climate change, and align with Matterport's environmental policies.

This includes having systems in place to ensure the safe handling, movement, storage, and recycling of waste, and emissions. It also includes the expectation that suppliers hold all environmental permits, licenses, information registrations, and restrictions required to conduct business. In addition, suppliers should have documented policies in place regarding the management of waste, air emissions, and wastewater discharge, and systems to prevent and mitigate accidental spills and releases into the environment.

Matterport®

2.4 million: the total number of digital twins created in 2023.

Product Quality and Safety

Throughout the product design and manufacturing process, we integrate appropriate procedures to ensure the quality and safety of our products, as well as compliance with recognized quality, safety, and environmental standards.

Our modularized Pro3 camera is now manufactured by an experienced global partner in Asia, with key critical components created in the same region to minimize our logistics carbon footprint. This ISO 9001-certified facility manufactures 100% RoHS compliant components, including the removable battery. This gives us RoHS certification for the removable battery and many other camera components in most European countries.

In 2023, we hired an Asia-based Supplier Quality Manager to monitor and audit our Pro3 camera supply chain at all key facilities in the region, including manufacturing, procurement and environmental sustainability practices. All met ISO9000 standards and adhered to RoHS requirements.

Moving forward, we will continue to seek out opportunities to work with our manufacturers and shipping providers to reduce our carbon footprint. We will also work with designers and suppliers to increase the efficient use of energy and materials throughout the design and production processes.

Empowering Sustainability

We have a distinctive opportunity to advocate for sustainable business practices, not just by implementing innovative business strategies, but because sustainability is embedded into our products and platform, helping decrease the built world's carbon footprint.

The United Nations Environmental Programme found that energy demand and emissions from the building and construction sector represent over a fifth of global emissions. And according to the World Green Building Council, buildings are currently responsible for 39% of global energy related carbon emissions: 28% from operational emissions, from energy needed to heat, cool and power them, and the remaining 11% from materials and construction.



By transforming millions of physical spaces into 3D digital replicas, our products and platform help eliminate the need to be physically present. Combined with our Property Intelligence and other AI tools, customers can data share from virtually anywhere in the world, equipping them with numerous ways to reduce energy consumption and mitigate their carbon emissions. And we're just getting started.

Avoided Emissions

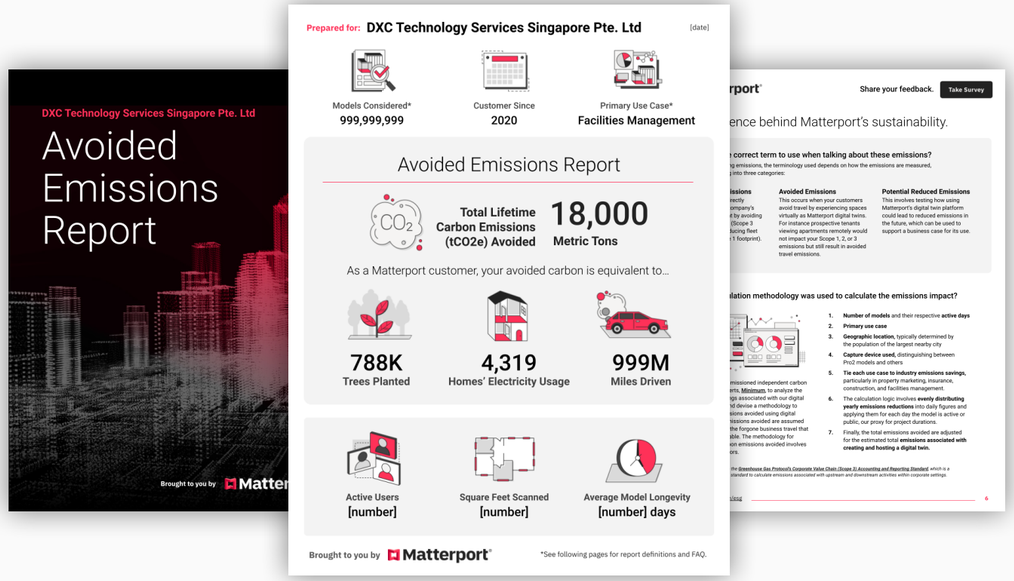
Since 2022, we've commissioned independent carbon accounting experts to calculate the emissions reduction potential of using Matterport's digital twin platform. Last year, the findings revealed that the average digital twin creator avoids around 0.55 tCO2e a year and on average, each digital twin can avoid around 0.15 of tCO2e from being emitted on a life-cycle basis – equivalent to driving a personal car for around 451 miles. This year, we maintained our relationship with our carbon accounting experts to review the emissions reduction potential of using Matterport's digital twin platform. It was important for us to ensure that the methodology* used to calculate avoided emissions are up to date and in line with best practices. After review, our avoided emissions analysis remains consistent with last year, as our Pro3 has not gone through any material changes. We will continue to review best practices.

Avoided Emissions Reporting

In late 2022, we began working with an outside carbon accounting firm to develop the methodology for building a carbon calculator to provide customers with detailed insights into carbon emissions savings enabled by the use of our digital twin platform. In 2023, as a result of these efforts, we began planning the formal launch of avoided emissions reporting for select enterprise customers.

Avoided emissions reporting takes a deep dive into an organization and is personalized and customized for each customer. It enables an understanding of the impact of emissions avoided by collaborating remotely instead of traveling for tasks such as tours, inspections, progress monitoring, change management, and more, taking into account factors such as the number of digital spaces created, geographic location, and site visits. Customer reports will be tailored to their primary use cases — such as property marketing, insurance, design, and construction or facilities management. These considerations are then balanced against the estimated emissions from creating and hosting each digital twin to determine the total emissions avoided.

We expect to launch our avoided emissions reports in early 2024 to select enterprise customers. The reports will be more broadly released later in 2025, with customer feedback informing further enhancements and scalability.



"As a product owner, I want to provide users with sustainability benefits of my digital twin solutions. The avoided emissions report is informative with a concise format that contextualizes our aggregated impact."

- Fortune 100 Matterport Customer

* Methodology used to determine avoided emissions: The analysts estimated avoided emissions based on five use cases of digital twins: real estate promotion, construction, insurance, facilities management, and photography services. They found that using digital twins for facilities management purposes tends to avoid the highest amount of emissions. Baselines were developed for each use case across three different intensity levels: low (assuming mainly short distances with no air travel), medium (assuming distances within the United States and some air travel in specific use cases), and high (assuming cross-country distances and significant air travel). These baseline carbon emissions were then compared with the embodied emissions associated with creating digital twins, accounting for embodied emissions of hardware where applicable. Matterport followed best-practice guidance from the World Resources Institute and GHG Protocol when calculating the avoided emissions. A consequential estimation approach was applied and results were calibrated based on a conservative approach.

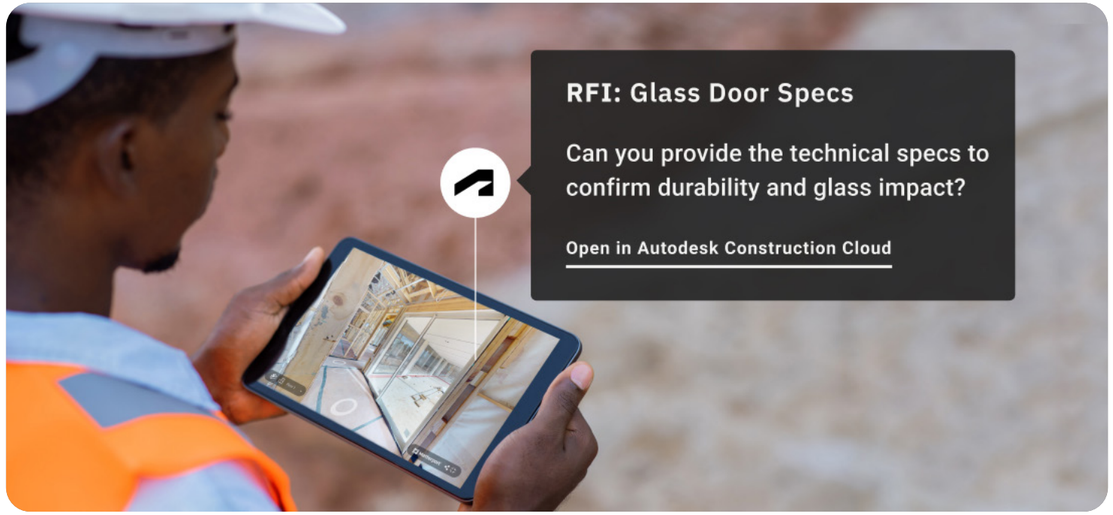
Integrating Sustainability

Our Matterport Pro3 camera captures properties faster than earlier versions to help accelerate project completion. Launched in late 2022, the Pro3 provides the highest accuracy scans of both indoor and outdoor spaces and is designed for speed, fidelity, versatility, and accuracy. The software has also been optimized to support larger facilities, with the ability to scan more than five times the square footage of earlier versions. With more and more large buildings being “Matterported,” larger cross-functional working teams are using the digital twins in different ways to gain insight into a facility, expanding usage and deepening efficiencies across an organization.

