

20
22

Sustainability
Report





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OUR PURPOSE

To improve life through water.

OUR VISION

To unlock the potential of water and renewable resources to build a safer, healthier, more sustainable world.

OUR MISSION

We strive to be a trusted partner by anticipating challenges and solving problems with the right people, the right experience and the right technology. Our innovative solutions build a better world by creating value, reducing waste and promoting healthy living.

Letter from Solenis' CEO

People. Performance. Results.

By maintaining a focus on these three elements, Solenis has continued to execute on a growth strategy with a dramatic trajectory. And to nobody's surprise, these three traits are also central to the way our new owners – Platinum Equity – operate their business.

Our culture is strong and our **people** are engaged. We have created a culture around accountability. Our managers know what is expected of them, and our adherence to our values is consistent in the 130 countries in which we operate. In addition, we have worked hard this past year on diversity, equity and inclusion. We have sought through hiring practices to improve our diversity statistics, and through training and understanding to enhance our culture of inclusion. The work we have done to create and develop our culture is the accomplishment of which I am most proud.

In the past year, the **performance** of our teams, and our company as a whole, has been stellar. Despite the continuing pandemic and constant chaos of supply chain conditions, we have executed well. What's more, in the midst of a rapidly changing business environment, we acquired four businesses that will broaden and better our company: Sigura Water; SCL GmbH; Neu Kimya Anonim Sirketi; and Clearon Corp. We also announced the future acquisition of KLK Kolb Group's paper process chemicals business.

The **results** are Solenis' third consecutive year of double-digit earnings growth; our best safety performance ever; and being awarded a Platinum rating by EcoVadis. Not to mention the many other sustainability achievements discussed in this report.

We certainly have our challenges and obstacles. We need to do a better job in minimizing our emissions footprint and energy consumption. And, while we are making progress, we must continue to reduce our water consumption and intensity.

Looking to the future, our success will be largely driven by our ability to stay focused. And for that reason, we recently reevaluated and modified our purpose, vision, mission, values and beliefs statements in order to reflect and align with the structural changes in our company. While much of the core thinking about Solenis' culture and values did not change, 2022 presented an opportunity to refresh the company's direction. Perhaps most



importantly, we know that our success depends on our continued efforts to drive and build customer value. We are continually developing new and progressive ways to strengthen our existing customer relationships, and enhance our offering to new customers.

Sustainability has been a part of Solenis' DNA from the beginning. It is inherent in our business simply by virtue of what we do: we improve water quality. The world's water consumption is far outpacing population growth. Our technologies will play a critical role in ensuring the world's ability to protect its most valuable resource: water. And it's for this reason that we must maintain our focus on sustainability initiatives, innovation and attracting and retaining the very best talent. In all, we have a tremendous opportunity and responsibility. But I know that the quality of our people and our culture – supported by a strong management framework – will enable us to not only meet but exceed our objectives.

John E. Panichella
CEO





Letter from Solenis' Chief Sustainability Officer



Closing gaps along our sustainability journey

Maintaining a sustainable enterprise – as we all know – is a journey without end; it is an endless cycle of identifying gaps, making corrections and driving continuous improvement. In 2022, we at Solenis closed a lot of gaps. We made significant progress in all of our pillars and special initiatives. Our once small task force continues to grow its network throughout Solenis, and I could not be prouder of their efforts and the accelerated pace of positive change within our company.

More specifically, we drove notable improvement in five areas:

- First, and most importantly, for the second year in a row, we posted our best ever safety performance. Employee injuries decreased by 27% despite our expansion into more complicated operations given our recent acquisitions.
- We completed a comprehensive evaluation of our Scope 3 greenhouse gas (GHG) emissions to more fully understand our impact on the planet.
- Our focus on Diversity, Equity & Inclusion (DE&I) was strong. We continue to develop a culture of high engagement, high performance and inclusion. This is evidenced in our annual culture surveys which reflect a high level of intent to stay, despite a challenging labor market.
- We updated our materiality assessment to include our new businesses, most significantly Pool Solutions. Through this new evaluation, we can key in on the most important issues, topics and factors impacting our sustainability.
- Our environmental performance included a 35% reduction our Environmental Incident score. While we're very proud of this, we know that we must focus on reducing water consumption intensity; and, we have established a new target on waste reduction to be implemented in 2023, and are redoubling our efforts to tackle this problem.



Going forward, while we intend to drive improvement across the board, there are several key areas of focus for 2023:

- We are “carbon footprinting” our products and intend to begin publishing reports on the sustainability of our individual products.
- We are continuing to improve the quality and transparency of our data to help us better focus on areas of our company that require attention.
- And we want to continue to build our culture of sustainability in order to harness the very best our team has to offer toward these initiatives.

Lastly, we will continue to foster a transparent and honest dialogue with our key stakeholders. This will take form through this report, but also new disclosures in which we expect to participate such as the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (TCFD) and the Carbon Disclosure Project (CDP).

As always, we invite you to read more about these initiatives in this report. We continue to work to protect our people, our customers and the planet we share. And I know that by working together, we will do our part to close more gaps and continue along a successful sustainability journey.

Lotta Kanto Oeqvist
Chief Sustainability Officer

Solenis is a proud member of four sustainability-related organizations:

WE SUPPORT



U.N. Global Compact (and CEO Water Mandate) – a non-binding pact to encourage businesses and firms worldwide to adopt sustainable and socially-responsible policies, and to report on their implementation. The world’s largest corporate sustainability initiative, the U.N. Global Compact has more than 13,000 corporate participants and stakeholders across over 170 countries. Additionally, Solenis has signed on to the CEO Water Mandate, an initiative that mobilizes business leaders on water, sanitation and elements of water stewardship.



4evergreen – a cross-industry alliance, 4evergreen fosters synergies among companies promoting low-carbon and circular fiber-based packaging. By bringing together the entire value chain, 4evergreen enables cooperation with a comprehensive outlook on fiber-based packaging’s life cycle.



International Molded Fiber Association – an association that represents and resources manufacturers of molded fiber products, industry suppliers and service providers and promotes the global use of renewable, recycled and natural fiber for products and packaging.



Foodservice Packaging Institute – an organization that brings together the entire value chain from raw material and machinery suppliers to packaging converters to foodservice distributors and finally foodservice operators/retailers.



About the Report

We are proud to present Solenis' third Sustainability Report!

Within this document, we have provided an update on our sustainability approach; the results and performance of the company as they relate to environmental, social and governance (ESG) parameters; and reviewed the ongoing efforts we are taking to make our business more sustainable and resilient.

The data and information in this report covers the initiatives and activities of Solenis LLC, headquartered in Wilmington, Del., U.S.A., and its wholly-owned subsidiaries and other entities operating around the world. Solenis is privately owned by Platinum Equity Advisors, LLC, headquartered in Beverly Hills, Calif., U.S.A. The information included in this report covers Solenis' fiscal year 2022, which runs from October 1, 2021 to September 30, 2022. At the end of the fiscal year 2022, Solenis had business operations in 37 countries and sold products into 130 countries in six continents. The company had 45 manufacturing facilities, and employed 6,438 total employees including full-time employees, temporary employees, apprentices and interns. The report has been published on the company's website on March 1, 2023.

The report has been prepared in accordance with the new 2021 Global Reporting Initiative (GRI) Standards. The GRI Standards are the globally recognized standards for sustainability reporting and disclosure. Our GRI index can be found in the appendix. Also, we aim to contribute to achieving the U.N. Sustainable Development Goals (SDGs) through our strategic framework and our approach to sustainability. We have mapped our priority sustainability topics to the most relevant SDGs to our business and identified Key Performance Indicators (KPI) to measure our progress.



In an effort to propel Solenis more quickly through the prioritization of sustainability initiatives, we have engaged consultants throughout our process to support our efforts, share best practices and help us focus on a sustainable growth strategy considered significant by our stakeholders. In addition, Solenis has commissioned independent, external assurance of this report – as it did with its first two sustainability reports – from ERM Certification and Verification Services Limited (ERM CVS) in order to provide consistency and credibility to our disclosures and dialogue with various stakeholders. Questions regarding this report can be submitted using the "Contact" features on the company's website at www.solenis.com.



CONTINUING TO MEASURE OUR PROGRESS IN SUSTAINABILITY

In 2022 and 2023, Solenis received Platinum status from EcoVadis, a leading rating agency in corporate social responsibility and sustainable procurement. Obtaining this rating demonstrates Solenis' continued commitment to further advancing our sustainability goals.

We are committed to measuring our Environmental, Social and Governance (ESG) progress through the GRI-based reporting framework.



This third report represents a company that has grown both organically and through acquisitions. The data provided reflects integrated information for the legacy Solenis operations and, to the degree possible, the companies acquired. What's more, it represents a significantly enhanced effort to expand the company's disclosures and transparency, and provides more details on previous gaps, strengths and understanding about our sustainability journey.

This report highlights our key initiatives and achievements, both within the organization, and with external stakeholders. It also looks ahead, highlighting our ambitions and commitments to becoming a force for sustainable change.

Data Integration for Acquired Companies

A key element of Solenis' growth strategy is the identification and execution of strategic acquisitions that broaden the company, improve our customer value proposition, and offer synergistic and/or cross-selling opportunities. From 2018 through 2022, Solenis has acquired nine companies or businesses which have changed the product offering and structure of our company. Integrating acquisitions is a multi-faceted process during which information and data need to be aligned. As a result, our sustainability reporting reflects the impacts of these acquisitions in different ways and at different times. The table below outlines our recent acquisitions, and when various data types have been integrated into our reporting.

Origin of New Sites	Country	Acquisition Date	Plants	#FTE	Year Data in Materiality Assessment	Year Data in Value Chain	Year HR Data in Report	Year HR Comp & Benefits & DE&I Data in Report	HS & EIC Data in Report	Environmental Metrics (Plants) ¹	Baseline for Environmental Metrics	GHG Scope 3
Topchim	BE	3/7/2018	0	13	2020	2020	2020	2020	2020	—	—	2022
BASF Paper & Water Chemicals Business	UK, MX, US, IN, AU	2/1/2019	5	1027	2020	2020	2020	2020	2020	2020	2018	2022
ChemSystems	ZA	6/1/2020	0	36	2021	2021	2021	2021	2021	—	—	2022
Polyquimicos	MX	7/14/2020	1	45	2021	2021	2021	2021	2022	2022	2018	2022
MFG	US	4/19/2021	1	44	2021	2021	2021	2022	2023	2022	2018	2022
Sigura Water	US, BR, ZA, FR	11/9/2021	5	1017	2022	2022	2022	2022	2023	2022	2018	2022
SCL Chemie	DE	1/18/2022	0	1	2022	2022	2022	2022	—	—	—	2022
Neu Kimya	TR	5/26/2022	1	55	2022	2023	2023	2024	2024	2023	—	2023
Clearon Corp.	US	9/9/2022	1	149	2022	2023	2023	2023	2024	2023	—	2023

¹GHG Scopes 1&2

FTE = Full Time Employee; HR = Human Resources; HR Comp = Human Resources Compensation; DE&I = Diversity, Equity & Inclusion; HS = Health & Safety; EIC = Environmental Incident Classification; GHG = Green house gas

Note: Fiscal Year (Oct. 1 – Sept. 30)



AWARDS AND RECOGNITION IN FISCAL YEAR 2022

- Awarded Platinum rating by EcoVadis
- Named Sustainability Supplier of the Year by Klabin (Brazil)
- Named a US Best Managed Company for second straight year
- Named Partner in Excellence for Sustainable Development Performance by Cascades (Canada)
- Named to Significant Industrial User Honor Roll by Milwaukee Metropolitan Sewerage District
- Suffolk, Va., plant received perfect score from DuPont as plastic resin supplier
- Received Parceiro Raiz Award as a Partner in Sustainability from Raizen (Brazil)
- Received the Suppliers Sustainability Recognition Award from Braskem (Mexico)
- Tampere, Finland, plant received highest classification in Occupational Safety from Finnish Institute of Occupational Health
- Named Sustainability Partner by Marathon Petroleum

2022 in Review

Business Highlights

The external business environment continued to pose several challenges for Solenis. Just as the company was poised to recover from the impacts of the global COVID-19 pandemic, unforeseen supply chain disruptions began to frustrate the business operations. The war in Ukraine, global inflation and a series of unusually severe floods, wildfires, hurricanes and other natural disasters impeded Solenis' ability to conduct business "as usual".

The degree of change within Solenis was equally significant and challenging. At the beginning of the fiscal year 2022, Solenis was acquired by Platinum Equity. As part of the acquisition, Solenis merged with Sigura Water, an existing Platinum Equity portfolio company. With this merger, Solenis expanded its portfolio to include the residential and commercial pool and spa water treatment markets; widened its global footprint to 130 countries; and grew employment to over 6,400 employees. In addition, throughout the course of 2022, Solenis completed three other acquisitions: SCL GmbH; Neu Kimya Anonim Sirketi; and Clearon Corp. We also announced the future acquisition of KLK Kolb Group's paper process chemicals business. The company advanced its acquisition strategy all while effectively conducting business in a volatile environment.

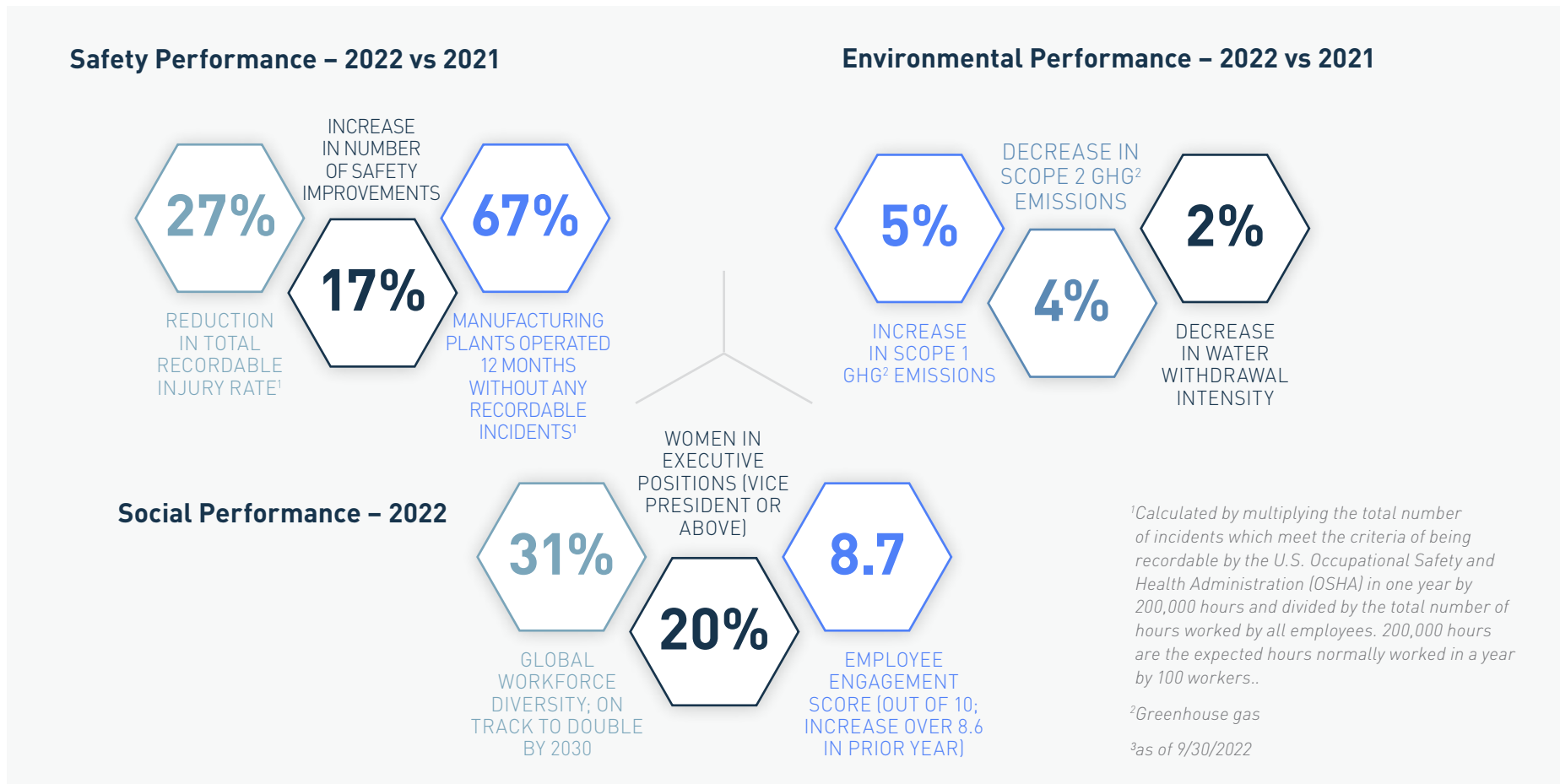
Demand within the markets we serve was and continues to be very resilient. Our execution of our business priorities in 2022 was excellent. Despite distractions, the dedicated team of Solenis employees maintained its focus on serving our more than 11,000 customers. We at Solenis are once again proud of our ability to creatively solve problems to avoid customer delays or shutdowns. Navigating force majeure declarations by our suppliers and numerous global logistics and product delivery complications, our customer focus remained solid. As a result, Solenis was able to exceed its financial goals for the year.

The combination of external and internal challenges created an unusual set of circumstances and obstacles. Solenis' dedicated team of employees not only met and overcame these challenges, but remained steadfast in its focus toward creating a sustainability-driven company focused on environmentally and socially responsible solutions. As such, the company succeeded in several outstanding achievements:

- Our best safety record ever,
- A Platinum rating from EcoVadis for corporate social responsibility;
- Recognition as a US Best Managed Company for the second year in a row;
- Significant strides in our goals for diversity, equity and inclusion; and
- Our highest ever "overall employee satisfaction" score and response rate on our culture survey.



As we look to the future, we are focused on leveraging our legacy of innovative thinking and R&D efforts to further drive our success as we develop new technologies to respond to the strong market trends driving growth in sustainability, recycling, water reuse and plastic conversion to fiber. This year, we opened a new technical center and a new Center of Excellence for packaging in Germany, and we are targeting to open a new corporate R&D center in 2024.





Solenis at a Glance

Solenis is a leading specialty chemical supplier and water treatment company focused on solving tough water treatment and process improvement challenges for our customers. By leveraging our team of experts, our industry-leading technologies and our ongoing support, we help customers achieve greater value and reach their sustainability goals. We are a resilient and diversified business and have proven our ability to withstand market challenges.

Solenis was founded in 2014 through the acquisition of Ashland Water Technologies by a fund managed by private investment firm Clayton, Dubilier & Rice. While a relatively new name, the company draws on a 100-year old heritage that includes Ashland Water Technologies as well as Betz Laboratories, Drew, Stockhausen and Hercules. In 2022, Solenis was acquired by Platinum Equity, and merged with Sigura Water.

Solenis operates in three business units: Consumer Solutions; Industrial Solutions; and Pool Solutions. The four regions in which we operate are North America (NA), Latin America (LA), Europe, Middle East and Africa (EMEA), and Asia Pacific (AP). With over 1,900 global sales, technical and applications people, we are well-positioned to serve customers who range from engineers to technical directors to plant managers in paper mills, chemical processing plants and/or other water-intensive operations.

The company has more than 6,400 employees and 45 Solenis-owned manufacturing facilities and three manufacturing sites operating at customer facilities, and our operations and products span approximately 130 countries and six continents.



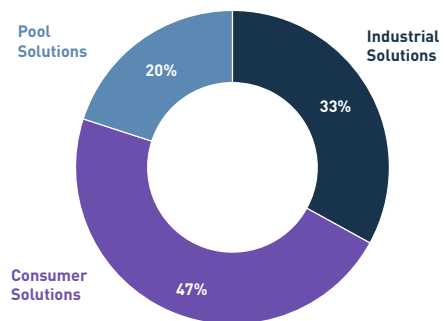
Global Footprint

45 Solenis-owned manufacturing plants along with three plants operating at customer facilities are located strategically around the world to serve our customers.

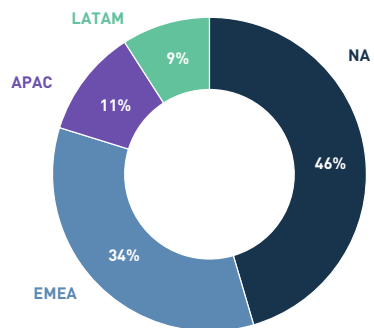


SOLENIS END MARKETS AND GEOGRAPHY

Revenue breakdown by end market



Revenue breakdown by geography



Markets We Serve

At Solenis, we offer a myriad of innovative chemical and water treatment solutions to a wide variety of applications and markets. These technologies are integral to our customers' sustainability efforts; helping customers reduce their environmental impact, reduce water and energy consumption, improve the efficiency of their operations and maintain clean and healthy water conditions for industries and consumers. Across a growing number of markets, we strive to be each customer's most trusted supplier by solving problems with the right people, the right experience and the right technology. When it comes to water, our customers look to Solenis.





Our Team Adds Value Around the World

Our vision is to enable our customers' success through innovative processes and water treatment solutions. We have made a commitment to sustainability excellence and we have embedded key programs in our service model, which enables our customers to better manage or conserve natural resources.

Our Consumer Solutions business segment provides a wide range of water and process solutions that drive operational improvements and impact customers' finished consumer products for the packaging, graphics and specialty, tissue & towel, and food and food packaging markets.

Our Industrial Solutions business segment provides a wide range of water and process solutions that drive operational improvements for industrial markets including pulp, chemical processing, hydrocarbon processing, upstream energy, mineral processing, biorefining, power and municipalities.

Our Pool Solutions business segment provides high-performance water care solutions and value-added services for residential and commercial pool and spa applications.

Our suppliers help us meet the needs of customers with responsibly produced products and services. We seek to do business with suppliers who are committed to quality, service and continuous improvement. In support of these values, we have a Supplier Code of Conduct that outlines the expectations we have of our suppliers.

A healthy and engaged employee culture is important to us and we have conducted an annual culture survey since 2015. The findings are an important indicator for the engagement of our employees and the effectiveness of our managers and are considered in our business planning process.

We are firmly committed to conducting business throughout the world in accordance with the **highest legal and ethical rules and principles**. The Global Standards of Business Conduct is the cornerstone document that reflects this commitment and sets the standards for our actions.

Value Chain

Our innovative solutions support a circular economy and improve sustainability of customer operations and performance of their products. Throughout our full value chain – inputs and outputs – we focus on ensuring that we are meeting our customers' sustainability needs. When we meet those expectations, we not only drive sustainability for our customers, but for ourselves as well.

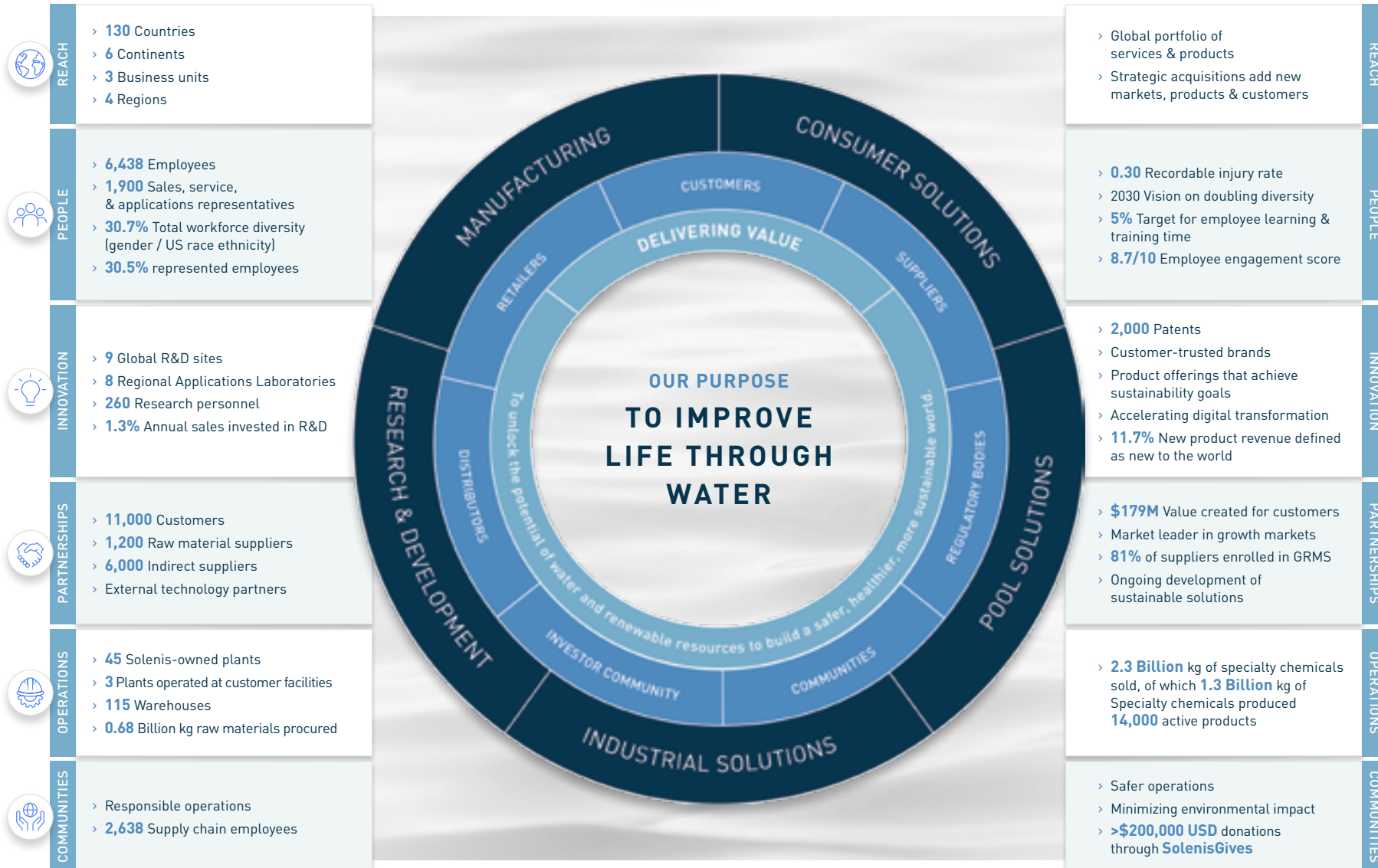




SOLENIS VALUE CHAIN

INPUTS

OUTPUTS

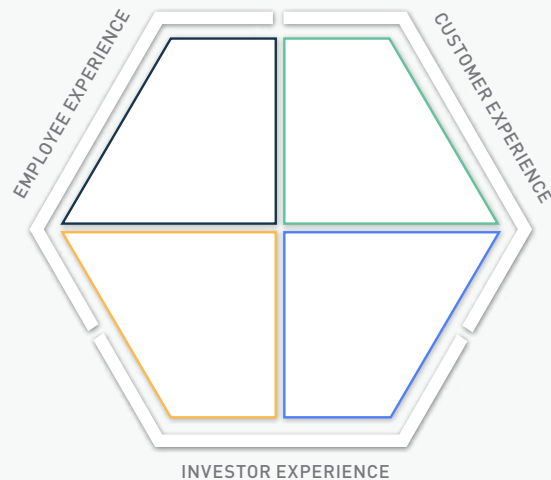




Our Approach to Sustainability

Strategic Lenses

Three strategic lenses coincide with our four sustainability pillars and correlate to specific United Nations Sustainable Development Goals.



