

Solenis Diversity at a Glance

Here at Solenis we have three focus areas that contribute to our growth culture: People, Performance and Results. Our No. 1 asset, our people, is critical to our customers' experience and the success of our company. We feel it is important to embrace different perspectives from people of all backgrounds, genders, races, ethnicities, sexual orientations, abilities, languages, cultures, etc. People are the foundation of our business, so we start by hiring only the best. Top talent infuses our company with new ideas, energy and passion, and also tends to attract other star performers. As we move toward hiring a more diverse workforce, it is important to know where we are now and the vision for the future. We actively celebrate and applaud our differences with a vision straight from CEO John Panichella of doubling diversity in our global leadership and total workforce by the end of 2030.

Our Global Organization

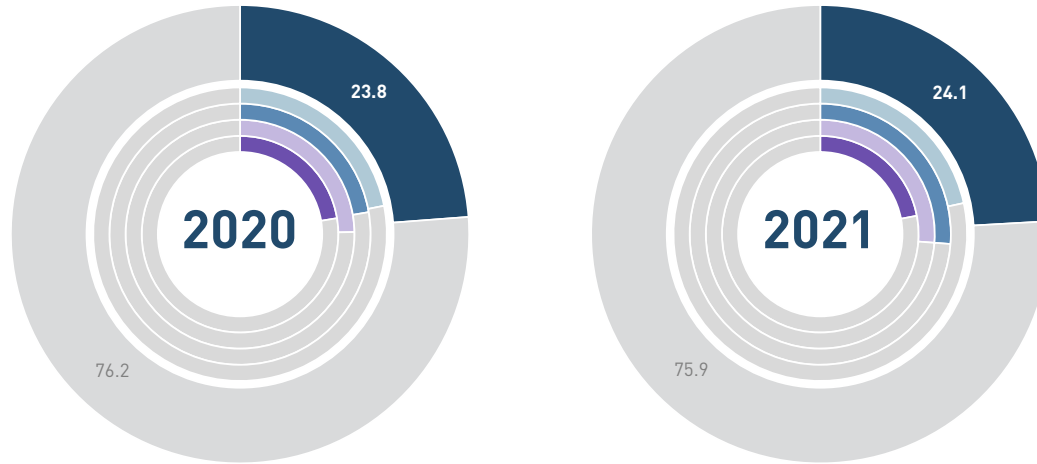


“We have a commitment to every Solenis employee that our culture will be one in which you can thrive and grow regardless of your sexual orientation, race, gender or age. Our culture is based on people who work together to make Solenis a better company.”

— John Panichella, CEO

Global Gender Diversity — Overall and By Region

■ % of Women Globally



% by Region	AP	EMEA	LA	NA
2020	22.4	24.7	22.3	21.9
2021	22.0	26.2	26.2	21.6

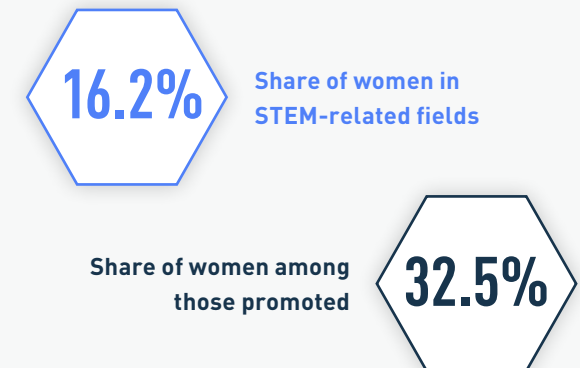
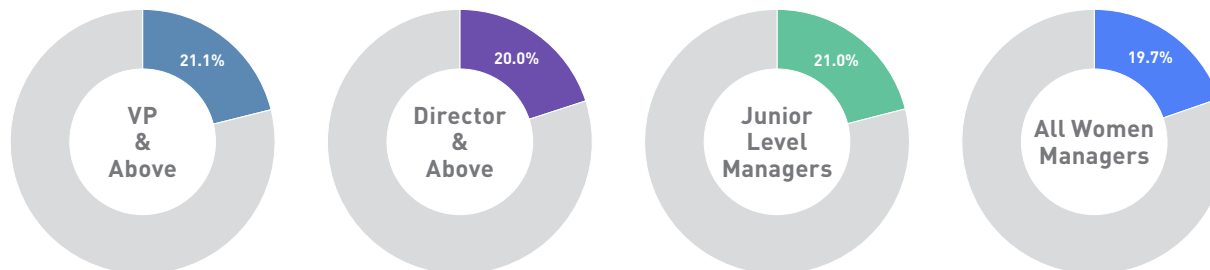


“I am thankful that Solenis recognizes and celebrates the unique talents that women bring to the industry. We build stronger teams this way and see more success.”