In 2023, we further integrated Matterport into partner design/construction platforms, providing their customers with the efficiencies and insights that come from the use of our digital twin products and platform.

Amazon Web Services
In April 2023, we announced new integrations with AWS IoT TwinMaker (Internet of Things), an AWS solution that makes it easier for developers to create digital twins of real-world systems such as buildings, factories, industrial equipment, and production lines. The new integrations enable enterprise customers to seamlessly connect IoT data into visually immersive and dimensionally accurate Matterport digital twins, supporting enterprise digital transformation efforts by providing an efficient and cost-effective solution to remotely optimize building operations, increase production output, improve equipment performance, and increase environmental health and safety at their facilities.

Autodesk
In March 2023, to foster construction team collaboration throughout the construction project lifecycle, we launched the Matterport app for Autodesk Construction Cloud, powered by Autodesk Platform Services. With access to a shared digital twin, stakeholders involved in the project, from architects and engineers to contractors and owners, can easily visualize site conditions and identify potential issues before budget and schedules are impacted. This immersive experience provides valuable context to enable faster decision making and communication among project teams.



Procore Technologies
We expanded Matterport’s platform ecosystem support for design and construction management software services, enabling Procore users to use features directly within Matterport’s 3D Digital Twins, creating a visual system-of-record for site conditions that anyone on a project can track. Users can transition seamlessly between their Procore project management workspace and the Matterport digital twin, centralizing recordkeeping and enabling better progress tracking, quality control, and more efficient closeout processes.

Nature and Biodiversity

We all have a role to play in protecting biodiversity and nature. Natural resources are essential to individual and community wellbeing and the success of the global economy. As part of our broader environmental strategy, we are committed to understanding and addressing nature-related impacts of our operations. We are also committed to continuing to develop strategies and practices to mitigate business impacts and developing innovative partnerships, product enhancements and cutting-edge technology to maximize efficiency and help prevent further loss and depletion.

Climate Risk and Resilience

Addressing and managing climate-related challenges and opportunities are key components of our business strategy. We recognize that climate-related risks can negatively impact our operations, workforce, clients, investor,s and other stakeholders.

For example, extreme weather conditions could impact our manufacturing processes, our supply chain, and diminish the availability of materials. These insights guide our facility risk assessments and business continuity planning, which we conduct regularly throughout the year. Moreover, we’ve embedded these risks into our ongoing risk management process, instituting measures, and strategies to counteract potential disruptions stemming from climate-related factors.

Social Responsibility



Social Responsibility

Technology and data have the power to change the world. And to create the best technology and gain the best insights, companies need the best people. At Matterport, we enable collaboration and innovation by providing our Matterpeeps with the right resources, tools, and opportunities to thrive and grow. As a result, our 3D digital twin platform and AI capabilities help transform the way people access, understand, and use space to build a more inclusive, accessible, and equitable world.

Our People

At Matterport, we're committed to creating a workplace that's as innovative, forward-thinking, and inclusive as the world we're building. Our success is driven by the talent and dedication of our engaged, diverse and experienced workforce. To attract, develop, and retain the very best, we cultivate a supportive, inclusive workplace and culture that drives innovation, embraces diverse perspectives, encourages collaboration, and provides our Matterpeeps with the opportunity to reach their full potential.

Human Capital Management

Our Board Compensation Committee is responsible for reviewing Matterport's overall compensation and human capital management philosophy on a quarterly basis. Talent-related risks and opportunities, as well as progress against our human capital management philosophy is reviewed annually with our Board of Directors.

Our Chief People Officer leads our People team and is responsible for building a positive employee experience and culture that enables our Matterpeeps to live their best lives and do their best work.

TARGET

Achieve gender parity among all full-time employees by 2030.

2023 Workforce Data

448 full-time employees†

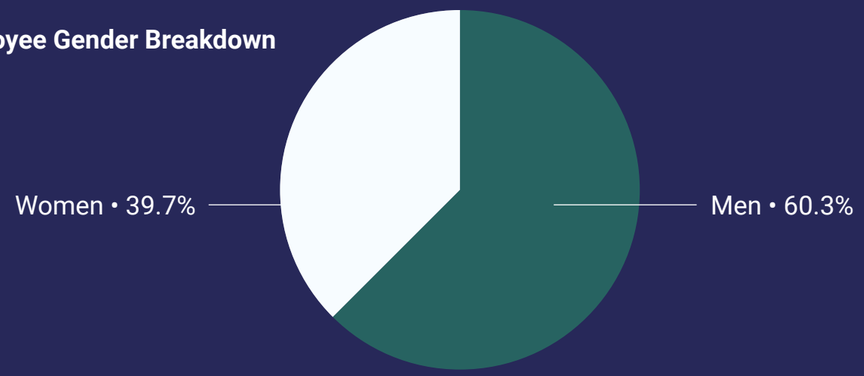
385 North America

22 Asia-Pacific

41 Europe, Middle East and Africa

10 Countries

Employee Gender Breakdown



†Includes 10 fixed-term contract (FTC) employees.



"At Matterport, we put our people first. Caring about our employees is at the forefront of what we do and it goes well beyond the programs we offer. We're guided by our values and do what it takes to help ensure Matterpeeps feel respected, supported, included, and empowered to realize their full potential."
- Jean Barbagelata, Chief People Officer

Culture

Our Three Dimensions of Matterport outline our values and empower our workforce. Each of our values corresponds to specific actions that foster leadership, inclusiveness, collaboration, and understanding.

Together, they form the foundation for our culture, while boosting job satisfaction and inspiring the innovation necessary to make our technology smarter for everyone.

Our Values	Our Behavoirs
Be a Leader	Generate energy Create clarity Be accountable
Be Inclusive	Seek different perspectives Foster open dialog Create a sense of belonging
Be the Customer	Understand them Delight them Help them win

For additional information on our vision, mission and values, please see the About Matterport section of this report.

We proactively seek feedback and guidance from our Matterpeeps, whom we see as our partners in building a strong, remote-first, culture. In addition, we encourage our leadership group to regularly check in with their teams to gather input on how to improve retention, productivity, and engagement. Employee Resource Groups (ERGs), a platform for Courageous Discussions, company-wide recognition and celebrations of important cultural events, and an open forum to ask questions of leadership are also important aspects of our culture.

Diversity, Equity and Inclusion

At Matterport, we are committed to cultivating a diverse and inclusive workplace and workforce rooted in trust, fairness, empathy, respect, transparency, and accountability. We don't just value differences; we prefer them. We focus on advancing diversity at all levels across the organization, including the representation of women and minorities in leadership positions, and foster an inclusive environment and culture that honors and encourages individual differences and provides fair and equal opportunities for everyone.

82% of Matterpeeps feel they can be their authentic selves at work.

We believe every employee should feel valued and confident they can make a meaningful contribution as their authentic selves. We strive to create a sense of belonging and community by building a diverse workforce and cultivating an accessible, open, and inclusive work environment. We equip our managers with the tools they need to be inclusive leaders and execute diversity and inclusion goals. We also train all employees on how to recognize and respond to unconscious bias. We advocate for equity outside our own organization too, with Matterport policies, products, and services designed to be fair and inclusive with equity at the core.

87% of Matterpeeps feel their manager cultivates an inclusive environment (up 2% from 2022).



Diversity, Equity and Inclusion Dashboard

Our diversity, equity and inclusion (DEI) dashboard provides us with a way to internally track our efforts, measure our performance, gain insight, and make improvements to our programs. The dashboard illustrates various metrics including:

- New hires
- U.S. and global diversity data
- Promotions
- DEI event attendance
- Engagement survey feedback

DEI Training and Development

We provide DEI training courses to our employees and develop our existing talent through our Elevating Matterpeeps' Empowerment, Retention, Growth and Excellence (EMERGE) program for underrepresented groups.

EMERGE

We value a diverse and inclusive workplace where employees are provided with opportunities to continue their development journey. Launched in 2022, our EMERGE Program provides underrepresented employees with opportunities to develop their leadership skills and business acumen through a DEI lens.