Our Employee Experience — A Culture of Safety and Sustainability

- With more than 6,400 employees and 45 Solenis-owned manufacturing facilities and three manufacturing sites operating at customer facilities, our operations span 130 countries and six continents.
- Over 1,900 global sales, technical and applications people positioned to serve customers with safety and sustainability at the heart of everything we do.

Our Customer Experience — A Trusted Partner

- We have deep customer relationships to deliver value and sustainable solutions.

Our Investor Experience — An Investment of Choice

- We are experienced, resilient and diversified — a business that withstands market challenges.
- We are strongly positioned with large industrial water-intensive industries with growth trends.
- We have a solid position in the growing residential and commercial pool and spa water treatment markets.



Materiality Assessment

In 2022, Solenis conducted a new materiality assessment to identify and prioritize the key material issues, topics and factors that have the potential to impact the long-term viability of the company and are of importance to our internal and external stakeholders. These issues, topics and factors help us organize our priorities, actions and commitments. By monitoring the evolving sustainability risks and opportunities that will influence Solenis' business position, we are able to develop a better understanding of the importance of key sustainability priorities to the business from reputational, operational and financial perspectives.

The 2022 materiality assessment was significantly different from other previous assessments done by Solenis due to the addition of the Sigura Water business in November 2021. The most recent assessment took into account a new and different set of stakeholders and other items inherent with the integration of the Sigura business and its "go-to-market" strategy. We intend to update our materiality assessment on regular basis to capture changes in our industry and the broader external business environment in which we operate.



The Materiality Assessment Process

Solenis utilized the Datamaran platform throughout a three-phase process to provide a materiality assessment from which it could better understand and respond to stakeholder interests and concerns:

1. Internal stakeholder engagement

As part of our materiality assessment process, we began by seeking to understand Solenis' own priorities as seen through the eyes of its leaders and employees. This was done through an artificial intelligence-based analysis of its most recent sustainability report via the Datamaran platform. The 20 most prominent issues were identified as being relevant to the materiality assessment.

2. External stakeholder analysis

The external stakeholder perspectives were determined by a tailored and comprehensive analysis, again relying on the Datamaran data set. Eight different stakeholder groups were identified: Customers, Suppliers, Peers, Policymakers, Regulators, Media, Investors and Lenders. Solenis handpicked a slate of 118 global peer companies (customers, suppliers, peers, investors and lenders) whose most important sustainability priorities were identified through analyses of publicly available reports and documents. Perspectives from a global set of policymakers and regulators were incorporated. For the media input, Datamaran leveraged Aylien, an online news curator; irrelevant news topics were filtered out.

3. Ranking and prioritizing

The stakeholders were then weighted based on a high, medium or low priority, with customers being the most important and the media being the least. The data from both sides was then combined based on weighting and prioritization to arrive at a singular set of material issues, topics and factors.

DATAMARAN

Datamaran is widely recognized and regarded within the ESG community as a state-of-the-art provider whose processes help companies accurately assess the importance of a range of issues, topics and factors as seen by both internal and external stakeholders. Datamaran's cloud-based data analytics platform tracks the frequency and emphasis of sustainability topics in narrative text from a variety of publicly available sources, such as sustainability reports, public filings, financial reports, news reports, etc. Datamaran tracks a comprehensive inventory of themes in six overarching categories: Economic, Employee, Environment, Governance, Innovation & Technology and Social. Further, these are broken down into approximately 30 issues, 90 topics (or "sub-issues") and nearly 400 other factors. This software provides companies, such as Solenis, with a data-driven and dynamic process for ESG risk identification and monitoring. By partnering with Datamaran, Solenis can ensure that it continues to focus on and respond to external events, evolving business priorities, and stakeholder expectations as we pursue our sustainability goals and continue our sustainability journey.



Our Response to the Assessment

Our 2022 materiality assessment identified and highlighted the most important material priorities around which we should focus our commitments and strategic sustainability efforts. These were further refined to reflect the top 20 issues out of a possible 33. In general, these were in close alignment with the framework of Solenis' sustainability program.

In response to the results of the assessment – as well as to align with our new business portfolio and structure – Solenis' four sustainability pillars are:

- Well-being, Health & Safety of Our People
- Partnerships in Our Value Chain
- Protecting Our Planet
- Governance, Ethics & Compliance

This reflects a modification to the fourth pillar which was formerly entitled "Responsible Business Practices." Going forward, we expect to put forth greater effort in these areas in response to external stakeholder input.



Top 20 Material Issues Identified via Materiality Assessment

PILLAR	MATERIAL ISSUES	GOVERNANCE RESPONSIBILITY
Well-being, Health & Safety of Our People	Employee diversity and inclusion	CHRO
	Employee health and safety	CHRO COO
	Human rights	General Counsel
	Labor practices	CHRO
	Public health risks	COO
	Workforce management	CHRO
Partnerships in Our Value Chain	Customer practices	BU Presidents
	Product design and lifecycle management	BU Presidents
	Product & service safety & quality	COO BU Presidents
	Sourcing efficiency and management	CPO
Protecting our Planet	Air emissions	COO
	Climate change risks and management	CFO
	Energy management	COO
	GHG emissions	COO
	Transition to renewables and alternative energies	COO
	Waste and hazardous materials management	COO
Governance, Ethics & Compliance	Water & wastewater management	COO
	Customer privacy and data security	CIO General Counsel
	Ethical corporate behavior	General Counsel
	Physical and sociopolitical risks	CFO





SDGs at Solenis

SDG

How we support

KPI and targets

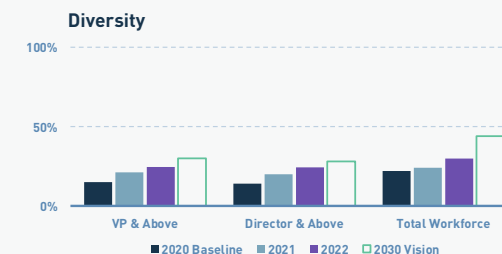
Performance



People – A diverse workforce is critical to delivering on our strategy. In its commitment to gender equality, Solenis tracks annual progress in global gender diversity within leadership and the overall workforce. In addition, we perform regular pay equity reviews to close any gender pay gaps.

KPI – By 2030, double the diverse population of leadership and total workforce

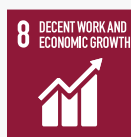
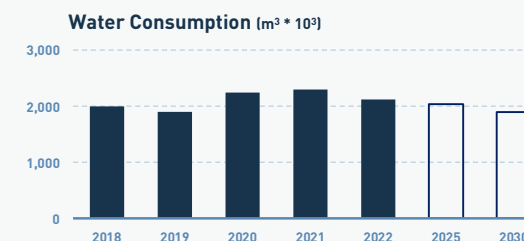
Target – Create a diverse and inclusive culture



Clean water & sanitation – Solenis has a long history of providing process water treatment solutions for our customers. In addition, we also focus on reducing our own water withdrawal, reducing our impact on the water supply in the areas in which we operate. We track our impact on water stressed areas using the World Resources Institute guidance.

KPI – By 2030, reduce water consumption by 5%

Target – Operate with zero environmental harm and reduce our footprint



Safety – Our legacy of continuous improvement in the health and safety of our people will remain a key focus. Our long-term commitment to operate with zero harm is steadfast.

KPI – Reduce injury rate by 10% year over year

Target – Continuously strive toward zero injury culture





SDG

How we support



Circularity – The growing customer demand for sustainable products and the scarcity of critical resources provide us with the opportunity to develop innovative and sustainable solutions that enable our customers to conserve natural resources and minimize waste in their operations.



Planet & Climate – Change in regulations and increased climate change awareness has focused industry to improve processes to reduce GHG emissions. We enable our customers to manage resources and manufacturing processes more efficiently.



Customers – Our close partnerships with our customers help improve their carbon handprint, support their sustainability goals and provide Solenis with our biggest contribution to succeed in SDGs 6, 12 and 13.

KPI and targets

KPI – >90% innovation programs in pipeline with sustainability or circularity focus

Target – Support circular economy principles and focus on innovation that brings a positive environmental handprint (the positive climate impacts of a product provided to customers)

KPI – By 2030, 90% revenue generation will result through support of customers sustainability goals

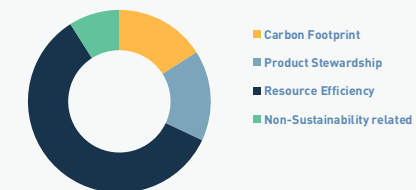
Target – Enable our customers to manage resources and manufacturing processes more efficiently

KPI – Deliver 5% return on investment for every customer

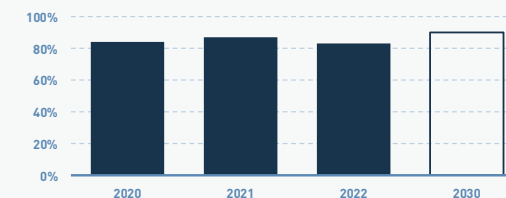
Target – Drive value for our customers

Performance

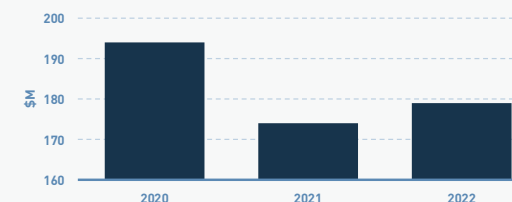
% Innovation projects with Sustainability Focus



% revenue generated by support of customer sustainability goals

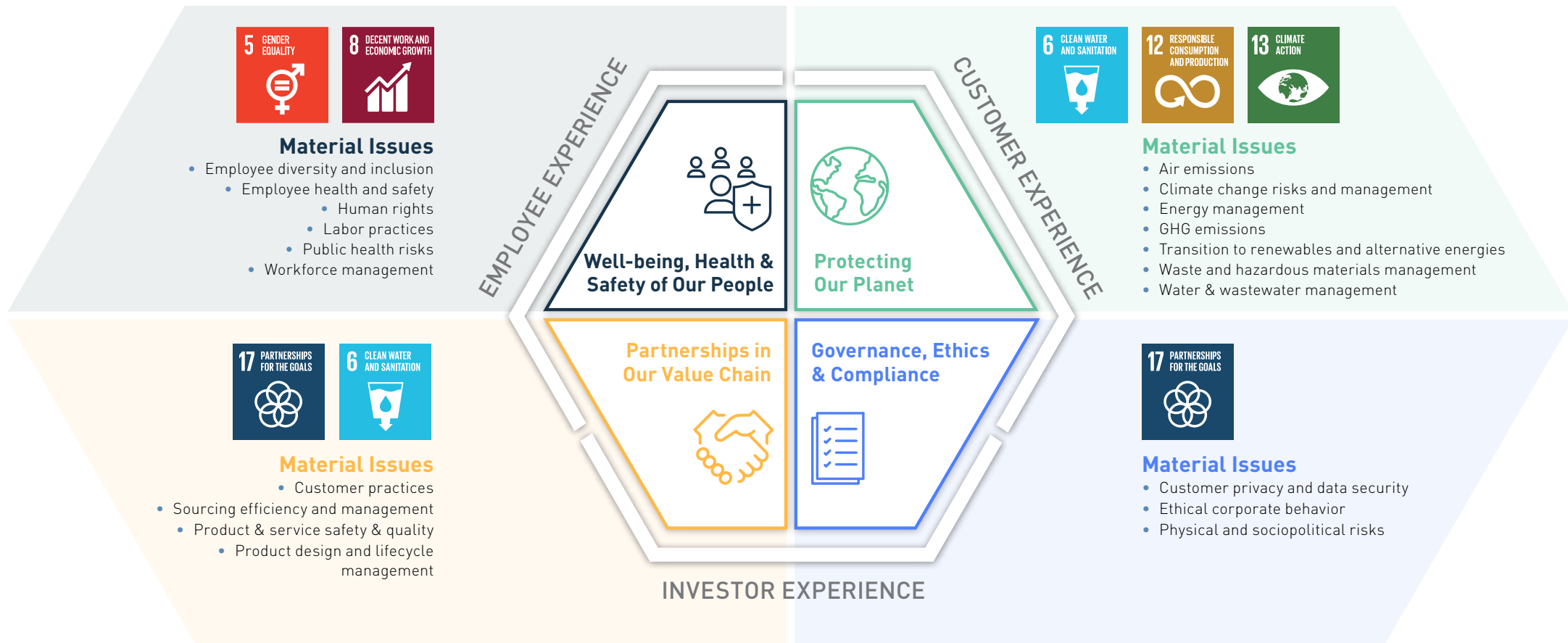


5% Return on Investment








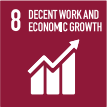












Strategic Framework

Our Strategic Framework visually depicts how our three business lenses, our four sustainability pillars, the SDGs and our material issues are interrelated. This framework helps all stakeholders to quickly understand how we approach these key areas.





	 People	 Circularity	 Planet & Climate	 Responsible Operations	 Procurement	 Customers	
Targets	<ul style="list-style-type: none"> Continuously strive toward zero injury culture Create a diverse & inclusive culture 	<ul style="list-style-type: none"> Support circular economy principles 	<ul style="list-style-type: none"> Enable our customers to manage resources & manufacturing processes more effectively 	<ul style="list-style-type: none"> Operate with zero environmental harm & reduce our footprint 	<ul style="list-style-type: none"> Operate with zero harm & be fully compliant 	<ul style="list-style-type: none"> Ensure responsible procurement & supplier management 	<ul style="list-style-type: none"> Drive Value for our customers
Key Performance Indicators	<ul style="list-style-type: none"> Reduce injury rate by 10% year over year By 2030, double the diverse population of leadership & total workforce Annual Culture Survey to drive employee engagement Annual 5% investment of all employee working time on training 	<ul style="list-style-type: none"> By 2025, >90% of new innovation projects to have a sustainability/circularity focus 	<ul style="list-style-type: none"> By 2030, 90% revenue generation will result through support of customers' sustainability goals By 2025, 30% of our innovation programs to drive reduction in carbon footprint of our products 	<ul style="list-style-type: none"> By 2030, reduce CO₂ emissions by 20% By 2030, reduce water consumption by 5% Reduce EIC score by 10% every year 	<ul style="list-style-type: none"> Certify all plants ISO 9001, RC14001, ISO 14001, ISO 45001 & SEDEX within three years of acquisition 	<ul style="list-style-type: none"> By 2030, increase supplier adherence to Solenis sustainability requirements >92.5% 	<ul style="list-style-type: none"> Deliver 5% return on investment for every customer Partner with every customer on sustainability journey
SDGs	 	 	   	 			





01

OUR APPROACH TO SUSTAINABILITY

Well-being, Health and Safety of Our People

1

Well-being, Health & Safety of Our People



In this section:



Our people are the reason for our long-standing success. Investments in our people help Solenis drive sustainable, long-term growth.

We put safety first, and train our people to maintain the highest safety standards and ensure the health and safety of our entire workforce. We work hard to engender a culture where our people feel engaged and energized. At Solenis, we attract and retain great people. Our aim is to be inclusive of all workers' diverse perspectives and we offer tailored learning and development paths to help our people grow their careers and create greater holistic well-being. This comprehensive, interlocked strategy supporting and celebrating our people ultimately gives us a sharper competitive advantage.



Health & Safety

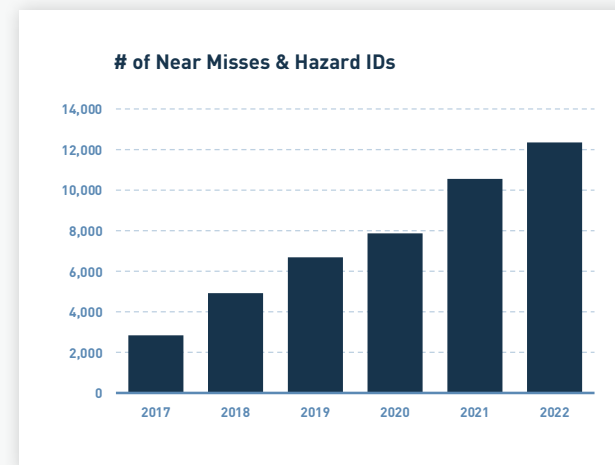
At Solenis, we continuously strive to be a leader in health and safety. Our long-term ambition is to operate with zero harm. A target to reduce our Total Recordable Rate¹ (TRR) by at least 10% every year keeps us focused.

We are driven to provide a workplace environment that does not affect the health or otherwise compromise the well-being of our workers. We use data dashboards and metric charts to monitor our performance as we continue to strive towards a zero incidents environment. Solenis utilizes leading and lagging indicators to work on improving overall safety performance.

	Objective	Target	2022 Progress
People	<ul style="list-style-type: none"> Continuously strive towards zero injury culture 	<ul style="list-style-type: none"> Reduce recordable injury rate (TRR) by 10% year over year 	<ul style="list-style-type: none"> TRR reached 0.30 (27% reduction)

NEAR MISSES & HAZARD IDENTIFICATIONS

Solenis continuously seeks to proactively improve its safety performance through various programs and initiatives. Workers see importance in reporting Near Misses and Hazard Identifications (IDs) (also known as Safety Improvements) which has led to increased reporting and actions to remove risk in the work environment. They are encouraged to identify hazards or risk situations and enter them as Near Misses and Hazard IDs in our online database. This will ultimately lead to a reduction in the number of incidents. Since 2017, the number of these reports has improved nearly 4x. In 2022, Safety Improvements increased 17%. Recognizing risk and modifying behavior contributes to improved worker safety.





CONTINUING TO OVERCOME COVID OBSTACLES

Early in 2022, as the COVID-19 virus began spreading rapidly in China again, the Solenis' Shanghai, China, operations were required to move to a closed-loop production process by government mandate.

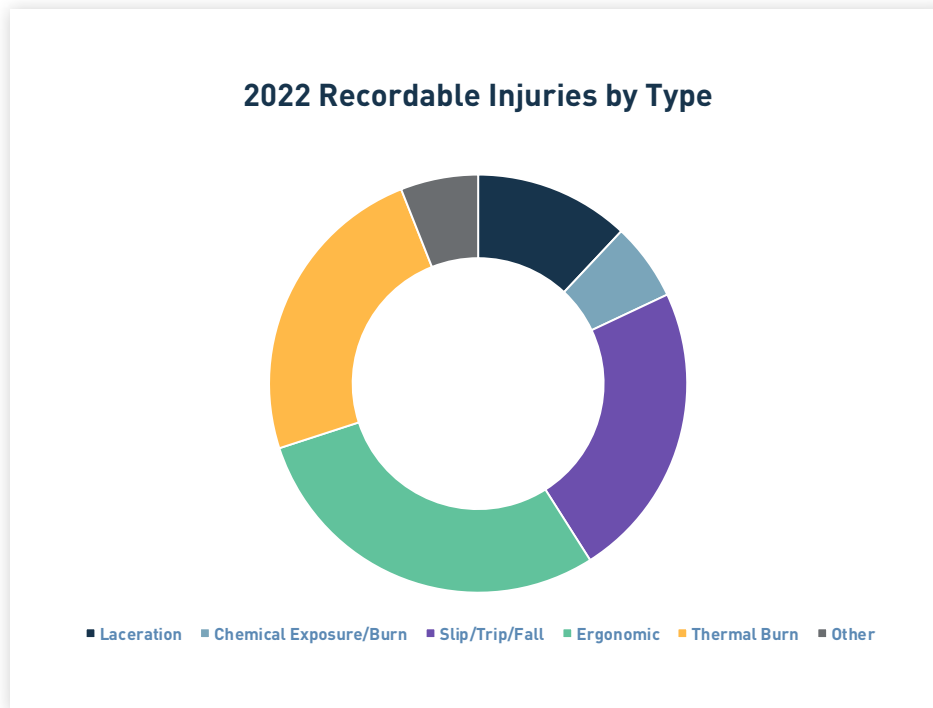
A team of 10-12 employees voluntarily remained on-site to continue operations. The team quickly acquired sleeping bags and a large quantity of food. They managed to deliver products to customers between 95.9% and 99.7% on-time over three months, with no quality complaints. One dedicated employee voluntarily remained on-site for 70 consecutive days to ensure that the facility met customer requirements.

More importantly, all of the Shanghai employees remained safe and healthy during the lockdown. The plant's equipment and vehicles were disinfected each day, antigen tests were administered daily and polymerase chain reaction (PCR) tests were administered by medical professionals every five days.

Occupational Health & Safety

With a target to reduce our Total Recordable Rate (TRR)¹ by at least 10% versus the prior year, we had 17 recordable work-related injuries in 2022. This translates to a TRR of 0.30, which is a 27% improvement over the prior year, exceeding our 10% improvement goal for the second year in a row. However, Solenis experienced a 15% increase in its Days-Away-from-Work² (DAW) rate (also known as lost time injuries), in 2022 from 0.20 to 0.23. This would indicate that the severity of injuries has increased. Solenis had no occupational illnesses in 2022.

2022 Recordable Injuries by Type

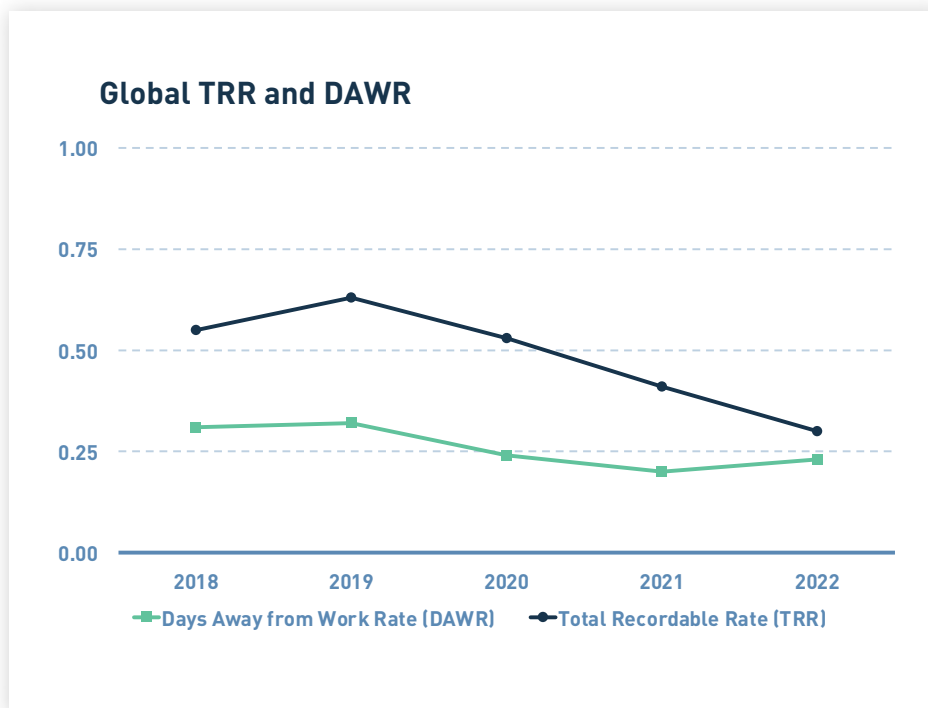




¹Days Away From Work Rate (DAWR): calculated by multiplying the total number of OSHA recordable incidents that involved days away from work in one year by 200,000 hours and divided by the total number of hours worked by all employees, contractors and sub-contractors. OSHA days away from work incident is defined by the U. S. Occupational Safety and Health Administration. 200,000 hours are the expected hours normally worked in a year by 100 workers (100 workers x 40 hours x 50 weeks).

²Total Recordable Rate: calculated by multiplying the total number of incidents which meet the criteria of being recordable by the U.S. Occupational Safety and Health Administration (OSHA) in one year by 200,000 hours and divided by the total number of hours worked by all employees, contractors and sub-contractors. 200,000 hours are the expected hours normally worked in a year by 100 workers (100 workers x 40 hours x 50 weeks).

REGION	DAYS AWAY FROM WORK RATE ¹					TOTAL RECORDABLE RATE ²				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
AP	0.11	0.12	0.07	0.00	0.13	0.11	0.49	0.22	0.00	0.20
EMEA	0.17	0.50	0.28	0.39	0.16	0.25	0.59	0.55	0.45	0.16
LA	0.73	0.31	0.51	0.00	0.11	1.02	0.78	0.51	0.00	0.11
NA	0.37	0.62	0.20	0.28	0.48	0.89	1.34	0.80	0.96	0.68
Total	0.31	0.32	0.24	0.20	0.23	0.55	0.63	0.53	0.41	0.30





SOLENIS' FIRST SAFETY EXCELLENCE AWARDS

In 2022, Solenis launched a Safety Excellence Award program for its manufacturing sites. Any plant which operates for 12 continuous months without any recordable incidents (based on the U.S. Occupational Safety and Health Administration criteria) was awarded a trophy.

Solenis continues to refine its approaches and programs to reduce injuries, illnesses and DAW cases. All incidents are contained, investigated and corrective actions are implemented to prevent recurrence. These corrective actions are subsequently evaluated to make sure they have been effective. Our CEO personally conducts injury incident reviews. Following each review, safety alerts are shared with concerned workers exposed to such risks to help prevent similar incidents.

In order to manage and improve the health and safety of our workers, the communities in which we operate and the environment as a whole, Solenis is committed to the American Chemistry Council's Responsible Care® program, a global initiative to advance the safe and secure management of chemical products and operations. Our policies and goals on health and safety are set out in our Responsible Care Policy. Adhering to the Responsible Care policy is the responsibility of every worker, and that includes leadership. In addition, leadership is responsible to make sure the policy is well communicated and implemented. Solenis management leads by example, while educating and training workers and stakeholders through training programs and awareness campaigns.

Our Responsible Care program includes:

- A global management system (certified under RC14001, ISO 14001, and ISO 45001) to deliver excellence in environmental, health, safety and security performance, and meet required local, regional, international and business-specific compliance obligations and standards. New facilities added through mergers & acquisitions are included in our external certification programs. Our goal is that these new facilities reach 100% certification within three years.
- Worker involvement at every level of the organization.
- Continual improvement towards our goals of operating with zero harm (incidents), achieving 100% compliance and reducing our environmental, health, safety and security impact.



Safety Training and Activities for all Workers

At Solenis, every worker is required to take safety training through Solenis' Learning Management System (LMS). We supplement this training with a wide range of other activities:

- **Safety Days** - With the goal of increasing accountability, we create and share a list of safety expectations from employees and contractors. These are reinforced during Safety Days hosted by our commercial and manufacturing teams.
- **Global Safety Month** - Our Environmental, Health and Safety team leads a global safety month annually, during which different regions are given the opportunity to explore specific topics such as slip, trip and fall prevention, ergonomics and chemical hazards.
- **Newsletter** - Our efforts are constantly reinforced through a monthly Safety Update e-newsletter, with topics ranging from using public transportation to managing holiday gatherings at home.
- **Safety Impact Group Meetings** - We conduct Safety Impact Group meetings facilitating sharing of best practices and performance of mini-safety audits.
- **Safety Audits** - We conduct internal and external reviews of documentation and operational practices. Findings help the organization to continuously improve safety and strive towards zero incidents. External audits could be conducted by third parties, or by customers, insurance companies, suppliers, or other business partners. Internal safety audits are conducted by trained and approved auditors or from other professionals in the organization.
- **Global Safety Alerts** - Information about injuries to ensure that learnings from recordable injuries are shared in the organization.





HOW WE VIEW WORKERS

At Solenis, safety pervades everything we do, and as such, it includes everyone. We define “workers” as someone who performs work or work-related activities that are under the direct supervision of Solenis, for example, performed by workers employed by Solenis (employees), workers of external providers, contractors, sub-contractors, individuals, and agency workers. Workers include top management, managerial and non-managerial people. Our approach to safety always includes not only employees, but contractors and sub-contractors as well. We work to prevent injury to ANY person within our manufacturing, laboratory and office locations. Therefore, supervised contractors are included in the scope of our safety policies. They participate in our safety programs and initiatives (monthly safety meetings, safety committees, Town Hall meetings, walkarounds, EHS dashboard entries, etc.) and are required to complete our safety trainings. Solenis also provides these contractors and sub-contractors with the appropriate personal protective equipment. When we present our safety data, it is accordingly in terms of “workers,” not just employees.

