

Solenis ESG Data Overview

This ESG data table provides direct access to ESG data for Solenis following the reporting guidelines as issued by NASDAQ. More in-depth information on targets and progress can be found on at [solenis.com](https://www.solenis.com) and in the Solenis Sustainability Report. Where applicable we have provided reference to the GRI guidelines which have been followed to track and report the data.

| Indicator | GRI Reference | Description | UNITS (metric) | 2019 | 2020 | 2021 | Notes |
|--|--|--|-------------------------------|---|---|---|-------|
| Environmental Data | | | | | | | |
| E1. Greenhouse Gas (GhG) Emissions | | | | | | | |
| E1.1 | 305-1 | Total amount, in CO ₂ equivalents, for Scope 1 | ton | 117,500 | 118,600 | 120,500 | |
| E1.2 | 305-2 | Total amount, in CO ₂ equivalents, for Scope 2 | ton | 72,600 | 65,500 | 71,600 | |
| E1.3 | 305-3 | Total amount, in CO ₂ equivalents, for Scope 3 | ton | Not tracked / Not available | | | |
| E2. Emissions Intensity | | | | | | | |
| E2.1 | 305-4 | Total GhG emissions per output scaling factor | ton CO ₂ /ton prod | 0.16 | 0.15 | 0.15 | |
| E2.2 | | Total non-GhG emissions per output scaling factor | ton CO ₂ /ton prod | Not tracked / Not available | | | |
| E3. Energy Usage | | | | | | | |
| | 302-1 | Total amount of energy consumed | GJ | 3,164,000 | 3,094,400 | 3,222,000 | |
| E3.1 | 302-1 | Total amount of energy directly consumed | GJ | 2,266,000 | 2,298,600 | 2,349,000 | |
| E3.2 | 302-2 | Total amount of energy indirectly consumed | GJ | 898,000 | 795,800 | 873,000 | |
| E4. Energy Intensity | | | | | | | |
| | 302-3 | Total direct energy usage per output scaling factor | kWh/ton | 720 | 720 | 710 | |
| E5. Energy Mix | | | | | | | |
| | 302-1 | 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 | |
| E6. Water Usage | | | | | | | |
| E6.1 | 303-5 | Total amount of water consumed | m ³ | 2,339,800 | 2,744,800 | 2,822,100 | |
| E6.2 | | Total amount of water reclaimed | m ³ | 1,635,400 | 1,060,600 | 1,023,600 | A |
| E7. Environmental Operations | | | | | | | |
| E7.1 | 103-2, 301-308 | Environmental Policy | Yes/No | Yes | Yes | Yes | |
| E7.2 | 103-2, 301-308 | Waste, water, energy, and/or recycling policies | Yes/No | Yes | Yes | Yes | |
| E7.3 | 103-2, 301-308 | Company uses a recognized energy management system? | | Partly | Partly | Partly | |
| E8. Climate Oversight / Board | | | | | | | |
| | 102-19, 102-20, 102-29, 102-30, 102-31 | Board of Directors oversees and/or manages climate-related risks? | Yes/No | No | No | Yes | |
| E9. Climate Oversight / Management | | | | | | | |
| | 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 | |
| E10. Climate Oversight / Investment | | | | | | | |
| | | Total amount invested, annually, in climate-related infrastructure, resilience, and product development. | USD | Not tracked / Not available | | | |

| Indicator | GRI Reference | Description | UNITS (metric) | 2019 | 2020 | 2021 | Notes |
|---------------------------------------|---------------|---|----------------|-----------------------------|-----------------------------|--------|-------|
| Social Data | | | | | | | |
| S1. CEO Pay Ratio | | | | | | | |
| S1.1 | 102-38 | Ratio of CEO total compensation to median full-time employee total compensation | # | Not tracked / Not available | 34:1 | 88:1 | B |
| S1.2 | 102-38 | Company report CEO compensation ratio in regulatory filings? | | | Not applicable | | |
| S2. Gender Pay Ratio | | | | | | | |
| | 405-2 | Ratio of median male compensation to median female compensation | # | Not tracked / Not available | 1.19:1 | 1.22:1 | |
| S3. Employee Turnover | | | | | | | |
| S3.1 | 401-1b | Year-over-year change for full-time employees | % | 10.7 | 10.4 | 10.1 | |
| S3.2 | 401-1b | Year-over-year change for part-time employees | # | | Not tracked / Not available | | |
| S3.3 | 401-1b | Year-over-year change for contractors and/or consultants | # | | Not tracked / Not available | | |
| S4. Gender Diversity | | | | | | | |
| S4.1 | 102-8, 405-1 | Overall headcount held by female | % | Not tracked / Not available | 23 | 24 | |
| S4.2 | 102-8, 405-1 | Entry- and mid-level positions held by female | % | | Not tracked / Not available | 21 | |
| S4.3 | 102-8, 405-1 | Senior- and executive-level positions held by female | % | | Not tracked / Not available | 20 | |
| S5. Temporary Worker Ratio | | | | | | | |
| S5.1 | 102-8 | Overall headcount held by part-time employees | % | Not tracked / Not available | 2 | 2 | |
| S5.2 | 102-8 | Overall headcount held by contractors and/or consultants | % | | Not tracked / Not available | | |
| S6. Non-Discrimination | | | | | | | |
| | 103-2 | Sexual harassment and/or non-discrimination policy | Yes/No | Yes | Yes | Yes | |
| S7. Injury Rate | | | | | | | |
| | 403-9 | Total Recordable Rate (OHS criteria) | # | 0.63 | 0.53 | 0.41 | C |
| | 403-9 | Fatalities as a result of work-related injury | # | 0 | 0 | 1 | |
| | 403-9 | Recordable work-related injuries (OHS criteria) | # | 28 | 29 | 22 | C |
| S8. Global Health & Safety | | | | | | | |
| | 103-2 | Occupational health and/or global health & safety policy | Yes/No | Yes | Yes | Yes | |
| S9. Child & Forced Labor | | | | | | | |
| S9.1 | 103-2 | Child and/or forced labor policy | Yes/No | Yes | Yes | Yes | |
| S9.2 | 103-2 | Child and/or forced labor policy cover suppliers and vendors | Yes/No | Yes | Yes | Yes | |
| S10. Human Rights | | | | | | | |
| S10.1 | 103-2 | Human rights policy | Yes/No | No | No | Yes | |
| S10.2 | 103-2 | Human rights policy cover suppliers and vendors | Yes/No | | Not applicable | | |