The six-week program is open to employees who identify as BIPOC (Black, Indigenous, People of Color) and/or identify as women or another marginalized gender. Through discussion, learning sessions, mentorship exposure, group collaborations, and opportunities to present solutions to our executive team, participants can grow professionally and make valuable connections with senior leadership and Matterpeeps from across the organization.

In 2023, 18 participants learned from guest speakers and working group collaborations, allowing them to engage and network with Matterpeeps from various departments. Sessions explored topics such as Emotional Intelligence, Managing Performance, and Elevating Executive Presence.

To develop a truly diverse workforce and workplace we:

Use data to provide insight.
We collect qualitative data through listening sessions and surveys to assess the employee experience and make informed, targeted decisions. This information also helps us identify potential opportunity gaps to a truly diverse workforce.

Provide resources to support growth.
We offer employee resources to support each individual journey. Our self-guided toolkit includes Employee Resource Groups (ERGs), an inclusion Slack channel devoted to informal discussions, and an internal inclusion site with key definitions, articles and more.

Offer training to prepare our teams.
Beyond giving managers the tools they need to be inclusive leaders and execute diversity and inclusion goals, we also train all employees on how to recognize and respond to unconscious bias.

In 2023, 99% of Matterpeeps completed unconscious bias training.

2023 EMERGE Highlights

18 participants, a 125% increase from 2022

8.9 out of 10 satisfactory rating among all participants

100% of participants felt they connected with another participant from a different department

94.4% of participants felt they could implement lessons learned into their current role

What our EMERGE participants have to say:

"EMERGE furthered my professional growth and allowed me to learn more about emotional intelligence and how to apply it to all areas of my life."
-2023 EMERGE Participant

"EMERGE gave me a greater sense of self-awareness and understanding of my strengths and weaknesses. This has enabled me to make more informed career decisions and play to my strengths."
-2023 EMERGE Participant

"I highly value personal growth and EMERGE provided me with a vehicle for growth that I really appreciated! Additionally, I loved having the opportunity to connect with others within the organization that I wouldn't otherwise have had the chance to meet."
-2023 EMERGE Participant

TARGET

Add a minimum of two new ERGs in 2024.

Employee Resource Groups

Our seven Matterport ERGs are powerful vehicles for progressing inclusion across our organization. Led by volunteer Matterpeeps, along with an executive-level sponsor, each ERG provides a safe space and supportive atmosphere based on diverse shared characteristics and experiences. They also help build community by hosting robust discussions and activities to educate, support and increase awareness, while accelerating belonging and inclusion across the company.

In 2023, we added our newest ERG, Women of Matterport EMEA (WOM EMEA) to provide women in our second largest region with a supportive environment and an opportunity to build their skills and elevate their careers.

Our ERGs were led by 14 Matterpeeps, each representing or co-leading their respective ERG. With support from 7 executive sponsors, they planned and coordinated 12 companywide ERG events. Examples include the following:

WOM ERG: Fantastic Failures Career Panel
On March 28, 2023, our WOM (Women of Matterport) ERG hosted a panel discussion, inviting four of its members to talk about their greatest professional "failures," and how failure helped them grow. Attendees were able to reflect on these experiences and hear how other Matterpeeps were able to overcome challenges.

AAPI ERG: Diwali Celebration
On November 30, 2023, our AAPI (Asian American and Pacific Islander) ERG hosted a hybrid Diwali celebration with Matterpeeps celebrating in-person and virtually. Attendees learned about the history and meaning of Diwali and painted diyas. In-person attendees also enjoyed a BBQ to close the festivities.

Latines of Matterport ERG:
Hispanic Heritage Mariachi Celebration
On October 12, 2023, our Latines of Matterport hosted a hybrid Hispanic Heritage Month celebration.
This event featured the local Sunnyvale, California High School Mariachi Band performing at our Matterport headquarters. In-person attendees enjoyed a taco cookout with the students.



BLACK EMPLOYEE RESOURCE GROUP of Matterport®

ADAPT at Matterport®

WOMEN of Matterport®

AAPI at Matterport®

LATINES of Matterport®

EMEA WOMEN of Matterport®

PRIDE of Matterport®

Hear from our ERG Leaders

“Being a Latino son of immigrant parents in the U.S., I feel a strong connection to my culture and that of the Latino community as a whole. The Latines of Matterport ERG is an avenue for me to connect with fellow members of the Latino community within Matterport and outside of it. Also, as part of a small “Latino in tech” community I could share my story and connect further with fellow Matterpeeps.”
Latines of Matterport ERG co-lead

“As an active member of the Hispanic Community, serving as an ERG Leader was a great way to get involved with my cultural background at Matterport. Fostering important conversations and keeping the whole of Matterport involved in the community has been a great way for us to learn from our fellow coworkers about cultures and places different from where we may be from.”
Latines of Matterport ERG co-lead

“ERGs are an important resource and a way for all Matterport employees to feel connected and be able to bring their true selves to work. As the leader of Pride of Matterport ERG, I was able to connect with colleagues, and enhance everyone’s professional and personal growth. It feels great to work for such a supportive company”
Pride ERG co-lead

“I chose to be an ERG leader in order to help create a safe space for Black Materpeeps who are looking for resources to help navigate their personal and professional paths while at Matterport. The goal is to foster a community where everyone feels comfortable learning and sharing in their experiences.”
Black Employee Resource Group co-lead

In 2023, 67% of Matterpeeps were members of an ERG, or attended an ERG meeting.

In 2024, we plan on introducing a new ERG initiative that provides an opportunity for our ERGs to tell their stories through 3D digital twin scans of locations of cultural significance. These include important cultural and historic locations such as:

- Chinatown Friendship Archway
- Thurgood Marshall Memorial
- Eleanor Roosevelt Statue

Courageous Discussions

Matterpeeps come together to discuss global issues, momentous events or other high-profile topics that may lead to misunderstanding or division. These Courageous Discussion forums provide our Matterpeeps with the opportunity to share their feelings in a non-political, safe, and respectful atmosphere, while enabling them to learn from each other and understand different perspectives. Topics can range from current affairs to disability, neurodiversity, and what it means to be an ally.

In 2023, we held 6 Courageous Discussion forums, attended by 172 Matterpeeps. Topics included:

- **AAPI Heritage Month:** A conversation celebrating AAPI heritage and the many experiences members of the AAPI community face in corporate spaces. Matterpeeps discussed ways to foster workforce inclusion and representation for all Matterpeeps, including members of the AAPI community.
- **Hispanic Heritage Month:** A conversation exploring diversity within the Hispanic community and celebrating Hispanic Heritage Month was hosted by our Latines of Matterport ERG and an external speaker. Matterpeeps discussed their overall professional journeys and how they carry and honor their Hispanic heritage.
- **Breast Cancer Awareness:** A conversation exploring breast cancer awareness and disparities in care and service hosted by our Women of Matterport and Black Employee Resource Group ERGs. Matterpeeps discussed the impact that breast cancer has had on their lives, personally and professionally.

Talent Attraction and Recruitment

In a rapidly evolving market, attracting and retaining the right employees with the necessary skills, experiences, and perspectives is crucial to achieving our business goals. Our Talent Acquisition team follows a consistent, yet specialized approach for each open position.

Acting as talent advisors, they provide kick-off sessions with hiring managers to clearly define the role and determine the desired qualifications of candidates. At the same time, the team builds a recruiting strategy for each open position, taking into account insights as they relate to market realities, availability of talent, compensation expectations, immigration, and availability of diverse candidates. As a remote-first company, we cast a wide net for talent, recruiting and hiring outside of our physical office locations. While this enables us to broaden our search parameters, it also provides our employees with the flexibility and freedom that come with remote work.

We audit our hiring practices to ensure they are fair, transparent, objective, and inclusive. Our robust recruiting strategy enables us to build relationships and partnerships with vendors, agencies, and schools, helping us engage, recruit and hire talent from all communities. We also encourage jobseekers to apply to our open positions even if they don't meet all requirements. We even have a static Dream Job at Matterport position on our career site to encourage candidates to apply to Matterport if they believe they have skills and experience that may be beneficial to the company. At Matterport, we are committed to fostering an inclusive and dynamic work environment where diverse talents can thrive and contribute to our mission of digitizing the built world.

TARGET

Expand training programs by 20% by 2030.

Talent Development

To attract and retain the best talent, and to help Matterport deliver against our strategies, we provide a variety of career growth and leadership development opportunities and resources to help our Matterpeeps reach their full potential. Growing our talent and building our capabilities fosters a stronger culture and helps our entire organization establish a strong foundation for long-term success.