Job Safety Analyses (JSAs) are used to identify and control the hazards associated with a job or task. Jobs that have not been thoroughly evaluated for risk have the potential of causing bodily injury, illness or fatalities. JSAs are done for non-routine activities (complex operations, maintenance tasks, or upset process conditions, etc.) and routine activities (tasks/activities that have written work instructions). Solenis has set targets for JSAs to be conducted annually. At manufacturing sites, Facility Risk Assessments (FRAs) are conducted periodically to identify work-related hazards. A team of staff and hourly personnel document the criteria for determining hazards, and identified hazards are addressed through elimination, substitution, engineering controls, warning signage and/or personal protective equipment.

All workers at Solenis have the authority, without fear of reprimand or retaliation, to immediately stop any job that presents a danger to them, their co-workers, or the public.

Sites' Safety Achievements – 2022

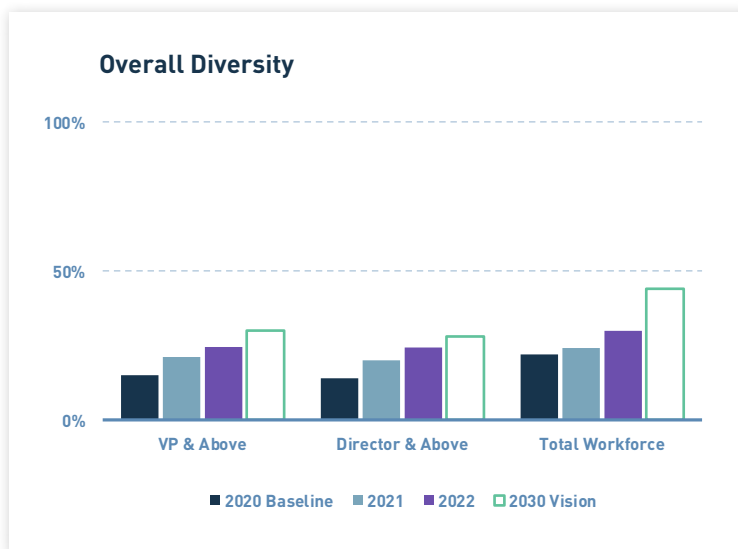




Our Workforce at a Glance

Solenis has set a bold vision to double our diversity by 2030¹. And, we are making solid progress toward reaching our vision, steadily increasing diversity representation in our workforce year over year.

While our DE&I programs are intended to support a fully inclusive culture and are implemented globally, we track and measure our progress by monitoring a combined statistic of worldwide gender diversity and U.S.A.-based racial and ethnic diversity. In a traditionally male industry, we have worked over the past eight years in all of our regions to examine equitable entry into jobs traditionally held by men to break gender barriers in the workforce. We have also focused our outreach to attract women and other historically underrepresented groups to our team. Through outreach to diverse groups who are underrepresented in our workforce, we have increased overall diversity by 2% in 2022 versus 2021. We are achieving significant year-over-year progress and are on track to achieving our bold vision.



¹2020 baseline





OUR WORKFORCE AT A GLANCE



Total headcount

6,438

Voluntary turnover (excluding retirements)

8.3%



Global gender diversity (total workforce)

26.4%

Overall diversity (global gender/US race/ethnicity)

30.7%



Women in executive leadership positions

20.4%

Represented employees

30.5%



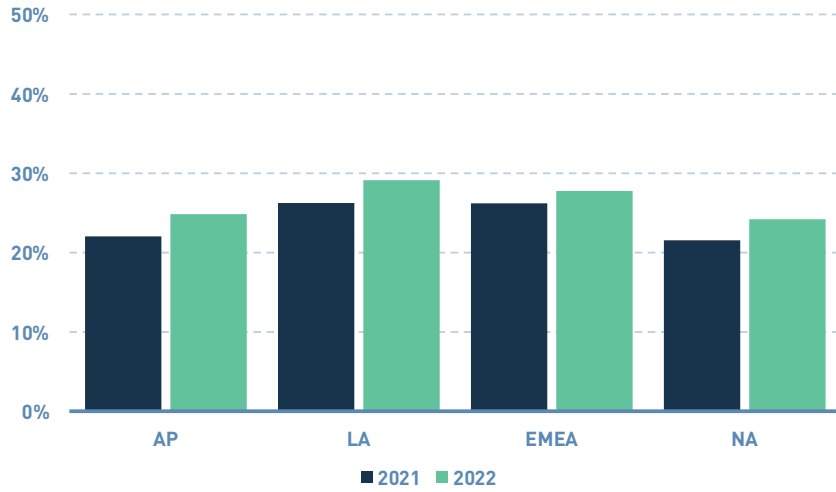
New hires

1,106

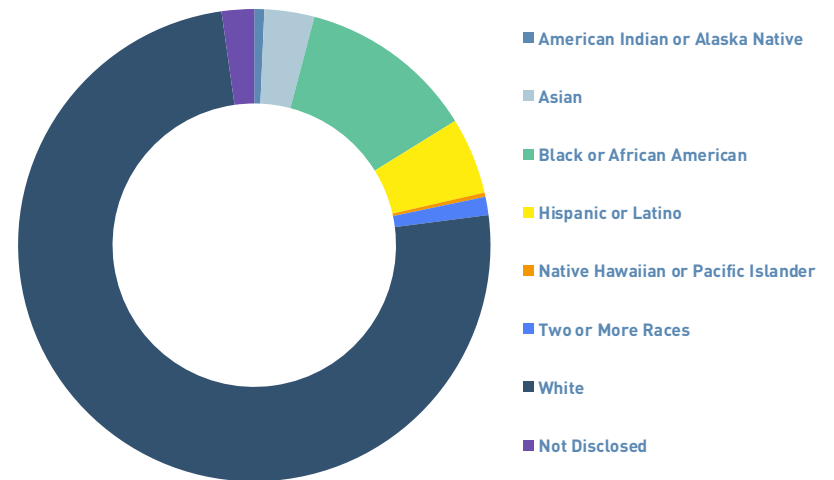
KPI		Target	2022 Progress												
People	<ul style="list-style-type: none"> Create a diverse and inclusive culture 	<ul style="list-style-type: none"> By 2030, double the diverse population of leadership and total workforce 	<ul style="list-style-type: none"> Global Gender Diversity: <table border="0"> <tr> <td>Vice President & Above</td> <td>20.4%</td> </tr> <tr> <td>Director & Above</td> <td>19.6%</td> </tr> <tr> <td>Total Workforce</td> <td>26.4%</td> </tr> </table> Global Gender and U.S.A. Race/Ethnicity: <table border="0"> <tr> <td>Vice President & Above</td> <td>24.5%</td> </tr> <tr> <td>Director & Above</td> <td>25.0%</td> </tr> <tr> <td>Total Workforce</td> <td>30.7%</td> </tr> </table> 	Vice President & Above	20.4%	Director & Above	19.6%	Total Workforce	26.4%	Vice President & Above	24.5%	Director & Above	25.0%	Total Workforce	30.7%
		Vice President & Above	20.4%												
		Director & Above	19.6%												
Total Workforce	26.4%														
Vice President & Above	24.5%														
Director & Above	25.0%														
Total Workforce	30.7%														
<ul style="list-style-type: none"> Measure employee engagement via Annual Culture Survey 	<ul style="list-style-type: none"> 8.7 out of 10 engagement score (increase from 8.6) 														
<ul style="list-style-type: none"> Ensure 5% of all employee working time is spent on learning & development 	<ul style="list-style-type: none"> All Commercial employees spent 5% (>100 hours) of working time on learning & development All Non-Commercial employees spent an average ~ 3.3% (~68 hours) of working time on learning & development 														



Female Diversity by Region



U.S. Race / Ethnicity Diversity





Our Culture

Solenis brings together diverse perspectives in a safe, collaborative workplace that empowers our employees to solve the world's most challenging process and sustainability challenges.

We nurture a culture centered on fundamental beliefs about the value and inclusion of people – all people – and we promote learning, growth and well-being for all of our employees.

People

We take pride in hiring the most talented people and embrace a diverse workforce operating in an inclusive environment as a significant competitive advantage. We actively invest in employees' professional development, so they can achieve their personal and professional goals while driving business growth.

Performance

We evaluate performance based on employees' contributions to operational excellence and business performance. Compliant, simple and efficient business processes are constantly benchmarked against industry best practices to ensure continuous performance improvement.

Results

During every interaction, we create a positive experience for every customer to fuel the growth of our business.

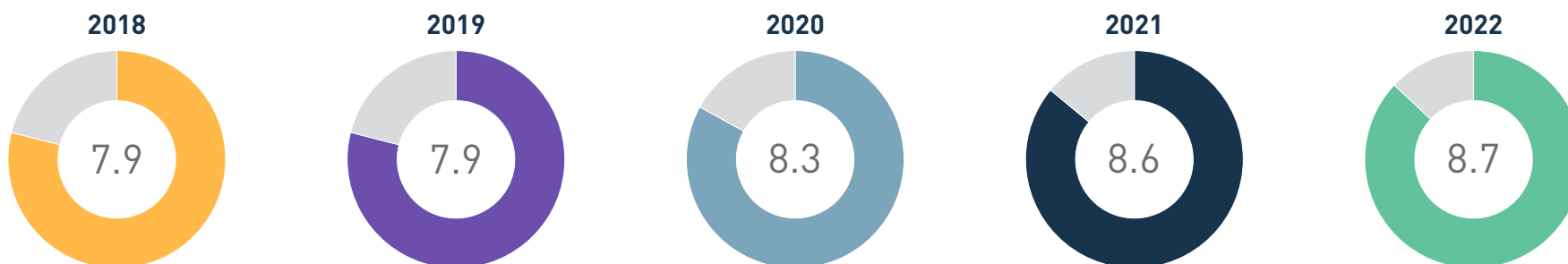


Employee Engagement

Employee engagement and fostering a committed, high-performing team of employees are fundamental to our culture and are measured through the Solenis Annual Culture Survey. The 2022 survey was available in eight languages and the feedback is anonymous with responses only included as part of department, regional and global summaries. All employees (excluding temporary employees, contractors, students, and new hires within 90 days) were invited to participate. In 2022, this included more than 1,000 new employees from acquired businesses or companies.

Our 2022 survey had an overall response rate of 87% which is a marked increase over 78% in 2021. We believe that our sustained increase in employee participation in the survey is directly related to the action management takes in response to employee feedback. Solenis' overall satisfaction or engagement score increased from 8.6 out of 10 in 2021 to 8.7 in 2022. This marks the third consecutive year Solenis' has achieved an improvement on this score. The intent to stay score remained high and was the same as the prior year at 8.9. This is notable because intent to stay, which measures the likelihood that employees feel they will stay with the company for the next two years, is a critical indicator of engagement and an accurate predictor of turnover. Lastly, our diversity rating increased from 8.6 out of 10 to 8.9, providing solid validation of Solenis' efforts to improve in this area. What's more, in 2022, we added a new component to the survey which provided a "Net Promoter Score," (NPS) which measures how likely a company's employees are to recommend the company to others as a place to work. Solenis scored 51 on a scale of -100 to +100 on its first NPS, which was almost 4x higher than the Manufacturing sector average¹.

Overall Employee Satisfaction (out of 10)



¹SOURCE: Perceptyx



INTEGRATING NEW EMPLOYEES INTO THE SOLENIS CULTURE

In 2022, Solenis welcomed more than 1,000 new employees as a result of acquired companies and businesses. To help the new team members assimilate and understand Solenis' culture and beliefs, we produced more than 50 videos of leaders from around the world. Within these videos, the featured leaders described what motivates them, and the experiences they've had working at Solenis that have furthered their engagement and careers. These videos are posted on the Solenis intranet, called "InSite." These videos are often used to kick off internal town halls, forums and other meetings. The new teams were also brought into special sessions of our new hire orientation program, "Inside Solenis," and invited to our all employee and manager training program to accelerate their integration into our culture.

Our Culture Action Planning Process

Once the Culture Survey results are in, the real work begins. At Solenis, a critical part of our sustained improvement in our culture and employee experience is our Culture Action planning process. This process is driven by each and every people manager. Every manager meets with their team, listens to their ideas about opportunities to improve the culture, and submits a specific action plan that will impact the employee experience. All managers are trained on how to facilitate this discussion and follow up on progress throughout the year. In 2022, 100 percent of Solenis' people managers completed this process. In addition, managers from newly acquired businesses were integrated into our planning process which will be critically important as we combine the cultures of these businesses going forward.

Transparent Communications Drives Engagement

To keep our employees informed and engaged, our CEO hosts four global town hall meetings annually. These global webcasts are supplemented with other regionally-focused meetings in multiple languages. In addition, our three business unit (BU) presidents host four regional town hall meetings per year. These town halls provide our senior leaders the opportunity to involve our employees, and update them on Solenis' strategy, business priorities and other business-critical topics. All of these meetings are followed by real-time, unscripted Q&As to ensure employees feel that they have a voice and that the company values two-way, transparent dialogue.

Our CEO also invites new employees, hired within six months, to a small group, virtual video meeting to hear their first impression feedback of where the company is strong and how the company can improve, especially in relation to other employers. It is a unique experience for our new hires around the globe in all different roles to meet directly with our CEO in an intimate setting, provide direct feedback and be heard on issues important to them. Our CEO also regularly meets directly with employees and teams to gain insights on challenges and top-of-mind issues. In addition, Solenis' senior leaders hold manager forums, send letters and announcements to employees as needed, and the company maintains a robust company intranet with frequent updates. Employees are encouraged to use a dedicated email address to ask questions directly to the CEO and other key executive members at any time.



Diversity, Equity & Inclusion (DE&I)

A diverse workforce is integral to delivering on our strategy.

By embracing the unique strengths of each person and respecting, valuing and celebrating our differences, we can build the most effective teams and enhance Solenis' performance across our global operations.

Because we believe representation matters, we have set a vision to double the diversity of our leadership teams and our workforce by 2030.

We track progress toward this vision by measuring diversity representation on candidate slates, as well as diversity of actual hires. Currently, we track gender diversity globally, as well as racial and ethnic diversity in the U.S.A. Quarterly scorecards provide metrics at the organizational levels, and our leadership team is accountable for progress in their annual performance assessments.

We view diversity as multidimensional. As such, we strive for a culture where all employees feel not only safe but also empowered to bring their whole selves to work, where they can make their best contributions and reach their long-term potential. With operations in 130 countries, we are proud that our employee population is multicultural, multilingual, multi-generational and multifaith. We are diverse racially, ethnically, in abilities and in gender identification. Our global and regional programs celebrate and support this rich diversity, which we view as one of our strengths.





FOCUSING ON WOMEN

To support the development and retention of women leaders, we have focused on women's leadership development programs, including our WINStone program for rising female leaders, as well as a sponsorship program, matching senior manager and director-level women leaders with our executive team for ongoing, one-on-one career development. Our sponsorship program is designed to strengthen the succession pathway for women to be ready to take on progressive levels of leadership. This program has led to tangible results, with 61.5% of program participants receiving a promotion or pay increase within 21 months of the program from January 2021 to September 2022. Overall, we track our promotion rates for all employees and look at advancement across gender. In 2022, we promoted 12.8% of our employees, 30.9% of whom were females.

Strategic Global Initiatives Aimed at Attracting, Developing and Retaining

At Solenis, our efforts to improve our diversity statistics and performance are focused in three strategic categories:

First, we need to **attract** a diverse workforce. This includes identifying opportunities to hire underrepresented candidates; implementing innovative marketing and branding programs to position Solenis as a "best-in-class" employer; adopting new approaches to recruiting; and making sure that we have the ability to measure our progress.

Second, we build equity among our employees by **developing** their talents. These activities include learning, development and training; mentoring our people along their career pathways; and helping educate our managers on how to lead in an inclusive manner.

Third, we **retain** good people by making them feel included. We do this by listening to employees' perspectives through surveys and feedback mechanisms, and then by continuously taking action on their feedback. We frequently communicate about DE&I topics; we engage our leaders in panels and other events to foster education and dialogue. We've also improved our data analytics to measure retention rates on a monthly basis so our regional operations can build retention strategies and programs tailored to their labor markets.

This strategy aims to attract, retain and develop top talent while expanding the discussion and dialogue around DE&I with a global outlook. Back in 2020, John Panichella, Solenis' CEO, and Charles Wallace, Solenis' Chief Information Officer, began a dialogue series that called to action all global employees to become more aware and drive inclusion in our workforce. This panel discussion series, "Listen. Understand. Do.," was expanded this year with additional Real Conversations. For Black History Month, we highlighted Black voices from the different regions in our organization, sharing what it is like "Being Black in Business." During International Pride Month, we held a second Real Conversations panel discussion, "PRIDE in our People," with regional representation from our employees who are members or allies of the LGBTQ+ community.



Equal Employment Opportunities

Solenis is committed to maintaining a professional and safe work environment, free from violence, intimidation, discrimination and harassment. Our Equal Employment Opportunities and Anti-Harassment policy are set out in several documents, including our Anti-Harassment Policy and our Code of Conduct. Employees are required to take training to recognize and address inappropriate behavior that could contribute to or create a hostile work environment in our own work sites, or those of our customers or other business partners.

All applicants and employees are judged on their qualifications, demonstrated skills and achievements, without regard to race, age, color, gender identity, sexual orientation, religion, sex, marital status, national origin, protected veteran status, disability status or any other personal characteristic protected by law. Our recruitment activities and promotion practices (including promotion of employees based on quality of work, job performance, attendance, safety record and ability to work well with others) are aligned with parameters set forth in our Equal Employment Policy.

In our Diverse Candidate Policy, we require diverse candidates and interviewer slates for all open positions. We began our diverse slate initiative to include at least one diverse candidate on every interview slate, and in 2021, we increased the scope to a minimum of two diverse candidates for leadership roles. In 2022, we expanded this initiative, and now require two diverse candidates for every hiring slate for every position. We also maintain inclusive hiring guidelines that apply globally in every country where Solenis operates and have trained our hiring managers and HR professionals on overcoming unconscious bias in the hiring process.





Implementing our DE&I Strategy in the Regions

Around the globe, teams throughout each region focus on programs to attract and retain diverse talent and support an equitable workplace. For example:

- In Latin America, our Solenis for Equity program focuses on training women to operate forklifts. The initiative includes outreach to technical schools, referrals, and eventually, behind-the-wheel training. In 2022, Solenis trained 20 women to operate forklifts. It was also a record year for the region, with women making up the majority of new hires for the first time in history
- At our Bradford and Grimsby, U.K. plants, our team launched Project RAPIDS (Recruitment & Attraction, Apprenticeships, Planning, Inclusion & Diversity, Development and Succession), a holistic talent and culture program to attract and retain diverse talent into the plants. The program included inclusive recruitment strategies as well as training and employee engagement events to drive a culture of inclusion. In addition, the U.K. site's plant manager has signed The Prince's Responsible Business Network's "Race at Work Charter" committing to specific actions to improve the outcomes of Black, Asian, Mixed Race and ethnically diverse employees in the workplace.
- In the Asia-Pacific (AP) region, we made strides in gender representation, creating a new internship program in China designed to increase representation of women in commercial sales divisions.
- In North America, Solenis launched our Allyship at Work program to train leaders across the region to be better allies to employees seeking support. This training addresses challenges faced by historically underrepresented or diverse employees in the workforce. Graduates of this program become certified and then provide support for employees throughout the region. This program will be launched globally outside North America for Solenis in 2023.
- Also in North America, we partner with external partners and consultants to ensure our job postings reach diverse populations across all 50 states and to ensure that, as a government contractor, we remain compliant with the U. S. Office of Federal Contract Compliance Programs (OFCCP). We have a dedicated Diversity Recruitment partner who focuses solely on helping Solenis build diverse talent pipelines where we need them most.



Global, Regional & Employee-Led DE&I Networks

Our global DE&I strategy and programs unify all of our employees under our culture of inclusion. In addition, throughout the regions, we have DE&I Task Forces and networks that concentrate on regional and location-specific initiatives to ensure our business attracts, retains and develops the best talent. Task Force teams often work closely with our Employee Business Resource Groups (EBRGs), who shape the culture through important initiatives focused on employee engagement, career development support, mentoring programs and diversity hiring initiatives. Each EBRG has an executive sponsor team and is led by a group of talented employee leaders who form their executive boards.

Solenis Employee Business Resource Groups (EBRGs)

WINS – Women’s International Network of Solenis

WINS is an inclusive global network developing a company culture that attracts, retains and develops talented women and supports Solenis’ focus on collaboration, growth of the business and personal development.

MCN – Multi-Cultural Network

MCN is a network supporting our rich multiculturalism at Solenis. Its mission is to educate and enlighten people’s perspectives on multicultural issues within the company and society. MCN is comprised of sub-employee resource networks, including Black professionals, veterans and global multicultural groups.

SEL – Solenis Emerging Leaders

The mission of the SEL is to develop Solenis employees early in their career by fostering relationships with their peers, highlighting sustainable initiatives, and encouraging and exploring career growth opportunities. This group focuses on improving retention, diversity and inclusion, and innovation of emerging leaders in Solenis.

PRIDE

PRIDE is the employee resource group for LGBTQ+ colleagues and allies. PRIDE works to promote and encourage progressive and respectful discussions around LGBTQ+ inclusion at Solenis.

WISER (Women in Solenis East Region) and WOWS (Women of Water Solenis)

WISER and WOWS were founded by and for women in Solenis’ Commercial organization to support, develop and uplift rising professional talent in the sales function in North America. WISER is for the Consumer Solutions business and WOWS is for the Industrial Solutions business.



“The diversity of our people serves as a competitive advantage for Solenis, which, in turn, ultimately helps drive the long-term sustainability of our company. We are making solid strides toward significant and measurable improvement not only in our diversity statistics, but also in the effect we’re having on our employees and our communities.”

—Gabi Pinckney, Diversity, Equity & Inclusion Leader



Solenis' Global Diversity Scholarship Program

Through our Global Diversity Scholarship Program, Solenis aims to attract and retain diverse talent for the future. As a global initiative, our scholarship program is implemented in each region in accordance with country-specific rules and guidelines. In 2021, we supported four female engineering students in South Africa. In 2022, Solenis supported students in South Africa and the U.S.A. In the U.S.A., Solenis has established strategic partnerships with three Historically Black Colleges and Universities (HBCUs) with strong chemical engineering programs, and has matched talented students to our pipeline through our scholarship program.

In 2022, Solenis awarded a scholarship to Robyn Humphrey, a senior chemical engineering major at Tuskegee University, Tuskegee, Ala., U.S.A. In addition to educational funding, Robyn will join the Industrial Solutions group upon graduation where she will receive career counseling, mentorship and technical skill building opportunities.



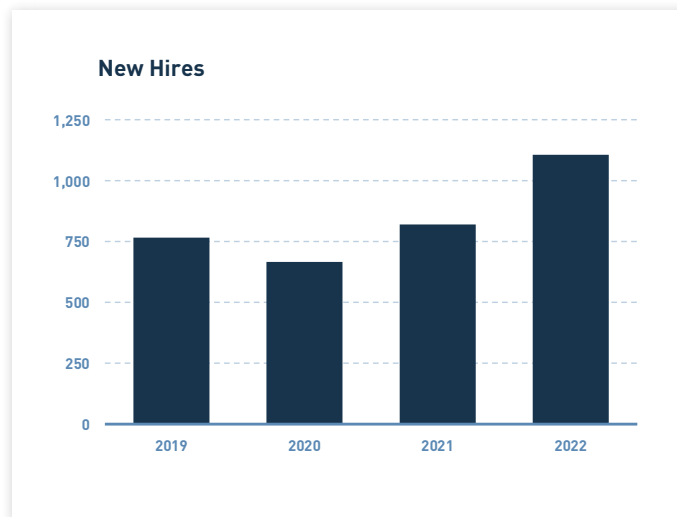


Talent Management: Hiring, Training & Development

Hiring Good People from the Outset

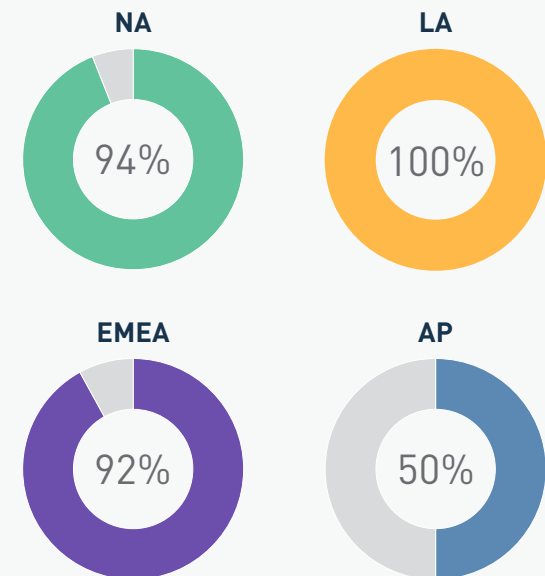
In a changing labor market, we are continuously tapping new sources of talent to find the best people from the beginning. Our global "Hiring the Best" program, which outlines Solenis' hiring methodology, ensures we maintain a consistent approach to recruitment in every country where we operate. The program outlines standard recruitment processes that Solenis follows, which helps to ensure equitable hiring practices and mitigate discrimination and bias worldwide.

Throughout the year, we participate in a number of local and national career fairs focused on diverse populations, including military career fairs and those focused on female and Asian engineers. To ensure we mitigate discrimination and bias in the hiring process, we provide mandatory unconscious bias training to all newly hired employees through our Learning Management System, as well as continual annual training through our "Hiring the Best" program.



MAKING A POSITIVE IMPACT LOCALLY

Solenis recognizes that leadership and managers from the local community provide improved communication (internally and externally) and offer positive economic impact on local communities. We use the following definitions: "hiring from local community" means within the regions in which we operate – North America (NA); Europe, Middle East and Africa (EMEA); Latin America (LA); and Asia/Pacific (AP) – and senior management is defined as being the CEO or a direct report to the CEO. All of Solenis' senior management team has been hired from the local community.





Internships and Apprenticeships

We understand the importance of providing students with hands-on work experience so that they are better prepared to enter the workforce, either with Solenis or another company. In the U.S.A., we offer full-time, paid internships to qualified college students. Interns are paired with a Solenis mentor who provides guidance and feedback. In 2022, we onboarded 34 undergraduate interns and seven Master of Business Administration (MBA) interns. Of the undergrad interns, nine were hired as full-time employees, and seven of those will enter the 2023 Sales Technology Application Rotation (STAR) Program. Two to three dozen STARs participate each year, working with a mentor and gaining competency through rotations into different areas of the business. The success of the program is reflected in a near-90% acceptance of offers of permanent jobs and a high retention rate afterward. Recognizing this success, as well as the fact that the program is an excellent source of diverse talent, Solenis is investing further in the program in 2023 and will be almost doubling the number of summer interns this coming year. We currently have over 50 interns scheduled to start in May.

At our headquarters in Wilmington, Del., U.S.A., we partner with the Fox School of Business at Temple University in nearby Philadelphia, Pa. Students in the Global Master of Business Administration program learn from Solenis executives in the classroom and work with them on real-world projects involving international commerce. Students are also selected for on-site internships in various areas of the company. The mutually beneficial relationship is a source of experienced and diverse talent for Solenis. Since the program's inception in 2020, we have hired five full-time MBA graduates after achieving their degree.



