

Solenis Sustainability Dashboard

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units (metric)	2019	2020	2021	Notes	Externally Assured Metrics
Environmental Data								
102-19, 102-20, 102-29, 102-30, 102-31		Board of Directors oversees and/or manages climate-related risks?		No	No	Yes		
102-19, 102-20, 102-29, 102-30, 102-31		Senior management Team oversees and/or manages climate-related risks?	Yes/No	No	Yes	Yes		
		Total amount invested, annually, in climate-related infrastructure, resilience, and product development.	USD	Not tracked/Not available				
103-2, 301-308		Environmental Policy	Yes/No	Yes	Yes	Yes		X
103-2, 301-308		Waste, water, energy, and/or recycling policies	Yes/No	Yes	Yes	Yes		X
103-2, 301-308		Company uses a recognized energy management system?		Partly	Partly	Partly		X
102-7		Solenis owned Manufacturing Facilities	#	35	34	35		X
102-7		Solenis Owned Manufacturing Equipment Operated at Customer Facilities	#	4	4	4		X
Solenis Metric (301)		Production Volume	ton	1,215,400	1,190,100	1,268,700	E1	X
Solenis Metric (GRI 301)		Purchased Raw Materials	ton	308,800	490,700	520,200	E2	
302-1	12	Energy Consumption Within the Organization	GJ	3,164,000	3,094,400	3,222,000		X
302-1	12	Total Amount of Energy Directly Consumed	GJ	2,266,000	2,298,600	2,349,000		X
302-2	12	Total Amount of Energy Indirectly Consumed	GJ	898,000	795,800	873,000		X
302-2	12	Energy usage by generation type	%	Landfill Gas: 3 Natural gas: 67 Other Direct: 6 Electricity: 18 Other Indirect: 6	Landfill Gas: 3 Natural gas: 69 Other Direct: 5 Electricity: 15 Other Indirect: 8	Landfill Gas: 3 Natural gas: 70 Other Direct: 3 Electricity: 16 Other Indirect: 8		
302-3	12	Energy Intensity	kWh/ton	720	720	710		X
303-5	6	Total Amount of Water Consumed	m ³	2,339,800	2,744,800	2,822,100		X
303-5	6	Total Water Withdrawal	m ³	5,099,290	4,896,470	4,880,940		X
303-5	6	Water Intensity	(m ³ /kg)10 ⁶	4,196	4,114	3,847		X
	6	Total Amount of Water Reclaimed	m ³	1,635,400	1,060,600	1,023,600	E3	
		Total CO ₂ Emissions	ton	190,100	184,100	192,100		X

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units (metric)	2019	2020	2021	Notes	Externally Assured Metrics
Environmental Data								
305-1	13	Direct (Scope 1) CO ₂ Emissions	ton	117,500	118,600	120,500		X
305-2	13	Indirect (Scope 2) CO ₂ Emissions	ton	72,600	65,500	71,600		X
305-3	13	Other Indirect (Scope 3) CO ₂ Emissions	ton	Not tracked/ Not available				
305-4	13	CO ₂ Emissions Intensity	ton CO ₂ /ton prod	0.16	0.15	0.15		X
305-6	13	Emissions of Ozone-Depleting Substances (ODS)	ton	0	0	0		
306-4	12	Hazardous Waste	ton	10,400	11,400	11,870		X
306-4	12	Non-Hazardous Waste	ton	12,400	11,700	9,820		X
306-4	12	Total Waste	ton	22,800	23,100	21,690		X
306-4	12	Waste Disposal Normalized	kg waste/ ton prod	18.8	19.4	17.1		X
Solenis Metric		Number of RC14001 Certified Facilities	#	26	27	32		X
Solenis Metric		% RC14001 Certified Facilities	%	74%	79%	91%		X
Solenis Metric		Number of ISO 14001 Certified Facilities	#	28	29	33		X
Solenis Metric		% ISO 14001 Certified Facilities	%	80%	85%	94%		X
Solenis Metric		Number of ISO 50001 Certified Facilities	#	2	2	2		X
Solenis Metric		Environmental Incident Classification (EIC) Score	#	65	75	75		X
Solenis Metric		Process Safety Management Incidents	#	0	0	0	E4	X