In 2023, Matterpeeps logged 1185 hours of training.

New Hire Training

While all new hires complete mandatory training, see Governance section, we also provide new Matterpeeps with specific training to ensure they are set up for success. As part of our onboarding process, our new hires receive training on our 3D digital twin platform, including a 90-minute product and technology session that provides them with extensive knowledge on our products and their features and benefits. During new hire orientation, Matterpeeps also learn how to install our Matterport mobile app to capture and customize a space. This interactive training enables new employees to share the spaces they have captured as a new employee and then discuss the different features they used to customize those spaces.

Ongoing Training

Our learning experiences are focused on helping Matterpeeps build the knowledge and skills needed to support current business priorities and secure future success. Our ongoing training helps further their development, strengthen our culture, and drive compliance and quality across the organization. We offer a variety of courses and coaching on themes that include Career Development, Emotional Intelligence, Authentic Conversations, Personal Accountability, and Essential Management Skills. Throughout the year, we also provide specialized training, conferences, and meetings on new Matterport products and features, as well as training relevant to Matterpeep's day-to-day responsibilities.

Leadership Training

Our Matterport leaders have the opportunity to participate in one-on-one executive coaching and personalized resources to enhance their leadership skills. They also participate in quarterly check-ins to ensure Matterpeeps can receive actionable feedback from their managers. In 2023, 376 Matterpeeps participated in twelve quarterly check-in training sessions.

Monthly, hour-long meetings are also held with Matterport leaders at the VP level and above to discuss corporate culture and leadership within our Three Dimensions of Matterport actions and values.

In 2024, we plan on expanding our catalog of training to include company wide accountability training, and incorporating accountability into the workplace.

2023 Highlights

Ongoing Training

- In Q4, 144 Matterpeeps completed 8 Matterport professional development courses, with topics ranging from essential management skills to product knowledge.
- An average of 140 Matterpeeps attended our monthly companywide Matterport 1:1:1 hour-long sessions, focusing on various business topics.
- 310 Matterpeeps attended our monthly Watercooler Talks, a 30-minute huddle for Matterpeeps to get to know other employees.

New Hire Training

- 95% of new employees found the training content to be useful within 60 days of their start at Matterport.
- 100% of all new hires customized a space and created a digital twin, with 100% indicating they felt comfortable enough to connect with customers within the first week.
- 82% had never used Matterport products before but felt comfortable and ready to capture and customize a space using the Matterport app.

Health, Benefits and Wellness

At Matterport, we believe that taking care of our employees' well-being is critical to their professional and personal success. To help enhance their lives and enable informed decisions, we provide our Matterpeeps with a variety of programs, resources, and initiatives for mental, physical, financial and social well-being.

In 2023, we leveraged our engagement survey to examine employee health and well-being, particularly in relation to our remote-first workplace environment. The survey revealed that Matterpeeps felt autonomy in their schedules, and that working remotely fostered an overall sense of well-being.

- 92% of those surveyed felt they are genuinely supported if they need to make use of flexible working arrangements.
- 90% of those surveyed felt they are able to arrange time off from work when needed.

We are dedicated to fostering an environment and culture that supports quality of life, and a community where people help each other thrive. Our open, dedicated Slack channel on wellness provides a space for updates, events, and employee questions. At the end of 2023, there were 225 members participating in this community space.

We also empower employees to take charge of their wellness with a variety of resources tailored to specific needs. Resources include quarterly policy reminders and information regarding important health and wellness topics. For example, during Mental Health Awareness Month, we focused on mental health education and the various resources available at Matterport, as well as outside the company.

We are committed to maintaining a positive, safe, healthy work environment for all our employees, and comply with all applicable local laws and regulations governing working conditions, working hours, fair wages and compensation.

Matterport Wellness Week

In November 2023, we held Matterport Wellness Week. A time for Matterpeeps to focus on their physical, mental, and financial well-being, the week served as an opportunity to learn, connect and practice healthy habits. Some of our Wellness Week initiatives included:

A financial wellness seminar hosted by an external partner who shared tips on building a strong financial future.

A virtual and in-person Pilates class hosted by an external partner to learn how movement can help reduce stress and increase cardiovascular and muscular strength.

Overview of Benefits

* May vary by country.
† May vary by region.

Health

Comprehensive health plans*
Matterport contributes 100% to employee premiums and 90% of family premiums in the U.S. In other countries, we contribute a significant amount to employee premiums.

Wellness stipends
Special funds available to employees to use towards wellness programs of their choice.

Wellness platform
Accessible to all employees, our wellness platform provides updated information on all wellness resources, offerings, policies and contact information.

Life, family & flexibility

Flexible time off
We encourage our exempt team members to take time when and how they need it and offer a generous paid time off policy for non-exempt employees. Our employees in the EMEA region are covered under our flexible time off policy and also receive 20 days of annual leave.

Summer Fridays
6 global company wide summer Fridays off, from the last week of July through the first week of September.

Parental leave†
In the U.S., birthing parents are offered up to 14 weeks paid parental leave.

In the U.K., birthing parents are offered up to 1 year of parental leave.

Non-birthing parents (surrogacy, adoption and foster parents) are offered up to 8 weeks paid leave.

Retirement

401(k)
Retirement program to help U.S. employees with their future financial needs.

Employee Stock Purchase Program
Opportunity for U.S. employees to purchase shares of Matterport stock.

Other

Matching gifts
Up to $400 in charitable match contributions for qualified employee donations to a qualifying charity of their choice.

Volunteerism
The company donates $10 for every employee volunteer with a qualifying 501(c)(3) nonprofit up to $400 total in a calendar year.

Performance Management and Compensation

We provide structured review cycles for employees. Every year, we run quarterly performance check-ins to ensure employees receive actionable peer and upward feedback from their managers.

We are committed to delivering a competitive, equitable, fair, and transparent comprehensive compensation program that supports and motivates our employees, drives success, and creates value for shareholders. We provide competitive compensation to attract and retain talented employees, including offering market-competitive salaries, bonuses (for exempt employees) or sales commissions, as well as offering equity to exempt full-time employees at the time of hire, and periodically review our compensation program and make needed adjustments to align with our priorities and market best practices. For information on our 2023 Director and Executive compensation, please refer to our annual Proxy Statement.

Employee Engagement

We firmly believe that employee engagement is an integral component of our success. Our Matterpeeps keep our culture strong and help move our business forward. We value their input and proactively seek feedback and guidance from them in a variety of ways, including surveys, company-wide discussions, weekly in-person BBQs at our Sunnyvale office, and monthly Town Hall meetings.

We also encourage suggestions for improvement, foster frequent engagement between leaders and employees and continue to invest in tools to maximize collaboration and productivity.

To facilitate employee connections and promote team building, we created Matterport Stories. Available on our website and shared internally, these stories highlight individual Matterpeeps, the role they play within the company, their accomplishments and more — allowing those who may not work together the ability to get to know one another. We also host a variety of virtual and in-person events throughout the year.

Matterport Meet-Ups

As a remote-first company, we understand the importance of community and continuously seek out new ways for employees to gather, collaborate, and bond with each other. This includes in-person gatherings at office locations and in cities where we have critical mass.

In 2023, to foster a sense of community and belonging and strengthen cross-functional collaboration and productivity, we established Matterport Meet-Ups. Instead of participating in monthly meetings and events from their own individual remote locations, Matterpeeps have the option to gather in locations where we have multiple employees, providing the opportunity to interact in person with others who they may not work with on a regular basis.

“While many Matterport Meet-Up participants work in different parts of the company, they gel as a broader team based on geography and a passion for what we do as a company.”

In 2023, Matterport Meet-Ups and in-person gatherings were held in 11 global regions. During Q4, we averaged approximately 50 Meet-Up participants globally.



Measuring Engagement

To listen to and learn from our Matterpeeps and gather employee observations, attitudes, and opinions, we regularly gather feedback and input. One way we do this is through our annual employee engagement survey, along with bi-weekly pulse surveys, and regular check-ins for new hires. We use the results to improve our culture and workplace, and encourage managers to review, discuss, and take action on survey findings with their teams.

2023 Survey Results

Annual Employee Survey

85% of invited employees participated

68% overall favorable engagement score

81% indicated they were proud to work for Matterport

2023 New Hire Data

30-day check-in: 90% favorable for overall satisfaction

60-day check-in: 93% favorable for overall satisfaction

90-day check in: 97% favorable for overall satisfaction

Communicating with Matterpeeps

In addition to our surveys, we work to provide clarity, community and transparency by holding monthly All Hands and Town Hall meetings. These meetings provide Matterpeeps with the opportunity to come together virtually and in-person to learn about business and regional updates and discussions, recognize new hires and promotions, ask questions, and interact with Matterport leadership. Often, suggestions are acted upon in real time.