The Solenis Early Careers Programme at Bradford and Grimsby, U.K., covers apprenticeships and work experience, supporting early-career professionals as they progress toward sustainable employment. Apprenticeships are aimed at young people who have finished their general secondary education or A-level students as an alternative to going to a university. Apprenticeships vary in duration and academic levels, but provide career pathways with hands-on learning. Bradford currently has 24 apprentices and Grimsby has three. There is ample proof of success: Apprentice James Wright was named “Manufacturing Apprentice of the Year” at the *Telegraph and Argus* “Bradford Means Business Awards” in July 2022 – the second year in a row we have had the winner – and in the past 12 months, four young people completed their apprenticeship and moved into permanent employment at Bradford. Apprenticeships are also an opportunity for internal upskilling for existing employees. Bradford has six employees enhancing their knowledge, skills and behaviors as part of their career pathway to remain within the business.

In Krefeld, Germany, Solenis has a cooperation with the Evonik training/apprenticeships department offering apprenticeships in chemistry and technology-related professions every year. In 2022, 13 apprentices received training enabling optimal career starts at our locations in Bad Sobernheim and Krefeld, Germany. Every year, individuals who passed their exam move into permanent roles.

Solenis has also built strong internship and apprenticeship programs in India and Latin America. In India, a focus on creating a strong talent pipeline for our Global Shared Services organization continues with 10 interns providing a diverse set of capabilities to sustain our business growth. In Latin America, we brought in 15 apprentices to learn our supply chain and plant operations, as well as for 11 interns for experience in office administrative positions. China launched its first program in 2022 and was a key initiative in bringing in high potential and diverse talent.





Learning and Development

At Solenis, we know that our success and growth as a company is interdependent with our employees' individual long-term growth and development. We offer continuous learning and development programs that ensure that joining Solenis – and staying with us – leads to a long and rewarding career.

To this end, we have made this a priority and encouraged every employee to set aside the time necessary to achieve their learning and development aspirations. For several years, we set a goal for commercial sales employees to spend 5% of their working time on training and building sales acumen and proficiency. That goal has been met and has led to greater sales performance. In 2022, we piloted that goal for the whole company to drive proficiency for our entire workforce. In the initial pilot, non-sales employees had an aspirational goal to spend up to 5% of working time on learning & development; collectively, non-sales employees spent an average of 68 hours of working time, or 3.3% of working time on training (up 18% from 2021).

In addition, we offer customizable learning and development programs to help employees evaluate their strengths and develop skills that can drive their career. These tailored learning plans can be created in any one of our learning tracks, and employees can choose between independent learning online to learning with others either virtually or in person. Our learning tracks are focused on four areas:

Professional Growth	Leadership Growth	Technical Growth	Sales Growth
Professional development goals are included in the annual objectives of all our employees. These are based on the skills critical for their role, and on designated leadership competencies.	Our cohort-based programs create a supportive environment where employees learn to lead a team toward high performance. We offer programs for aspiring managers, new managers, experienced managers and women in leadership.	The deeper our team's technical expertise, the greater their ability to solve our customers' toughest challenges. Our award-winning skill development program empowers people to create a technical skills gap analysis and design a targeted training plan that helps them succeed.	Our sales and value delivery approach ensures that all sales professionals have the right tools and a consistent and guided method for working with and delivering value to customers.



Through various education and training vendors, we offer best-in-class learning modules that include content from premier executive business school programs. The offered courses enable our employees to learn in an interactive format to gain skills they can immediately apply in their roles, and give them the opportunity to earn certificates from these top business schools. The company also offers various tuition reimbursement programs in regions around the world.

Our training and development begins with a new hire orientation and onboarding program called "Inside Solenis" a two- to three-day virtual program that educates new hires across the globe on Solenis' businesses, structure and culture. In addition, new hires are directed toward their own Learning Map, which is a first 90-day roadmap to success as a new employee. This Learning Map is discussed with their manager, who supports them in their start at the company.

In 2022, Solenis launched a new global training experience for all employees around the world. Our LEAD (Leadership Engagement Alignment & Development) program is a nine-month training journey through topics such as building trust, team well-being, inclusive leadership, communication skills, appreciation and recognition, and driving innovation and growth. The program includes 90-minute live, interactive training sessions with outside experts and inside leaders and is open to all employees. Global participation was high with all regions represented and sessions being attended by over 1,000 employees.





“Finding exceptional and diverse talent is only half the battle. We know that for us to be successful in the long-run, we need to develop and keep good people, and for that reason, we make significant investments in training, education and career development. But even more importantly, we seek to create a culture and work environment that is inclusive, supportive and growth-oriented.”

— Christy Notigan, VP – Global Talent Management & Diversity, Equity & Inclusion

Performance, Development & Rewards

Performance, Development & Rewards (PD&R) at Solenis is designed to encourage open, ongoing communication between employees and managers about performance and development. PD&R helps each individual employee connect to the growth objectives of the company through annual goal setting, progress update feedback and year-end performance reviews. In 2022, 100% of employees at the manager or above level received a performance review; 99% of supervisors and 94% of individual contributors received reviews (with certain represented employee populations exempt from this program). By gender, the completion rates were 95% female and 94% male.

Talent Review

Having a pipeline of strong leadership talent is key to ensuring Solenis' long-term growth and success. Solenis' Talent Management strategy ensures that the company has succession plans in place and that we regularly assess our talent capability and continue to develop our talent bench. We have a Talent Management Governance structure and Talent Review process in place in which the executive leadership team is engaged and reviews the strength of the leadership talent and ensures that the right development plans are in place to support the retention of top leadership talent. Through our talent review process, we review our talent pipeline, our succession and talent retention plans, as well as our talent mobility rates. We also have added layers of review to calibrate across business to check against bias in our process, ensure equity in promotional opportunity, and focus on the development of diverse talent. We review our talent throughout the year in our businesses, with a formal year-end executive review of succession and development plans. In 2023, we will increase the frequency of our executive Talent Reviews to quarterly, will cascade these deeper into the organization, and continue to benchmark best talent practices to remain competitive.



Well-being, Benefits, Compensation and Recognition

A key component to our focus on our people is aimed at helping employees meet their needs and goals not only at work, but outside of work, and for every aspect of their life.

This includes providing them with the means to be healthy, well-compensated, and to have time and resources to care for family and enjoy life outside of work. It means helping them prepare for retirement, to feel like they're contributing to an organization with a worthwhile mission, and to maintain a balance between their career goals and their personal goals. By offering competitive programs in the areas of well-being, benefits and recognition, Solenis is helping to attract and retain the talent it needs to be successful and sustainable.

Being Well Physically, Emotionally, Socially and Financially

Each of us has many different facets to our lives, and as a result there are many different variables that impact our happiness and our overall health. At Solenis, we have created a well-being strategy focused on four elements: wellness that is physical, emotional, social and financial. We have implemented numerous programs aimed at providing our employees with the tools they need to take care of all four "selves."

We utilize our Employee Assistance Program (EAP) as the main tool to engage employees in their own well-being. The EAP is a global platform whose main objective is to provide employees with the tools and assistance they need to meet their responsibilities both at home and at work. It is a tool that can be used when an employee or family member is faced with any difficult issue or crisis, such as transferring to another team, taking a sick leave, buying a house, or getting a divorce. The EAP is available 24/7, is free of charge, confidential and available in local languages.





Overall, our global well-being strategy is based on four components:

Physical: In addition to offering market competitive health plans and annual physicals, Solenis encourages employees to participate in sports and wellness programs. For example, in the U.S.A., our wellness partner, Virgin Pulse, provides a desktop and phone-based wellness center that allows employees and spouses/ domestic partners to participate in physical challenges and other activities to be awarded points, which can be redeemed for sweepstakes entries or credit toward their medical insurance premiums. In addition, employees get extra points/credits for undergoing annual checkups, preventive testing and adherence to chronic care regimen. In various regions, we hold seminars and webinars about preventive care, cancer awareness and other health topics.

Emotional: To support the emotional and mental well-being of our employees, we held focus groups with employees to learn more about their day-to-day stressors and how the company could help preserve their well-being and prevent burnout. Resulting from these focus groups were a number of initiatives, including:

- a Manager Well-being Toolkit and specialized training sessions for managers to support their teams' emotional and mental well-being;
- a "No Meeting Fridays" policy to preserve employees' blocked time for productivity. This program was so well-received that the company has carried it into 2023; and
- a global holiday calendar published to all employees' digital calendars to bring awareness to other countries' and cultures' holidays.

In addition, Solenis offers our employees a variety of webinars, including topics such as psychological support regarding the war in Ukraine; and how to practice mindfulness and reduce stress.

Social: Various programs throughout Solenis provide employees a place to share their passion or common interests. "SolenisGives," our corporate philanthropic platform, offers global and regional opportunities and our EBRGs offer employees an opportunity to work in common interest areas outside work functions while growing their professional networks.

Financial: In addition to pensions, 401(k)s and other retirement benefits and insurances, Solenis provides a series of financial education tools that enable employees to plan for college, retirement and other life goals, including new educational content in local languages through our EAP. Solenis also conducts global workshops about financial wellbeing.



Benefits

We offer a range of benefits that will help employees meet their needs and goals in each location around the globe — no matter what stage in life. We have five strategic focus areas for our benefits programs:

- Staying Competitive
- Managing Cost
- Governance and Compliance
- Quality Service
- Engagement and Well-being

In the area of healthcare, Solenis provides competitive benefits programs based on country-specific needs and government requirements:

- In the U. S., all full-time employees may elect either a Preferred Provider Organization (PPO) or a Consumer-Driven Health Plan (CDHP) medical plan. They are also eligible for pharmacy plans, dental insurance, life insurance, business travel accident/medical coverage, and short-term and long-term disability coverages.
- In Europe, Middle East and Africa (EMEA), Solenis offers various benefits, such as medical coverage, life insurance, disability benefits, parental leave and retirement, all at least at the statutory level mandated by the individual countries. In some countries, employer-sponsored medical and life insurance is also provided for a low employee cost. In the following countries, meal vouchers are also provided: Czech Republic, Finland, Italy, Portugal, Spain, Sweden, and Turkey.
- In Latin America and the Asia / Pacific (APAC) region, full-time and part-time employees and their dependents are provided benefits, including medical, dental, life/accident plans as well as associate meal vouchers. Medical plans provide catastrophic and critical illness coverage as well comprehensive outpatient and in-patient coverage including maternity. Vision is included with the medical plan.





In the area of retirement benefits, Solenis provides programs that enable employees to direct and manage their own financial wellness:

- In the U.S.A., an employer-matching 401(k) retirement plan is available to full-time and part-time employees. Solenis provides a 4% dollar-for-dollar match and also provides additional contributions for employee tenure (Basic Retirement Contribution) and overall company financial performance (Performance Retirement Contribution) to the individual employees' 401(k) accounts. Employees may defer from 1% to 65% of their eligible pay on a pre-tax, after-tax and Roth 401(k) basis, up to the annual IRS dollar limits.
- For our employees in the EMEA and AP regions, employees can participate in pension plans fully or partially sponsored by Solenis. Pension programs vary depending on the insurance company in any given country.
- In Brazil, Solenis provides two defined contribution pension plans for employees with monthly lifetime annuity payout available at normal retirement age of 60. Full vesting of employer contributions in both of these plans is 10 years.

Remote Work and More

Solenis recognizes that there are times when flexibility is needed to meet business and personal needs. Office, lab and non-production (plant-based) Solenis employees can work two days a week from home. In addition, Solenis accommodates employees' changing needs by designating certain jobs as fully remote, hybrid or on-site.



Parental Leave and Sick Time

Solenis offers paid parental leave to employees after the birth of a child, adoption of a child under the age of 18, or placement of a child under the age of 18 in their home for foster care. The leave times vary by country, legal requirement, and local policy. Parental leave and time away are managed in accordance with each country's local laws.

In 2022, 6,323 Solenis employees were entitled to parental leave, 4,656 were men and 1,677 were women. Of these 7% of employees took advantage of the parental leave program. Of these, 277 were male and 164 were female. All of the men returned to work in the reporting period after parental leave ended, and 161 of the women returned.

Also, to ensure employees have ample time to care for themselves or loved ones when they are ill, Solenis provides two paid weeks of sick time to all employees per calendar year in the U.S.A.

Compensation Philosophy

Solenis' compensation philosophy is grounded in the following:

- We pay-for-performance.
- We design our program to be fair, equitable and competitive.
- We align compensation to business results and individual goals.





Fair Pay and Pay Equity

Solenis is compliant with all minimum wage laws and mandatory increases globally. Solenis does not set entry level wage rates, and pay is determined by market research for the role and scope of responsibility. Employees are offered salaries within the applicable salary range designated for each role. On average, Solenis' entry-level wages are significantly higher than minimum wage regardless of gender across our significant locations of operations. The minimum hourly rate of pay for U.S.A. employees is \$15.50, which is more than double the federal minimum wage and significantly above all applicable local minimum wage laws. At the end of Fiscal Year 2022, the average compa-ratio of all employees globally at Solenis was .98 which indicates employees are paid in line with the competitive market.

# of Employees	Average Tenure	Average Base Pay (USD)	Average GTTC ¹ (USD)	Average Compa-ratio
6,438	10.5	\$54,500	\$64,200	.98

¹GTTC = base pay + target bonus

Solenis' salary structure is a systematic grouping of grades and pay ranges that are used to provide the framework for managing base salaries to ensure that employees are paid a fair, equitable, and competitive wage. Each grade and pay range is based on competitive market data provided by our third-party survey vendors, and salary range midpoints reflect the average market rate for our roles. Salary grades are assigned to a group of jobs with similar relative internal worth and market value. Each job title is assigned an internal grade and pay range that provides guidance for management compensation actions, including new hire salary offers, promotional increases, market adjustments, and merit increases.



Base salaries are reviewed each year, and most employees participate in the annual merit review. The evaluations include an assessment of performance and critical success factors which serve as the justification for merit increases, as appropriate.

Incentives are also a key component of the compensation program at Solenis. Most employees participate in an incentive plan, with the exception of those employees covered under collective bargaining agreements.

We review global gender pay equity for all full-time, regular employees. Currently, our overall global company gender pay ratio is 1.26:1, meaning that for every dollar a woman earns, a man earns \$.26 more. For the mid-career to senior management roles, Solenis pays men and women comparably with an average gender ratio of 0.98. While it is true that there are fewer females in higher graded positions and there are more women in lower graded positions, Solenis is continuing to focus on equalizing pay at the junior/entry level roles and increasing female representation in higher graded roles.





Collective Bargaining and Freedom of Association

In 2022, 30% of our employees were covered by collective bargaining relationships. Solenis respects and supports the rights afforded to employees by law regarding association and collective bargaining. Employees have the freedom to choose to be represented by a union or works council wherever it exists inside or outside Solenis. In North America, Latin America and Asia Pacific, collective bargaining agreements typically exist with unions. In some European countries in which we operate, collective bargaining agreements or partnership agreements can be mandated at the country level.

If a notice period is specified in a Collective Bargaining Agreement (CBA), Solenis will observe and follow the requirement. In addition, Solenis abides by the statutory minimum notice period required to make operational changes. These notice periods may vary depending on the operational change itself and the number of employees impacted.

We have not identified any operation or suppliers in which the right or freedom of association and collective bargaining may be at risk. Within Solenis' operations, all rights to association and collective bargaining are observed and requests from employees are addressed. There are no outstanding or unmanaged requests of this sort. New hires are made aware on joining whether their role is covered by a local CBA and/or whether it falls under the jurisdiction of a recognized works council or trade union within Solenis. Where applicable, employees have the freedom to choose whether they wish to be represented by a Trade Union or Works Council, inside or outside of Solenis.



Recognition Programs

An important part of our commitment to foster employee engagement and drive our culture is the reward and recognition of our employees whose outstanding contributions support our goals and values. We honor and celebrate our employees for remarkable achievements in business growth, sales excellence and customer service, excellence in innovation, supply chain operations, corporate functions and overall leadership. We specifically recognize individuals who have contributed to social responsibility, and those making a significant impact in environment, health, safety and security. Solenis is proud to reward employees through a variety of formal and informal recognition programs. For the most prestigious awards, nominations go through a rigorous formal review before the select groups of winners are selected.

Cultural Belief: I am recognized and rewarded for my outstanding performance



of employees nominated a coworker for recognition



employees were recognized in 2022



of employees received a recognition award of some type





Solenis' Recognition Programs

Peer to Peer Recognition	Departmental Recognition	Presidents' Roundtable
<p>Categories of appreciation.</p> <ul style="list-style-type: none"> • Customer Focus • Ethics & Compliance • Performance • Learning Culture • Safety & Security • People • Results • DE&I 	<ul style="list-style-type: none"> • Eagle Award <i>Sales (75 winners)</i> • Pinnacle Award <i>Applications and Marketing (15 winners)</i> • Lulu Mena Award <i>Customer Service (five winners)</i> • Phoenix Award <i>Technology and Innovation (five winners biannually)</i> • High Five Award <i>Supply Chain (40 winners)</i> • Darcy Dauterive Award <i>Female Leadership (five winners)</i> • Safety Award <i>Plant Level Excellence (27 facilities)</i> • People's Choice Award <i>Human Resources & Communications (4x / year)</i> 	<p>Our highest honor. Eight winners / One per category</p> <ul style="list-style-type: none"> • Innovation • Leadership • EHS & Quality • Social Responsibility • Supply Chain Excellence • Business Growth • Customer Focus • Corporate Functional Excellence



02

OUR APPROACH TO SUSTAINABILITY

Protecting Our Planet



2

Protecting Our Planet



In this section:



Environmental Risks & Opportunities

Climate Change & Energy Management



Water Management

Environmental Incident Management & Waste Management



In our operations, our focus is on ensuring responsible stewardship of natural resources.

This includes making sure that all of our sites meet or preferably exceed all regulatory and environmental requirements; keeping abreast of and, at a minimum, complying with changing applicable environmental laws and regulations; and providing products and services to our customers to help them meet or exceed their own environmental objectives.



Identifying Environmental Risks & Opportunities

We identify and assess environmental risks through a company-wide global environmental, health, safety and security (EHS&S) management system (certified under RC14001 and ISO 14001).

Solenis is committed to Responsible Care®, a global initiative by the American Chemistry Council, to advance the safe and secure management of chemical products and operations. At Solenis, our Responsible Care program encompasses environmental and regulatory programs; product risk management; product regulatory information; remediation; process safety management; and audits. Within Responsible Care, each operating facility conducts periodic risk assessments to identify risks and opportunities.

We use an annual internal Environmental, Health and Safety survey to assess and improve the sustainability status of our manufacturing plants. The survey covers different environmental topics, such as biodiversity, energy management, water management, spill management, hazardous materials and waste management. Several opportunities to improve energy efficiency by using more renewable energy, conserving water, and reducing waste were identified in the survey, and will be evaluated. The next survey will be conducted in July/August 2023.

We are committed to being one of a very few companies in the world with the intention to have all of our manufacturing plants comply with external RC14001 third-party certification. As a result, Solenis adds any new manufacturing facility to its certification program within three years of becoming part of the Solenis organization.

Through our management system we meet required local, regional, international and business-specific compliance obligations and continually improve our processes and performance across our global operations. Since 2019, Solenis has implemented \$6 million USD in capital expenditure projects to improve our EHS&S performance.

KPI	Target	2022 Progress
Planet & Climate	<ul style="list-style-type: none"> By 2030, reduce CO₂ emissions by 20% 	<ul style="list-style-type: none"> Increased 0.8% vs. 2021; decrease of 5% vs. 2018 baseline
	<ul style="list-style-type: none"> By 2030, reduce water consumption by 5% 	<ul style="list-style-type: none"> Decreased 2% vs. 2021; increase of 12% vs. 2018 baseline
	<ul style="list-style-type: none"> Year over year reduce Environmental Incident score by 10% 	<ul style="list-style-type: none"> 35% reduction vs. 2021



Climate Change & Energy Management

As a key player in the chemical industry, Solenis has a vital role to play in tackling climate change. That starts with our own operations. Every day, Solenis is taking actions and managing its impacts by combining energy-related investments with efficient manufacturing best practices.

Solenis reports its greenhouse gas (GHG) emissions according to the Greenhouse Gas Protocol as promulgated by the Greenhouse Gas Protocol Initiative. The protocol classifies a company's GHG emissions into three categories or "scopes":

- Scope 1 covers all direct emissions from company-owned or controlled sources, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.
- Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating or cooling energy consumed by the company.
- Scope 3 covers all indirect emissions that occur in the value chain of the reporting company, meaning that the emissions are out of the company's operational control, including both upstream and downstream emissions.

In addition, the GHG Protocol Corporate Standard requires base year emissions to be recalculated if significant acquisitions are made. Given the acquisition and integration of Sigura, we have recalculated our GHG emissions back to our 2018 baseline to include the acquired sites. For consistency, we have applied this approach to all of our environmental metrics.



Greenhouse Gas Emissions (Scopes 1 and 2)

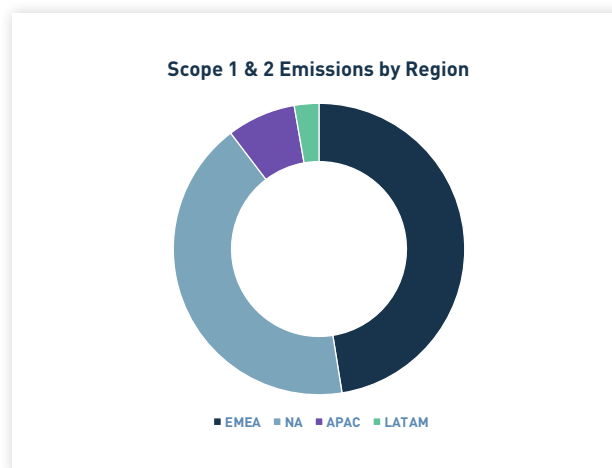
Greenhouse gas emissions (GHG) in our plants are primarily related to fuel and electricity consumption. In 2022, our Scope 1 CO₂ emissions increased by 5% and we decreased our Scope 2 CO₂ emissions by 4%. This was largely due to the improved performance of the combined heat and power plant at the company’s Bradford, U.K., facility. Because the unit was able to generate more power for the plant, Solenis’ Scope 1 emissions increased, but it reduced the need to purchase electricity externally, thus reducing Scope 2 emissions. Excess electricity generated in Bradford was sold back to the national grid.

In total, Scope 1 and Scope 2 CO₂ emissions were essentially flat, with only a slight increase of 0.8% versus 2021. Our CO₂ emissions intensity (metric tons of emissions for every metric ton of product output) increased slightly from 0.20 to 0.21 in 2022 versus 2021. This was due to the increased power generation at the Bradford plant as mentioned earlier, combined with a 3.4% decrease in Solenis’ overall production resulting from leveling of market demand and supply chain issues.

Some of the ways in which our plants are aiding efforts to reduce GHG emissions include steam trap repairs, boiler burner adjustments and replacements, and other process optimization initiatives. Energy-related efforts such as installing LED lighting throughout our manufacturing network, installing new solar panels in Springvale, Australia, and the use of biogas at our Helsingborg, Sweden, facility are all helping control greenhouse gas emissions.

We will continue to invest in new opportunities to improve our energy efficiency and GHG emissions, which are often strongly correlated. Recognizing that a big part of our emissions comes from our power generation plant in Bradford, we have started an upgrade project and are working with the U.K. government to develop a Net-Zero Roadmap for the site. This work is being done as part of the U.K.’s Industry of the Future Programme.

We remain committed to a 20% reduction in our Scope 1 and 2 emissions by 2030 from a 2018 baseline.



Emissions from burning bio-based fuels are excluded from this chart in accordance with the Greenhouse Gas Protocol. Emissions from bio fuels used on the Suffolk, Va., U.S.A. and Helsingborg, Sweden, sites in 2022 were 6,110 metric tons CO₂e.



Greenhouse Gas Emissions (Scope 3)

In 2022, Solenis, with the assistance of expert consultants, undertook a significant effort to compile a comprehensive Scope 3 assessment that was compliant with the GHG Protocol and the Global Reporting Initiative (GRI). Scope 3 emissions are the result of activities from assets not owned or controlled by the company, but that Solenis indirectly affects in its value chain. In order to conduct the assessment, the company formed a cross-functional team and tapped into a variety of internal and external resources. According to the protocol, Scope 3 emissions are split between 15 categories in the value chain. The assessment determined that the following four categories represent 99% of Solenis' Scope 3 emissions:

- Category 1 (Purchased Goods & Services)
- Category 9 (Downstream Transportation and Distribution)
- Category 2 (Capital Goods)
- Category 3 (Fuel and Energy Related Activities)

2022 Scope 3 Emissions (metric tons)

Category	CO ₂ e	Method
Category 1 - Purchased Goods & Services	2,406,964	Hybrid
Category 2 - Capital Goods	30,521	Spend-based
Category 3 - Fuel and Energy Related Activities	67,647	Supplier-specific
Category 4 - Upstream Transportation and Distribution	675	Distance-based
Category 5 - Waste Generated in Operations	12,077	Waste-type
Category 6 - Business Travel	3,342	Primary Data Direct from Egencia
Category 7 - Employee Commuting	7,375	Distance-based
Category 8 - Upstream Leased Assets	7,706	Average-data
Category 9 - Downstream Transportation and Distribution	244,822	Spend-based
Category 10 - Processing of Sold Products	421	Average-data
Category 11 - Use of Sold Products	20	Direct Use Phase Emissions
Category 12 - End-of-life Treatment of Sold Products	3,594	Waste-type
Category 13 - Downstream Leased Assets ¹	0	-
Category 14 - Franchises ²	0	-
Category 15 - Investments	4,353	Project-specific method
TOTAL	2,789,516	

¹Category 13: The company didn't lease any of its assets to other entities in FY2022

²Category 14: The company didn't operate any franchise in FY2022

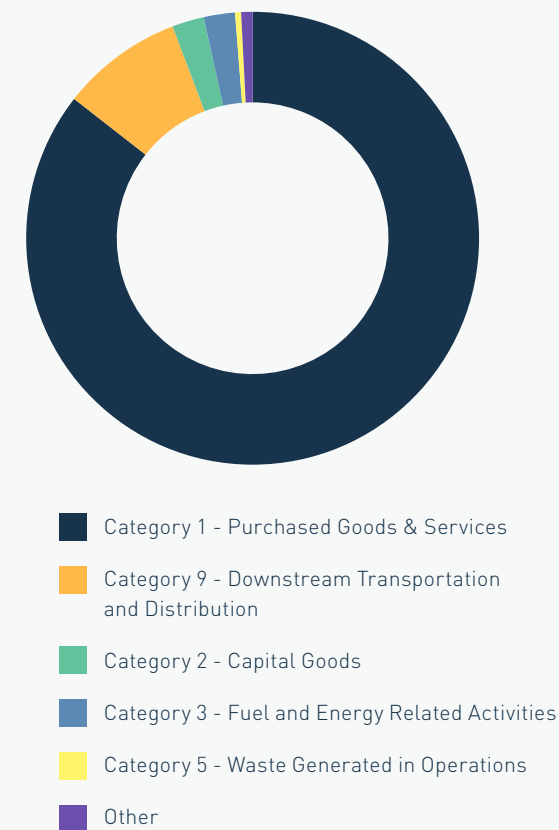


USING A VARIETY OF METHODS TO COLLECT SCOPE 3 DATA

There are several protocol-based methods for calculating emissions within the 15 categories. In general, Solenis used six different methods to calculate its Scope 3 impact:

- Supplier-specific method – collects product-level emissions inventory data from suppliers.
- Hybrid method – uses a combination of supplier-specific activity data (where available) and secondary data to fill the gaps. This method involves:
 - Collecting allocated Scope 1 and Scope 2 emission data from suppliers;
 - Calculating upstream emissions of goods and services from suppliers' activity data on the amount of materials, fuel and electricity used; distance transported; and waste generated; and
 - Using secondary data to calculate upstream emissions wherever supplier-specific data is not available.
- Average-data method – estimates emissions for goods and services by collecting data on the mass (e.g., kilograms or pounds), or other relevant units of goods or services purchased and multiplying by the relevant secondary (e.g., industry average) emission factors (e.g., average emissions per unit of good or service).
- Spend-based method – estimates emissions for goods and services by collecting data on the economic value of goods and services purchased and multiplying it by relevant secondary (e.g., industry average) emission factors (e.g., average emissions per monetary value of goods).
- Distance-based method – involves determining the mass, distance, and mode of each shipment, then applying the appropriate mass-distance emission factor for the vehicle used.
- Waste-type-specific method – involves using emission factors for specific waste types and waste treatment methods.

