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Solenis Governance

There is an Advisory Board that is currently constituted at Olympus Water Holdings IV, LP and empowered to provide advice and counsel to the General Partner, Olympus Water Holdings Limited, in connection with its investment in the group of companies doing business as Solenis ("Solenis"). Ultimate responsibility with respect to making decisions relating to the operation and investments of Olympus Water Holdings IV, LP, is retained by the General Partner. The Advisory Board includes one executive member, three non-executive members, and one non-voting observer¹, each appointed by the General Partner, Olympus Water Holdings Limited. As is typical for privately-owned companies, the Advisory Board does not include independent directors under NYSE definitions.

The Advisory Board brings extensive experience in chemicals, construction and packaging, performance improvement, acquisition integration, operational oversight, private equity, capital markets and senior executive leadership. This expertise supports oversight of company strategy and long-term value creation.

Advisory Board Members

Jacob Kotzubei

Jacob Kotzubei is a Platinum Equity representative on the advisory board of Olympus IV. Mr. Kotzubei joined Platinum Advisors in 2002 and is a Partner and co-President at the firm. Prior to joining Platinum Advisors in 2002, Mr. Kotzubei was a Vice President of the Goldman Sachs Investment Banking Division – High Tech Group in New York City, and the head of the East Coast Semiconductor Group. Previously, he was an attorney at Sullivan & Cromwell LLP in New York City, specializing in mergers and acquisitions. Mr. Kotzubei received a Bachelor of Arts degree from Wesleyan University and holds a Juris Doctor from Columbia University School of Law. Mr. Kotzubei serves on the board of directors of Ingram Micro Holding Corporation (NYSE: INGM), Ryerson Holding Corporation (NYSE: RYI), Vertiv Holdings Co (NYSE: VRT) and McGraw Hill, Inc. (NYSE:MH), and is a former director of Key Energy Services, Inc. (2016 to 2022), Verra Mobility Corporation (NASDAQ: VRRM) (2018 to 2021) and KEMET Corporation (2011 to 2020).

Nathan Eldridge

Nathan Eldridge is a Platinum Equity representative on the advisory board of Olympus IV. Mr. Eldridge joined Platinum Advisors in 2022 and serves as Managing Director. Prior to joining Platinum Advisors, Mr. Eldridge worked at Citigroup in the Corporate and Investment Bank for 26 years, where Mr. Eldridge served as the Global Head of Industrials M&A. Mr. Eldridge is a Senior M&A professional with over 25 years of experience, specializing in Industrials, Chemicals, Building Products, Services, and Packaging, as well as cross-border and complex M&A transactions and corporate carve-outs. Mr. Eldridge holds an Honors in Business Administration from the Richard Ivey School of Business at the University of Western Ontario.

Brandon Crawley

Brandon Crawley is a Platinum Equity representative on the advisory board of Olympus IV. Mr. Crawley joined Platinum

Advisors in 2013 and serves as Managing Director. Prior to joining Platinum Advisors, Mr. Crawley held positions at Alvarez & Marsal and PricewaterhouseCoopers where he focused on the performance improvement and acquisition integration strategies for private equity portfolio companies across a variety of industries. Mr. Crawley holds an undergraduate degree in accounting from Indiana State University and a Master's degree in Business Administration from Indiana University Kelley School of Business. Mr. Crawley serves on the board of directors of McGraw Hill, Inc. (NYSE:MH).

John Panichella

John Panichella has been chief executive officer of Solenis since the company's inception in 2014. Under his guidance, Solenis has grown to more than 23,000 employees in 160 countries. Through organic growth and a series of mergers and acquisitions, Mr. Panichella has steered Solenis to global leadership in water and hygiene solutions that build a safer and healthier world. Mr. Panichella has held leadership roles in the global water industry for nearly 40 years and is a member of the board of directors for the American Chemistry Council and the European Chemical Industry Council. Mr. Panichella holds a Master's degree in Business Administration from the University of Phoenix, in Tempe, Arizona, and a bachelor's degree in chemistry from the University of Pittsburgh. Mr. Panichella serves on the board of directors of Ball Corporation (NYSE: BALL).

Board Diversity and Committees

Solenis does not currently have a formal board diversity policy, which is typical for privately owned companies. The company does not maintain a nomination committee or a compensation committee. Executive compensation information is not publicly disclosed, other than the required CEO-to-median pay ratio.

Sustainability Oversight

Sustainability is coordinated through the Sustainability Working Group, which supports the Advisory Board and the General Partner in making recommendations in connection with implementing the ESG+C™ strategy at Solenis. This framework integrates environmental stewardship, social responsibility, governance transparency, and customer value.

The Working Group focuses on goal setting, performance tracking, risk and opportunity assessment, regulatory readiness, reporting, and value creation. It has access to management and may create sub-teams for specific initiatives. Functional teams across Solenis also contribute to performance improvement, employee engagement, and issue identification.

The group monitors progress in four key areas:

- Environmental stewardship, including water, climate, and waste
- Social responsibility, including diversity, inclusion, training, safety, supplier engagement, and community engagement
- Governance transparency, including reporting, policy updates, and ESG ratings
- Customer value, ensuring sustainability is integrated into commercial offerings