To further efforts to keep Matterpeeps connected, we provide a variety of communication channels that help build a sense of community and belonging. Through our Matterport intranet, Slack, virtual events and celebrations, and in-person service activities, Matterpeeps can access company news, updates and policies, participate in discussions, and share information, while building culture across the organization.

Social Impact

Simply put, our social impact programs exist to improve the lives of people. We recognize the power of technology and data to change the world and together with our nonprofit partners, we build innovative solutions to tackle some of society's biggest challenges.

"Being able to serve my local community directly was so fulfilling. It had me hooked. Beyond serving my community, it was also an awesome experience to do this alongside other Matterpeeps from my area!"

- Matterpeep on social impact opportunities at Matterport

TARGET

Increase equitable access to cultural spaces by capturing 5,000 spaces by 2030.

Exploration to Equity

Our Exploration to Equity philanthropic program opens virtual doors to museums, historic sites, monuments, and places of social significance, bringing them to life for those who may not get to see them in person, and at the same time, democratizing access to physical spaces.

The program supports nonprofit organizations in using the Matterport digital twin platform to increase access for underrepresented groups. As part of the program, we donate our technology, services, and support to select, qualifying U.S. nonprofit organizations and educational institutions, allowing them to capture and provide access to their Matterport 3D spaces. The program prioritizes projects that support marginalized, disenfranchised, and vulnerable populations and focuses on capturing historically and socially significant spaces.

We also offer our Matterport digital twin platform to disaster response organizations and their partners so they can quickly assess the damage and start the process of rebuilding impacted communities.

To see how organizations are using Matterport to share their spaces, visit the Social Impact section of our website.



"Equitable access to spaces, especially for underserved and underrepresented groups, can help increase community inclusion and resilience. By leveraging our people, products, and services, we strengthen and empower communities."

-Qadira Harris, Vice President, Global Responsibility

2023 Matterport Cares Week

In-person Volunteer Projects

70 participants
178.5 volunteer hours
4 countries
10 organizations in 10 cities

Virtual Volunteer Projects

13 participants
32.5 volunteer hours

Locations / Organizations

San Jose, CA • Spartan Food Pantry (San Jose State University)
San Francisco, CA • Golden Gate National Park Conservancy
Seattle, WA • The White Center Food Bank
Chicago, IL • Chicago Canine Rescue
Fort Lauderdale, FL • The Pantry of Broward
Virtual/Remote • Suit Up
Lawrence, Kansas • Just Food
Austin, Texas • Central Texas Food Bank
London, England • Wrap Up London
Singapore • FRESH
Tokyo, Japan • Flatheart



Matterport Cares

We are committed to supporting causes our Matterpeeps care about most. Through Matterport Cares, we offer matching company contributions up to $400 for qualified employee donations to a qualifying charity of their choice, and $10 for every employee volunteer hour (up to $400) for every employee who volunteers with a qualifying 501(c)(3) nonprofit.

Matterport Cares Week

In November 2023, we launched our second companywide Matterport Cares Week, a week-long initiative dedicated to giving back to our local communities. Matterpeeps across the globe took the opportunity to make a positive impact at local and global levels through a combination of individual, team, and company-sponsored events held online and in their communities.



Team Service Projects
When our Matterport teams and workgroups get together for offsite events or team meetings, they often participate in a volunteer event as a way to give back to communities. Our off-the-shelf, turnkey, Matterport Cares team toolkit provides them with information on how to plan, implement, and execute a service project.

In 2023, our offsite teams participated in a variety of community service projects, including the following:

- **Operation Gratitude:** A team of Matterpeeps packed care kits for overseas military service members and wrote letters to military service members and first responders.
- **Turning Wheels for Kids:** Matterpeeps attending our Product, Design and Engineering conference put their skills to the test by building safe new bikes to be distributed through a number of partnerships focused on preventing childhood obesity and supporting low-income families.

2023 Matterport Cares Results

$75,401 in total donations

$29,567 donated by Matterpeeps

$45,834 in Matterport company matching contributions

231 volunteer hours

172 causes supported, including the following categories and representative organizations:

- **International aid and disaster relief**
  (International Rescue Committee, Red Cross)
- **Health and medical research**
  (The Leukemia and Lymphoma Society, Lupus Foundation)
- **Education**
  (K-12 schools and Universities)
- **Arts, Culture and Humanities**
  (San Jose Chamber Music Society, Lincoln Performing Arts)
- **Environmental preservation**
  (Golden Gate National Parks Conservancy, ASPCA, Washington Trails Association)

In 2024, we plan to add a new component to our Matterport Cares program. Called Capture for a Cause, Matterpeeps will be able to volunteer to create a Matterport digital twin of their favorite charity.

As of December 31, 2023, Matterport Discover was home to more than 650,000 public spaces.

Matterport Academy

We created Matterport Academy to empower customers and enable them to use our platform to its fullest potential. Containing a collection of guides, tutorials and other information, Matterport Academy has an array of step-by-step, instructional videos to help users leverage everything the Matterport platform has to offer. Designed to educate users of all abilities, the tutorials are free of charge. Visit Matterport Academy on our website for additional information. In 2023, we added “Getting Started w/Pro3 for Marketing your Properties.” This “how to” video provides information on scanning indoor and outdoor spaces for promotional purposes.

2023 Matterport Academy Highlights

- 497,321 users (increase of 73% from 2022) viewing 54 tutorials
- 583,489 total views (increase of 67% from 2022)
- 1.9 million impressions

Accessibility

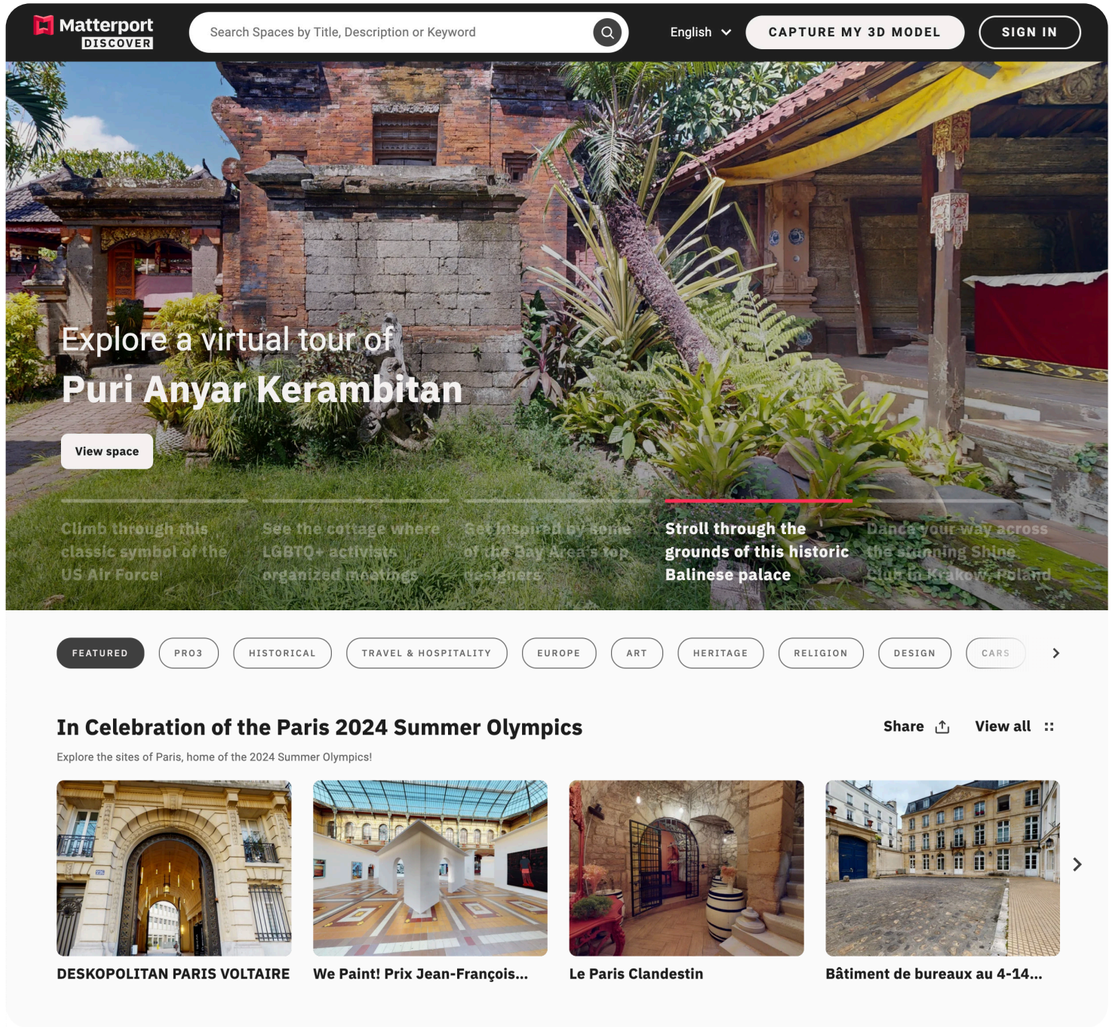
We believe our goal of digitizing the built world can only be achieved when our products, services, and 3D digital twin platform are accessible to everyone. We are continually working with accessibility experts and tools, improving the user experience for everyone, and applying relevant standards such as WCAG 2.1 AA Standards and Revised Section 508 Standards.

