



Solenis Sustainability Working Group Blueprint

General – 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 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. With global headquarters in Wilmington, Delaware, USA, the group of companies doing business as Solenis (“Solenis” or the “Company”) has created a sustainability working group (“Sustainability Working Group” or “Working Group”). Sustainability is coordinated through the Sustainability Working Group, which supports the Advisory Board and the General Partner in implementing the ESG+C™ strategy at Solenis. The Sustainability Working Group Blueprint summarizes the operational construct of the Sustainability Working Group.

1. Purpose

Solenis recognizes the importance of sustainability as a core part of the Company’s environmental, social and governance (“ESG”) business strategy. The approach, ESG+C™ (Environmental, Social, Governance + Customers), creates the framework for the Company’s actions to protect the environment, advance social responsibility, improve health and serve customers.

The fundamental duties of the Sustainability Working Group are (i) oversight of the Solenis ESG+C™ framework, including progress on targets, reporting efforts, organizational structure, budgeting, compliance with ESG regulations, and sustainable value-creation in line with the Company’s overall business strategy and (ii) liaising with the Advisory Board who provides advice and counsel to the General Partner on matters of strategic import.

The Working Group has been encouraged on the recommendation of the Advisory Board to the General Partner to provide specialized focus, oversight and guidance on the following aspects relating to ESG:

- Sustainability-related strategic priorities and targets
- Social impact, employee wellbeing, diversity/equity/inclusion
- Impacts, risk and opportunity update — trends, strategic engagement options and targets
- Non-financial, voluntary, and mandatory disclosure and assurance evolution
- Sustainability trends in the financial sector
- How to grow sales with a sustainability value proposition.

2. Organization

The Sustainability Working Group includes at least one non-Advisory Board member and at least five (5) total members. The Working Group plans to brief the Advisory Board four (4) times per year. An agenda will be sent in advance and a meeting summary distributed after meetings. Additional members can be named to the Working Group on the recommendation of the Advisory Board to the General Partner for specific situations; select Company employees may attend meetings to present or contribute on special topics.

The Working Group may, as it may deem necessary or appropriate and at the Company’s expense, obtain advice and assistance from internal or external legal or other advisors. The Working Group has unrestricted access to Solenis management.

The Working Group shall have the authority to delegate any of its responsibilities to sub-teams as the Working Group may deem appropriate.

In addition to the Sustainability Working Group, there are functional organizations in Solenis that will assist in driving performance, engaging all employees, and identifying ESG issues that may need to be addressed.

3. Responsibilities

The Sustainability Working Group shall:

- a) Approve the sustainability strategy, goals and targets set for the Company;
- b) Inform the Advisory Board, who will provide advice and counsel to the General Partner, on sustainability and climate related impacts, risks and opportunities;
- c) Track progress on ESG+C™ targets to advance progress and ensure goals will be achieved;
 - Environmental Stewardship, including water, climate, waste
 - Social Responsibility: including diversity, inclusion, training in ESG+C™ topics, safety, supplier engagement/due diligence and community engagement.
 - Governance, including reporting, transparency, policies, and ESG ratings
 - Customer Value, including Value-Advantage™ tool metrics and integration in sales efforts
- d) Identify where progress is lagging and provide guidance on improvements;
- e) Help to ensure that sufficient resources are being allocated to achieve Company goals;
- f) Review the annual sustainability report to ensure adequate transparency on material issues;
- g) Monitor ESG ratings to maintain leadership position;
- h) Ensure that trends in sustainability are being adequately highlighted and addressed;
- i) Engage stakeholders to ensure material issues are being considered;
- j) Assess the value-creation associated with sustainability efforts to ensure it contributes positively to the financial health of the Company;
- k) Review the effectiveness of the Sustainability Working Group and Leadership Team and provide recommendations to the Advisory Board who will provide advice and counsel to the General Partner.

4. Document Management

The Sustainability Working Group will review this Blueprint document periodically and, as appropriate, liaise with the Advisory Board, who will provide advice and counsel to the General Partner, on the Company's ESG strategic initiatives. The Working Group will periodically review the status of actions arising from meeting agenda summaries and those arising from deliberations at Working Group meetings, and issue appropriate directions, in this regard.

5. Blueprint Amendment and Review

This Blueprint document may be amended pursuant to changes in applicable laws, rules, regulations, and guidelines issued by or any statutory/regulatory authority in this regard.