CO₂e Emissions by Category



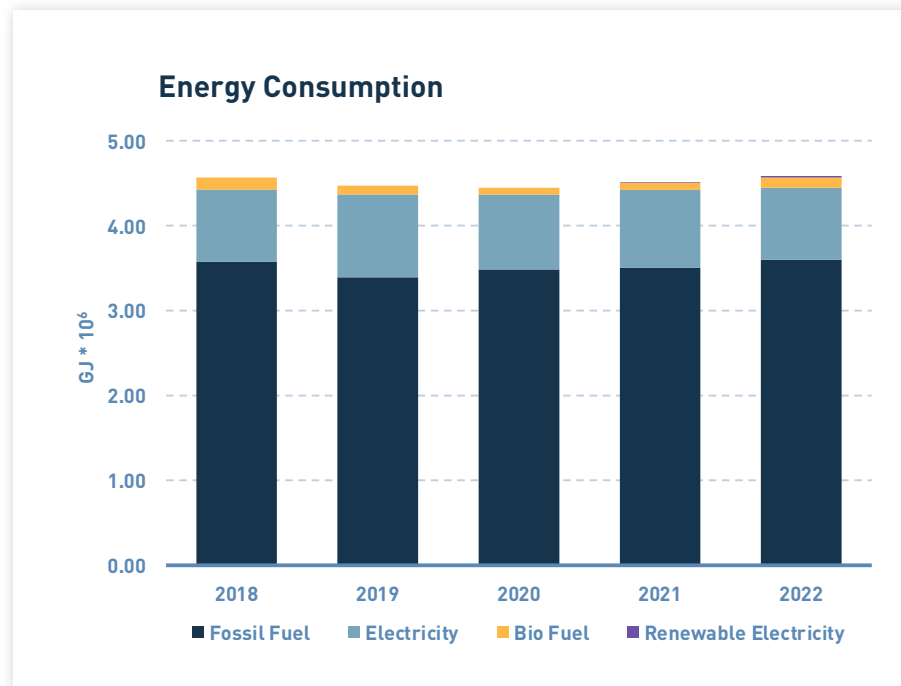


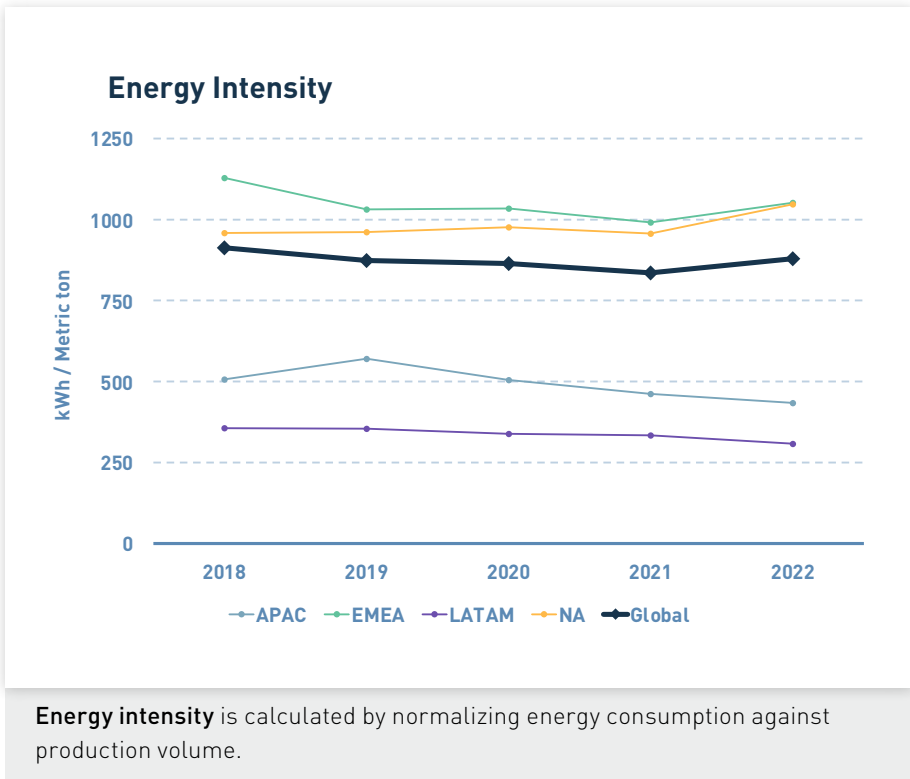
“To truly be a driver of sustainable change in our society, we need to examine, understand and work to reduce our impact in every part of the value chain. While calculating Scope 3 emissions can be an inexact science, it provides us with a roadmap to manage emissions-related risks, determine material categories, optimize reduction opportunities and engage with our suppliers and partners.”

—Marco Van der Wal, Global Strategic Sourcing and Sustainability Leader

Energy Consumption

In 2022, our total energy consumption increased 2% versus the prior year. Our direct energy consumption, which includes, for example, natural gas to fuel our operations, plants and projects, increased 6%. Our indirect energy consumption, which includes purchased electricity and steam, decreased 6%. Again, the performance of the heat and power plant at the company’s Bradford, U.K., facility was a key contributor to this change. Because the unit was able to generate more power for the plant, Solenis’ direct emissions increased, but it reduced the need to purchase electricity externally.





Our energy intensity (gigajoules for every metric ton of product output) increased in 2022 to 3.37 from 3.19 in 2021. The reduction in Solenis' production of 3.4% was a key contributor to this shift. Some of the ways that our plants are working to reduce their energy consumption include optimizing processes and replacing lights with LED lights; incorporating energy efficient motors and power monitors; and replacing old air compressors and boiler burners with higher efficiency models.

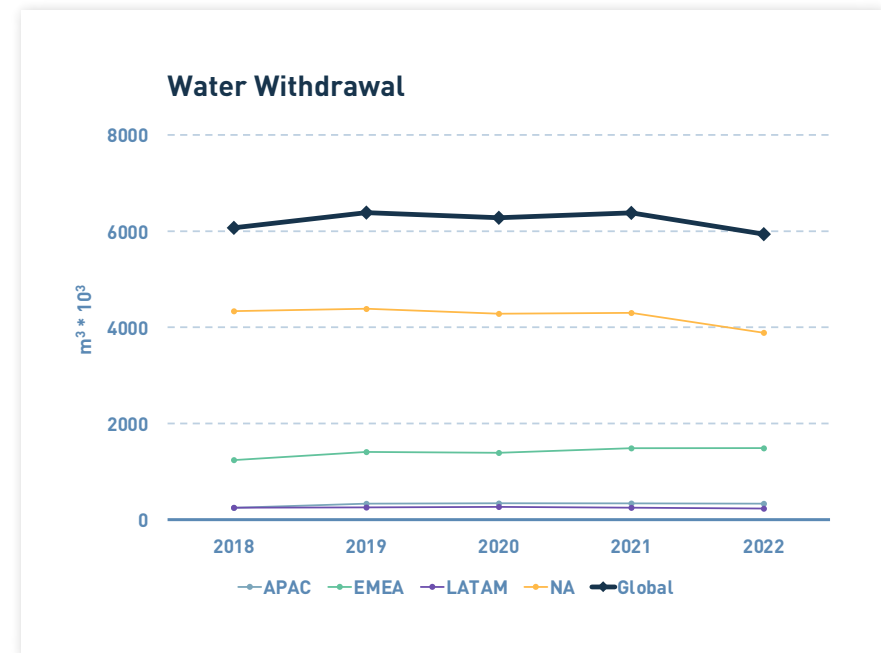




Water Management

At Solenis, water is of critical importance to us. Our purpose and strategic focus as a company is to help our customers conserve water. As a result, we take it equally as seriously in our own operations.

We assess and manage our water risks by reducing our water withdrawal from various sources such as bodies of water, groundwater and wells, and improving our wastewater systems. Our approach includes control measures to monitor and prevent contamination of groundwater; programs to reduce water intake using efficient equipment; reusing or recycling water; and wastewater treatment systems.

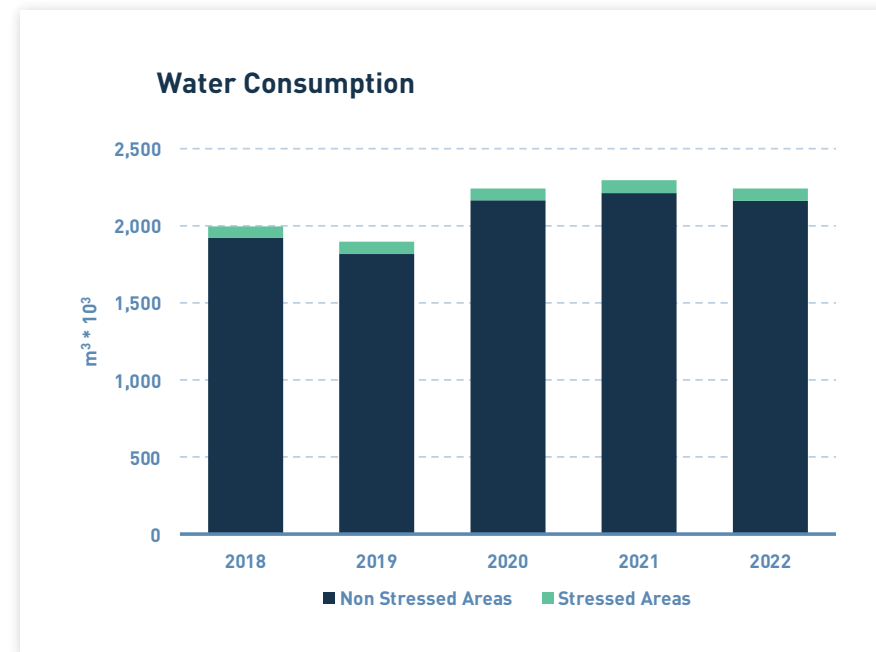
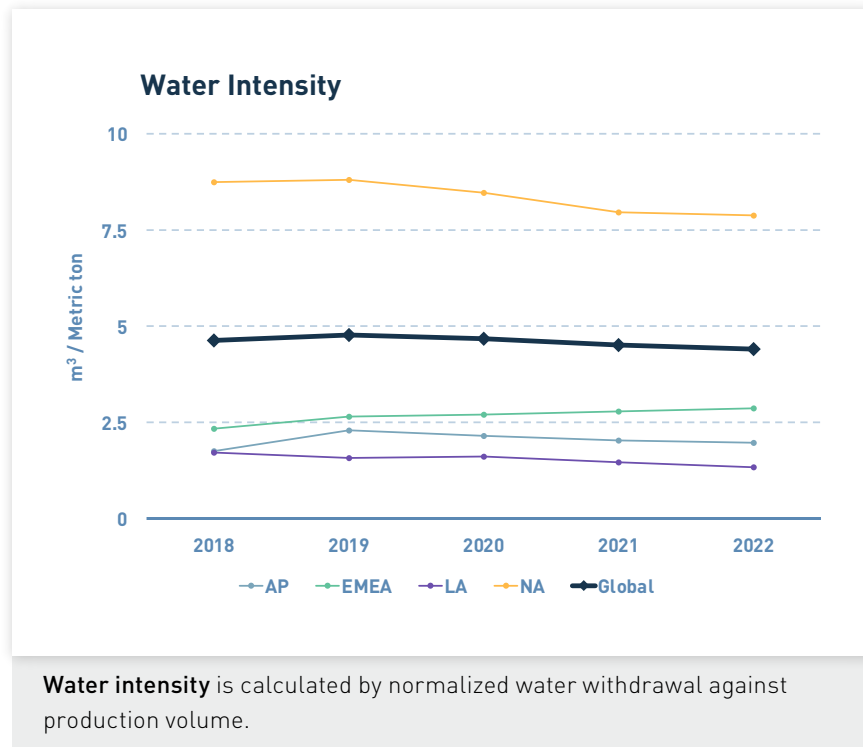




In 2022, Solenis' water withdrawal decreased by 6% versus 2021. As a result, we reduced our water withdrawal intensity (cubic meters per metric ton of product output) from 4.5 in 2021 to 4.4 in 2022. The 3.4% companywide decrease in production contributed to the reduced water usage. In addition, conservation efforts at certain facilities contributed. These included the use of recirculation cooling towers in Tampere, Finland; improvements to the reactor cleaning process in Burlington, Canada; and water reduction campaigns at the Paulinia, Brazil, facility.

Solenis' water consumption decreased 2% in 2022 versus the prior year. However, water consumption measurement is challenging since at many of our manufacturing sites it is not possible to separate stormwater from industrial or process water discharges. To address this challenge, a project team has been established to focus on improving our water management process and implement water saving projects in our North American sites which represent 66% of our total water demand.

Solenis is committed to reducing its water consumption 5% by 2030 with 2018 as the baseline.





Water Stress

Another area which requires a preservation focus relates to water stress, or more simply, areas of the world where ability to meet the human and ecological demand is compromised or threatened. Solenis operates seven sites that are located in areas with high or extremely high water stress as determined by the World Resources Institute's "Aqueduct Water Risk Atlas":

- **Altamira, Mexico.** The site has low water intake volume. This is a water-stressed area due to decreasing rainfall over the past several years.
- **Ankleshwar, India.** The plant is supplied with water from an area that has a low degree of water stress.
- **Greensboro, N.C., U.S.A.** The site is exercising good hose management, and investigating further actions to conserve water.
- **Kempton Park, South Africa.** A newly acquired site, Kempton Park is examining additional water reduction efforts.
- **Mexico City, Mexico.** The site has a low water usage and gets most of its water via tank trucks.
- **Shanghai, China.** Although the area has a high population and water usage, it is classified as a lower risk of water depletion due to its location on the Yangtze River.
- **Toluca, Mexico.** The site has a very low water intake volume.

Solenis continues to monitor its presence in water-stressed areas, and regularly works to minimize its impact in these zones.



Environmental Incident Management & Waste Management

Environmental Incident Management

At Solenis, we comply with applicable environmental regulations. Our operations and plants are governed by our global Responsible Care management system and other processes to reduce our impacts and improve our overall environmental performance. A key focus of these management systems is the reduction of environmental incidents that may arise from chemical releases. In addition, each site has emergency response procedures in place in the event of a chemical release.

In order to measure our performance as it relates to spills, releases, and regulatory breaches, we calculate an Environmental Incident Classification (EIC) score. The EIC metric assigns a score for spills and regulatory issues for Solenis manufacturing sites. Under the metric, a Solenis site receives a score of 1, 3, or 5 for each incident meeting the EIC criteria. Solenis has fine-tuned the scoring, so it measures potential in addition to actual environmental or regulatory impact. The majority of EIC points come from releases that go to on-site engineered containment. These incidents have no direct impact on the environment.

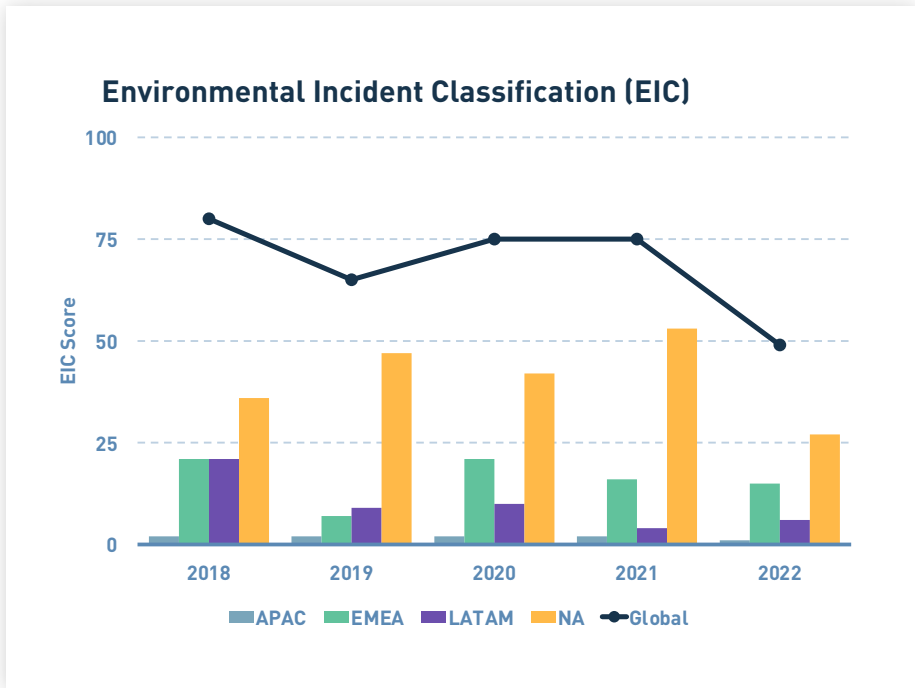
Solenis' target is to reduce our EIC score by at least 10% compared to the previous year. Unfortunately, we did not reach this goal in 2021. The causes for this were limited to a few locations where in 2022, we implemented corrective actions. As a result, in 2022, our EIC score decreased 35%, exceeding our annual goal of a 10% reduction. [Follow this link](#) to understand how EIC is calculated.

PRESERVING THE WORLD'S SPECIES AND MINIMIZING OUR IMPACT ON WATER STRESS

It's important to preserve the biological variety of plant and animal life on earth. As such, Solenis sites are located outside of the world's 36 "biodiversity hotspots" as defined by the Critical Ecosystem Partnership Fund. Our operations are not considered to have an impact on biodiversity, protected areas or endangered species. Some of our sites are located near nature reserves, and as a matter of course, we conduct environmental impact assessments to ensure that our impact is minimized.



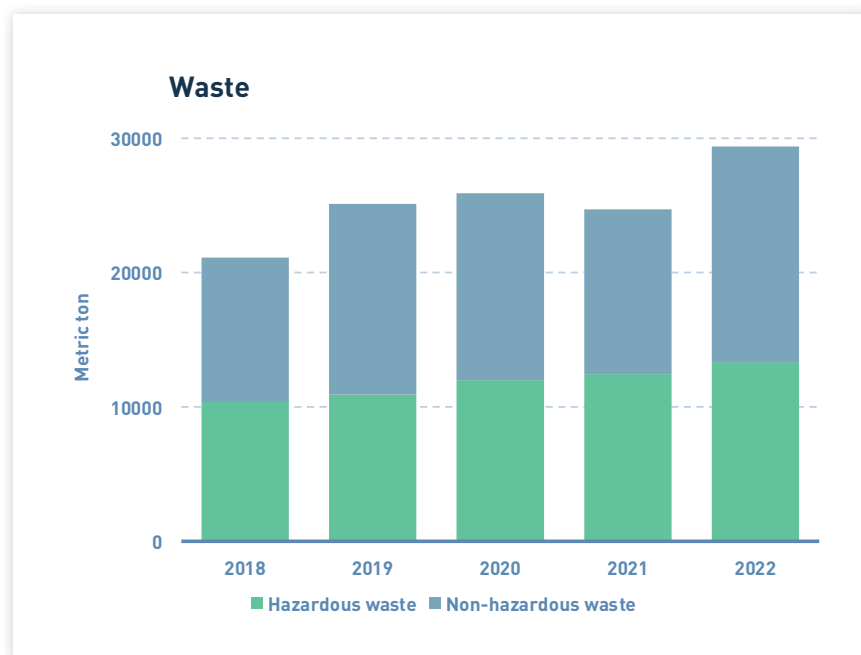
We remain committed to reducing our releases and emissions. All of our manufacturing sites have secondary containment and spill kits in place around units and storage tanks; conduct fugitive odor and emission assessments; and conduct emergency response drills to prevent or manage environmental incidents. Incidents are reviewed by Solenis' supply chain and leadership team and corrective actions are implemented to avoid reoccurrence.





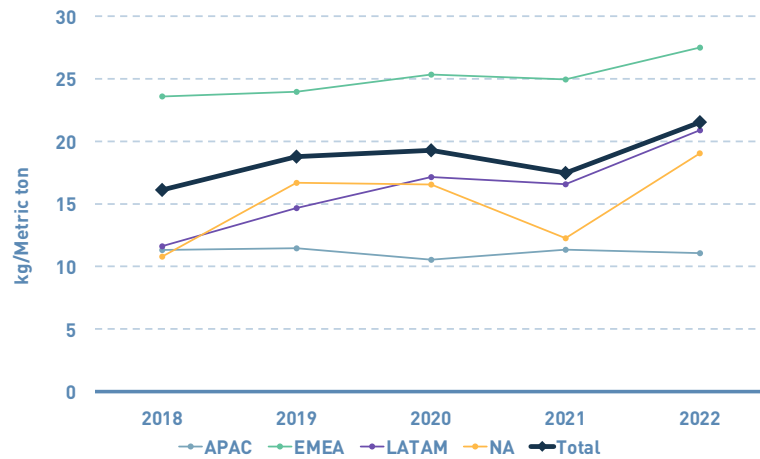
Waste Management

In our manufacturing sites, we have implemented processes to reduce, recycle and reuse materials that potentially can become waste, such as containers, pallets, and solvents. We also aim to minimize the amount of sludge from our wastewater. This reduces disposal volumes and energy needed for transportation. Across all of our sites, we monitor the volume of our waste disposal.



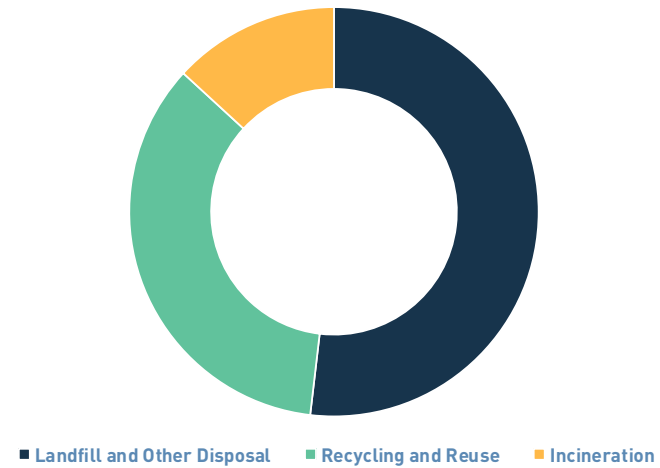


Waste Disposal Normalized



Waste disposal normalization is calculated by generated waste against production volume.

2022 Waste Mix



In 2022, our waste disposal intensity, based on production, increased from 17.5 to 21.5 kg waste per metric ton of product produced. To manage waste effectively, it is important to have accurate data on the type and quantities produced. In 2022, we reviewed our waste streams against the GRI standard and have identified additional streams which resulted in the increase. A recategorization of waste streams prior to 2022 was not done retrospectively. However, the company has made improvements in its waste reduction, which include a water recycling project at its Araraquara, Brazil, facility.



03

OUR APPROACH TO SUSTAINABILITY

Partnerships in Our Value Chain



3

Partnerships in Our Value Chain



In this section:



Engaging With Communities



Responsible Supply Chain Mgmt & Mfg

Given our global reach at Solenis, we recognize our responsibility to employees, customers, suppliers, governments, investors and the local communities of which we are a part.

We are dedicated to responsibly managing relationships with our key stakeholders. An important element of this is collaborating with our suppliers to increase transparency and sustainability in our supply chain and partnering with employees to help address the needs of the communities where we operate.



Responsible Supply Chain Management and Manufacturing

	KPI	Target	2022 Progress
Responsible Operations	<ul style="list-style-type: none"> Operate with zero harm and be fully compliant 	<ul style="list-style-type: none"> All new facilities are 100% certified within a three-year time period. 	<ul style="list-style-type: none"> Nine newly-acquired sites will be certified within the three-year time period.
Procurement	<ul style="list-style-type: none"> Ensure responsible procurement and supplier management 	<ul style="list-style-type: none"> By 2030, increase supplier adherence to Solenis' sustainability requirements >90% 	<ul style="list-style-type: none"> 60% of suppliers by spend accepted Solenis' Supplier Code of Conduct or met alternate criteria. 81% of suppliers by spend accepted Solenis' Sustainable Procurement Policy and Survey or met alternate criteria.

Responsible Manufacturing

Our global supply chain currently consists of 45 Solenis-owned manufacturing facilities and three manufacturing sites operating at customer facilities serving 130 countries across six continents. We are committed to operating in a safe and compliant manner, in line with the principles and ethics of our Responsible Care program. Our manufacturing sites are compliant with regulations and most have the ISO 9001, RC14001, ISO 14001, ISO 45001 and SEDEX standards in place. Going forward, our aim is to ensure that newly acquired manufacturing facilities are 100% certified within three years. In 2022, we procured 0.7 billion kg raw materials, produced 1.3 billion kg of specialty chemicals and sold 2.3 billion kg of specialty chemicals.



Solenis Global Certifications

Region	Manufacturing Site	ISO 9001	RC14001	ISO 14001	ISO 45001	ISO 50001	SEDEX
Asia-Pacific	Ankleshwar, India	✓	✓	✓	✓		✓
	Gimcheon, Korea	✓	✓	✓	✓		✓
	Kwinana, Australia	✓	✓	✓	✓		✓
	Nantou, Taiwan	✓	✓	✓	✓		✓
	Shanghai, China	✓	✓	✓	✓		✓
	Springvale, Australia	✓	✓	✓	✓		✓
	Zhuhai, China	✓	✓	✓	✓		✓
EMEA	Amboise, France ²						
	Bradford & Grimsby, United Kingdom ¹	✓	✓	✓	✓		✓
	Busnago, Italy	✓	✓	✓	✓		✓
	Helsingborg, Sweden	✓	✓	✓	✓		✓
	Istanbul, Turkey ²						
	Kempton Park, South Africa ²	✓					
	Krefeld, Germany	✓	✓	✓	✓	✓	✓
	Perm, Russia	✓					✓
	Bad Sobernheim, Germany	✓	✓	✓	✓	✓	✓
	Somercotes, United Kingdom	✓	✓	✓	✓		✓
	Tampere, Finland	✓	✓	✓	✓		✓
	Tarragona, Spain	✓	✓	✓	✓		✓
	Terrassa, Spain	✓	✓	✓	✓		✓



Region	Manufacturing Site	ISO 9001	RC14001	ISO 14001	ISO 45001	ISO 50001	SEDEX
Latin America	Altamira, Tamaulipas, Mexico	✓	✓	✓	✓		✓
	Americana, São Paulo, Brazil	✓	✓	✓	✓		✓
	Araraquara, São Paulo, Brazil	✓	✓	✓	✓		✓
	Girardota, Antioquia, Colombia	✓	✓	✓	✓		✓
	Igarassu, Pernambuco, Brazil ²						
	Paulínia, São Paulo, Brazil	✓	✓	✓	✓		✓
	Sara, Mexico City, Mexico	✓	✓	✓	✓		✓
	Sorocaba, São Paulo, Brazil ²						
	Toluca, Estado de Mexico, Mexico ²	+	+	+	+		+
North America	Alpharetta, Georgia, United States ²						
	Burlington, Ontario, Canada	✓	✓	✓	✓		✓
	Charleston, Tennessee, United States ²	✓					
	Chicopee, Massachusetts, United States	✓	✓	✓	✓		✓
	Franklin, Virginia, United States	✓	✓	✓	✓		✓
	Greensboro, North Carolina, United States	✓	✓	✓	✓		✓
	Houston, Texas, United States	✓	✓	✓	✓		✓
	Macon, Georgia, United States	✓	✓	✓	✓		✓
	Milwaukee, Wisconsin, United States	✓	✓	✓	✓		✓
	Pasadena, Texas, United States ²	✓					✓
	Portland, Oregon, United States	✓	✓	✓	✓		✓
	Savannah, Georgia, United States	✓	✓	✓	✓		✓
	South Charleston, West Virginia, United States ²						
	Suffolk, Virginia, United States	✓	✓	✓	✓		✓

✓ Certification achieved, certificate is available on solenis.com; + Certification foreseen for 2023

Certification status as of September 30, 2022, excluding the Addyston, Ohio, United States, manufacturing site due to its operational nature

¹Bradford & Grimsby locations are one legal entity and operate under a common management system. They are, however, holding two distinct SEDEX certificates.