We published our first voluntary accessibility report for our Matterport Discover website in October 2022. We also provide resources for users on creating ADA compliant 3D tours.

In 2023, Matterport was featured in a Forbes article, highlighting how brands are proactively thinking about how to become more inclusive and address the requirements of those with different accessibility needs.

Matterport Discover

We believe that when people work together, we can achieve even more. Launched in 2022, Matterport Discover is a community-driven, content-sharing portal where users can upload their captured spaces for anyone to visit. Every month, our more than 61,000-strong community of customers and users share thousands of digital twins to our library, providing virtual access to museums, art galleries, caves, real estate properties, historical sites, and more to anyone visiting the website.



Explore This Space

JLL Chicago
AON Center

Governance and Accountability



Governance and Accountability

We believe strong governance is the foundation of a strong business.

At Matterport, we believe strong governance is the foundation of a strong business and fundamental to building long-term value for our shareholders, employees, customers, and other stakeholders. Our efforts are guided by our culture of honesty, integrity, transparency and accountability, and our resulting policies, practices and processes, are continually adapted to ensure compliance with applicable laws.

Board of Directors

Our Matterport Board of Directors sets high standards for our Directors, officers and employees. Made up of experienced leaders, our diverse Board consists entirely of independent Directors and Matterport's CEO. Directors are periodically evaluated to ensure they meet the Company's evolving oversight needs. Annually, the Nominating and Corporate Governance Committee assesses the Directors to be nominated for election by stockholders at our annual meeting.

Matterport is committed to strong governance practices that protect and promote the long-term value of the company. Through its three standing committees, the Board regularly reviews all governance practices to ensure they reflect the evolving governance landscape and appropriately support and serve the best interests of the Company and its stakeholders. All Board committees are 100 percent independent.

Our Board and its committees are guided by the following:

- Corporate Governance Guidelines
- Code of Business Conduct
- Committee Charters

The Board acts as advisor to the CEO and senior management, and guides the company's direction, strategy, and risk management, while fostering a culture of integrity and risk awareness. This includes overseeing our strategic and business planning processes, our risk management function, and our ESG strategies, goals, and results.

ESG Oversight

While our full Board oversees our integrated ESG approach, the Nominating and Corporate Governance Committee oversees our ESG strategy and initiatives, including all ESG policies, goals, and publicly released data. The Board and its committees also focus on managing any climate-related risks and opportunities facing the company.

ESG is embedded throughout our business. Representatives from our internal management-based ESG subcommittee are responsible for stakeholder input and alignment and the development of our sustainability targets. Members of the ESG subcommittee meet 3-4 times a year to review progress and drive growth and engagement throughout the organization.

The ESG subcommittee also reports regularly to the Matterport Board and presents to the Nominating and Corporate Governance Committee to ensure alignment and integration of ESG measures into the company's broader business strategy. In 2023, led by the Vice President, Global Responsibility, the ESG subcommittee approved the first of Matterport's ESG targets. Moving forward, the subcommittee will provide the Board with regular updates on progress against our ESG targets.

Our Board of Directors



RJ Pittman
Chairman and CEO



Peter Hebert
Director



Mike 'Gus' Gustafson
Director



Jason Krikorian
Director



Susan Repo
Director

In 2023, the Matterport Board of Directors held 9 Board meetings with all Directors in attendance at each meeting.

Risk Management

Sound and effective risk management practices are fundamental to our long-term success. We maintain a consistent and integrated approach that is designed to identify, mitigate, and manage financial, operational, and strategic risks across our organization, including risks arising from ESG and climate matters.

Risk Governance

Our Board continually discusses and considers key risks associated with our business activities and strategic plan, our capital structure and ESG, and climate matters. With support from its three committees, our Board maintains responsibility for Matterport's risk management oversight.

Risk assessment is built into our information technology processes and procedures with day-to-day risk handled by our Security organization. Our monitored risk register enables us to respond swiftly to immediate threats and our annual risk assessment identifies issues that require a strategic response. More information on how we manage risk can be found in our annual Proxy Statement and Annual Report on Form 10-K.

Board Commitees and Responsibilties

Audit	• Monitoring and overseeing the overall risk management and assessment framework and policies and financial reporting and processes • Overseeing compliance, ethics, and internal controls processes • Reviewing information technology and cybersecurity programs, including disaster recovery and business continuity plans • Overseeing the independent audit program • Protecting shareholder interests
Compensation	• Reviews company risk associated with executive compensation plans • Making recommendations regarding non-employee Director compensation to the Company's full Board • Oversees relationship between risk management policies and practices, corporate strategy, and compensation arrangements • Reviews and approves overall compensation and human capital management policy
Nominating & Corporate Governance	• Assists in overseeing risks associated with corporate governance, including Board organization, membership, and structure • Develops and makes recommendations regarding corporate governance guidelines • Oversees corporate governance policies and the evaluation and performance of the Board and individual directors • Oversees ESG strategy and initiatives • Contribute to succession planning

Business Continuity and Resilience

Our Audit Committee is responsible for reviewing our information technology security program and controls around cybersecurity, including our business continuity and disaster recovery plans.

Through our Infrastructure team, we maintain dynamic and effective business continuity management and IT disaster recovery programs, actively tracking service disruptions and outages, and working to ensure system downtime remains at a minimum. In addition, we continuously monitor outsourced cloud-based services that support critical business operations, as well as our Matterport cloud environment and digital twin platform.

Our robust disaster recovery and business continuity plan includes regular reviewing and planning for global economic and geopolitical business conditions and challenges, executing incident response activities, and adapting our strategy as necessary to support business resilience.

In 2023, we once again exceeded our advertised client service level agreement (SLA) for downtime, achieving 99.99 against our 99.5 contractual customer commitment.

Information on how we prepare for and respond to climate-related risks can be found in the Environmental section of this report.

TARGET

Maintain 100% of active employees trained on the Global Code of Ethics.

Ethics and Compliance

We are committed to a culture of integrity, transparency, and accountability that empowers, upholds, and protects ethical decision making across our organization. Ethical behavior is deeply embedded into our business, and we promote transparent and inclusive policies internally, as well as with our partners and suppliers.

Global Code of Conduct and Ethics

Everyone at Matterport, including our Board, officers, employees, suppliers, and other stakeholders are held to the high ethical standards outlined in our comprehensive Global Code of Conduct and Ethics (the Code). The Code establishes our principles for ethical behavior and guides our expectations for business decisions and interactions, covering a wide range of information, including discrimination, bribery and corruption, slavery and human trafficking, and conflicts of interest. The Code is reviewed annually by our Board of Directors. Our Chief Compliance Officer has primary responsibility for implementing the Code, monitoring its use and auditing internal control systems and procedures to ensure they are effective.

Ethics and Compliance Training and Education

Our in-depth ethics and compliance training covers our Code of Conduct, whistleblower program, and anti-bribery and anti-corruption policies. Annual training is required for all employees, and new employees are expected to complete the training within 30 days of hire. Our Code of Conduct and other policies are available on our website and posted to our Matterport intranet site.

100% of Matterpeeps completed annual compliance training in 2023.

Ethics and Compliance Hotline

We promote a speak-up culture and encourage employees, contractors, customers, and other stakeholders to report any ethical or legal violations or concerns without fear of retaliation. We provide multiple channels for reporting including our 24/7 Matterport Ethics and Compliance Hotline. Available in multiple languages and hosted by an independent third party, the Hotline is accessible via website, email, phone and fax, and provides a way to anonymously raise questions and concerns regarding violations of policies or standards. Concerns raised via the Hotline are forwarded to our legal department for investigation.

