

Sustainability is crucial to Solenis, not only in what we do at our plants and facilities, but in what we do to help our customers meet their own sustainability goals. We are working toward a comprehensive sustainability strategy encompassing all of the relevant environmental, social and governance elements of sustainability as outlined by the Global Reporting Initiative.

This report is a broad overview of our efforts to create a more sustainable Solenis. It highlights many initiatives since our founding in 2014 to build a unique culture around the core elements of **People, Performance and Results**.

People are our most valuable asset and are the core to a culture that keeps employees safe, affirms they will be treated with respect and recognizes their contributions. Our diversity and inclusion strategy and leadership training programs ensure we are developing our people to be the best they can be.

Performance encompasses both individual accomplishment and the overall performance of the company, making certain we have in place clear performance metrics as well as practices and processes to be compliant, efficient and effective.

Results for our customers and investors will spring from this strong growth culture.

Our vision is to enable our customers' success through innovative process and water treatment solutions. Combining team expertise with data-driven technology, we solve our customers' problems and deliver and document results effectively. Part of meeting our customers' needs is partnering with them to deliver their own specific sustainability targets. In addition to developing innovative solutions and maintaining an active safety culture, we also focus on optimizing production or treatment yields, optimizing and ultimately reducing water and energy use, and optimizing raw material utilization. We highlight a few examples in the Success Stories section of this overview.

Another component of our external sustainability strategy is what we are doing to help the communities in which we work and live. I am very proud of our employees across the globe who have volunteered their time to contribute to their communities and we have spotlighted some examples. Among these are consistent support for the United Way charity through a company-match campaign and sponsorship of The Water Project, a non-profit organization that focuses on addressing water scarcity and water quality issues in small communities in sub-Saharan Africa. In addition, we are very pleased to have achieved a gold status for corporate social responsibility from EcoVadis, the global leader in supply chain sustainability ratings.

As one of the largest global industrial water treatment companies, we believe it is critical that we grow sustainably and demonstrate how we are able to unlock this same potential for our clients. I am happy to share this second Sustainability Overview with you.

Sincerely,



John E. Panichella, CEO