2020 ESG OVERVIEW

PARTNERS FOR GREATER PURPOSE
Leading in a Changing World

ECOLAB®

WORKING TOWARD A HEALTHIER WORLD WITH OUR CUSTOMERS, TEAMS AND COMMUNITIES

We are living in a time of change. This past year saw many organizations and individuals reflecting on the ways we live and work. We've seen renewed focus on the ways in which organizations respect the environment, treat people and uphold ethical practices. This year marks my transition to a new role as Ecolab's chief executive officer. I am optimistic about our future, because sustainability has always been core to Ecolab's purpose: Working with our customers, teams and communities to help make the world cleaner, safer and healthier.

Building a flourishing, sustainable future that offers uncompromised quality of life for all certainly won't be easy. But we see opportunities where others see challenges. And we know that our greatest impact comes from working together. In 2020, the COVID-19 pandemic required us to rethink how we collaborate, from implementing remote work when possible to launching new partnerships and initiatives.

With our customers, we ensured our ability to safely serve customers and meet increased demand for our critical cleaners, disinfectants and hygiene solutions, which rose five to 15 times above normal volumes. And we established the Ecolab Science Certified™ program, a comprehensive, science-based program that helps deliver a higher level of cleanliness to help keep employees and customers safe. To help protect our people, we enhanced our stringent cleaning and sanitizing protocols, provided personal protective equipment and implemented social distancing. We also supported our team through pay protection and expanded healthcare coverage.

We continue to look for opportunities to serve in our communities, whether working to protect at-risk watersheds where we operate through our founding membership in the Water Resilience Coalition, part of the United Nations Global Compact CEO Water Mandate, or committing to make faster, deeper progress to advance racial and social justice. We continue to make progress on our goals to achieve representation and gender parity within our workforce, and ensuring that diversity, equity and inclusion is embedded in our culture, from our board oversight to how we hire to how we train our people leaders.

Embedding sustainability into everything we do has never been more important. From the very beginning, Ecolab has operated with environmental and economic impact in mind and we are uniquely positioned to help enable our customers to build resilient operations and achieve safe and sustainable outcomes while reducing costs and increasing efficiency. When Ecolab grows, so does our positive impact. I look forward to continuing to partner with our customers, teams and communities, so we can all thrive in our changing world.

Sincerely,

Christophe Beck
President and Chief Executive Officer

THIS REPORT

Ecolab is steadfast in upholding our longstanding commitment to our stakeholders and to the pillars of our business strategy, while aligning with respected global frameworks. Reporting publicly and consistently on our performance demonstrates our dedication to transparency. Ecolab's 2020 ESG Overview outlines our management approaches and progress related to key environmental, social and governance (ESG) topics identified in our most recent materiality assessment and aligns to select Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and World Economic Forum Stakeholder Capitalism metrics while addressing the recommendations and supporting disclosures of the Financial Stability Board (FSB) Task Force on Climate-related Financial Disclosures (TCFD). For detailed reporting on TCFD recommendations and disclosures, please see our annual CDP Climate Change Report. For more detailed information on ESG topics, see the 2020 Ecolab Corporate Responsibility Report.

COMBATTING THE COVID-19 PANDEMIC

In 2020, we recognized the important role that Ecolab would play in helping our customers and teams respond to the unprecedented and urgent challenges presented by the COVID-19 virus. We have and will continue to support our customers, teams and communities through shared resources, solutions and services.

Protecting our Teams

The safety of our teams is a top priority. We helped protect our associates by:

- Increasing the frequency and thoroughness of cleaning in our facilities
- Enhancing safety at Ecolab and customer sites through rigorous protocols and safety practices
- Providing personal protective equipment to essential employees
- Requiring those who could work from home to do so
- Instituting a pay protection program for employees whose pay was dramatically affected by the pandemic
- Expanding healthcare benefits and sick pay provisions

Supporting our Customers

Our customers count on our **products and expertise** to help protect their employees and keep operations running. This includes **hospitals**, **labs**, **food and beverage operations** and **critical infrastructure** like data centers, power plants and water-treatment facilities. We helped ensure business continuity while protecting the safety of our customers by:

- Establishing **Ecolab Science Certified™** a comprehensive, science-based program that helps deliver a higher level of cleanliness to help keep employees and customers safe
- **Accelerating and expanding production of hand sanitizers**, surface disinfectants and hand soaps
- Providing expert consultation and solutions using our advanced remote monitoring and servicing capabilities to effectively support customer operations
- Developing comprehensive training programs to help our customers protect their employees and guests and restore safe and profitable operations
- Providing solutions to help ensure sterile environments as pharmaceutical manufacturers worked to **develop COVID-19 vaccines**

Serving our Communities

Ecolab also helped support communities throughout the COVID-19 pandemic through product donations and other initiatives by:

- Contributing to the **Restaurant Employee Relief Fund** and the **Change is On the Menu** fundraising campaign
- Helping the **Four Seasons Hotel New York** develop procedures to ensure the safety of the healthcare professionals it housed during the pandemic
- **Donating $11.3 million** in critical cleaning, sanitizing and public health products to support worldwide relief efforts
- **Providing $5 million** in grant funding to organizations that provided COVID-19 relief and supported basic needs

ECOLAB IS EVERYWHERE IT MATTERS

Founded in 1923 and headquartered in St. Paul, Minnesota, Ecolab Inc. (NYSE: ECL) is the global leader in hygiene, infection prevention and water solutions and services that protect people and vital resources and a trusted partner at nearly 3 million customer locations.

Ecolab's 44,000 associates deliver comprehensive solutions, data-driven insights and personalized service to advance food safety, maintain clean and safe environments, optimize water and energy use and improve operational efficiencies and sustainability for customers in the food, healthcare, hospitality and industrial markets in more than 170 countries.

From restaurants, hotels and healthcare facilities to food and beverage plants and manufacturing facilities across the globe, Ecolab's 24,000 direct sales-and-service associates, the industry's largest and best trained, utilize innovative technologies and digital solutions to help solve the most pressing operational and sustainability challenges our customers face. Many of the world's most recognizable companies rely on Ecolab to help ensure product quality, operational efficiencies, sustainability and brand reputation.