²Plants added to the Solenis portfolio and will be added into our certification process in the coming years.



CLIMATE RISKS AND OPPORTUNITIES ASSESSMENT

In 2022, Solenis engaged Marsh Advisory to conduct a climate risk and opportunities analysis. This project evaluated and quantified Solenis' most critical physical and transition risk exposures related to climate change, and weighed them across the range of opportunities that also exist due to climate change.

The analysis looked at the impact of three potential factors related to climate change: 1) the institution of more stringent policies; 2) the reduction of emissions limits; and 3) the increase of global temperatures. The analysis then looked at five risks that were related to these factors, those being physical risk to manufacturing assets and the estimated costs to reinstate those assets, reputation risks, market consumer risks, technology risks and investor sentiment risks.

Reputation and market consumer scenarios present substantial transition growth opportunities. However, the key finding from this analysis was that coastal, riverine and surface water flooding are the key physical risks to Solenis' properties across the world. In addition, technological risk in the form of decarbonization investments is the dominant transition risk.

Solenis is using the analysis to put actions in place to mitigate the risks and to ensure we capitalize on the opportunities.

Working with Diverse and Valued Suppliers

Solenis is committed to establishing a sustainable procurement value chain by aligning with suppliers and business partners who share our commitment to environmental, social and ethical business practices. Currently, we work with more than 1,200 raw material suppliers as well as 6,000 other non-raw material suppliers globally.

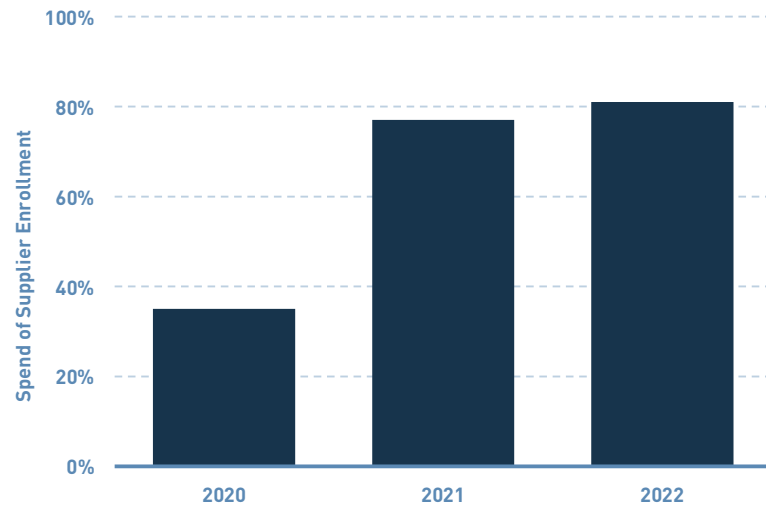
We seek to build long-term relationships with our suppliers in every country in which we operate. Our policies and principles on this matter are set out in our Supplier Diversity policy. We are committed to identifying and partnering with diverse and minority-owned suppliers in our overall sourcing activities and empower them to participate in our competitive bidding process. In 2021, we leveraged a supplier relationship management tool to assist in gathering additional information regarding minority and diverse suppliers. This data will allow us to target and expand our spend with these suppliers. In 2022, our spend with minority suppliers was approximately \$13,500,000 USD.

We require our suppliers, their employees and anyone acting on their behalf to comply with our Supplier Code of Conduct. This code outlines the minimum standards for suppliers and it forms an integral part of all contracts between the supplier and Solenis. Solenis' Supplier Code of Conduct covers legal, social, environmental and ethical topics. We are committed to qualifying and maintaining suppliers whose attributes and behaviors support our Corporate Social Responsibility principles and match our own safety and ethical standards.

In 2021, we implemented a Global Risk Management Solutions (GRMS) platform to improve tracking and compliance of our raw material suppliers. Through the integrated GRMS portal, all suppliers are required to certify against Solenis' Supplier Code of Conduct, or meet alternate criteria which include being a signatory of the UN Global Compact or maintaining similar principles in their own code of conduct. Also, through the GRMS platform, Solenis' suppliers are required to accept and comply with Solenis' Sustainable Procurement of Raw Material Policy and Survey, or meet alternate criteria which includes maintaining an EcoVadis Bronze-level assessment or higher. We increased our enrollment in GRMS (measured by amount of spend) from \$1.4 billion USD, or 77%, in 2021 to \$1.58 billion USD, or 81%, in 2022. This represents the highest level of enrollment Solenis has achieved since implementing the program. Annual renewal is required for all enrolled suppliers and annually we assess suppliers based on their spend and invite new suppliers to enroll in GRMS. In addition, procedures on sustainable procurement are set out in our Sustainable Procurement of Raw Material Policy and Survey.



Raw Material Spend Coverage



We will continue to assess our suppliers' performance and enhance our risk assessment tool to address ethical risks in our direct material supply chain, including but not limited to our raw material suppliers and intermediaries. For suppliers that do not meet our standards, we provide education, create a work plan and hold them accountable to meet our requirements. Ultimately, if they cannot meet our policy or refuse to comply, we will identify and move our business to alternative suppliers.

Greater than 65% by spend of our suppliers' deliveries can be classified as local. Our regions are defined as North America, Latin America, EMEA and Asia Pacific. Deliveries within a region are considered as local.



“At Solenis, we recognize how critical it is to integrate sustainability into every element of our procurement and raw material input processes. While we collaborate with our suppliers, we are also unbending on our Supplier Code of Conduct principles. And, we are continuously working to improve our sourcing processes and performance. Sustainability is in our DNA!”

—Dan Key, Senior Vice President and Chief Operations Officer

	Percentage of new suppliers that were screened using environmental criteria.	Number of suppliers assessed for environmental impacts.	Percentage of new suppliers that were screened using social criteria.	Number of suppliers assessed for social impacts.
2020	NA	NA	NA	NA
2021	34%	513	NA	0
2022	28%	689	NA	56

None of Solenis’ screened suppliers were identified as having significant actual or potential negative environmental impacts, and no significant actual or potential environmental or social impacts were identified in the supply chain. Two suppliers were not compliant with their own sustainability policies and were identified as having a potential negative social impact. Improvements were agreed upon with these two suppliers as a result of the assessment.



New Sourcing Initiatives

In 2022, we implemented a number of initiatives to enhance the sustainable nature of our sourcing activities. Of these, the following were of particular significance:

- Solenis launched a Supplier Relationship Management (SRM) tool that strengthens our partnerships and enables us to build mutually beneficial capabilities with our suppliers. The program includes the development of “playbooks” and “scorecards” for key suppliers; “voice of supplier” surveys to gain input on opportunities to improve; and the collection of supplier sustainability data and information on key achievements and projects.
- Solenis significantly enhanced sustainability training in the sourcing department. Previously, this training was only required of raw material category managers and buyers, with 100% compliance. Now, all employees in sourcing functions are required to participate in sustainability training in order to emphasize the underlying importance of sustainability.
- Solenis’ sourcing team undertook an extensive reevaluation and revision of all sourcing-specific policies to keep current with market trends. The sourcing team partnered with Solenis’ legal group for this activity, which played a key role in enabling Solenis to increase its EcoVadis sustainable procurement score from 50 to 80 points.
- Solenis’ global sourcing team also introduced the Contract Risk Exposure process which helps Solenis understand and identify where sustainability gaps exist with a dedicated questionnaire on the topic. It creates a forum for a plan of action when the contract is ready to be renegotiated. Through this process, we have incorporated sustainability clauses into every one of our contracts signed/extended in 2022 where spend is greater than \$1 million USD.

In 2022, the sourcing team – with assistance from consultants – developed a Scope 3 GHG emissions calculation that encompasses all 15 categories, where applicable (see Pillar Two). This will enable Solenis to have a more comprehensive understanding of its GHG footprint and how to best work to minimize that footprint.





Human Rights in our Supply Chain

Responsible supply chain management is important to our business and we strive to uphold human rights in all activities. We do not tolerate the use of child or forced labor, slavery or human trafficking in any of our facilities or operations. Our principles on these topics are set out in our Child and Forced Labor and Human Trafficking policy. We discontinue business relationships with any individual or company that does not follow the same standards.

As previously mentioned, we require our supply partners to support our Supplier Code of Conduct, which incorporates our commitment to conduct business free of slavery and human trafficking risks. In addition, we comply with the U.K. Modern Slavery Act, a legal requirement that is designed to provide consumers with information regarding manufacturers' efforts to address the issue of slavery and human trafficking.



Engaging with Communities

Solenis has a longstanding history of commitment to the communities where we work and live. When we say we are building a safer, healthier, more sustainable world, we start at home. We focus on three main causes: support for women and girls, environmental stewardship and STEM education (science, technology, engineering and math).

A diverse group of global employee volunteers composes our Corporate Social Responsibility Committee, driving engagement through our "SolenisGives" program. Any employee can use the web-based portal to launch or join charitable activities that align with company or personal priorities. A quarterly challenge brings together employees from around the world in friendly competitions at work and at home to help the planet by conserving our natural resources. Employees initiated 35 events during the year, attracting 243 volunteer participants who devoted 955 hours of personal time to good causes.

Our largest formal corporate commitments are to The Water Project, creating safe and reliable sources of water in sub-Saharan Africa, and to the annual United Way giving campaign in the U.S.A. In 2022, our employees raised nearly \$138,000 for the United Way which was matched 50% by the company. The money supports numerous programs with a worldwide impact and employees can designate their donations to aid organizations in their own hometown. Other activities included feeding the hungry, as Solenis employees in Barcelona and the U.S.A. collected hundreds of pounds of food donations and cash contributions in separate efforts; helping orphans and the sick, when our colleagues in Krefeld, Germany, took part in a run for charity, and supporting personally favorite charities with donations of nearly \$20,000 through "SolenisGives." Individual commitment reflected well on Solenis at the Bradford Chemical Industries Awards when Jackie Casagranda won the Unsung Hero award for her many years of community service work and Jing Zhang picked up the Health Leadership award for work with mental health and management of COVID, including employee engagement.





KINDNESS TEAM EDUCATES GIRLS

Our Global Shared Service group in Hyderabad, India, has a long history of community service. In 2022, it adopted the village of Narkhuda in collaboration with the Lead India Foundation. One of the key activities is an education program for girls to encourage them to build a career. The team also partners with the Ministry of Health and Family Welfare to promote menstrual hygiene education and products to adolescents.

Each manufacturing plant with 10 or more employees develops its own community relations plan to coordinate connections with local governments and emergency response agencies, and to address local needs. The activities included in these plans ranges from practicing crisis situations with fire departments to hosting blood drives to building bird boxes with boys and girls in the Cub Scouts. In Charleston, Tenn., U.S.A., employees joined to donate more than 5,000 pencils to nearby elementary schools. Elsewhere in the U.S.A., donated bottles of surplus hand sanitizer and retired-but-functional laptop computers benefitted thousands of students.

Community relations plans are a core component of our Responsible Care program, reinforcing that we will be a good neighbor, especially in all aspects of our operations. Our largest community activity is Bradford Manufacturing Weeks in the United Kingdom, an initiative that brings manufacturers, schools and young people together to showcase opportunities in manufacturing. Our plant is a key player in the community, offering work experience opportunities for young people, site tours and involvement in the many panel events. Over five years, the initiative has cumulatively brought more than 17,000 manufacturing experiences to the community's students.

What's more, Solenis employees always have been generous in helping people affected by natural disasters and other challenging circumstances. Our employees opened their hearts – and in the case of employees in Poland, their homes – to those affected by the war in Ukraine. Through individual donations to the International Red Cross with a company match, we donated \$33,000 to the war relief effort.

Support for Women and Girls

To support women and girls outside the workplace, employees in the U.S.A. collected business clothing, shoes and handbags for needy women who are trying to start a professional career. In Bradford, U.K., members of Solenis' Women's International Network of Solenis (WINS) group gathered coats, socks and chocolates for donation, and another effort took in contributions of underwear and bras to be given to women's support groups.

On International Women's Day, our team in Bradford was active again, with seven women from the plant participating in a Women in Manufacturing forum at a local school for girls, explaining various apprenticeship and career opportunities.



Environmental Stewardship

Our commitment to caring for the environment starts with supporting customers seeking to attain their own sustainability goals, thereby benefitting their communities, and extends to our direct and indirect efforts in our own communities. During 2022, we received sustainability honors from companies including Marathon Petroleum in the U.S.A., Cascades in Canada, and Klabin, Braskem and Raízen in Brazil.

Locally, Solenis was cited once again in Milwaukee, Wisc., U.S.A., for full compliance with clean-water discharge efforts, helping preserve nearby Lake Michigan and adjoining rivers and streams. Further supporting aquatic resources, employees worldwide participated in our Waterways Cleanup Challenge.

Electronic waste is a growing problem worldwide. Rather than dispose of older laptop computers that were still fine for consumer use, our Information Technology group in Wilmington, Del., U.S.A., did a memory cleanup and they were donated to a United Way charity.

Simple efforts can make a big impact, too. Litter pickups in parks and woodlands in Poland and the United Kingdom produced huge piles of trash and a recycling program in Tarragona, Spain, also raised money to help buy a wheelchair for a boy.

STEM Education

After over two years of closure due to COVID, the Solenis Science Lab in Bradford, U.K., welcomed schoolchildren back in June 2022. Students enjoyed a two-hour session introducing them to Solenis with a hands-on filtration experiment and a bridge-building exercise using plastic blocks. Run by Solenis volunteers, the Science Lab has been in operation since 2010 and during this time has given more than 6,000 young people an opportunity to see science, engineering and manufacturing in action. A few have even come back to work for us!



WATERWAYS CLEANUP CHALLENGE

Our "SolenisGives" charity program conducts a friendly competition each quarter to help improve our communities and the world at large. One of the topics in 2022 was taking care of our water resources. Teams, individuals and families took time to collect trash in lakes, rivers and streams and dispose of it properly, making things better for everyone, including the plants, animals and insects depending on the water.



Water Project

A long relationship with The Water Project is our signature community relations effort. Since 2006, the non-profit, non-governmental organization has been helping communities in sub-Saharan Africa gain access to sanitary water and providing education to establish healthy lifestyles. Frequently these efforts are tied to schools, the center of community life and generator of hope for the future.

We have sponsored five projects to date and in September 2022, the newest – a new borehole well and handpump – became operational at Ekapwonje Primary School in western Kenya. Nearly 700 students and teachers had been depending on small rainwater tanks that only functioned during the rainy season and a frequently contaminated open well.

The deep borehole well taps into a safe, year-round water table and delivery is through a closed, sanitary pumping system. The well is supplemented with new handwashing stations and private, easily cleaned latrines with cement floors. Extensive training on COVID-19, health and hygiene was provided to the students and their families.

Students are kept involved through a health club, overseeing upkeep at the handwashing stations, ensuring fresh water and cleaning agents are available. Importantly, representatives of The Water Project regularly return to all of the communities to ensure the equipment is operating and best hygiene practices are being followed.





04

OUR APPROACH TO SUSTAINABILITY

Governance, Ethics and Compliance

4

Governance, Ethics and Compliance



In this section:



Achieving sustainability improvements begins with ensuring and maintaining operational discipline.

In turn, operational excellence requires governance structures that emphasize accountability, yet reward creativity and innovation. This, combined with a strong and unwavering commitment to values, and robust systems to ensure compliance, creates a foundation upon which all of Solenis' sustainability initiatives are based. In fact, as a result of Solenis' most recent materiality assessment, the "Responsible Business Practices" pillar has been renamed to reflect an enhanced focus and effort on "governance, ethics and compliance."



Corporate & Sustainability Governance

We maintain robust sustainability governance practices to ensure that material topics are managed at the highest level and that we continue to evolve our approach to sustainability.

With Solenis' acquisition by Platinum Equity Advisors, LLC in November 2021, the company implemented a governance structure in alignment to other Platinum portfolio companies. This structure consists of two bodies: the Operating Council and the Executive Committee. These bodies work in close cooperation, partnership and communication with Solenis' Sustainability Task Force Leadership Team. Throughout the governance structure, these leadership teams develop and implement our positions on sustainability and monitor global developments and sustainability trends to ensure that Solenis' efforts remain relevant, competitive and compliant with governmental requirements. In addition, through our governance structure, the company monitors and facilitates progress to ensure consistency with our strategy, goals and reporting standards. Additionally, a core component of our governance framework involves establishing and maintaining relationships with external authorities, government agencies, regulatory bodies, industry representatives, customers, competitors and other external parties while representing and protecting our business interests in the external environment.



OUR VALUES

- **No Compromise** – Always doing the right thing and put safety first.
- **Respect** – Embracing an inclusive culture where every voice is heard and valued.
- **Relationships** – Fostering strong bonds with customers, suppliers and colleagues.
- **Learning** – Always growing, inquiring, developing.
- **Results** – Working together to deliver customer value and company profits.
- **Visionary** – Being the catalyst that improves the world.



STUART A. TAYLOR II, SOLENIS' INDEPENDENT SUSTAINABILITY ADVISOR

As the independent sustainability advisor, Stuart A. Taylor II contributes a valuable outside perspective to help ensure that Solenis' sustainability initiatives are relevant and responsive to prevailing trends and opinions.

"Solenis makes some very unique contributions to solving some of the world's most pressing water conservation challenges," said Taylor. "It's energizing and motivating to be a part of helping to ensure that the company's mission is furthered and that we continue to help our customers achieve their sustainability goals."

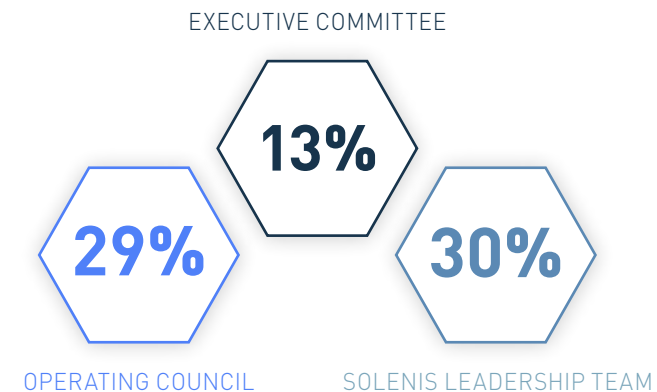
Taylor has been a member of the Solenis Operating Council since October 2020. He is chief executive officer of The Taylor Group, a private equity firm based in Chicago. His focus is on corporate finance and mergers and acquisitions, primarily in the industrial sector. Prior to forming The Taylor Group in 2001, he spent 19 years on Wall Street as a senior investment banker at firms including Morgan Stanley, CIBC World Markets and Bear Stearns. Taylor also serves on the boards of Ball Corporation, Hillenbrand Inc. and Wabash National Corp. He holds a bachelor's degree from Yale University and a master's in business administration with a concentration in finance from Harvard University.

Operating Council

The highest governing body at Solenis is the Operating Council. This group of seven people provides business strategy and operations oversight and measures the company's progress towards its stated goals against our Key Performance Indicators (KPIs) and targets. The body consists of Platinum's Chief Financial Officer (who is a permanent member of all of Platinum's portfolio companies); four other Platinum representatives who are selected by Platinum's senior managers; Solenis' CEO; and one independent advisor, who is the only member who is compensated for his participation. A managing partner of operations chairs the Operating Council.

There are three key working groups within the Operating Council: Audit; Compensation; and Sustainability. The Sustainability Working Group works closely with the Operating Council's independent advisor. Solenis' Chief Sustainability Officer provides two updates per year to the Operating Council and meets bi-monthly with Solenis' independent sustainability advisor to review strategy and execution of sustainability initiatives.

Gender and Racial/Ethnic Diversity





Governance Roles and Responsibilities around Sustainability

Operating Council	<ul style="list-style-type: none"> • Directs Solenis' business strategy and oversight • Sets sustainability priorities and monitors progress • Provides final review of annual sustainability results
Executive Committee	<ul style="list-style-type: none"> • Manages and leads Solenis' day-to-day business operations • Reviews and approves the sustainability strategy and goals • Reviews and approves materiality matrix • Builds company commitment to ESG and sustainability culture • Ensures that company leadership is accountable for sustainability goals and progress
Solenis Leadership Team	<ul style="list-style-type: none"> • Leads strategic planning process • Reviews key initiatives supporting strategic goals • Reviews and updates annual operating plan • Reviews and approves corporate development efforts
Sustainability Task Force Leadership Team	<ul style="list-style-type: none"> • Develops sustainability strategy • Responsible for global ESG goal setting • Drives company culture and education around ESG • Ensures ongoing data gathering and review • Provides regular updates to Operating Council and Executive Committee on progress
Sustainability Task Force	<ul style="list-style-type: none"> • Manages efforts to achieve goals in each of the four sustainability pillars • Updates materiality matrix on regular basis • Oversees the efforts of cross-functional workstreams • Identifies and recommends partnerships and certifications • Defines and executes internal and external communication • Develops educational programming for Solenis employees





Executive Committee

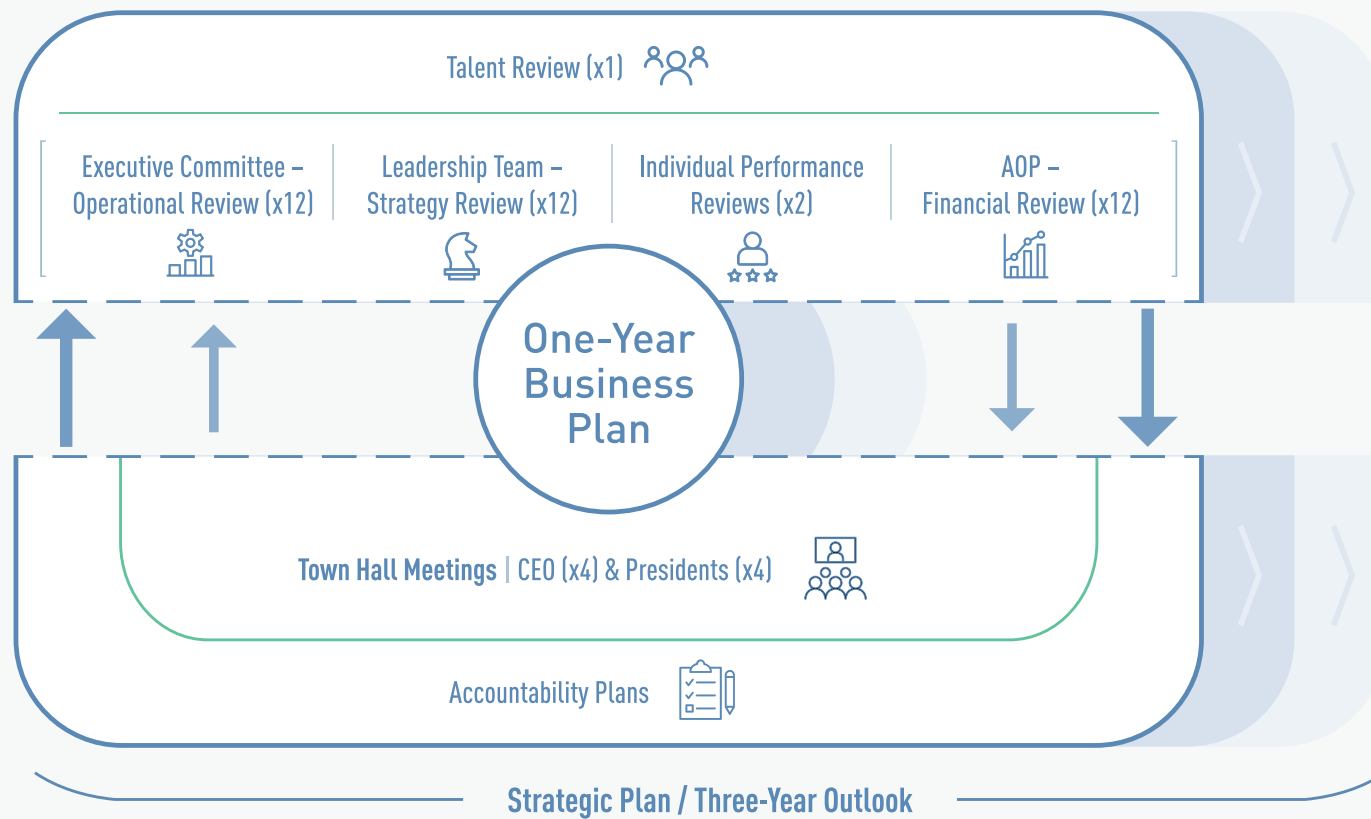
The Solenis Executive Committee is led by Solenis' CEO and is charged with development and continuous review of the company's strategy, business execution and results, and is responsible for the day-to-day management and operations of the company. The committee also is responsible for updating and maintaining the company's purpose, vision, mission, values and beliefs statements, and has primary responsibility for the development of corporate policies and procedures. Various members of the Executive Committee have responsibility for designated KPIs and objectives, including those relating to the company's sustainability strategy. The committee meets several times per month in addition to convening a monthly leadership accountability status-check meeting with a larger group of company leaders, called the Solenis Leadership Team. The Executive Committee reports formally to the Operating Council four times a year, and provides management and operations updates at least monthly.





Solenis Management Systems and Operating Rhythm

Our three-year strategic plan is updated annually driving the Annual Operating Plan (AOP). Strategic, operational and financial reviews are held monthly with strong focus on achievement of targets and monitoring KPIs, the results of which cascade to every employee as evidenced by our employee performance accountability structure, referred to as our Performance, Development & Review process. Communication from executive leadership to employees occurs at least eight times per year through various internal shared media channels such as town hall broadcasts.





Sustainability Task Force

Solenis' Sustainability Task Force is led by the Chief Sustainability Officer (CSO) along with four other executives from other functions within the company. This leadership team meets weekly to manage long-term planning and set workstream agendas. The CSO has the primary responsibility for ensuring that the relevant processes and initiatives are aligned with the company's sustainability strategy. The full task force is comprised of 24 people who represent the various businesses, functions and locations throughout Solenis and meets on a bi-weekly basis. The Sustainability Task Force has the primary responsibility for overseeing the work associated with the four sustainability pillars, and acts as a resource to obtain the necessary support to drive improvement. The task force also coordinates work on key cross-functional initiatives aimed at improving Solenis' sustainability profile across the corporation.

