



Global Sustainability Statement

As a member of the American Chemistry Council, we believe that chemistry plays an integral role in solving our world's sustainability challenges. Guided by our core values we are committed to See beyond typical expectations of sustainability, and make consistent social, economic, and environmental progress. Through uniting our people, expertise, and resources we will deliver contributions that result in a better, safer world and make a positive difference in the lives and organizations we touch.

As a company dedicated to Sustainability, we have aligned with the United Nation's Sustainable Development Goals (UNSDGs) to go beyond laws and regulatory requirements to:

- *Innovate Together for a Better Tomorrow*, and by 2030 we aspire to:
 - Achieve 100% of finished goods in our portfolio not classified as Carcinogenic, Mutagenic, or Reprotoxic (CMRs)
 - Reduce our use of fossil-based raw materials by 30%
 - Eliminate 100,000 metric tons of waste at QH FLUIDCARE™ partner locations
- *Protect Our Planet*, and by 2030 we aspire to:
 - Achieve carbon neutrality in our global operations
 - Set science-based targets to achieve net zero greenhouse gas (GHG) emissions across our value chain by 2050
 - Reduce waste to landfill, hazardous waste, and water consumption per revenue (\$) by 20%
- *Empowering Our Colleagues and Communities*, and by 2030 we aspire to:
 - Achieve zero serious injury recordables
 - Maintain a positive employment experience as demonstrated by our ability to attract, develop, and retain our colleagues
 - Foster a growth-oriented environment for our colleagues by offering career development learning opportunities to our entire workforce (100%)
 - Attain global workforce representation of between 25% and 27% women, with the same proportion of women represented in leadership globally
 - Attain U.S. workforce representation of people from underrepresented ethnic groups between 25% and 27%
 - Enhance community impact by exceeding annual average volunteer engagement (participation), benchmarked against industry standards
 - Invest our time and resources to conduct impactful projects in all the communities where we manufacture, work, and conduct research around the globe
- *Source Our Materials Responsibly*, and by 2030 we aspire to:
 - Achieve 75% of total direct spend with suppliers that exceed our sustainability performance threshold

We will work together with our colleagues, customers, and supply chain to achieve our sustainability commitments. As we deliver progress towards our aspirations, we are committed to setting and achieving measurable targets, and driving tangible improvements that go beyond organizations and operations – creating positive change in lives, communities, and our planet. With a focus on increased transparency, we have committed to align our public disclosure to the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Task Force for Climate-related Financial Disclosure (TCFD) and report climate change data into the Carbon Disclosure Project (CDP). To promote transparency within our supply chain, we have also partnered with a third party, Ecovadis, to assess the Sustainability of our supply chain.

Forward Together,

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¹ As indicated by a colleague leveraging the QH volunteerism program and recording the volunteering event participation

² As assessed against the prior year benchmark – See Appendix for further details related to benchmarking