SUSTAINABILITY IS CORE TO OUR BUSINESS STRATEGY

Our work is crucial for the health of our changing world. We are well positioned to help customers solve their operational and sustainability goals while meeting the growing demand around water, food, health and climate. Organizations face increasing challenges due to climate change and natural resource availability. Ecolab solutions help our customers adopt processes to reduce water and energy use, which helps increase operational efficiency, reduce environmental impact and protect our world's vital resources.

Our solutions and expertise around food safety is critical to the reputations of businesses that manufacture, sell or serve food and beverages and helps protect the health and well-being of people everywhere.

Finally, we know that clean environments are key to both business success and daily health whether in the hospitality industry or in hospitals. Ecolab's innovative cleaning, laundry, ware washing and hygiene solutions play an important role in ensuring everyone – from employees to guests – stays safe.

Our greatest opportunity to drive sustainable development is through our products and services. We deliver innovative solutions that help companies around the world achieve exceptional business results while minimizing environmental and social impact. And by the nature of our work, we are addressing some of the world's most pressing sustainability challenges, including water scarcity and climate change. We are also committed to using our solutions and expertise to advance sustainability in our own operations.

2020 HIGHLIGHTS

CDP WATER SECURITY
A List

CDP CLIMATE CHANGE
A List

A MOST SUSTAINABLE COMPANY
Top 1%

A WORLD'S MOST ETHICAL COMPANY
14th Consecutive Year

DOW JONES SUSTAINABILITY INDICES
World Index

A BEST CORPORATE CITIZEN
Ranked #7

A LEADING ESG COMPANY
Sixth Consecutive Year

BLOOMBERG GENDER-EQUALITY INDEX
One of 325 Index Companies Across 50 Industries

SUSTAINABILITY GOVERNANCE AND APPROACH

While the full Board of Directors monitors the company's progress on sustainability, the Safety, Health and Environment (SHE) Committee has the highest level of direct responsibility for sustainability policies, programs and practices that affect, or could affect, Ecolab employees, customers, stockholders and neighboring communities.

Ecolab's sustainability strategy includes environmental, social and governance components and is governed by a Sustainability Executive Advisory Team (SEAT) that is made up of 10 members of the company's executive leadership team including our Senior Vice President and Chief Sustainability Officer.

To promote sustained company success, strategic sustainability indicators are part of how we measure performance which is used to determine compensation for senior leaders and employees. Certain functional leaders and facilities managers have their goals aligned with our corporate environmental, social and governance (ESG) goals, including our 2030 Impact Goals. In addition, bonus components for select employees are tied to continuous improvement efforts, including in water and energy efficiency (carbon emissions reductions) leading to achievement of targets at the facility and regional level.

CLEAN REVENUE

Ecolab defines "clean revenue" as revenue from product and service offerings that deliver a clear and significant social or environmental benefit. We have determined that 64% of our 2020 revenue can be considered clean and believe this is a conservative estimate. As we continue to improve our clean revenue methodology and data collection systems to capture the full breadth of environmental and social value that our products and services deliver across our key impact areas of water, food, health and climate. We expect our clean revenue figure to increase in future years.

STAKEHOLDER ENGAGEMENT

To garner a comprehensive understanding of our risks and opportunities, we engage in ongoing dialogue with a diverse set of stakeholders to assess the relevancy of sustainability issues and identify opportunities to improve. Stakeholders are profiled according to the nature of their relationship with Ecolab, their interest and their willingness to engage with and influence the company. Throughout he year, we engage with employees, investors, customers, suppliers and relevant external groups, such as non-governmental organizations (NGOs) and communities.

SUSTAINABILITY MATERIALITY ASSESSMENT

We employ a multifaceted process to identify and prioritize sustainability topics that are important to our stakeholders, align with our company's and customers' key business drivers and inform our corporate strategy and reporting of these issues as required in our Annual Report and Form 10-K and Corporate Responsibility Report.

Guided by the Global Reporting Initiative's (GRI) Reporting Principles, we conducted a sustainability materiality refresh in 2019 that built upon previous assessments conducted in 2017 and 2015. Through this process, we identified priority material topics that are important to stakeholders and significant to our business. We use GRI's definition of material topics to identify relevant and material topics to include. This analysis informed our 2030 Impact Goals and the continued integration of sustainability into our business operations, culture and communications.
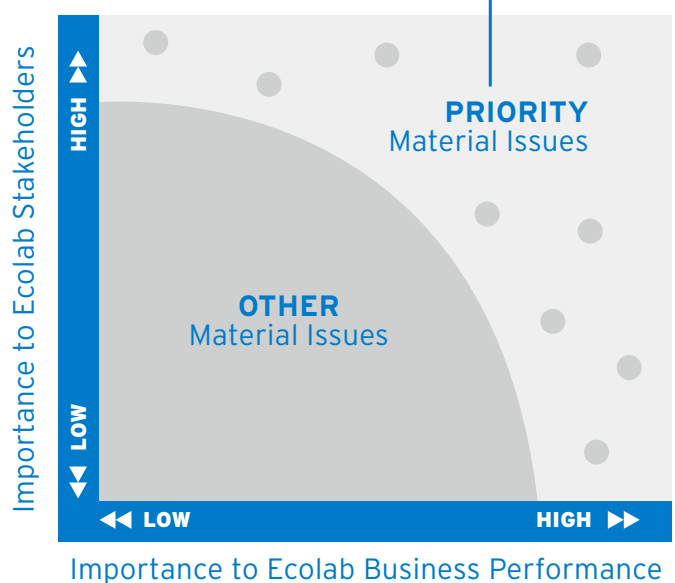

ENVIRONMENTAL
- Water
- Energy and Greenhouse Gas Emissions
- Waste

PRODUCT SUSTAINABILITY
- Product Design and Lifecycle Management
- Chemical Management
- Responsible Sourcing

