

Statement on Diversity, Equity & Inclusion

At Ecolab, we operate with concern for the well-being of all people, and value diversity, equity and inclusion in business and in all facets of work and life. This is reflected in how we attract, hire, develop and promote people, create a respectful and inclusive workplace and strive to enrich and strengthen communities.

These principles align with our core values of doing what's right and working together with diverse perspectives.

- ▶ We're further developing our culture of inclusion and belonging to focus on supporting and encouraging our associates to reach their full potential.
- ▶ We seek to foster a culture of belonging that reflects our longstanding value of collaborating to include diverse perspectives that challenge ourselves to reach our goals and do what's right.
- ▶ We endeavor to maintain supply relationships that reflect Ecolab's commitment to supporting more inclusive communities and promoting equal opportunity for suppliers.
- ▶ We cultivate diverse candidate pools and broaden recruitment strategies to help Ecolab find the best talent.
- ▶ We are committed to ensuring Ecolab talent has equal access to opportunities to thrive and building a diverse and inclusive workforce that reflects our communities.



Fostering a Diverse and Inclusive Workforce

Our culture of inclusion and belonging is focused on supporting and encouraging our associates to reach their full potential. We seek to foster a culture of belonging that reflects our longstanding value of collaborating to include diverse perspectives that challenge ourselves to reach our goals and do what's right. Our [2030 Impact aspirations](#) reflect this commitment, aiming to increase management-level gender diversity to 35% and ethnic/racial diversity to 25% to reflect local labor force, thereby underscoring our dedication to diversity and access to equal opportunities for individuals from all backgrounds.

Our Board of Directors formally reviews global representation metrics twice a year. Ecolab's senior leaders are held accountable for fostering a diverse and inclusive workforce. On a quarterly basis, Talent Councils come together to create differentiated development plans for diverse talent; review talent scorecards for each business, function and region; discuss areas of progress and opportunity; and advise on action plans to drive further advancement.

EXTERNAL RECOGNITION + COMMITMENTS

- In 2019, 2020 and 2021, Ecolab was ranked in the top 10% on Diversity Best Practices' Inclusion Index, now the Seramount Inclusion Index.
- In 2021, 2022, 2023 Ecolab was named to the [Bloomberg Gender-Equality Index](#), which tracks the financial performance of public companies committed to supporting gender equality through policy development, representation and transparency.
- In 2023, Ecolab was named an "Equality 100 Award" recipient on the [Corporate Equality Index](#), a national benchmarking survey and report on corporate policies and practices related to LGBTQ+ workplace equality, administered by the Human Rights Campaign Foundation. This is Ecolab's 11th consecutive year with a top score on the index.
- In 2020 and 2021, Ecolab was named to [Seramount's 100 Best Companies](#) lists for its parental leave and childcare benefits, workplace representation, advancement programs and flexible work options.
- For the fourth consecutive year, in 2021, Ecolab was named to [Forbes magazine's list of America's Best Employers for Women](#), which ranks leading employers based on several gender-equality factors, including diversity, parental leave programs and pay equality.



Fostering a Culture of Inclusivity and Belonging

Our Employee Resource Groups (ERGs) – which are open to all employees – are invaluable in helping associates feel a sense of belonging and in driving key talent outcomes, such as engagement and retention. Supporting and growing our vibrant community of 11 ERGs help associates connect with colleagues, take part in career and leadership development experiences and provide important insights to the business.

ACE: our Asian Community at Ecolab, promoting the development, representation and growth of Asian and Pacific Islander associates at Ecolab

BRIDGES: provides advocacy and leadership to encourage mutual support and high-performing teams across generations of Ecolab associates, our business partners and our communities

CONNECT: brings together young professionals through networking events and career development events, community service projects, and educational seminars

DAWN: supporting Ecolab's growth by creating an inclusive culture for the advancement of associates with differing abilities and in caretaking roles

E3: focused on accelerating the advancement of women

EcoEssence: positively influencing the recruitment, development, and retention of African and African American employees

EcoMondo: dedicated to fostering a diverse, inclusive, and globally mindful Ecolab community

HACER: serving as a business resource that promotes the development, representation, and growth of Ecolab's Hispanic and Latinx associates

MERGE: focused on fostering a military-friendly sense of community and appreciation within Ecolab and our local communities

PLAN: provides quality learning and experiential opportunities that allow associates to promote themselves; leverage knowledge, experience and skills; accelerate their learning; and navigate their career path

Pride: a formal organization for Ecolab employees who are gay, lesbian, bisexual, transgender or allies of the LGBTQ+ community

This global network of advocates and allies directly supports our business growth, too. ERGs bring critical insights and perspectives to help information business decisions at every level.

EXTERNAL RECOGNITION + COMMITMENTS (cont'd)

- For the fifth consecutive year, Ecolab was named a [Top 50 Companies for Diversity](#) by Fair360, formerly DiversityInc. Ecolab ranks 25th on the 2024 list, which is a leading assessment of diversity management in corporate America.
- In 2019 and 2020, Ecolab was recognized as a [Top Company for Executive Women by the National Association for Female Executives \(NAFE\)](#). The list ranks leading U.S. companies with best practices that move women to senior ranks, including mentoring, involvement in employee resource groups and leadership development training.
- In 2020, Ecolab was recognized in the [2020 HACR Corporate Inclusion Index \(CII\)](#), a research initiative conducted by the Hispanic Association on Corporate Responsibility (HACR) and the HACR Research Institute. The index benchmarks the status of Hispanic diversity and inclusion in corporate America and assists Ecolab in identifying the best ways to improve Hispanic and Latinx inclusion and diversity throughout our workforce.
- Ecolab received the [2020 Secretary of Defense Employer Support Freedom Award](#), the highest U.S. government recognition of employers supporting staff serving in the National Guard and Reserve.