

# Solenis ESG Data Overview 2020

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 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)	2018	2019	2020	Notes
<b>Environmental Data</b>							
<b>E1. Greenhouse Gas (GhG) Emissions</b>							
E1.1	305-1	Total amount, in CO <sub>2</sub> equivalents, for Scope 1	ton	155 800	137 500	120 700	A
E1.2	305-2	Total amount, in CO <sub>2</sub> equivalents, for Scope 2	ton	91 500	101 600	85 000	A
E1.3	305-3	Total amount, in CO <sub>2</sub> equivalents, for Scope 3	ton	Not tracked / Not available			
<b>E2. Emissions Intensity</b>							
E2.1	305-4	Total GhG emissions per output scaling factor	ton CO <sub>2</sub> /ton prod	0.20	0.19	0.17	A
E2.2		Total non-GhG emissions per output scaling factor	ton CO <sub>2</sub> /ton prod	Not tracked / Not available			
<b>E3. Energy Usage</b>							
	302-1	Total amount of energy consumed	GJ	3 728 700	3 392 800	3 045 300	A
E3.1	302-1	Total amount of energy directly consumed	GJ	3 042 200	2 682 900	2 368 300	A
E3.2	302-2	Total amount of energy indirectly consumed	GJ	819 700	898 000	782 200	A
<b>E4. Energy Intensity</b>							
	302-3	Total direct energy usage per output scaling factor	kWh/ton	850	770	710	A
<b>E5. Energy Mix</b>							
	302-1	Energy usage by generation type	%	Renewable: 0%	Renewable: 0%	Renewable: 0%	A
				Natural Gas: 53 Other Direct: 10 Electricity: 22 Other Indirect: 15	Natural Gas: 66 Other Direct: 9 Electricity: 16 Other Indirect: 8	Natural Gas: 68 Other Direct: 7 Electricity: 15 Other Indirect: 9	
<b>E6. Water Usage</b>							
E6.1	303-5	Total amount of water consumed	m <sup>3</sup>	2 859 800	2 428 800	2 832 000	A
E6.2		Total amount of water reclaimed	m <sup>3</sup>	1 214 300	1 635 400	1 060 600	A, C
<b>E7. Environmental Operations</b>							
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	
<b>E8. Climate Oversight / Board</b>							
	102-19, 102-20, 102-29, 102-30, 102-31	Board of Directors oversees and/or manages climate-related risks?	Yes/No	No	No	No	
<b>E9. Climate Oversight / Management</b>							
	102-19, 102-20, 102-29, 102-30, 102-31	Senior Management Team oversees and/or manages climate-related risks?	Yes/No	No	No	Yes	
<b>E10. Climate Oversight / Investment</b>							
		Total amount invested, annually, in climate-related infrastructure, resilience, and product development.	USD	Not tracked / Not available			

Indicator	GRI Reference	Description	UNITS (metric)	2018	2019	2020	Notes
<b>Social Data</b>							
<b>S1. CEO Pay Ratio</b>							
S1.1	102-38	Ratio of CEO total compensation to median full-time employee total compensation	#	Not tracked / Not available		34:1	
S1.2	102-38	Company report CEO compensation ratio in regulatory filings?		Not applicable			
<b>S2. Gender Pay Ratio</b>							
	405-2	Ratio of median male compensation to median female compensation	#	Not tracked / Not available		1.19:1	F
<b>S3. Employee Turnover</b>							
S3.1	401-1b	Year-over-year change for full-time employees	%	10.9	10.7	10.4	A
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			
<b>S4. Gender Diversity</b>							
S4.1	102-8, 405-1	Overall headcount held by female	%	Not tracked / Not available		23	G
S4.2	102-8, 405-1	Entry- and mid-level positions held by female	%	Not tracked / Not available		16	G
S4.3	102-8, 405-1	Senior- and executive-level positions held by female	%	Not tracked / Not available		16	G
<b>S5. Temporary Worker Ratio</b>							
S5.1	102-8	Overall headcount held by part-time employees	%	Not tracked / Not available		2	
S5.2	102-8	Overall headcount held by contractors and/or consultants	#	Not tracked / Not available			
<b>S6. Non-Discrimination</b>							
	103-2	Sexual harassment and/or non-discrimination policy	Yes/No	Yes	Yes	Yes	
<b>S7. Injury Rate</b>							
	403-9	Total Recordable Rate (OHS criteria)	#	0.55	0.63	0.52	B, D
	403-9	Fatalities as a result of work-related injury	#	0	0	0	B
	403-9	Recordable work-related injuries (OHS criteria)	#	23	28	29	B, E
<b>S8. Global Health &amp; Safety</b>							
	103-2	Occupational health and/or global health & safety policy	Yes/No	Yes	Yes	Yes	
<b>S9. Child &amp; Forced Labor</b>							
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	
<b>S10. Human Rights</b>							
S10.1	103-2	Human rights policy	Yes/No	No	No	No	
S10.2	103-2	Human rights policy cover suppliers and vendors	Yes/No	Not applicable			

Indicator	GRI Reference	Description	UNITS (metric)	2018	2019	2020	Notes
<b>Governance Metrics</b>							
<b>G1. Board Diversity</b>							
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	
<b>G2. Board Independence</b>							
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	%	0	17	17	
<b>G3. Incentivized Pay</b>							
	102-35 b	Executives formally incentivized to perform on sustainability	Yes/No	No	No	No	
<b>G4. Collective Bargaining</b>							
	102-41	Employees Covered by Collective Bargaining Agreement	%	Not tracked / Not available		36	
<b>G5. Supplier Code of Conduct</b>							
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		8	
<b>G6. Ethics &amp; Anti-Corruption</b>							
G6.1	102-16, 103-2	Ethics and/or Anti-Corruption policy	Yes/No	Yes	Yes	Yes	
G6.2	102-16, 103-2	Workforce who have formally certified its compliance with the policy	%	Not tracked / Not available		95	
<b>G7. Data Privacy</b>							
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	
<b>G8. ESG Reporting</b>							
G8.1		Company published Sustainability report	Yes/No	No	No	Yes	
G8.2		Sustainability data included in regulatory filings			Not applicable		
<b>G9. Disclosure Practices</b>							
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	
<b>G10. External Assurance</b>							
	102-56	Company's sustainability disclosures assured or validated by a third party	Yes/No	No	No	In Progress	

A. BASF + Solenis consolidated data 2018 - 2020

B. BASF data included from 2019

BASF = Paper and Water assets of BASF's Performance Chemicals unit

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

D. 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.

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

F. 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.

G. For more detailed information on HR metrics please visit Solenis' website and Sustainability Report

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/>