SOCIAL
- Occupational Health and Safety
- Human Capital Management
- Diversity, Equity and Inclusion

Importance to Ecolab Stakeholders — HIGH / LOW

PRIORITY Material Issues

OTHER Material Issues

LOW — HIGH

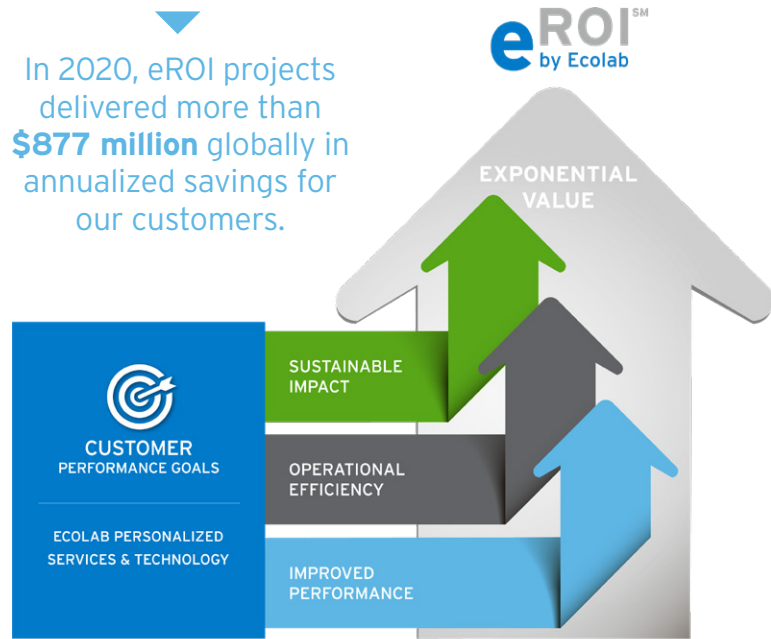**Importance to Ecolab Business Performance**

eROI:
CREATING AND MEASURING VALUE

Our solutions help customers achieve ambitious business and environmental goals. With an unparalleled combination of science and service, we deliver exponential outcomes that benefit customers and communities. We call this our eROI value: the exponential return on investment, or eROI, from customers' improved performance, operational efficiency and sustainable impact.

Measurement is a critical component of our process. Using our proprietary eROI methodology, we measure our sustainable impact and quantify customers' return on investment.

Every year, we measure our total impact using our eROI Customer Impact Counter. The counter includes all technologies that track savings delivered to customers and have established methodologies. We continue to evaluate opportunities to add new technologies to the counter on an annual basis.

In 2020, eROI projects delivered more than **$877 million** globally in annualized savings for our customers.

IN 2020 WE HELPED OUR CUSTOMERS

Conserve more than **206 BILLION** gallons (780,000 cubic meters) of water

Conserve more than **43 TRILLION** BTUs of energy

Avoid more than **3.5 MILLION** metric tonnes of CO_2 emissions

Avoid more than **77 MILLION** pounds of waste

SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) are the 2030 blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. Ecolab is committed to partnerships and programs that fulfill the UN Sustainable Development Goals, and we believe we are well-positioned to make our greatest contributions in three areas.

Goal 6: Clean Water and Sanitation
We aim to achieve a positive water impact in both our own operations and our customers' sites

Goal 13: Climate Action
We align our operations and supply chain to the UN Global Compact's Business Ambition for 1.5ºC, pledging to halve carbon emissions by 2030 and achieve net-zero carbon emissions by 2050

Goal 5: Gender Equality
We believe that a diverse and inclusive workforce is critical to the success of our associates, our company and our customers

OUR 2030 IMPACT GOALS

Our 2030 Impact Goals are focused on the change we can create for our company, communities, customers and environment. With these ambitious goals to achieve alongside customers and in our own operations, we're working to support a safe and healthy world with enough resources for all.

GOAL:
300 BILLION
gallons water saved

69%
Progress toward goal
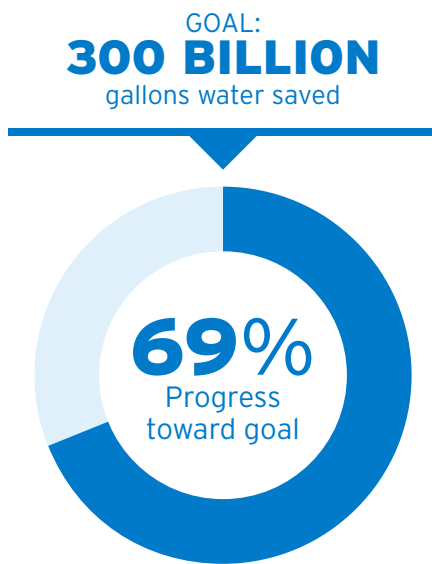
Water
Help customers conserve 300 billion gallons (1,140,000 cubic meters) of water, equivalent to the drinking water needs of 1 billion people. We measure our progress based on global sales data and business growth related to our water-saving technologies and industry-specific assumptions.

GOAL:
6 MILLION
MT CO_2e avoided

58%
Progress toward goal
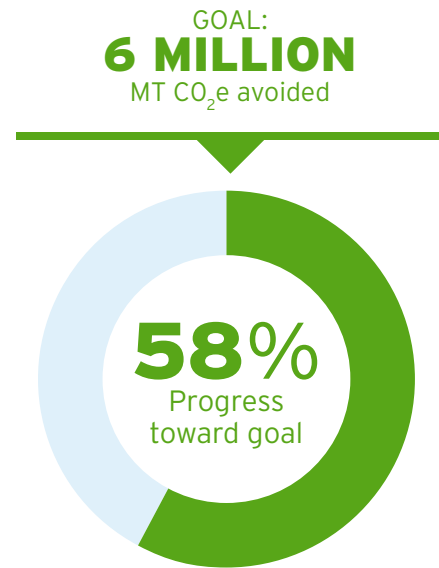
Climate
Help customers become carbon neutral by reducing greenhouse gas emissions by 6 million metric tonnes (MT), preventing nearly 10 million pollution-related illnesses. We measure our progress based on global sales data and business growth related to our energy-saving technologies and industry-specific assumptions.