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units (metric)	2019	2020	2021	Notes	Externally Assured Metrics
Social Data								
102-7		Total Number of Employees at Solenis	#	5,150	5,161	5,292		X
102-8, 405-1		Overall headcount held by female	%	Not Tracked/ Not Available	23	24		X
102-8, 405-1		VP and above positions held by diverse population	%	Not tracked/Not available		26		X
102-8, 405-1		Directors and above positions held by diverse population	%	Not tracked/Not available		25		X
102-8, 405-1		Entry and midlevel positions held by female	%	Not tracked/Not available	16	21		
102-8		Overall headcount by part-time employees	%	Not tracked/Not available	2	2		X
102-8		Overall headcount held by contractors and/or consultants	#	Not tracked/ Not available				
102-38		Ratio of CEO total compensation to median full-time employee total compensation	#	Not tracked/Not available	34:1	88:1	S2	
102-38		Company report CEO compensation ratio in regulatory filings		Not Applicable				
103-2		Sexual harassment and /or non-discrimination policy	Yes/No	Yes	Yes	Yes		X
103-2		Occupational health and/or global health & safety policy	Yes/No	Yes	Yes	Yes		X
103-2		Child and/or forced labor policy	Yes/No	Yes	Yes	Yes		X
103-2		Child and/or forced labor policy cover suppliers and vendors	Yes/No	Yes	Yes	Yes		X
103-2		Human rights policy	Yes/No	No	No	Yes		X
103-2		Human rights policy cover suppliers and vendors	Yes/No	Not Applicable				
401-1b		Year-over-year change for full time employees	%	10.7	10.4	10.1		X
401-1b		Year-over-year change for part-time employees	#	Not tracked/Not available				
401-1b		Year-over-year change for contractors and/or consultants	#	Not tracked/Not available				
403-9	8	Recordable Injuries (OHSAs criteria)	#	28	29	22	S3	X
403-9	8	Total Recordable Rate (OHSAs criteria)		0.63	0.53	0.41	S4	X
403-9	8	Work-related fatalities	#	0	0	1		X
403-9	8	Days Away from Work Cases (OHSAs criteria)		14	13	11	S9	X
403-9	8	Days Away from Work Rate (OHSAs criteria)		0.32	0.24	0.20	S10	X
403-9	8	Lost time injury frequency rate (LTIFR)		1.58	1.19	1.01	S5	X

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units (metric)	2019	2020	2021	Notes	Externally Assured Metrics
Social Data								
403-9	8	Lost time injury severity rate (LTISR)		0.05	0.06	0.02	S6	X
405-1		Board seats occupied by women (as compared to men)	%	0	0	0		
405-1		Committee chairs occupied by women (as compared to men)	%	0	0	0		
405-2		Ratio of median male compensation to median female compensation	#	Not tracked / Not available	1.19:1	1.22:1	S7	X
Solenis metric		Number of ISO 45001 Certified Facilities	#	22	26	32		X
Solenis metric		% of ISO 45001 Certified Facilities	%	63%	76%	91%		X
Solenis metric		Number of ISO 9001 Certified Facilities	#	32	31	33		X
Solenis metric		% ISO 9001 Certified Facilities	%	91%	91%	94%		X
Solenis metric		Number of Sedex Facilities	#	22	23	33	S8	X