Anti-corruption, Anti-bribery and Anti-money Laundering Policy

Our commitment to human rights begins with our long-standing belief that everyone has the right to be treated fairly, with decency, dignity, and respect. We conduct business in ways that promote, protect, and advance human rights — and embed respect for human rights within our own operations and across our supply chain.

As a part of our commitment to the highest level of professional and ethical standards, Matterport operates a zero-tolerance policy, strictly prohibiting bribery, corruption, and money laundering in all of its business activities and in all business activities of individuals and entities acting on Matterport's behalf. Our policy requires compliance with all applicable anti-bribery laws, including the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and any other anti-corruption laws applicable in the U.S., U.K. or where we operate.

We expect all employees, customers, suppliers, and other third parties who work with us, to hold themselves to these standards and practice the policy so they comply with anti-bribery and anti-corruption laws and regulations.

Human Rights

Respect for human rights is deeply ingrained in our culture. Our commitment is grounded by our belief that everyone has the right to be treated fairly, with dignity and respect. Guided by our Global Code of Conduct and Ethics, we are committed to conducting business in a manner that respects human rights and to preventing modern slavery and human trafficking in our business and supply chain. We condemn human rights abuses, do not use forced or involuntary labor, and expect the same from our business partners and suppliers. We actively collaborate with human rights organizations to ensure our practices meet the highest standards and participate in initiatives that promote human rights across the globe.

Digital Responsibility

For more than a decade, our Matterport platform has set the standard for digitizing, accessing, and managing buildings and spaces online through the use of proprietary artificial intelligence (AI) insights that enhance customer experiences, improve operational efficiency, lower costs associated with promoting and operating buildings and accelerate business growth. As we work to combine Matterport's stable of deep learning and computer vision innovations including Cortex AI and Property Intelligence with generative AI to deliver a new generation of digital twins, we understand the importance of ensuring we develop and apply these cutting-edge technologies in an ethical and responsible way.

In 2023, we established a formal internal policy governing the use of AI. This policy, along with our privacy and security processes, can help ensure that our use of AI is reliable and effective and aligns with our Global Code of Conduct and Ethics to help ensure its responsible use by employees, contractors, vendors, and other stakeholders.

The global landscape of AI legislation and regulation is rapidly evolving as governments and regulatory bodies seek to balance innovation with ethical considerations, privacy, security, and accountability. We are continually enhancing our AI planning, policies, and processes to proactively comply with these changes and mitigate risks associated with AI deployment.

Data Privacy, Data Security and Cybersecurity

As the data and cybersecurity landscape continues to evolve, we understand the importance of safeguarding information, assets, and systems. We are deeply committed to protecting the personal data of our employees, customers, shareholders and other stakeholders, and to ensuring the safety and security of our products, digital twin platform, networks, and data we provide to customers. These are key business priorities and critical to maintaining trust.

Privacy, Security and Cybersecurity Governance

Our Board of Directors, in coordination with the Audit Committee, oversees our risk management process, including our information technology security program and controls. The Board and the Audit Committee receive regular presentations and reports from our Chief Information Officer and members of our Security organization who work to keep company and personal information and systems safe from unauthorized alteration, disclosure, destruction, and intrusion.

These presentations include information on privacy, data security and cybersecurity risks, and address a wide range of topics including recent developments, evolving standards, vulnerability assessments, third-party and independent reviews, the threat environment, technological trends, and information security considerations.

In 2023, our efforts were focused on internal operational efficiencies and enhancing our policies, processes, platform and networks to further mitigate risk, ensure a continued robust security posture, and comply with new rules and regulations.

Our Security Steering Committee, made up of our Chief Technology Officer, Chief Information Officer, and members of our Security organization, meet regularly to review security risks and discuss upcoming priorities.

Privacy and Data Security

Our data privacy program is designed to secure and protect the data entrusted to us by our customers and other stakeholders and ensure that their right to privacy is respected by collecting, accessing, storing, and processing data in an acceptable and compliant manner.

We work to maintain appropriate physical, electronic, and managerial procedures to safeguard and secure the personal information we process. We follow generally accepted industry standards to protect the personal information submitted to us, both during transmission and once we receive it, and periodically review our information collection, storage and processing practices, including physical security measures, to guard against unauthorized access to systems.

Privacy Policy

In the ordinary course of business, we collect, use, store, transfer, share, or process a variety of personal information. Matterport's formal, documented, and governed data privacy program is designed to secure and protect the data entrusted to us by our customers and other stakeholders and ensure their right to privacy is respected. It is designed to respond to today's applicable privacy rules and regulations, taking into account many of the existing global and U.S. state data protection laws and regulations.

Our Privacy Policy aligns with regulations in the jurisdictions where we do business and outlines our privacy practices and how personal information and other data are collected, accessed, stored, shared, and processed. We also abide by widely accepted security standards and practices to guide our decisions around securing personal information.

While we work to ensure we abide by privacy laws in the countries and states where we do business, many of these requirements are rapidly evolving. A lack of consistency and harmonization among countries, as well as potential conflicts among rules can be challenging. We closely monitor the legal and regulatory landscape, and diligently address privacy-related policies and programs as appropriate.

For additional information on our privacy program, please visit the Matterport Trust Center on our website.

Our Commitments

Privacy Governance

Third-party Compliance

Lawful, Compliant Data Collection and Use

Transparency

Privacy Training

Our Matterpeeps are our first line of defense and play an important role in identifying and raising privacy issues. Dedicated, comprehensive, and audited information privacy training is mandatory, and is reviewed and updated annually, or as needed to include relevant threats and topics. Additional training is offered, based on role. Our Code of Conduct policies for Matterpeeps, suppliers, sub-processors, and other third parties that may handle personal data include provisions for compliance with our privacy requirements.

Cybersecurity Program

Cybersecurity is an integral part of our overall risk management program. We take a multi-layered, formalized approach to cybersecurity, continually updating, innovating, and refining our security practices, policies, and procedures to mitigate risk, meet new industry standards, and address the evolving threat landscape. The overall cybersecurity program is modeled on the NIST Cybersecurity Framework and customized to meet our specific needs.

Zero Trust Posture

Our cybersecurity policies, standards, processes, and practices are fully integrated into our risk management and incident response program and are based on recognized frameworks established by the National Institute of Standards and Technology (NIST), the American Institute of Certified Public Accountants (AICPA), the International Organization for Standardization (ISO), and other applicable industry standards.

We operate toward a zero-trust model that requires continuous verification throughout our operations, and our infrastructure is designed to address single points of failure in both hardware and software.

Cybersecurity Frameworks and Certifications

We invest in enterprise-grade certification of our practices, showcasing our transparency and our commitment to the highest levels of service.

National Institute of Standards and Technology (NIST)

Our cybersecurity program is modeled on the NIST Cybersecurity Framework and customized to meet our specific needs.

SOC 2 Type II Attestation

We undergo comprehensive independent third-party, annual audits against SOC 2 Trust Principles of Security, Availability and Confidentiality.

Our cybersecurity program is based on the following key principles:

Collaborative Approach

Our cybersecurity program leverages a defense-in-depth strategy to proactively identify and remediate threats. We implement a comprehensive, cross-functional approach to identifying, preventing, and mitigating cybersecurity threats and incidents, while also implementing controls and procedures that provide for the prompt escalation of certain cybersecurity incidents so that decisions regarding the public disclosure and reporting of such incidents can be made by management in a timely manner.

Physical, Administrative and Technical Safeguards

We deploy appropriate safeguards that are designed to protect our information systems from cybersecurity threats, including endpoint security, intrusion prevention and detection systems, anti-malware functionality, and access controls which are evaluated and improved through vulnerability assessments, penetration tests, and cybersecurity threat intelligence.

Incident Response and Recovery Planning

We establish and maintain comprehensive response and recovery policies and procedures that fully address our response to cybersecurity incidents. Plans are tested and evaluated on a regular basis. We build resilience into our business model and roadmap, and we work to avoid cybersecurity incidents. If an issue does occur, we rapidly identify and resolve it through our formalized incident response program designed to help us quickly detect, respond to, and recover from any incident.

Third-Party Risk Management

We maintain a comprehensive, risk-based approach to identifying and overseeing cybersecurity risks presented by third parties, including suppliers, service providers, and other external users of our systems, as well as other third-party systems. Please see the Supplier Monitoring section of this report for additional information.

Education and Awareness

All employees must complete mandatory, annual, comprehensive security awareness training. Our Security organization updates the training to address emerging threats and trends. We also conduct monthly phishing and other social engineering simulations to test our defenses and offer focused phishing training for those who may require additional education.