GOAL:
2 BILLION
people provided safe and quality food

65%
Progress toward goal

Food
Help customers provide high-quality and safe food to 2 billion people for an entire year, preventing 11 million foodborne illnesses. We measure our progress based on production data and business growth from our global Food & Beverage business, the number of meals served by Quick Service Restaurants and Food Retail Services customers and annual food consumption in the United States.

GOAL:
90 BILLION
hands cleaned

73%
Progress toward goal

Health
Help clean 90 billion hands and provide safe medical care for 116 million people each year, reducing more than 1.7 million infections. We measure our progress based on the average number of healthcare instruments washed, chemistry sales and our business growth.

OUR 2030 IMPACT GOALS

Alongside the impact we make with our customers, we know we can make a difference through our own operations.

GOAL:
40% REDUCTION
in overall water impact

30%
Progress toward goal
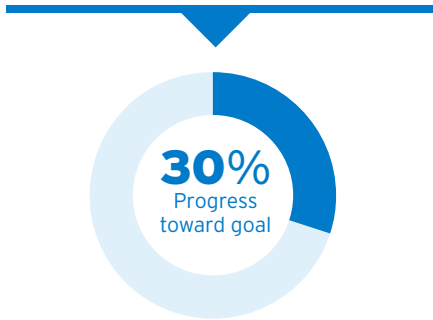
Achieving a Positive Water Impact
Global water challenges are the new normal. That's why Ecolab aims to achieve a positive water impact. By 2030, we plan to:
- Restore greater than 50% of water withdrawal and achieve Alliance for Water Stewardship Standard (AWS) certification in high-risk watersheds
- Reduce water withdrawal by 40% per unit of production across our enterprise

GOAL:
50% REDUCTION
in CO_2e

62%
Progress toward goal
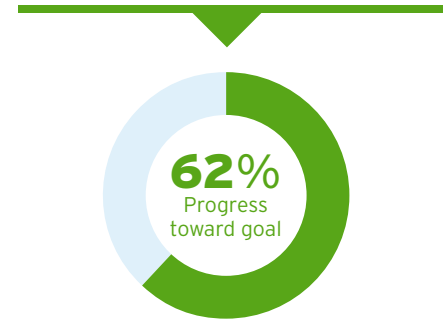
Tackling Carbon Emissions
Joining the fight against climate change is no longer optional. Ecolab will halve carbon emissions by 2030 and achieve net-zero carbon emissions by 2050 and 100% renewable electricity by 2030.

GOAL:
35% and 25%
management level gender and ethnic/racial diversity, respectively

69%
Progress toward goal

Supporting a Diverse and Inclusive Workforce
We believe that a diverse, inclusive and purpose-driven team is critical to the success of our individual associates, our company, our customers and our communities. We will focus on:
- Maintaining Ecolab's pay equity in the U.S. and expanding globally
- Increasing management level gender diversity to 35% with the ultimate goal of gender parity
- Increasing management level ethnic/racial diversity to 25% as we seek to meet full representation of the U.S. workforce at all levels

28%
Reduction

in Total Recordable Injury Rate (TRIR) from 2019 to 2020

48%
Reduction

in Lost Time Injury Rate (LTIR) from 2019 to 2020

Prioritizing Safety Everywhere We Work
Our safety goal is always zero incidents. But Goal Zero is more than a number. We assess risk before we start work, identify and address safety issues, and remedy hazardous situations – at any Ecolab location and wherever we operate.

By 2030, we aim to train and educate 100% of our associates to work safely 100% of the time.

ENVIRONMENT

Ecolab is in a unique position to help address the global trends shaping the future of business, providing and protecting what is vital: clean water, safe food and healthy environments. Alongside our sustainable impact with customers, we are also committed to making a difference in our own operations. We have set bold environmental goals and developed robust environmental management systems and programs to reduce our impacts on water, energy, greenhouse gas (GHG) emissions and waste. We have also continued to improve our product stewardship program, expand environmental sourcing requirements for suppliers and implement processes to proactively reduce or eliminate substances of concern from our portfolio.

Ecolab's Global Safety Health & Environmental Position formalizes our commitment to excellence in global safety, health and environmental (SHE) practices and performance. This commitment extends past our own operations to our suppliers and contractors and is foundational to our work with our customers. Our Board of Directors' SHE Committee has oversight responsibility for Ecolab's SHE programs and the SHE Position is executed through our global Safety, Health & Environmental Management System which is implemented at all of our global facilities. In addition to meeting the Ecolab SHE Management System requirements, many of our plants have achieved certification to ISO 14001, OHSAS 18001 or ISO 45001 and ISO 9001 standards.

Climate

Ecolab's Climate Change Position formalizes our global commitment to reduce greenhouse gas (GHG) emissions by identifying opportunities for our company and our customers to reduce the use of resources that relate directly to aspects of climate change aligned with UN Sustainable Development Goal (SDG) 13. We are dedicated to continuous efforts to reduce GHG emissions in our own operations and product innovation processes, and regularly assess climate-related risks within our Enterprise Risk Management process and Annual Business Significance Risks Assessment. As a Task Force on Climate-Related Financial Disclosures (TCFD) supporter, we are committed to implementing TCFD recommendations and report all TCFD disclosure in our annual CDP Climate Change Report. Our GHG emissions inventories are externally verified annually, and we have been recognized for our leadership on climate action by making the CDP Climate Change A List.

Within our own operations, we set a goal to reduce GHG emissions by 10% per million-dollar sales by 2020 from a 2015 baseline. Building on steady efficiency gains and renewable electricity purchases, we surpassed our goal in 2019 and in 2020, further reduced our greenhouse gas emissions on an intensity basis by 41% from our 2015 baseline.