| Indicator | GRI Reference | Description | UNITS (metric) | 2019 | 2020 | 2021 | Notes |
|---|---------------------------|--|----------------|-----------------------------|----------------|------|-------|
| Governance Metrics | | | | | | | |
| G1. Board Diversity | | | | | | | |
| G1.1 | 405-1 | Board seats occupied by women (as compared to men) | % | 0 | 0 | 0 | |
| G1.2 | 405-1 | Committee chairs occupied by women (as compared to men) | % | 0 | 0 | 0 | |
| G2. Board Independence | | | | | | | |
| G2.1 | 102-23, 102-22 | Company prohibit CEO from serving as board chair | Yes/No | No | No | No | |
| G2.2 | 102-23, 102-22 | Board seats occupied by independents | % | 17 | 17 | 33 | |
| G3. Incentivized Pay | | | | | | | |
| | 102-35 b | Executives formally incentivized to perform on sustainability | Yes/No | No | No | No | |
| G4. Collective Bargaining | | | | | | | |
| | 102-41 | Employees Covered by Collective Bargaining Agreement | % | Not tracked / Not available | 36 | 35 | |
| G5. Supplier Code of Conduct | | | | | | | |
| G5.1 | 102-16, 103-2 | Vendors or suppliers required to follow a Code of Conduct | Yes/No | Yes | Yes | Yes | |
| G5.2 | 102-16, 103-2 | Suppliers who have formally certified their compliance with the code | % | Not tracked / Not available | 35 | 79 | |
| G6. Ethics & Anti-Corruption | | | | | | | |
| G6.1 | 102-16 | Ethics and/or Anti-Corruption policy | Yes/No | Yes | Yes | Yes | |
| G6.2 | 102-16 | Workforce who have formally certified its compliance with the policy | % | Not tracked / Not available | 95 | 96 | |
| G7. Data Privacy | | | | | | | |
| G7.1 | 418 Customer Privacy 2016 | Data Privacy policy | Yes/No | Yes | Yes | Yes | |
| G7.2 | 418 Customer Privacy 2016 | Steps to comply with GDPR rules | Yes/No | Yes | Yes | Yes | |
| G8. ESG Reporting | | | | | | | |
| G8.1 | | Company published Sustainability report | Yes/No | No | No | Yes | |
| G8.2 | | Sustainability data included in regulatory filings | | | Not applicable | | |
| G9. Disclosure Practices | | | | | | | |
| G9.1 | | Sustainability data provided to sustainability reporting frameworks | Yes/No | No | No | Yes | |
| G9.2 | | Company focus on specific UN Sustainable Development Goals (SDGs) | Yes/No | No | No | Yes | |
| G9.3 | | Company set targets and report progress on the UN SDGs | Yes/No | No | No | No | |
| G10. External Assurance | | | | | | | |
| | 102-56 | Company's sustainability disclosures assured or validated by a third party | Yes/No | No | No | Yes | |

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

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

C. OSHA recordable incident as defined by Occupational Safety and Health Administration in the U.S. 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 expected hours normally worked in a year.

All data reported according to Solenis fiscal year, ending on September 30th

For more information around NASDAQ ESG reporting, please visit: <https://www.nasdaq.com/ESG-Guide> and more specifically on reporting details: <https://www.nasdaq.com/docs/2019/11/26/2019-ESG-Reporting-Guide.pdf>

The GRI Standards are the world's most widely used and comprehensive sustainability reporting standards, which are developed through a multi-stakeholder process and made available as a free public good. For more about GRI and its reporting standards please visit: <https://www.globalreporting.org/>