CROSS-FUNCTIONAL WORKSTREAM	FUNCTIONAL RESPONSIBILITY
Product Stewardship	Product Management
Water-related Risks	Supply Chain
Operational Eco-efficiency	Supply Chain
Climate Strategy	Sustainability Leadership Team
GHG Scope 3	Sourcing
Voice of Customer	Commercial Team
Talent Attraction & Retention	Human Resources
Human Capital Development	Human Resources
Diversity, Equity and Inclusion	Human Resources



Business Ethics & Compliance

We focus on operating with the highest ethical standards in all aspects of our business and protecting the rights and interests of all our stakeholders, individually and collectively.

We conduct our business in strict compliance with the laws that apply to Solenis globally and in accordance with our Global Standards of Business Conduct (the Code) and supporting policies. The Code sets expectations for Solenis employees as well as outside third parties for interactions with each other, customers, vendors and other individuals or entities in the communities in which we do business.

The Code underpins our Deliberate EthicsSM Culture – a focused approach of doing business consistent with our core values across all our operations around the world, without exception. Deliberate Ethics Culture is a shared mindset of being intentional about driving and maintaining a high-performance culture while keeping our core values and the Code top-of-mind.

With a risk-based approach to compliance, we have tailored our compliance program to fit the unique circumstances of our company. Our Office of Ethics and Compliance (OEC) managed by our Legal department regularly reviews and improves the compliance infrastructure to be consistent with the applicable government guidelines and international compliance best practices.

In the event we become aware of allegations or concerns of potential or actual violations of law, the Code or the policies, the OEC will investigate the matter and, where appropriate, take disciplinary action and implement corrective measures to prevent future violations.





Global Standards of Business Conduct: the Code

Our Code is available in 16 languages, subject to periodic updates, and all employees are required to comply with the Code and other company policies. Each year, Solenis employees are asked to certify compliance with the Code and report any known violations of the Code or company policies, including any actual or potential conflicts of interest. In 2022, the total certification completion rate was 95%. The completion rate has increased year-over-year, which is significant given the acquisition-related employment increase. The OEC actively follows up on all outstanding certifications, and continuously looks for opportunities to further improve the process.

In addition, business associates, such as agents, distributors or other third-party representatives, acting on behalf of Solenis in any country, are expected to confirm their commitment to the compliance principles found in the Code.

The company's senior management provides executive oversight and direction over the implementation and enforcement of the Code across all company operations. The management reviews and endorses activities including training and education, completion of compliance assessments and audits, and drives personal accountability through communication and awareness initiatives.



Supporting Policies

The policies, which support the Code, also apply to all employees at Solenis and, where applicable, to third parties that operate on behalf of Solenis. These policies cover a range of activities and business operations and form the foundation of how we operate and drive sustainability on a daily basis. Some of these policies include, but are not limited to:

KEY POLICIES	POLICY OWNER	RELEVANT SUSTAINABILITY PILLAR
Anti- Corruption policy	Legal	Governance, Ethics and Compliance
Anti- Harassment policy	Legal, Human Resources	Governance, Ethics and Compliance
Antitrust and Competition Law policy	Legal	Governance, Ethics and Compliance
Conflicts of Interest policy	Legal	Governance, Ethics and Compliance
Data Protection policy	Legal	Governance, Ethics and Compliance
Human Rights policy	Human Resources, Sourcing	Well-being, Health & Safety of Our People
Reporting policy	Legal	Governance, Ethics and Compliance
Third-party Due Diligence policy	Legal	Governance, Ethics and Compliance
Third-party Gifts policy	Legal	Governance, Ethics and Compliance
Supplier Code of Conduct	Sourcing	Partnerships in our Value Chain
Responsible Care® Policy	Environmental, Health & Safety	Protecting our Planet, Health & Safety of Our People





Compliance Training

Solenis provides employees at all levels of the company with the support they need to make ethical choices through a variety of training and communication programs and modules, designed to reinforce our Deliberate Ethics Culture. Our objective is to make sure all employees understand the Code and the policies, comply with the law and know the standards of behavior expected from them.

Solenis' Annual Training and Communication Plan sets out mandatory training requirements for all employees globally on key compliance topics, including the key topics covered under the code, anti-corruption and anti-harassment. We provide additional tailored trainings to employees in various functions, based on risk assessments or operational needs, including competition and trade sanctions compliance training.

Share Your Concern platform

We encourage our employees to ask questions and raise concerns about any potential breaches of the Code, other policies and violations of the law including those related to conflicts of interests, bribery and corruption, competition law, fraud, financial crime, harassment and discrimination, protection of personal data, rights and protection of individuals or serious environmental damage. We make sure that they are aware of all the reporting tools available for that purpose. Employees have easy access to our "Share Your Concern" platform via our intranet, where they can submit an anonymous written report or find phone connections to make a verbal report. The hotline is available 24 hours a day, seven days a week with translation services available for callers who do not speak English. The "Share Your Concern" platform also allows employees to ask any compliance-related questions. In addition, employees are encouraged to speak with their line managers, contact an HR representative or reach out to the Office of Ethics and Compliance or the Legal function with any questions or concerns. Our Reporting Policy and Investigations Policy provide a framework with a view toward ensuring that no adverse actions are taken against any employee who, in good faith, reports a concern or initiates a complaint.



Risk Assessments

Solenis' Office of Ethics and Compliance monitors compliance and collects risk-related data through various sources, including Code certifications and internal investigations. The risk data is processed within the scope of the company-wide Enterprise Risk Management process. Risk assessments continuously inform the revisions of Solenis' policies, processes, training and communication programs.

Our Approach to Tax

As a multinational company, Solenis is subject to taxation in each country in which we operate. We seek to minimize our tax risk and prevent unnecessary tax disputes by complying with our Global Tax Strategy. More specifically, we do this by adopting clear technical tax positions, consulting with outside CPA and law firms, and establishing and maintaining open and constructive relationships with tax authorities. In addition, we monitor changes in relevant tax law and practice and undertake regular training if necessary.

The Vice President of Tax and the CFO meet regularly to review current tax initiatives. All significant, non-routine tax transactions are approved first by the CFO and then by the CEO before being presented to the Solenis Board of Directors or appropriate sub-committee. The board plays a key role in overseeing management of our risks and to ensure our risk management policies are consistent with our corporate strategy. Solenis complies with all tax laws, regulations and disclosure requirements in all countries in which we operate. We submit all tax returns by their due dates with supporting documentation if necessary, and stay abreast of all changes in tax law and practice. To ensure continued compliance, we engage in regular training on any consequences of changes in tax law/practice.

Political Contributions

Solenis does not make any political contributions.





Marketing and Labeling Compliance

As a Responsible Care® company, Solenis has a longstanding commitment to product stewardship and the practice of making health, safety and environmental information readily available to those who need it. Our Product Regulatory, Safety and Stewardship team produces the necessary documentation and petitions and subsequent notifications for a wide range of compliances, including:

- U.S. Food and Drug Administration (FDA) regulations
- German Federal Application Institute for Risk Assessment (BfR) recommendations
- Chinese GB regulation framework
- European Union Ecolabel; Blue Angel (Germany) Ecolabel or the Nordic Swan Ecolabel (Nordic countries)
- National Sanitation Foundation (U.S.A.), Kiwa (the Netherlands), EN (France) standards for drinking water
- U.S.A., European Union and other local biocidal regulations

The portfolio of compliances also covers dietary certifications, such as kosher and halal.

Solenis' product safety assessments are supported by internal toxicology specialists. With specialists located in every region of the world, close contact and communications is possible with our customers and with regional regulatory stakeholders, including authorities, customer organizations and non-governmental organizations (NGOs). Solenis classifies its products according to the United Nations' Globally Harmonized System of Classification and Labeling of Chemicals (GHS) worldwide. Even when GHS methodology has not yet been implemented in the country legislation, Solenis aligns and uses this classification methodology globally on all its Safety Data Sheets (SDS) and product (handling) labels. Our SDS are provided directly to customers in the official language(s) of the country. We have the capability of using labels in 36 different languages, including traditional Chinese, Japanese, and Russian and have specific SDS templates for 58 countries.

In 2021, Solenis successfully integrated customer support around regulatory and product stewardship in our sales management tools. This provides the necessary streamlined process to make sure all requests are answered in a timely manner. In 2022 we managed just over 9600 requests.

To ensure compliance with regulations, marketing communications materials (print and electronic) are reviewed by the Legal, Technology and Product Stewardship departments and approved prior to publication.



Data Protection Governance

At Solenis, we view privacy as a basic human right, and we take the protection of personal data very seriously.

We treat personal data confidentially, collect it and use it in accordance with applicable laws and regulations. This not only applies to employees' data, but also data of our customers, suppliers, business partners and other individuals with whom we work.

We have effective policies and procedures in place securing lawfulness, fairness, transparency, integrity and confidentiality of personal data entrusted to Solenis. Solenis' global data privacy approach is based on the European Union General Data Protection Regulation (EU GDPR), but we also take steps to meet local data privacy requirements where these are stricter than our global standards or impose additional requirements. We regularly monitor jurisdictions across the globe, which are enacting new laws and introducing new regulations to protect the data privacy and adjust our approach accordingly.

The collection, use, retention, safeguarding and disclosure of personal data is regulated in our Privacy Statement, Data Protection Policy, Fair Processing Notice and Data Subject Rights Guidelines. We ensure data privacy, including personal integrity through implementation of our Data Protection Impact Assessment Process Guidelines and Data Breach Notification Policy. Should a data security incident occur, we assess the resulting risks to individuals and take action as appropriate. Our Privacy Statement is available on Solenis' website. Our policies and guidelines have been communicated and distributed to our employees as a part of our global data privacy rollout implementation program.

Solenis' Office of Data Privacy (ODP) ensures that Solenis handles personal data of employees, customers, providers or any other individuals in a secure and compliant way by monitoring and interpreting applicable regulations; increasing data privacy awareness; and employing leading edge detection and correction technology. In 2022, we did not receive any administrative fines or complaints about personal data management.





Data Privacy Awareness

At Solenis, we educate employees about their role in building privacy into day-to-day activities. This is especially important as the digital world becomes more and more driven by remote work. All our employees having permanent or regular access to personal data are required to complete annual data protection training and participate in various data privacy awareness sessions, which are held regularly at individual units throughout Solenis. In addition, we have developed quarterly digital security awareness training. New content is added every three months and is assigned as mandatory training to employees and contractors with a Solenis account.

In 2022, we celebrated Data Privacy Week, which is an international effort to create awareness about data privacy. We have also increased awareness of cyber-threats through various methods including global emails, announcements, phishing simulations, and phishing-specific training.

Technological Safeguards

At Solenis, we use a combination of operational and technological safeguards to ensure that we have the correct information structure to protect our operations and the reliability and confidentiality of business and individual data. These include:

- The latest cybersecurity prevention and detection techniques with a globally distributed team of highly skilled experts.
- An evolving security model that helps us understand and respond to the ever-changing threat landscape.
- Focusing on the digital assets of our partners as much as our own.
- Auditing and programmatically responding to identified vulnerabilities.

Internal and external information technology assessments are conducted multiple times per year by industry recognized third parties. All identified risks are reported to our Operating Council, quickly remediated, and retested. Solenis is aligned with the ISO 27001 standard and has designated the ISO 27001 certification as an objective for 2023. In addition, Solenis information security and technology assessments are carried out multiple times per year by industry recognized third parties.

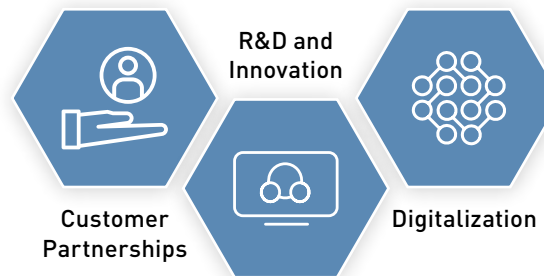


Impact Through Our Customers

Impact Through Our Customers



In this section:



At Solenis, our focus is on providing solutions and services that allow our customers to reduce their carbon “footprint” and achieve their sustainability goals.

We call it our “handprint,” and these efforts present not only an opportunity to grow our business by engaging with our customers in water-intensive industries to develop innovative and sustainable solutions, but in so doing they enable us to make an impact on the world’s sustainability through our customers.



KPI	Target	2022 Progress
Customers <ul style="list-style-type: none"> Drive value for our customers 	<ul style="list-style-type: none"> Deliver 5% return on investment for every customer year over year By 2030, 90% of revenue generation will result from supporting customers' sustainability goals 	<ul style="list-style-type: none"> Met goal: documented \$179 million. 83% of revenues supported customers' sustainability goals
Planet & Climate <ul style="list-style-type: none"> Enable our customers to manage resources and manufacturing processes more effectively 	<ul style="list-style-type: none"> By 2025, 30% of our innovation programs will be focused on reducing our products' carbon footprint 	<ul style="list-style-type: none"> 15% of innovation programs drive reduced carbon footprint of our products
Circularity <ul style="list-style-type: none"> Support circular economy principles in our sustainability focus 	<ul style="list-style-type: none"> By 2025, 90% of innovation programs will have a sustainability / circularity focus 	<ul style="list-style-type: none"> 86% of innovation programs in pipeline with sustainability / circularity focus





Our unique combination of the right people, with the right experience using the right technology, serves our customers by addressing their most demanding challenges with innovative solutions. By 2030, we aim to generate 90% of our revenue by supporting our customers' sustainability goals with our products and processes.

1. Right people

We have built a diverse team of 1,900 engineers and service technicians, supporting customer sites daily. These experts deliver superior value by providing solutions to challenges and identifying opportunities to manage natural resources such as water, energy and /or fiber as well as minimizing waste and greenhouse gas emissions and improving customers' ability to design and manufacture their products in a more environmentally responsible way.

2. Right experience

Developing and maintaining the best problem-solving team in the industry requires continuous focus on attracting and retaining talented individuals and ongoing training. Every Solenis employee is required to commit 5% of their time to training and development annually in order to continuously upgrade their skills.

3. Right technology

Our world-renowned R&D team of more than 260 scientists and researchers delivers innovative and sustainable solutions that enable our customers to conserve natural resources and minimize waste in their operations.



Customer Partnerships

ValueAdvantageSM Partner Program

The ValueAdvantageSM partner program is Solenis' value delivery program for our Consumer Solutions and Industrial Solutions customers. It enables Solenis to quantify the carbon "handprint" of projects conducted with our customers, documenting sustainability savings at the project level. The program was developed to identify, document and measure the value we bring to our customers' businesses with our chemistry, support, service and expertise. Much of the value we create for customers is driven by our ability to help them reach their sustainability goals, such as minimizing water and energy usage, reducing their carbon footprint and limiting waste. In 2022, we achieved \$179 million of value for our customers globally. The internal Solenis ValueAdvantage database contains hundreds of improvement projects which are searchable by industry and application providing our global salesforce with a comprehensive pipeline of best practices. This approach accelerates the learning curve for new Solenis representatives as the process for each project is clearly outlined and contains real world examples.

Value calculators have been developed and are continuously updated to enable consistent and uniform tracking of the sustainability impact at our customer sites to ensure that we are delivering the value we promise. The program also serves as a useful tool to identify initiatives that are sustainability successes and help our customers to identify additional opportunities to reduce their environmental footprint.

The ValueAdvantage program pursues two key objectives. The first is to provide a 5% return on investment for every eligible customer and the second is that every salesperson should have at least one ValueAdvantage project with a sustainability component documented using a sustainability calculator. This will allow Solenis to provide verifiable improvements in areas such as CO₂ emissions, energy and water reduction at our customers' sites.





Real World Results

A paper packaging operation used Solenis' Xelorex™ dry strength program resulting in fiber savings of 97 metric tons/day and cost savings of \$1.39 million USD /year.

Results:

Environmental: 28,414 metric tons CO₂ eq / year reduction



CO₂ savings is equal to emissions from 6,179 cars driven for one year!

U.S. EPA greenhouse gas calculator

A boiler water condensate treatment program reduces energy use at a food ingredient manufacturer.

Results:

Environmental: 477 metric tons CO₂ / year reduction



Energy savings equivalent to 19,478 propane cylinders used for home barbecues!

U.S. EPA greenhouse gas calculator

Residential pools use HTH Calcium Hypochlorite to shock-treat weekly rather than alternative shock products, which reduces the buildup of cyanuric acid (CYA) and avoids the need to partially drain and refill the pool to lower CYA back to recommended levels.

Results:

For every lb. of HTH Calcium Hypochlorite shock used rather than an alternative shock product, up to 600 gallons of water can be saved



Potential water savings of 25 billion gallons / year globally.

A petrochemical plant used Solenis' Enviroplus™ corrosion and deposit inhibitors to improve system cleanliness and optimized water utilization.

Results:

Water savings: 18,000 m³ / year



Equals 3,420 bathtubs in water savings! (@190 liters per tub)

Mining operations in Latin America switched to alternative polymer program for water treatment.

Results:

Water savings: 48.7 m³ / year



Nearly 30 people using a dishwasher per year (@ 1.64 m³ used per year/ person for the dishwasher)



Voice of the Customer (VOC) - Consumer Solutions & Industrial Solutions

Completing the feedback loop and listening to our customers through VOC research enables Solenis to identify gaps in service and develop clarity on areas of strength. Our North American Corporate Development team has a robust qualitative methodology that has provided an excellent channel for two-way communication with our key accounts for many years. The program also includes an automated VOC tool that provides a feedback mechanism for all of our customers in every region. This tool can be initiated by the salesperson and is offered in 18 languages.

Data can be viewed via custom built dashboards by various levels of management and allows for thousands of components of customer feedback. In 2022, we had a 52% completion rate for surveys sent with an average score (1-5 scale) of 4.19.

Voice of the Customer (VOC) - Pool Solutions

The Pool Solutions business, following the CPG (consumer packaged goods) industry best practices, has a disciplined process for identifying needs gaps through direct consumer surveys, interviews, and shopper intercept studies. In 2021, we conducted multiple consumer surveys (including segmentation and usage and attitude studies) as well as customer specific (Ace, Costco, among others) shopper studies. These studies help us ensure our new solutions are focused on delivering best value to solve the most pressing consumer issues. In addition to consumer and shopper research, we conduct a bi-annual Net Promoter Score study with our dealer channel customers.

In our 2022 Net Promoter Score study, we asked our professional pool and spa dealer customers in the U.S.A. market to rate Solenis versus our competition. The results were as follows: Solenis gained 7 points (+30%) in NPS from 24 in 2020 to 31 in 2022, and 'overall satisfaction' and 'likelihood to remain a Solenis customer' remained constant across both time periods (67% and 78% respectively).

Key challenges to address going forward include supply availability, customer service and shipping performance. However, all of these were due to the unprecedented demand growth and supply constraints resulting from a combination of the COVID-19 pandemic stay-at-home impact as well as a major competitive source of supply coming off-line due to a catastrophic fire event. Our next Net Promoter Score study is planned for Spring 2023.





Solenis Sustainability Award

Solenis' Sustainability Award is presented annually for verifiable customer projects that have, over the previous 12 months, delivered measurable results against our sustainability commitments. The award is a celebration of our partnerships with our customers and forms a key part of our sustainability strategy. It is through these ongoing partnerships that we help customers drive sustainability while improving operational efficiency and productivity.

A Sustainability Award committee oversees the identification of suitable projects or achievements. Possible project candidates are identified through a nomination process and verified through the ValueAdvantageSM database. All winning projects or initiatives need to demonstrate measurable value, must have utilized a sustainability calculator and need to have a clear sustainability component aligned to our sustainability commitments.

CUSTOMER	OVERVIEW	RESULTS
Wengfu Group Guizhou Site, China	Zalta™ antiscalant program for purified phosphoric acid production. Value realized in extended production cycle time, improved productivity (> 30%) and purified phosphoric acid productivity improvement valued at \$27 million USD/year. including reduced energy use (steam usage).	Water savings: 27,924 m ³ /year Environmental: 3,003 ton CO ₂ / year reduction
Armstrong World Industries, Inc. Marietta, Pa., U.S.A.	Zenix™ scale control program reduced scale in vacuum pumps, leading to a reduction in downtime (>93%), program costs (>55%), acid cleanings and maintenance.	Environmental: 42 ton CO ₂ / year reduction



R&D and Innovation

Solenis' innovations are focused on helping our customers in their sustainability journeys by reducing the consumption of water, energy and other resources in their processes.

Solenis is recognized globally for our legacy of technology innovation. We invest in developing new chemistries to improve customers' products and processes, as well as developing technical solutions that enhance monitoring and optimizing the feeding of our specialty chemicals.

Solenis is targeting an investment of approximately 1.5% of total revenue in technology and development. Our global research and development team consists of approximately 260 employees, including approximately 70 experts with doctoral or master's degrees in a variety of fields. At their disposal is a vast selection of comprehensive paper-testing and water analysis equipment and innovative process-simulation instrumentation.

Our research facilities enable Solenis scientists to identify and analyze customer problems and rapidly select the best product or program to address them. As a gauge of our impact on the marketplace, Solenis holds approximately 2,000 patents including patents for chemicals, equipment and process technologies that have transformed key business practices in a variety of industries.





SOLENIS COEs AIM TO DRIVE FURTHER INNOVATION

In 2022, to strengthen the collaboration with our customers and to address the growing need for sustainable packaging solutions in the food and beverage market, our focus has been to launch Centers of Excellence (COEs) for packaging in Europe and North America supplemented by a virtual COE. We have now opened the European center, as well as the virtual COE, and continue to plan for a North America addition in 2024 when we open our new R&D center in Wilmington, Del., U.S.A.

More than two-thirds of the company's technology focus is on developing new products, including short-term opportunities to generate product reformulations, as well as longer-term technology development with a focus on emerging trends that affect the global economy. New product concepts are continuously generated, refreshed and prioritized via continuous meetings with an array of customers employing in part a formal New Product Blueprinting process; and with our sales and applications teams that have an in-depth working knowledge of our customers' operations. Once initiated, new product development is managed with a rigorous stage-gate innovation process that incorporates project checkpoints and cross-functional alignment from ideation to commercialization. The goal of this new product development effort is to consistently generate at least one-fourth of the company's revenues from products that are less than five years old, with 15% of all revenue being designated as New-to-the-World (NTW) innovation by 2025. We are confident that our approved business plan and project pipeline will ensure that we hit this target. In 2022, we increased the NTW component of our revenues from nearly 10% to 11.7%. In addition, almost 15% of our total 2022 revenue growth came from NTW products and processes.

This past year, members of the Global Marketing and Research team concluded a number of interviews with hydrocarbon and chemical processing (HPI/CPI) companies utilizing The AIM Institute® New Product Blueprinting process. Initially, discovery interviews were conducted to identify unmet needs in their utility operations. This information was then compiled to identify key customer outcomes. Preference interviews were then performed to quantitatively rank these outcomes based on current importance and satisfaction. The resulting data was then analyzed by the software to develop a market satisfaction gap; identifying opportunities for research focused on outcomes that are high in importance and low in satisfaction. In this specific case, a number of key outcomes were identified associated with digital solutions related to cooling water treatment for which a stage-gate project was initiated.



Reducing our Products' Carbon Footprint

Developing novel products that focus on reducing the impact on the environment is a key focus for us at Solenis, and in order to drive continuous improvement, we need to be able to accurately measure those impacts. The Product Carbon Footprint (PCF) is a way to create a benchmark of our products today, as well as guide our products for tomorrow. The PCF considers all the raw materials, energy and transportation that goes into making a product and results in a single number of greenhouse gas equivalents (or CO₂e) that can be compared and contrasted.

We are developing a tool to calculate the PCF of our products. This tool will help automate our carbon footprint calculations such that we can manage this information for our large product portfolio. Well-respected guidelines and ISO standards are guiding our approach. We expect to finish development of this tool and the PCF calculations for most of our products in 2023.

In parallel to the development of calculation methods, we continue to work on efforts to reduce the carbon footprint of our products. This includes exploration of alternatives to fossil-based raw materials and optimizations of our supply chain, logistics and manufacturing processes. Solenis is continuously exploring new ideas and partnerships – including with research institutes and universities – to strengthen our approach. Our goal is to increase the share of projects focusing on carbon footprint reduction to 30% of our overall innovation program by 2025. In 2022, 15% of our innovation programs were aimed at reducing our products' carbon footprint.



SOLENIS' PFAS-FREE TECHNOLOGY – ONE OF TOP 200 BEST INVENTIONS

Our non-polyfluoroalkyl substance (PFAS) food packaging is now open-sourced to manufacturers across the market. This has the potential to dramatically reduce single-use plastic containers. In November 2022, it was selected as one of TIME magazine's 200 Best Inventions of the year, based on a number of key factors, including "originality, efficacy, ambition and impact."



Open Innovation with External Partners

Solenis continuously seeks out and actively collaborates with industry and university partners on joint, open innovation programs. The intent is to support the industries we serve to discover new and innovative approaches that are sustainable and efficient. In 2022, more than 80% of the opportunities evaluated by our External Technology group were sustainability-based.

We continue our engagement and collaboration with external partners:

- A consortium coordinated by VTT Technical Research Centre of Finland Ltd., called “Piloting Alternatives for Plastics.” With a focus on cellulose-based structures, this €6.7 million program funded by multiple stakeholders emphasizes pilot-scale bio-based solutions for plastics replacement.
- Collaboration with the Renewable Bioproducts Institute at Georgia Institute of Technology, Atlanta, Ga., U.S.A., to develop an innovative papermaking process using multi-phase forming that uses far less energy than conventional papermaking. The U.S. Department of Energy recently awarded this Georgia Tech consortium a \$3.75 million grant for this program.
- Participation in Bioeconomy Research Program with RISE, Sweden’s Research Institute, and innovation partners. Fiber and chemical optimization are key components of the program, which envisions a fossil-free future where renewable sources are highly utilized.
- For industrial water, Solenis’ innovation focus is identification of circular chemistries for use in corrosion and scale inhibition formulations, and in wastewater treatment applications. Activities include collaboration with universities and emerging technology companies examining production of key raw materials via bio-based synthesis routes.
- Participation in a three-year research project “KonTriSol” funded by the German ministry of research and education. The goal of this project is to develop solutions for technical, legal and economic barriers in the use of nanofiltration / reverse osmosis processes (NF/RO) in drinking water treatment. A key challenge is the treatment of the concentrates/potential for the removal of environmental contaminants.



Solenis has a high-level focus on partnerships in the beverage and food delivery markets:

- Our partnership with Pulpex Limited on optimizing a PET-free paper bottle, made from sustainably sourced pulp. Our chemical solutions include surface treatments to enable functional and visible properties, such as labeling with food-safe pigments and dyes.
- Finally, we have committed to sponsorship of an innovative new sustainability consortium project, called “Films for the Future,” which seeks to develop easily recyclable bio-based packaging films and barrier materials and demonstrate their convertibility. This program began in the second half of 2022 and will continue for three years.





Digitalization

In 2022, Solenis increased an already considerable investment in a new customer and commercial-facing digital platform called Solenis™ Cloud.

This platform is currently replacing several older solutions and applications, pulling together data from various Solenis sources into one, central cloud-based location. The initial foundational work has been completed to provide technical performance monitoring capabilities to our thousands of customers globally. Additionally, a new department, Digital Solutions, was created to introduce innovative solutions that deliver greater value to our customers and leverage the advanced capabilities of Solenis Cloud. This department includes the OPTIX™ applied intelligence team, which celebrated a successful year increasing the number of machines on this adaptive analytics platform by over 60%.