Ecolab joined the UN Global Compact's Business Ambition for 1.5ºC committing to reduce our GHG emissions by 50% by 2030 and achieve net-zero by 2050. We have pledged to operate using 100% renewable electricity by 2030 through the RE100 initiative and have also set a science-based target (SBT) addressing our Scope 1, 2 and 3 emissions which was approved by the Science Based Targets Initiative (SBTi). Our SBT commits us to reduce absolute Scope 1 and Scope 2 GHG emissions by 50% by 2030 from a 2018 base year. In addition, we are working with suppliers representing 70% of Scope 3 emissions (covering purchased goods and services, capital goods, upstream transportation and distribution, business travel and downstream transportation and distribution) to set similarly ambitious carbon targets aligned with the science-based target methodology by 2024.

To help meet these commitments, Ecolab is:
- Expanding energy efficiency projects at Ecolab sites across the globe
- Partnering with renewable energy producer Clearway Energy Group on our virtual power purchasing agreement (VPPA) to cover 100% of Ecolab's annual electricity use in the United States and Canada
- Moving to electrify our fleet of service vehicles with pilot programs beginning in 2021
- Working with supply chain partners looking to adopt similarly ambitious climate goals
- Continuing to identify more opportunities for renewable energy applications, renewable energy certificates and renewable subscriptions

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In 2020, we made progress toward our 2030 goal by reducing carbon emissions by 31% from a 2018 baseline.

And we are helping customers become carbon neutral by aiming to reduce greenhouse gas emissions by 6 million metric tonnes by 2030, preventing nearly 10 million pollution-related illnesses.

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In 2020, we helped customers save 3.5 million metric tonnes of GHG emissions, preventing 5.7 million pollution-related illnesses.

ENVIRONMENT

Water

As a company with deep expertise in water management, and in-depth understanding of the issues facing companies across industries, Ecolab helps businesses around the world achieve ambitious water conservation goals by doing more with less – improving heating and cooling, industrial processing, wastewater treatment and cleaning and sanitizing processes. Our Water Stewardship Position formalizes our global commitment to undertake responsible water stewardship by identifying opportunities for our company and our customers to use water resources in a manner that benefits business, communities and the environment.

Our annual water risk assessment evaluates 100 percent of our operations and is used to identify facilities that may operate within water-stressed regions and determine whether we have significant water-related risks. To date, we have not identified any inherent water related operational risks with the potential to have a substantive financial or strategic impact on our business. Our water inventories are externally verified annually, and we have been recognized for our water leadership by making the CDP Water Security A List. For more information, please see our annual CDP Water Security Report.

Within our own operations, we exceeded our 2020 goal to achieve a 25% reduction in water impact by 2020 as compared to a 2015 baseline by reducing our total water withdrawals per million-dollar sales and investing in nature-based solutions (NBS). In 2020, we implemented 118 million gallons (447,300 cubic meters) of water replenishment projects and ultimately reduced our total water impact by 30% overall from our 2015 baseline.

Our sights are now set toward our 2030 Impact Goals to further expand our positive water impact in our own operations to:
- Restore greater than 50% of our water withdrawal and achieve Alliance for Water Stewardship (AWS) Standard certification in high-risk watersheds
- Reduce water impact by 40% per unit production across our enterprise

As part of these commitments, Ecolab has created a horizontal process network to share expertise and best practices throughout our global supply chain and established site-level annual goals to give sites attainable checkpoints.

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In 2020, we reduced overall water impact by **12% per unit** production from a 2018 baseline.

We are also well on our way to surpass our 2030 water impact goal of conserving 300 billion gallons (1,140,000 cubic meters) of water annually within our customers' operations, equivalent to the annual drinking water needs of more than 1 billion people.

▼

In 2020, we helped customers save **206 billion gallons (780,000 cubic meters)** of water.

We are working collectively on shared water challenges:
- Founding member of the **Alliance for Water Stewardship** (AWS) International Water Stewardship Standard
- Founding member of the **Water Resilience Coalition** through the UN CEO Water Mandate
- Member of the **California Water Action Collaborative**

We are partnering with organizations that provide resources and education about water resilience and conservation:
- **The Nature Conservancy** – Mississippi Headwaters protection – Solutions for Life
- **Project WET Foundation** – Educating global youth about water conservation
- **Water.org** – Improving access to clean, safe, sustainable water

As available freshwater decreases while demand increases, there's more pressure than ever on businesses to reduce water use. The **Smart Water Navigator** is a publicly available online tool that helps businesses increase water resilience and support responsible growth by turning corporate water targets into real, on-the-ground results. The tool, created by Ecolab in partnership with S&P Global Trucost and Microsoft, supports Ecolab's broader mission to help industry reuse, recycle and reduce water, supporting growing operations and healthy communities.

ENVIRONMENT

Product Stewardship

Ecolab has developed policies and programs to prevent or reduce human and environmental exposure to chemical products through a holistic engineering approach which includes chemistry composition, format, packaging, dispensing and digital control systems. We are committed to safety in our operations and to developing products that are safe for our customers and their intended application. As part of this commitment, Ecolab has a long-standing history of implementing both hazard and risk assessment tools in our product development processes and we use a precautionary approach, meaning we strive to protect human health and the environment even in the absence of scientific certainty or regulatory requirements. We use the Chemical Footprint Project, GHS classifications and Ecolab's Impacts that Matter criteria, as well as proactive projects to continuously identify opportunities to increase product safety.

100% of Ecolab's raw materials and products are evaluated for strict compliance with applicable regulatory requirements, appropriate ingredient disclosures and accurate use and application instructions. We are focused on reducing or eliminating the small number of Substances of Very High Concern (SVHCs) as designated by the European Union Authorisation List within our portfolio through the following:
- Immediately prioritizing away from using components containing SVHCs in new products, during the earliest phases of the development process
- Working rapidly to make low volume or low business value formulas containing SVHCs obsolete
- Where a replacement technology gap exists, establishing projects and partnerships to define global alternatives to the most significant SVHCs
- Initiating new internal reporting mechanisms to facilitate visibility to results and continue to increase management-level engagement

Ecolab is committed to implementing circular economy principles, including using materials and resources efficiently, reducing non-hazardous and hazardous waste in our operations, products and packaging and increasing reuse and recycling.

