



# Sustainability Goals

In early 2022, we set ambitious Sustainability Goals that are representative of key issues and opportunities for ESI. These are within short- and longer timeframes, focused on continuous improvement:

Achieved

On Track

Focus Area	Goals	Progress to Date	2022 Progress
Sustainable Chemistry	Reach sustainable chemistry sales of \$1 billion by 2030		We achieved ~\$700 million of net sales from sustainable products, which represent ~28% of our 2022 total net sales and an increase of ~33%* compared to our 2020 baseline.
Energy Use & Emissions	Reduce our combined Scope 1 and Scope 2 GHG emissions intensity by 25% per metric ton of production by 2030 from a 2020 base of 0.158 MT CO2e/MT of production		Our combined Scope 1 and Scope 2 GHG emissions intensity was 0.156 MT CO2e/MT of production or an intensity improvement of 1.3% as compared to 2020.
Occupational Health & Safety	Reduce our total recordable incident rate (TRIR) every year as we strive toward achieving zero significant safety incidents		Our TRIR was 0.95 or a decrease of 2% as compared to 2021.
DE&I	<b>Training</b> Launch a DE&I awareness training required for all U.S. employees and achieve a completion rate of at least 80%. by 2023		90% of our U.S. employees completed a DE&I training.
	100% of our U.S. managers to complete more in-depth inclusion training by 2023		100% of our U.S. managers completed a more in-depth DE&I training program.
	<b>Recruiting</b> Attain diverse candidate slates for 80% of U.S.-based roles by 2023		84% of U.S.-based roles filled in 2022 had at least one diverse candidate.
	Attain diverse candidate slates for 90% of U.S.-based roles by 2024		We intend to maintain this successful candidate slate by continuing our outreach initiatives towards our 2024 goal of 90%.
	<b>Support &amp; Connectivity</b> Fund and launch at least three employee resource networks for diverse populations by 2023		Three employee resource groups were created offering supporting resources to targeted groups: the ECN (Early-in-Career Network) for new hires, the Asian Employee Resource Group and the Women's Resource Group.

\*Adjusted to exclude the impact of currency changes and certain pass-through metal prices.