For additional information on our cybersecurity practices, please visit our Trust Center. Our Trust Center package, available for download, provides customers with an overview of the most frequently asked questions and other security-related documentation.

Cybersecurity Assessment and Testing

We perform periodic assessment and testing of our policies, standards, processes and practices that are designed to address cybersecurity threats and incidents. These efforts include a wide range of activities, including internal validation and external audits, risk assessments, penetration, and vulnerability testing and other exercises focused on evaluating the effectiveness of our cybersecurity measures and planning.

Our annual tabletop exercises provide us with an opportunity to test our cybersecurity threat preparedness efforts and identify ways to improve our security posture. In 2023, Matterport did not experience any material cybersecurity incidents.

We also regularly engage third parties to perform security penetration tests to scrutinize our enterprise environment and platform for anything that may need review, mitigation and remediation, and to perform assessments on our cybersecurity measures, including SOC2 reporting, SOX IT audits and independent reviews of our information security control environment and operating effectiveness. These results are reported to the Security Steering Committee and the Audit Committee.

Responsible Sourcing

We expect our global network of suppliers to share our unwavering commitment to ethical, professional, legal, and ESG standards. Through our policies and procedures, we engage with our suppliers to promote ethical standards, safeguard human rights and mitigate ESG-related risks across our supply chain.

Supplier Code of Conduct

At Matterport, we strive to foster relationships with our suppliers and customers so we may build a more diverse, dynamic, and better working world together. To accomplish this, we set high standards and hold ourselves and those we work with accountable to these standards. Our Global Code of Compliance and Ethics and our Supplier Code of Conduct, outline the principles, guidelines, and standards we expect our suppliers to adhere to, including compliance with the law, respect for human rights, ethical business conduct, data security, and confidentiality, protecting the environment, and conducting business in a responsible way.

Failure to comply with the Code may be grounds for Matterport to terminate its relationship with a supplier. For information on how we work with suppliers to reduce carbon emissions, please see the Environmental section of this report.

Supplier Management and Monitoring

As outlined in our Technical and Organizational Security Measures (TOM), we maintain a formal vendor management program, including vendor security reviews for critical vendors, to ensure compliance with Matterport's information security policies. The process is audited periodically to ensure compliance.

From time to time, we may engage and use vendors who act as sub-processors by accessing, storing and/or processing certain customer data. For updated information on our sub-processors, please visit our website.

Matterport®

Appendix

About This Report

This ESG Report includes select, relevant disclosures and metrics prepared with reference to and informed by the Sustainability Accounting Standards Board (SASB) standards. Our reporting also reflects our alignment with the United Nations (UN) Global Compact and Sustainable Development Goals. The scope of performance data in this report is company wide for the fiscal year end, December 31, 2023, and all financial information is presented in U.S. dollars unless otherwise noted.

Sustainability Accounting Standards Board

This index reflects our alignment with selected metrics of the Software & IT Services industry standards from the SASB framework. We have conducted a rigorous internal review of the report content, including subject matter reviews and validation. This report has not been externally assured. For more corporate governance and sustainability activities and disclosures, please visit:

- Annual Report on Form 10-K
- Proxy Statement
- Matterport Investor Relations
- Matterport Environmental, Social, Governance (ESG)
- Matterport Diversity, Equity and Inclusion
- Matterport Social Impact

Metric	Code	Matterport Disclosure
1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	TC-SI-130a.1	Total energy consumed: 1,614.0 GJ Percentage grid energy: 76.1% Percentage renewable: 75.1% Refer to our ‘Energy, Waste and Water Management’ section of our 2023 ESG Report
(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Total water withdrawn: 1,780.6 m^3 Total water consumed: 1,140.6 m^3 % in high water stress region: 0% Refer to our ‘Energy, Waste and Water Management’ section of our 2023 ESG Report
Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Matterport uses AWS for infrastructure hosting. Annual Report on Form 10-K
Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	You can find our ‘terms of use’ policy here: https://matterport.com/terms-of-use
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Matterport’s information security program is based on standards such as NIST and OWASP. Risks are continuously assessed through self-assessment and 3rd party audits. Matterport Cloud achieved SOC2 Type 2 attestation and is audited by AICPA certified auditors on an annual basis.
Percentage of employees that require a work visa	TC-SI-330a.1	2.23%
Employee engagement as a percentage	TC-SI-330a.2	Refer to Measuring Engagement section of our 2023 ESG Report
Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	TC-SI-330a.3	Refer to Workforce Data section of our 2023 ESG Report
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Matterport had 1 performance issue in 2023 but no actual downtime
Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Matterport maintains a Business Continuity Plan that is maintained and updated annually to recover and continue business from serious disruption in activities due to no-availability of Matterport’s facilities, technology facilities and platforms.
(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	0 licenses for AWS
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	AWS does not disclose capacity
(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	15.8 PB, 100% in AWS S3

Matterport®

SUSTAINABLE DEVELOPMENT GOALS

Advancing the United Nations Sustainable Development Goals (SDGs)

The 17 UN SDGs provide an internationally adopted blueprint for achieving a better and more inclusive and sustainable future for all. We have identified key areas that align with our ESG focus areas, our business strategy and products, and where we believe we can have the greatest impact.

Forward Looking Statement

The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. Matterport does not undertake to update or revise any such statements. This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical or current facts, including statements regarding our plans, targets, initiatives, projections, goals, commitments, expectations, or prospects, are forward-looking. We use words such as aim, believe, commit, drive, estimate, ensure, expect, goal, intend, may, mission, plan, project, seek, strategy, strive, target, and will or similar expressions to identify forward-looking statements. Forward-looking statements reflect management's current expectations and inherently involve risks and uncertainties. Actual results could differ materially due to a variety of factors, including assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations, our expansion into new products, services, technologies, and geographic regions, or other changes in circumstances, as well as the factors set forth in the "Risk Factors" section of Matterport's most recent Annual Report on Form 10-K and subsequent filings. The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved.

SDG	Description	Our 2023 Impact	ESG Report Section
	Ensure healthy lives and promote well-being for all at all ages	In 2023, we encouraged our employees through our wellness programs and actively supported them in their physical and mental health journeys. Our Wellness Week facilitated resources and programming for physical, mental and financial wellness.	Health, Benefits and Wellness Matterport Wellness Week
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	In 2023, our Exploration to Equity philanthropic program opened virtual doors to museums, historic sites, monuments and places of social significance, bringing them to life for people who may not get to see them in person, and at the same time, democratizing access to physical spaces.	Exploration to Equity
	Achieve gender equality and empower all women and girls	We continue to build Matterport's next generation of women leaders and break down barriers in tech through our EMERGE program and through our ERGs.	EMERGE Employee Resource Groups
	Ensure access to affordable, reliable, sustainable and modern energy for all	Matterport invests in improving the energy efficiency of our facilities and driving sustainable solutions for our customers. Our modularized Pro3 camera is now manufactured by an experienced global partner, with key critical components created in the same region to minimize our logistics carbon footprint.	Environment Product Quality and Safety
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	We continue to commit to promoting inclusive and sustainable industrialization and foster innovation by "Capturing the World." We partner with the real estate and construction industries to enhance productivity, foster innovation and create a better infrastructure for our business and the communities we serve.	About Matterport
	Reduce inequality within and among countries	Our technology reduces inequality around the world by radically transforming the accessibility of physical spaces. By turning millions of physical spaces into 3D digital twins, we alleviate inequalities that would otherwise prohibit people from physically accessing these spaces. We work with accessibility experts and tools to improve the accessibility of our digital twins.	Accessibility Matterport Discover
	Make cities and human settlements inclusive, safe, resilient and sustainable	In 2023, we continued to enhance the sustainability of our products by favoring suppliers who reduce negative impacts on the environment. We regularly assess our full value chain to ensure that we repurpose and recycle products at their end-of-life stage.	ESG Strategy Supplier Environmental Compliance Empowering Sustainability
	Ensure sustainable consumption and production patterns	We continue to enhance the sustainability of our products by favoring suppliers who reduce negative impacts on the environment We regularly assess our full value chain to ensure that we repurpose and recycle products at their end-of-life stage	Product Footprint Supply Chain Product Quality and Safety
	Take urgent action to combat climate change and its impacts	We commit to taking action to combat climate change by setting environmental goals and tracking our progress through disclosing our GHG emissions. In 2023, we tracked the impact of our products by estimating the emissions that would have occurred if our services had not existed.	Avoided Emissions ESG Strategy