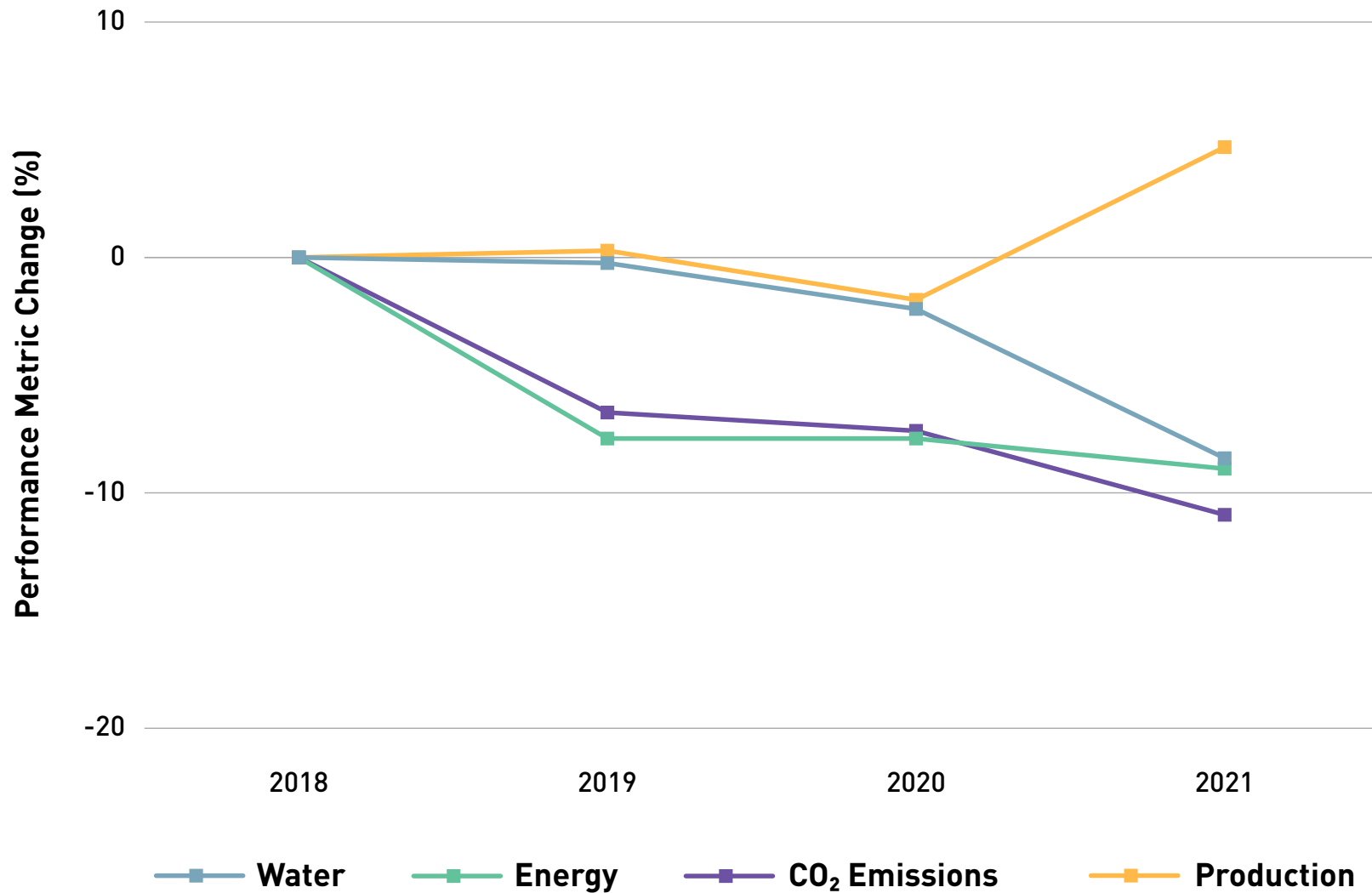
Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units (metric)	2019	2020	2021	Notes	Externally Assured Metrics
Governance Data								
102-16		Vendors or suppliers required to follow a Code of Conduct	Yes/No	Yes	Yes	Yes		X
102-23, 102-22		Company prohibit CEO from serving as board chair	Yes/No	No	No	No		
102-23, 102-22		Board seats occupied by independents	%	17	17	33		
102-35 b		Executives formally incentivized to perform on sustainability	Yes/No	No	No	No		
102-41		Employees Covered by Collective Bargaining Agreement	%	Not tracked/Not available	36	35		X
102-16,		Suppliers who have formally certified their compliance with the code	%	Not tracked/Not available	35	79		X
102-16,		Ethics and/or Anti-Corruption policy	Yes/No	Yes	Yes	Yes		X
102-16,		Workforce who have formally certified its compliance with the policy	%	Not Tracked/Not Available	95	96		X
102-56		Company's sustainability disclosures assured or validated by a third party	Yes/No	No	No	Yes		X
405-1		Board seats occupied by women (as compared to men)	%	0	0	0		

Reference GRI Indicator / Solenis Metric	Sustainable Development Goals (SDG)	Description	Units (metric)	2019	2020	2021	Notes	Externally Assured Metrics
Governance Data								
405-1		Committee chairs occupied by women (as compared to men)	%	0	0	0		
418 Customer Privacy 2016		Data privacy policy	Yes/No	Yes	Yes	Yes		
418 Customer Privacy 2016		Steps to comply with GDPR rules	Yes/No	Yes	Yes	Yes		
		Company published Sustainability Report	Yes/No	No	No	Yes		X
		Sustainability data included in regulatory filings			Not Applicable			X
		Sustainability data provided to sustainability reporting frameworks	Yes/No	No	No	Yes		X
		Company focus on specific UN Sustainable Development Goals (SDG's)	Yes/No	No	No	Yes		X
		Company set targets and report progress on the UN SDG's	Yes/No	No	No	No		X