— Zoie Tisler, WINS Award Winner 2021

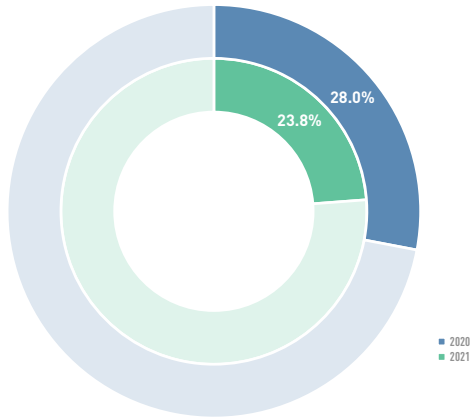
Photo of Zoie “Breaking the Bias” during Women’s History Month

Global Gender Diversity — Women in Leadership

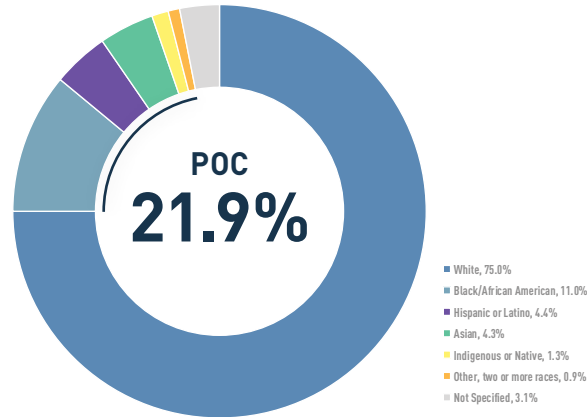


Race/Ethnicity and Nationality Diversity

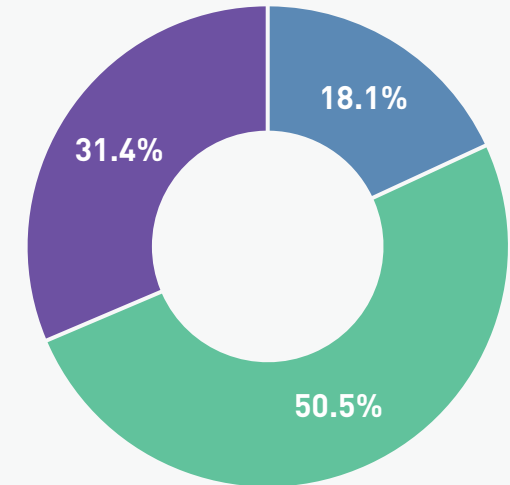
Global *Combined Diversity
*Gender and US Ethnicity/Nationality



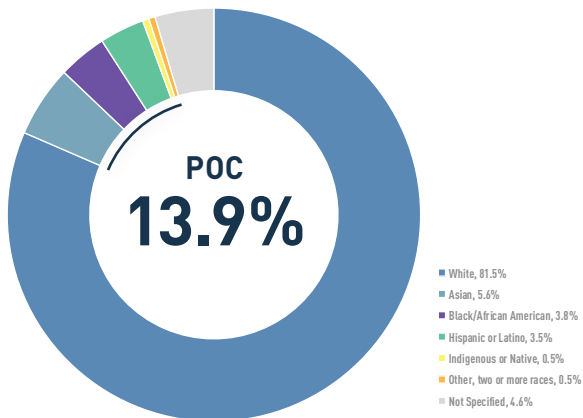
US Diversity – Total Workforce



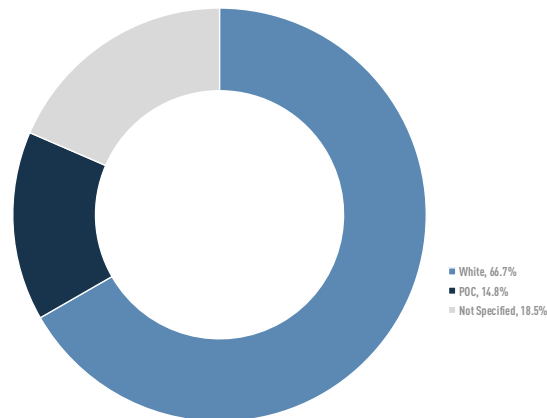
GENERATIONAL DIVERSITY BY AGE



US Diversity – Total Management



US Diversity – VP & Above



- < 30 years old
- 30 – 50 years old
- 50+ years old