The scope of our sourcing requirements includes the carbon emissions footprint of our individual suppliers (Scope 3), as well as the total carbon impact of our own supply chain (Scope 1 and 2). When analyzing our suppliers carbon impact, which is comprised of over 20,000 direct and indirect suppliers, we found that their carbon footprint is ten times larger than our own. As part of Ecolab's science-based emissions reduction target, Ecolab has committed to work with suppliers representing 70% of Scope 3 emissions (covering purchased goods and services, capital goods, upstream transportation and distribution, business travel and downstream transportation and distribution) to set ambitious carbon reduction targets aligned with the science-based target methodology by 2024. By working with our supply chain partners to adopt aggressive climate goals, Ecolab is accelerating meaningful action to mitigate climate change.

We are currently developing a global supply chain waste policy that will provide guidance and requirements for sites to minimize the creation of waste and reduce the impact of waste disposal. The strategy applies a waste disposal hierarchy, which describes an order of preferred disposal methods for all waste types.

We have a long history of pioneering packaging technology, in some cases reducing waste from traditional packaging designs by 99 percent.

In 2020, we saved more than **18 million pounds** of newly produced plastic.

Because of innovations in the way we formulate and package products, we have kept 105 million pounds of plastic out of circulation since 2014.

By 2025, we plan to develop and integrate tools to provide transparency to additional sustainability impacts like greenhouse gas emissions and water use, biodegradability and aquatic toxicity into existing product development processes. And by 2030, we aspire to have all Ecolab products packaged in reusable or readily recyclable materials unless prohibited by public health or regulatory requirements. Our key strategies to achieving our ambition are to:
1. Accelerate and expand reusable packaging programs
2. Shift to readily recyclable packages where reuse is not feasible

SOCIAL

Our 44,000 associates, which include 24,000 sales-and-service professionals providing on-site services for customers, bring ingenuity and resourcefulness to our customers' and the world's toughest challenges. And to ensure our continued capacity to deliver for customers, we strive to be the destination for the world's most capable talent. We seek the brightest people, with a range of experiences, and invest in them by providing training, a safe and inclusive environment and opportunities to grow their own potential alongside our collective impact.

We believe in compensating our employees fairly and in compliance with local laws. We are committed to developing a culture that fully leverages our employees' talents by promoting a diverse and inclusive environment and providing unparalleled training and career development opportunities. Our commitment to the safety of our employees, contractors and customers is uncompromised – from the way we operate, to the products we develop, to the customers we serve. In addition, we are committed to promoting the health and well-being of our employees, our customers and our customers' customers by contributing to programs and initiatives that enhance the quality of life in the communities where they work and live.

Human Capital Management

Ecolab's ability to attract and retain the world's most capable talent, while deepening our relationship with existing employees, is critical to managing our operations efficiently and effectively and delivering innovative solutions for customers. We invest in professional training and development, help our employees create personal development plans to achieve their career goals and conduct regular employee engagement surveys. Our last enterprise-wide employee engagement survey took place in 2018 and we achieved a record 91% participation rate resulting in an overall engagement score of 63%.

We believe in a 70-20-10 model for learning and development, with 70% of learning taking place on the job; 20% occurring with role models, coaches, mentors, job shadowing and formal feedback mechanisms; and 10% through formal training. Collectively in 2020, employees spent a total of 411,000 hours in learning and development. On average, our global employees received a total of 27.4 hours of training and development, comprised of 9.1 hours of formal training and 18.3 hours of informal or formal coaching, mentoring and/or job-shadowing. The average training and development expenditure in 2020 was $315 per full-time employee.

Our Employee Resource Groups (ERGs), formal learning programs and specialized continuous improvement programs provide formal coaching, mentoring and 1:1 career development opportunities for employees. Ecolab's 11 ERGs hosted over 300 events across 70+ global chapters in 2020.

Additionally, we delivered our third annual Ecolab Development Week to provide practice-oriented workshops to upgrade employee skills and advance career development. The 2020 Development Week comprised of over 350 completely virtual events spread across more than 85 countries with over 25,000 active participants.

Compensation

We are committed to a market-competitive and performance-based philosophy as it relates to pay across the globe. At Ecolab we require a variety of high demand, unique vocational and technical skills in entry level roles. Consequently, our entry level wages are on average two to three times higher than minimum wage regardless of gender across our significant locations of operation, which are defined as our manufacturing facilities and operation centers.

Our processes and governance for ensuring both performance-based and equitable pay decisions without regard for gender and race/ethnicity is consistent at the enterprise level and across significant locations of operation. The findings of our 2018 and 2020 pay equity studies validate that Ecolab provides equal pay for men, women and all races/ethnicities who undertake the same work, at the same level and with the same performance and experience.

SOCIAL

Diversity, Equity and Inclusion

Our focus on diversity, equity and inclusion (DE&I) reflects our longstanding values of working together with diverse perspectives to challenge ourselves, reach our goals and do what's right.