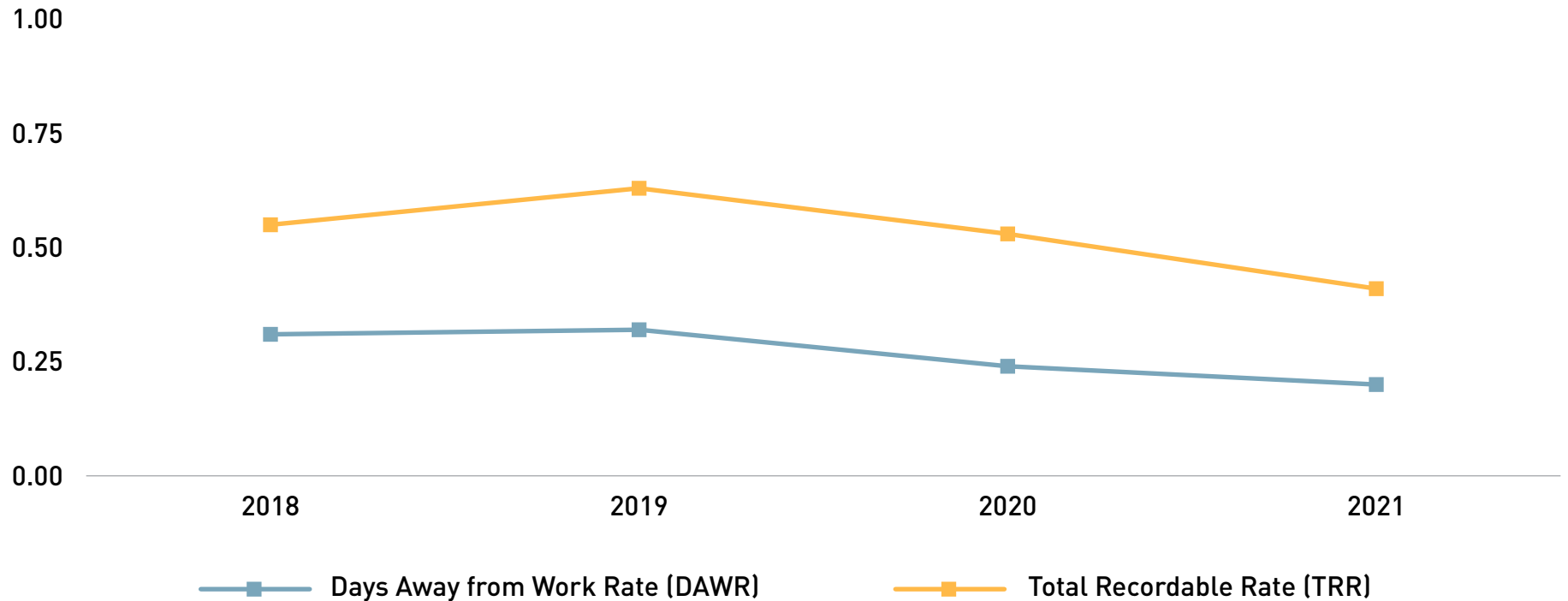
Notes

- E1. Products manufactured and ready to be shipped, excluding intermediates, certain service agreements and packaging materials. This excludes volumes from resale/relabeling and contractor manufacturers (tollers).
- E2. Externally purchased quantities of raw material used for manufacturing (a few sites outside of SAP are not accounted for). This excludes material shipped intercompany (e.g., raw materials, intermediates), packaging materials and raw material used at contractor manufacturers (tollers).
- 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
- 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 1.03. 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.
- S8. Bradford and Grimsby locations are one legal entity and operate a common management system. They hold two distinct SEDEX certificates.
- 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.

Environment Performance Metrics Normalized by Production



Global Health and Safety Performance



Total Recordable Rate (TRR) / Recordable Incident –

Calculated by multiplying the total number of OSHA recordable incidents in one year by 200 000 hours and divided by the total number of hours worked by all employees.

OSHA recordable incident as defined by Occupational Safety and Health Administration in the US.

200,000 hours are the total number of hours 100 employees would work in a year (100 employees x 40 hours x 50 weeks).

Days Away from Work Rate (DAWR) – Calculated by multiplying the total number of OSHA recordable incidents that contained lost work days in one year by 200 000 hours and divided by the total number of hours worked by all employees.

DAWR is also referred to as lost time cases or incidents