

Statement on Diversity, Equity & Inclusion

Leading Through Inclusion

At Ecolab, we believe people do their best work when they feel seen, heard and valued. For more than 100 years, we've helped protect people and the resources vital to life – and that same commitment extends to how we support our associates and shape our workplace culture.

We've strengthened our focus on leading through inclusion because we know it helps us build stronger teams and deliver better outcomes for our customers. Our Employee Resource Groups – open to all associates – foster a sense of belonging and support the development of a wide range of talent. Since 2020, membership has grown significantly, with more than 9,400 associates participating globally. Events like the Global Day of Understanding and our Inclusion Workshops have sparked important conversations on topics such as unconscious bias and inclusive leadership. These moments help us grow stronger together.

We know that high-performing teams are built on trust, respect and a variety of perspectives. That's why we continue to invest in programs that help associates connect, develop and lead with authenticity. Our Foundations Learning Program and global workshops are just a few examples of how we're embedding inclusive behaviors into our everyday work.

This work is championed at the highest levels of our organization. Our Executive Committee and our Diversity, Equity and Inclusion Council are actively engaged in shaping our strategy and ensuring accountability across the company.

We're proud of the recognition we've received – from Forbes, Ethisphere and Newsweek, among others – but we know there's always more to do. Our ability to grow, adapt and lead in a complex world depends on the richness of perspectives we bring to the table.

Thank you for your interest in Ecolab. We're committed to creating a workplace where every associate has the opportunity to thrive – because we know that inclusive teams help us better serve our customers, drive innovation and deliver lasting business results.

If you'd like to learn more about how we promote inclusion, please visit our [Diversity, Equity and Inclusion site](https://www.ecolab.com/diversity) at www.ecolab.com/diversity.

To explore our broader social impact, view our [Growth & Impact Report](https://www.ecolab.com/growthandimpact) at www.ecolab.com/growthandimpact.

Sincerely,



Dexter Davis

Senior Vice President, Human Resources, Global Diversity,
Equity and Inclusion