We believe in the value of diversity, equity and inclusion, in business and in all facets of life. We are working to embed DE&I throughout our company, so that it shows up in how we:

- Attract, hire, develop and promote people
- Create respectful and inclusive workplaces
- Do business with our customers and suppliers
- Use our corporate clout to create equity in our communities

We're committed to making faster, deeper progress inside Ecolab and within society – and are holding ourselves accountable through our 2030 Impact Goals. These goals help us drive significant change to advance racial and social justice within our organization. We have committed to focus on:

- Maintaining Ecolab's pay equity in the U.S. and expanding globally
- Increasing management level gender diversity to 35% - a ~50% increase in representation – with the ultimate goal of gender parity
- Increasing management level ethnic/racial diversity to 25% - a ~50% increase in representation – as we seek to meet full representation of the U.S. workforce at all levels

In 2020, we grew management level gender diversity to 24.3% and management level ethnic/racial diversity in the U.S. to 17.3%.
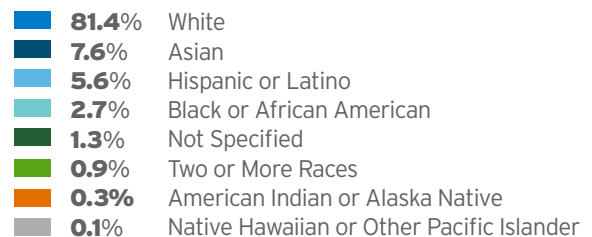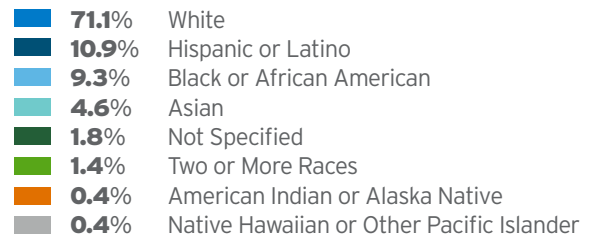
Supporting Local and Diverse Suppliers

Supplier diversity at Ecolab means driving competitiveness and economic inclusion. We believe:

- The best teams and partners are diverse and inclusive
- Solving complex problems requires diverse perspectives and experiences
- Driving our partner marketplace to equitably reflect our diverse society makes our business more attractive to customers, employees and investors, and benefits the communities in which we live, work and serve

In 2020, Ecolab conducted business with over 500 diverse suppliers in all categories of diverse spend, of which 27% had more than two diverse indicators. Ecolab's 2020 spend with diverse suppliers totaled approximately $105 million, or 3.1% of all U.S. procurement spend. Supplier diversity goals are integrated into our larger diversity, equity and inclusion strategy and appropriate goals, resources and tools are in place to double our spend with diverse suppliers by 2022.

U.S. ETHNIC AND RACIAL DIVERSITY
(As defined by EEO1 racial and ethnic categories)

18,216 Total U.S. Employees

	%	
	71.1%	White
	10.9%	Hispanic or Latino
	9.3%	Black or African American
	4.6%	Asian
	1.8%	Not Specified
	1.4%	Two or More Races
	0.4%	American Indian or Alaska Native
	0.4%	Native Hawaiian or Other Pacific Islander

4,197 U.S. Management Employees

	%	
	81.4%	White
	7.6%	Asian
	5.6%	Hispanic or Latino
	2.7%	Black or African American
	1.3%	Not Specified
	0.9%	Two or More Races
	0.3%	American Indian or Alaska Native
	0.1%	Native Hawaiian or Other Pacific Islander

SOCIAL

Standing Together Against Social Injustice

We cannot create a healthy culture inside our organization if there is injustice in our communities. And we realize that intent is not enough – results matter, and we are committed to making faster, deeper progress to advance social and racial justice, both within Ecolab and our communities.

We are listening and seeking to understand, working with community leaders to gain the insights and perspectives we need to make significant, sustainable change and continuing to support organizations dedicated to advancing racial and social justice.

In 2020, Executive Chairman and former CEO Doug Baker joined more than 80 Minnesota CEOs to issue a statement urging police reform during the state of Minnesota's special legislative session. The statement was sent on behalf of the Minnesota Business Partnership, a group of business leaders from Minnesota's largest employers that aims to strengthen the state's economy and quality of life.

Additionally, our Executive Diversity & Inclusion Council has pledged to lead the organization in the following commitments:

- Provide more frequent opportunities for real conversations about race and building a more inclusive culture across all our non-majority groups
- Increase learning opportunities for managers and leaders around inclusion and the importance of building diverse and inclusive teams
- Expand our focus on supplier diversity and ensure that vendor relationships reflect Ecolab's commitment to supporting diverse and equitable communities
- Continue to insist on diverse candidate pools and broaden recruitment strategies to help us find the best talent. In the U.S., we will step up our efforts to recruit from historically Black colleges and universities and diverse institutions and organizations.
- Continue to measure and monitor our acceleration of the representation of women and ethnically diverse associates, particularly in management and executive level roles. The company's executives will review these statistics each month.
- Insist that diverse talent has access to learning opportunities and the support they need to help them achieve their career ambitions

Allyship in Action

Following the death of George Floyd in our headquarters community of Saint Paul, MN in 2020, we pledged to provide more frequent opportunities for real conversations about race and to build a more inclusive culture across all our non-majority employee groups. Stemming from this commitment, we held two Day of Understanding events focused on race and gender.

In August 2020, we held our first Day of Understanding to facilitate dialogue about racism against Black and African American people in the U.S. More than 4,500 associates attended a town hall and 1,800 participated in small group breakout sessions led by senior business leaders. And in January 2021, we continued the conversation with a focus on women at work, gender equality, allyship and inclusion drawing over 8,500 participants to a town hall and more than 3,500 to breakout sessions.

And, to help associates have ongoing conversations, build trust and be better allies to those who face discrimination, over one quarter of our global workforce has completed an online Allyship in Action training course.

SOCIAL

Health and Safety

At Ecolab, the safety of our employees and contractors is our top priority and is embedded into our company values. Our safety goals are simple: zero accidents, zero injuries and zero violations. This is a collective goal in which each employee must commit to, own and deliver on every day of the year. Year-on-year, we also strive to incrementally improve safety at all our sites to protect our employees and communities.

Our Board of Directors Safety, Health and Environment (SHE) Committee is the highest governing body responsible for Goal Zero. We deploy occupational health and safety management systems to manage health and safety commitments that are aligned with our global Safety, Health and Environmental Policy. Our systematic approach to meeting these commitments cover 100% of employees globally, as well as nonemployees that are directly supervised by Ecolab. As part of our continuous improvement efforts, we have begun a multi-year process to align our systems more fully to the newly released ISO 45001 international standard, which builds on earlier international standards including the Occupational Health and Safety Assessment Series (OHSAS) 18001, the International Labour Organization's (ILO) ILO-OSH Guidelines and other standards. In some cases, we are also working to align with standards promulgated by industry groups with which we partner such as the American Chemistry Council's Responsible Care Management System.