With OPTIX, Solenis is currently the global leader in the application of machine learning and artificial intelligence solutions that leverage complex data to help papermakers reduce variability and improve quality while optimizing the control of chemistries in pulp and paper manufacturing. Many customers have reported that the twice-daily analytical reports provided by OPTIX provide invaluable insights into their processes – insights that would have been impossible to achieve with human operators alone. Integrating OPTIX into the new Solenis Cloud in 2023 will allow us to continue to build on our leadership position in this area.

Another 2023 focus will be to incorporate supply chain and customer ordering into the onsite applications monitoring afforded by Solenis Cloud. This will result in greater peace of mind for customers, ensuring that they do not run out of product and that they can take advantage of just-in-time inventory management. This initiative complements our ongoing work to help customers optimize their application of chemistries, which improves performance of the systems we treat and enhances sustainability by optimizing deliveries and reducing inefficiency.

Lastly, the new platform will help Solenis achieve our own sustainability goals by minimizing the need for technical and commercial representatives to travel to customer sites. Now, our face-to-support will be augmented by cloud-based collaboration, ensuring we can still partner effectively with our customers while still honoring our commitment to be a force for sustainable change.



Appendix





Stakeholder Engagement

Stakeholder engagement is integral to achieving our sustainability commitments. Our key stakeholders and how we engage with them is described below. We proactively create dialogue and engage with our stakeholders to assess and gain insight into the social, environmental and governance issues that we face internally and externally. Feedback from stakeholders is constantly incorporated into business strategy and helps to inform our sustainability journey.

Stakeholder group	How we engage
Employees	<ul style="list-style-type: none"> • Town Hall — global and regional • InSite and SharePoint • Leaders Speak • Virtual meetings • Health and Safety meetings and trainings • Training and development initiatives • EHS Impact meetings • Safety Toolbox meetings • Phone / e-mail contact • EHS Dashboard • Share Your Concern hotline • Employee surveys (Annual Culture Survey) • Recognition awards • Job Safety Assessments (JSA) • Behavior-Based Safety Observations (BBSOs)
Customers	<ul style="list-style-type: none"> • Product information (SDS, labeling, etc.) • Product Stewardship • Company website: www.solenis.com • Phone / e-mail contact • Sales Safety contact • Events and conferences • Product / Technical Bulletins • Emergency Response Call • Customer satisfaction survey • Customer awards
Financial partners	<ul style="list-style-type: none"> • Company website: www.solenis.com • Phone / e-mail contact • Quarterly financial statements • Quarterly earnings call • Events and conferences
Suppliers and contractors	<ul style="list-style-type: none"> • On-site orientation • Contractor procedure review (booklet) • Contractor Safety Audits • Safety meetings and training • Supplier assessments and audits • Phone / e-mail contact
Communities	<ul style="list-style-type: none"> • Company website: www.solenis.com • Phone / e-mail contact • Chambers of commerce • SolenisGives platform • Community Relations Plan • Company sites visits
National and local regulators	<ul style="list-style-type: none"> • Engagement through industry associations • Permit applications • Regulatory inspections • Ongoing regulatory compliance monitoring • Phone / e-mail contact • Written communications • Product and substance registrations and notifications



ESG Data Table

Environmental data								
Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
General								
2-12, 2-13		Senior management oversight and responsibility						
		Board of Directors oversees and/or manages climate-related risks?		No	Yes	Yes		
		Senior management Team oversees and/or manages climate-related risks?		Yes	Yes	Yes		
2-6		Manufacturing sites						
		Solenis owned Manufacturing Facilities	#	36	37	45		x
		Solenis owned Manufacturing Equipment Operated at Customer Facilities	#	4	4	3		x
Solenis		Total production volume	metric tons	1,344,125	1,413,844	1,365,942	E1	x
301-1		Purchased raw materials	metric tons	490,700	520,200	684,000	E2	
Energy								
302-1		Energy consumption within the organisation						
		a. Total fuel consumption within the organization from non-renewable sources	GJ	3,109,869	3,129,981	3,262,953		x
		i) Natural Gas	GJ	2,740,264	2,780,761	2,892,910		
		ii) Distillate Fuels	GJ	287,060	277,125	299,160		
		iii) LPG	GJ	8,616	9,362	13,617		
		iv) Methanol	GJ	73,929	62,732	57,266		
		b. Total fuel consumption within the organization from renewable sources	GJ	79,351	83,639	123,200		x
		i) Landfill Gas	GJ	79,351	83,639	101,299		
		ii) Bio Gas	GJ	0	0	21,900		



Environmental data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
		c. Electricity, heat, cooling and steam consumed note: data is not collected on cooling	GJ	1,467,551	1,532,598	1,477,359		x
		i) Electricity	GJ	961,509	996,970	971,083		
		ii) Heating	GJ	0	0	4,226		
		iii) Cooling	GJ	-	-	-		
		iv) Steam	GJ	506,042	535,629	502,050		
		d. Electricity, heat, cooling and steam sold	GJ	212,648	231,961	256,087		x
		i) Electricity	GJ	79,838	71,750	107,052		
		ii) Heating	GJ	0	0	0		
		iii) Cooling	GJ	0	0	0		
		iv) Steam	GJ	132,810	160,212	149,035		
		e. Total energy consumption within the organization	GJ	4,444,124	4,514,256	4,607,425		x
302-3		Energy intensity ratio	GJ/metric ton production	3.31	3.19	3.37		x

Water and Effluents

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
303-3		Water withdrawal						
		a. Total water withdrawal from all areas	megalitres	6,280	6,377	6,014		x
		i) Surface Water	megalitres	936	1,080	996		
		ii) Groundwater	megalitres	2,373	2,216	2,078		
		iii) Seawater	megalitres	0	0	0		
		iv) Produced Water	megalitres	0	0	0		
		v) Third-party water	megalitres	2,971	3,081	2,939		



Environmental data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
		b. Total water withdrawal from all areas with water stress	megalitres	264	272	288		x
		i) Surface Water	megalitres	0	0	0		
		ii) Groundwater	megalitres	0	0	0		
		iii) Seawater	megalitres	0	0	0		
		iv) Produced Water	megalitres	0	0	0		
		v) Third-party Water	megalitres	264	272	288		
303-4		Water discharge						
		a. Total water discharge to all areas	megalitres	4,038	4,081	3,771		x
		i) Surface Water	megalitres	2,897	2,997	2,504		
		ii) Groundwater	megalitres	0	0	0		
		iii) Seawater	megalitres	0	0	0		
		iv) Produced Water	megalitres	0	0	0		
		v) Third-party Water	megalitres	1,142	1,084	1,267		
		b. Total water discharge to all areas with water stress	megalitres	189	188	207		x
		i) Surface Water	megalitres	0	0	0		
		ii) Groundwater	megalitres	0	0	0		
		iii) Seawater	megalitres	0	0	0		
		iv) Produced Water	megalitres	0	0	0		
		v) Third-party Water	megalitres	189	188	207		



Environmental data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
303-5		Water consumption						
		a. Total water consumption from all areas	megalitres	2,241	2,297	2,242		x
		b. Total water consumption from all areas with water stress	megalitres	75	84	81		x
Solenis		Water consumption intensity	m ³ /metric ton production	1.67	1.62	1.64		x
		Water reclaimed	megalitres	2,897	2,997	2,504	E3	
Emissions								
305-1		Direct (Scope 1) GHG emissions of CO₂ equivalent	metric tons	160,584	160,821	168,271		x
305-2		Energy indirect (Scope 2) GHG emissions of CO₂ equivalent						
		a. Gross location-based	metric tons	116,167	118,919	116,335		x
		b. Gross market-based	metric tons	125,092	128,033	122,980		x
305-3		Other indirect (Scope 3) GHG emissions						
		a. Gross other indirect (Scope 3) GHG emissions	metric tons	-	-	2,789,516		x
		c. Biogenic GHG emissions of CO ₂ equivalent	metric tons	3,936	4,149	6,110		x
305-4		GHG emissions intensity (Scope 1 & Market based Scope 2)	metric ton CO _{2e} / metric ton production	0.21	0.20	0.21		x
305-6		Emissions of ozone-depleting substances (ODS)	metric ton CFC-11e	0	0	0	E8	
305-7		Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions						
		a. NO _x	metric tons	115	156	193	E5	
		b. SO _x	metric tons	13	22	17	E5	
		b. VOC	metric tons	255	253	172	E5	



Environmental data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
Waste								
306-3		Waste generated						
		a. Total weight of waste generated	metric tons	25,913	24,700	29,376		x
		i) Non- hazardous waste	metric tons	13,922	12,261	16,030		x
		ii) Hazardous waste	metric tons	11,991	12,439	13,346		x
306-4		Waste diverted from disposal						
		a.Total waste diverted from disposal	metric tons	-	-	10,268		
		i) Non- hazardous waste	metric tons	-	-	3,994		
		ii) Hazardous waste	metric tons	-	-	6,274		
		b. Hazardous waste diverted from disposal						
		i) Preparation for reuse	metric tons	-	-	1,068		
		ii) Recycling	metric tons	-	-	1,433		
		iii) Other recovery operations	metric tons	-	-	3,773		
		c. Non-hazardous waste diverted from disposal						
		i) Preparation for reuse	metric tons	-	-	473		
		ii) Recycling	metric tons	-	-	1,414		
		iii) Other recovery operations	metric tons	-	-	2,107		



Environmental data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
306-5		Waste directed to disposal						
		a.Total directed to disposal	metric tons	-	-	19,108		
		i) Non- hazardous waste	metric tons	-	-	12,036		
		ii) Hazardous waste	metric tons	-	-	7,072		
		b. Hazardous waste directed to disposal						
		i) Incineration with energy recovery	metric tons	-	-	2,264		
		ii) Incineration without energy recovery	metric tons	-	-	725		
		ii) Landfilling	metric tons	-	-	962		
		iii) Other disposal operations	metric tons	-	-	3,121		
		c. Non-hazardous waste directed to disposal						
		i) Incineration with energy recovery	metric tons	-	-	641		
		ii) Incineration without energy recovery	metric tons	-	-	243		
		ii) Landfilling	metric tons	-	-	6,511		
		iii) Other disposal operations	metric tons	-	-	4,641		
Solenis		Waste Intensity						
		a.Total generation intensity	kg/metric ton production	19.3	17.5	21.5		x
		b.Total disposal intensity	kg/metric ton production	-	-	14.0	E6	x
Incidents								
Solenis		Environmental Incident Classification (EIC) Score	#	75	75	49		x
		Process Safety Management Incidents	#	0	0	0	E4	x



Social data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
2-7		Employees						
		a.Total number of employees	#	5,161	5,292	6,438		x
		i) Female employees	%	23	24	26		x
		ii) Diverse population of VP and above	%	-	26	24		x
		iii) Diverse population for director and above	%	-	25	25		x
		iv) Part time employees	%	-	2	2		x
2-21		Ratio of CEO total compensation to median full-time employee total compensation	#	34:1	88:1	41:1	S2	
401-1b		Year-over-year change for full time employees	%	10.4	10.1	12.1		x
403-9	8	Work related injuries fo all employees						
		a. Fatalities as a result of work related injury	#	0	1	0		x
		b. High-consequence work related injuries	#	-	-	2		x
		c. Recordable work related injuries						
		i) Recordable Injuries (OSHA criteria)	#	29	22	17	S3	x
		ii) Total Recordable Rate (OSHA criteria)		0.53	0.41	0.30	S4	x
		iii) Days away from work cases (OSHA criteria)	#	13	11	13	S9	x
		iv) Days away from work rate (OSHA criteria)		0.24	0.20	0.23	S10	x
		v) Lost time injury frequency rate (LTIFR)		1.19	1.01	1.13	S5	x
		vi) Lost time injury severity rate (LTISR)	#	0.06	0.02	0.08	S6	x
		d. Number of hours worked	hours	10,959,000	10,849,000	11,466,000		x



Social data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
405-1		Diversity of governance bodies and employees						
		a. Governance Bodies						
		i) Gender						
		Board seats occupied by women	#	0	0	1		
		Committee chairs occupied by women	%	0	0	0		
		Women total management	%	-	20	24		x
		Women VP and above	%	-	21	20		x
		Women Director and above	%	-	20	19		x
		Women junior level managers	%	-	21	25		x
		Women in Management in revenue-generating fields	%	-	-	14		x
		ii) Age						
		VP and Above < 30	%	-	-	0		x
		Director and Above <30	%	-	-	0		x
		Junior Management <30	%	-	-	2		x
		Total Management <30	%	-	-	2		x
		VP and Above 31-50	%	-	-	31		x
		Director and Above 31-50	%	-	-	37		x
		Junior Management 31-50	%	-	-	57		x
		Total Management 31-50	%	-	-	54		x
		VP and Above 50+	%	-	-	69		x
		Director and Above 50+	%	-	-	63		x
		Junior Management 50+	%	-	-	41		x
		Total Management 50+	%	-	-	45		x



Social data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
		iii) Combined diversity						
		VP and above	%	-	26	25		x
		Director and above	%	-	25	25		x
		iv) U.S. Race/Ethnicity						
		Total management	%	-	-	15		x
		VP and above	%	-	-	9		x
		Director and above	%	-	-	14		x
		Junior level managers	%	-	-	15		x
		b. Total employees						
		i) Gender						
		Total workforce - Women	%	23	24	26		x
		APAC	%	22	22	25		x
		EMEA	%	25	26.2	28		x
		LA	%	22	26	29		x
		NA	%	22	22	24		x
		Women <30 years old	%	-	-	37		x
		Women 31-50 years old	%	-	-	28		x
		Women >50 years old	%	-	-	18		x
		Women in STEM related fields	%	-	-	18		x



Social data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
		ii) Age						
		<30 years old	%	-	-	18		x
		31-50 years old	%	-	-	51		x
		>50 years old	%	-	-	31		x
		iii) Combined diversity						
		Total workforce	%	-	-	31		x
		<30 years old	%	-	-	40		x
		31-50 years old	%	-	-	32		x
		>50 years old	%	-	-	23		x
		iv) U.S Race/Ethnicity						
		American Indian or Alaska Native	%	-	-	1		x
		Asian	%	-	-	3		x
		Black or African American	%	-	-	12		x
		Hispanic or Latino	%	-	-	5		x
		Native Hawaiian or Pacific Islander	%	-	-	0		x
		Two or More Races	%	-	-	1		x
		White	%	-	-	75		x
		Not Disclosed	%	-	-	2		x
		v) Racial/Ethnic Diversity, BIPOC						
		<30 years old	%	-	-	19		x
		31-50 years old	%	-	-	29		x
		>50 years old	%	-	-	19		x



Social data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
405-2		Ratio of basic salary and remuneration of women to men						x
		a. Ratio of median male compensation to median female compensation	#	1.19:1	1.22:1	1.26:1	S7	x

Governance data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
2-5		Company's sustainability disclosures assured or validated by a third party		No	Yes	Yes		x
2-9, 2-11		Company prohibit CEO from serving as board chair		No	No	No		
		Board seats occupied by independents	%	17	17	14		
2-19		Executives formally incentivized to perform on sustainability		No	No	No		
2-23		Vendors or suppliers required to follow a Code of Conduct		Yes	Yes	Yes		x
		Suppliers who have formally certified their compliance with the code (spend based)	%	35	79	60		x
		Ethics and/or Anti-Corruption policy		Yes	Yes	Yes		x
		Workforce who have formally certified its compliance with the policy	%	95	96	95		x



Governance data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
3-3		Management Systems						
		RC 14001 Certified Facilities	#	27	33	33		x
		RC 14001 Certified Facilities	%	75	89	92	G11	
		ISO 14001 Certified Facilities	#	29	34	33		x
		ISO 14001 Certified Facilities	%	81	92	92	G11	
		ISO 45001 Certified Facilities	#	26	33	33		x
		ISO 45001 Certified Facilities	%	72	89	92	G11	
		ISO 50001 Certified Facilities	#	2	2	2	S9	x
		Sedex Facilites	#	23	34	36		x
		Sedex Facilites	%	67	92	97	G11	
		ISO 9001 Certified Facilities	#	32	35	37		x
		ISO 9001 Certified Facilities	%	91	95	95	G11	
		Environmental Policy		Yes	Yes	Yes		x
		Waste, water, energy, and/or recycling policies		Yes	Yes	Yes		
		Sexual harassment and /or non-discrimination policy		Yes	Yes	Yes		x
		Occupational health and/or global health & safety policy		Yes	Yes	Yes		x
		Child and/or forced labor policy		Yes	Yes	Yes		x
		Child and/or forced labor policy cover suppliers and vendors		Yes	Yes	Yes		x
		Human rights policy		No	No	Yes		x



Governance data

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units	2020	2021	2022	Notes	Externally Assured Metrics
418		Data privacy policy		Yes	Yes	Yes		
		Steps to comply with GDPR rules		Yes	Yes	Yes		
		Company published Sustainability Report		Yes	Yes	Yes		x
		Sustainability data provided to sustainability reporting frameworks		No	Yes	Yes		x
		Company focus on specific UN Sustainable Development Goals (SDG's)		No	Yes	Yes		x
		Company set targets and report progress on the UN SDG's		No	No	Yes		x

Notes

- Indicates data is not tracked or not available.

E1 Products manufactured and ready to be shipped, excluding intermediates, certain service agreements and packaging materials. This excludes volumes from resale / relabelling and contractor manufacturers (tollers).

E2 Externally purchased quantities of raw material used for manufacturing. This excludes material shipped intercompany (e.g., raw materials, intermediates), packaging materials and raw material used at contractor manufacturers (tollers). A few sites outside of SAP are not accounted for.

E3 Measured as volume of cleansed waste water safely discharged from a Solenis manufacturing facility direct to surface water.

E4 A process safety incident is defined as an unplanned event arising from the manufacturing process involving a listed high hazardous chemical that results in a serious incident.

E5 Partial data on nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions. The data is currently reported from 12 sites representing 34% of our manufacturing volume.

E6 Total waste directed to disposal (kg) divided by amount of product manufactured (metric tons).

E7 Partial data on ozone-depleting substance emissions. The data is currently reported for 2 sites representing 8% of our manufacturing volume.

S2 Company sold in 2021, resulting in a monetization event, which drove an equity payout.

S3 OSHA recordable incident as defined by Occupational Safety and Health Administration in the U.S.

S4 Total Recordable Rate (TRR) / Recordable Incident – Calculated by multiplying the total number of incidents which meet the criteria of being recordable by the U.S. Occupational Safety and Health Administration (OSHA) in one year by 200,000 hours and divided by the total number of hours worked by all employees. 200,000 hours are the expected hours normally worked in a year by 100 workers.

S5 Lost time injury frequency rate (LTIFR) for direct workforce - (total number of lost time injury events) x 1,000,000 / total hours worked company wide.

S6 Lost time injury severity rate (LTISR) for direct workforce - (number of days lost due to injuries) x 1,000 / total hours worked.

S7 For the mid-career to senior management roles, Solenis pays men and women comparably with an average gender ratio of 0.98 (2022). There is focus to equalize pay at the junior/entry level roles. Such actions will bring the overall ratio in line with the Solenis 2030 Diversity vision to double our diverse population of our leadership and total workforce.

S9 OSHA recordable incident that involved days away from work as defined by Occupational Safety and Health Administration in the U.S.

S10 Days Away from Work Rate (DAWR) – Calculated by multiplying the total number of OSHA recordable incident that involved days away from work in one year by 200,000 hours and divided by the total number of hours worked by all employees. OSHA days away from work incident as defined by Occupational Safety and Health Administration in the US. 200,000 hours are the expected hours normally worked in a year by 100 workers.

G11 Sites that have been part of Solenis for less than three years and not certified are not accounted for in 2022 (e.g. newly acquired).



GRI Content Index

Statement of use	Solenis has reported in accordance with the GRI Standards for the period [Oct. 1, 2021 – Sept. 30, 2022].
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	none

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 6
	2-2 Entities included in the organization's sustainability reporting	Page 6
	2-3 Reporting period, frequency and contact point	Page 6
	2-4 Restatements of information	"None"
	2-5 External assurance	Page 146
	2-6 Activities, value chain and other business relationships	Page 14
	2-7 Employees	Page 33
	2-8 Workers who are not employees	Page 32
	2-9 Governance structure and composition	Page 93
	2-10 Nomination and selection of the highest governance body	Page 93
	2-11 Chair of the highest governance body	Page 93
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 93
	2-13 Delegation of responsibility for managing impacts	Page 93



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
	2-14 Role of the highest governance body in sustainability reporting	Page 93
	2-15 Conflicts of interest	Page 93
	2-16 Communication of critical concerns	Page 99
	2-17 Collective knowledge of the highest governance body	Page 93
	2-18 Evaluation of the performance of the highest governance body	Page 93
	2-19 Remuneration policies	Page 51
	2-20 Process to determine remuneration	Page 51
	2-21 Annual total compensation ratio	Page 51
	2-22 Statement on sustainable development strategy	Page 4
	2-23 Policy commitments	Page 99
	2-24 Embedding policy commitments	Page 101
	2-25 Processes to remediate negative impacts	Page 99
	2-26 Mechanisms for seeking advice and raising concerns	Page 99
	2-27 Compliance with laws and regulations	Page 99
	2-28 Membership associations	Memberships
	2-29 Approach to stakeholder engagement	Page 122
	2-30 Collective bargaining agreements	Page 58



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 15
	3-2 List of material topics	Page 19
Economic performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Confidentiality constraints: Solenis is privately held and therefore does not disclose information on this topic
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	
	201-2 Financial implications and other risks and opportunities due to climate change	
	201-3 Defined benefit plan obligations and other retirement plans	
	201-4 Financial assistance received from government	
Market presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 51
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page 51
	202-2 Proportion of senior management hired from the local community	Page 45
Indirect economic impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 87
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 63
	203-2 Significant indirect economic impacts	Page 87
Procurement practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 82
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 82



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 99
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 99
	205-2 Communication and training about anti-corruption policies and procedures	Page 99
	205-3 Confirmed incidents of corruption and actions taken	Page 99
Anti-competitive behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 99
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 99
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 103
GRI 207: Tax 2019	207-1 Approach to tax	Page 103
	207-2 Tax governance, control, and risk management	Page 103
	207-3 Stakeholder engagement and management of concerns related to tax	Page 103
	207-4 Country-by-country reporting	N/A
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 82
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 123
	301-2 Recycled input materials used	"None"
	301-3 Reclaimed products and their packaging materials	"None"



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 64
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 64
	302-2 Energy consumption outside of the organization	Page 64
	302-3 Energy intensity	Page 64
	302-4 Reduction of energy consumption	Page 64
	302-5 Reductions in energy requirements of products and services	Page 64
Water and effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 70
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 70
	303-2 Management of water discharge-related impacts	Page 70
	303-3 Water withdrawal	Page 70
	303-4 Water discharge	Page 70
	303-5 Water consumption	Page 70
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 73
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 73
	304-2 Significant impacts of activities, products and services on biodiversity	Page 73
	304-3 Habitats protected or restored	Page 73
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 73



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 64
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 64
	305-2 Energy indirect (Scope 2) GHG emissions	Page 64
	305-3 Other indirect (Scope 3) GHG emissions	Page 64
	305-4 GHG emissions intensity	Page 64
	305-5 Reduction of GHG emissions	Page 64
	305-6 Emissions of ozone-depleting substances (ODS)	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 75
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 75
	306-2 Management of significant waste-related impacts	Page 75
	306-3 Waste generated	Page 75
	306-4 Waste diverted from disposal	Page 75
	306-5 Waste directed to disposal	Page 75
Supplier environmental assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 82
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 82
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 82



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 26
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 34
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 53
	401-3 Parental leave	Page 55
Labor/management relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 51
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Page 51
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 28
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 28
	403-2 Hazard identification, risk assessment, and incident investigation	Page 28
	403-3 Occupational health services	Page 28
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 28
	403-5 Worker training on occupational health and safety	Page 28
	403-6 Promotion of worker health	Page 28
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 28
	403-8 Workers covered by an occupational health and safety management system	Page 28
	403-9 Work-related injuries	Page 28
	403-10 Work-related ill health	Page 28



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 45
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 45
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 45
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 45
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 39
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 39
	405-2 Ratio of basic salary and remuneration of women to men	Page 57
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 99
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 102
Freedom of association and collective bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 58
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 58
Child labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 99
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 99
Forced or compulsory labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 99
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 99



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Security practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 99
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 99
Rights of indigenous peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 99
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Page 99
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 87
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 87
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 87
Supplier social assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 82
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 84
	414-2 Negative social impacts in the supply chain and actions taken	Page 84
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 100
GRI 415: Public Policy 2016	415-1 Political contributions	Page 103



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Customer health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 104
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page 104
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 104
Marketing and labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 104
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 104
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 104
	417-3 Incidents of non-compliance concerning marketing communications	Page 104
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 105
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 105



Assurance Statement

Independent Limited Assurance Statement to Solenis LLC

ERM Certification and Verification Services Limited ("ERM CVS") was engaged by Solenis LLC to provide limited assurance in relation to the selected information set out below for Solenis LLC and its affiliates ("Solenis") and presented in Solenis' 2022 Sustainability Report (the "Report").

Engagement summary	
Scope of our assurance engagement	Whether: <ul style="list-style-type: none"> The Report is fairly presented, in all material respects, in accordance with the reporting criteria. The 2022 data for the ESG metrics marked with an 'X' in the ESG Data Table on pages 123 – 135 of the Report are fairly presented, in all material respects, in accordance with the reporting criteria.
Reporting period	Financial Year 2021-22 (1 st October 2021 – 30 th September 2022)
Reporting criteria	<ul style="list-style-type: none"> GRI Standards WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard Solenis' internal definitions for the ESG metrics included in the ESG Data Table, as described in the Report.
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements (ISAE 3000 (Revised)) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>Solenis is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS' responsibility is to provide conclusions to Solenis on the agreed scope based on our engagement terms with Solenis, the assurance activities performed and exercising our professional judgement. We accept no responsibility, and deny any liability, to any party other than Solenis for the conclusions we have reached.</p>

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the Report and the 2022 data for the ESG metrics marked with an 'X' in the ESG Data Table on pages 123-135 of the Report are not fairly presented, in all material respects, in accordance with the respective reporting criteria.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Report and 2022 ESG data a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Interviews with Solenis corporate personnel to understand Solenis' sustainability strategy and policies, and to evaluate the data management systems and processes (including internal review procedures) used for collecting, consolidating, reviewing and reporting the data for the ESG metrics.
- An analytical review of the 2022 data submitted by all Solenis locations included in the corporate consolidated data for the ESG metrics, which included testing the completeness of the data and understanding data trends.
- In-person site visits to three selected Solenis manufacturing operations in the United States of America and the United Kingdom to review evidence at the site level for the 2022 data for the ESG metrics in scope and to assess the data management procedures at site level.
- A review of samples of underlying data and evidence for the Scope 3 greenhouse gas ("GHG") emissions and a review of the calculations of the GHG emissions from the underlying data.
- A review of a sample of documentary evidence, including internal and external documents, relating to the assertions made in the Report regarding Solenis' 2022 sustainability performance and activities.
- A review of selected evidence related to the design, information collection, and production of the Report in accordance with the requirements of the GRI Standards.
- A review of the conversion factors, emission factors and assumptions used in the calculation of the data for the ESG metrics.
- A review of the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

For the Scope 3 Category 6 GHG emissions from business travel, we have placed reliance on the completeness and accuracy of the underlying activity data for 2022 provided to Solenis by its third-party travel agency. We have not separately tested or verified the underlying activity data.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of Parts A & B of the IESBA Code relating to assurance engagements.

The team that has undertaken this assurance engagement has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Solenis in any respect.

Gareth Manning
Partner, Corporate Assurance
London, United Kingdom

18th April 2023

ERM Certification and Verification Services Limited
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