In addition, we are committed to implementing and maintaining strong emergency preparedness and response systems. We maintain enterprise-wide guidelines on how to prepare for and respond to emergencies, including incident management plans and crisis notification and reporting procedures, and have emergency response teams and business continuity plans in place at all levels of the organization.

In our most recent enterprise-wide employee engagement survey, we found that over 85% of Ecolab Employees are 'highly engaged' around safety. This safety engagement score was one of the highest engagement categories within Ecolab and is 7% higher than the Fortune 500 benchmark. And this engagement is translated clearly into action: from 2019 to 2020, we saw a reduction in our total recordable injury rate by 28% and lost time injury rate by 48%.

Community Engagement

Since 1986, the Ecolab Foundation has implemented community impact programs to support communities where our employees live and work, focusing on giving to local non-profit organizations in four strategic areas: youth and education, civic and community development, arts and culture and environment and conservation. Since the inception of the Ecolab Foundation, the company has contributed more than $131 million to non-profit organizations.

In 2020, Ecolab and its employees committed more than $26 million to local communities through Foundation and corporate giving, in-kind donations and employee volunteerism (using the value of volunteerism per Independent Sector). Of this, employees gave more than $3 million to nonprofit organizations around the world through the Ecolab Community Giving Program.

As the world's leading supplier of cleaning and sanitizing products and solutions, Ecolab is proud of our in-kind donation program which provides needed cleaning and sanitizing products to organizations in areas where natural disasters have occurred. In 2020, $11.3 million worth of Ecolab products, equaling 4.5 million pounds, went to worldwide relief efforts in partnership with non-profit World Emergency Relief to areas affected by COVID-19.

And in a year when a global pandemic necessitated that employees work from home, many volunteer activities switched to virtual or were delayed until events could safely happen outside. Nonetheless, Ecolab employees were engaged as an asset to their communities, giving time and talent. In 2020, 3,559 individuals, or 7.9% of global employees, volunteered in at least one effort providing a value of over $2 million back into their local communities.

GOVERNANCE

We know that to achieve our work to make the world cleaner, safer and healthier, we need to operate ethically, responsibly and sustainably. The work we do matters, and the way we do it matters to our associates, customers, investors and the communities in which we and our customers operate.

The business and affairs of the Company are managed under the overall direction of the Board of Directors. To assist it in carrying out its duties, the Board has delegated certain authority to five standing committees: Audit, Compensation, Finance, Governance and Safety, Health & Environment. For more information, please visit our Corporate Governance webpage.

Human Rights

Ecolab is committed to enhancing the well-being of people and communities around the world and has established formal policies and procedures to ensure human rights are respected across our global operations and supply chain. We are committed to respecting international human rights standards, as defined by the UN Guiding Principles on Business and Human Rights which include the UN Universal Declaration of Human Rights and the International Labor Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work. We operate in alignment with the policies and procedures outlined in the SA8000 Standard which seek to protect basic human rights of workers. We aspire to create an inclusive and respectful work environment, establish decent working conditions and work to eliminate all forms of child and forced labor, discrimination, anti-corruption and bribery.

- Our Code of Conduct contains detailed human rights aspects relevant to our operations and requires Ecolab employees to report any potential Human Rights issues.
- Our Ethical Sourcing Standards communicate to our vendors and business partners our expectations on human rights and ethics and our standards for operation, including addressing implications of the UK Modern Slavery Act and the California Transparency in Supply Chains Act.
- Our Supplier Code of Conduct sets out expectations for suppliers in the areas of integrity, ethical and legal standards and compliance among other topics.
- Our Anti-Human Trafficking Policy communicates our expectations around Slavery and Human Trafficking.
- Our Conflict Minerals Policy supports human rights organizations to end violence and atrocities in Central Africa, specifically the Democratic Republic of the Congo (DRC) and nine adjoining countries.

It is Ecolab's policy to disclose any human rights controversies which may relate to child employment, female or minority rights infringement, or other issues pertaining to human rights as defined by the EEOC. No fines related to human rights issues have been levied against the company by any governmental organization in the past five years.

Integrity and Ethics

We are committed to upholding the highest legal and ethical standards, regardless of when and where we conduct business. Available in 27 languages, our Code of Conduct applies to all Ecolab officers, directors and employees and serves as a guide for how to act and make ethical decisions in compliance with the Code and the laws of the countries where we do business. Our annual goal is to have 100% of global employees, including all senior managers, provide a signature to certify completion and compliance. In 2020, we had a 99% global completion rate. All reports of potential Code violations are thoroughly investigated, and mitigation steps are put in place.

Ecolab's anti-corruption policies and procedures are communicated through the annual Code of Conduct training, which is mandatory for all employees and almost all contingent workers globally. In addition, annual anti-corruption training is mandatory for all employees that may have relevant business responsibilities or interactions. More detailed anti-corruption training is provided to senior leaders in all regions and in high-risk locations.

Data Privacy and Security

At Ecolab, the security of our systems and solutions is a top priority. Our Board of Directors oversees Ecolab's global information security strategy and program and includes a cybersecurity expert that joined the Board in 2014. Our cybersecurity strategy and programs are overseen by our Chief Information Security Officer (CISO) who chairs an executive-level steering committee, the Information Security Steering Committee, and reports directly to the Chief Information Officer.

Ecolab's cybersecurity and privacy teams work to safeguard the company and customer's data. We partner with other companies and industry leaders to protect access to information, ensure the security of data storage and transmission and track and communicate information regarding cyber threats. We continuously test our technical defenses with internal and external trained professionals seeking to probe the company's cybersecurity defenses and have a Security Incident Response team that is available 24/7, 365 days of the year.

Our Global Privacy Policy outlines how Ecolab uses and safeguards personal data, periodically reviews security measures and ensures that we are compliant with the data privacy laws and regulations of the jurisdictions in which we operate, including the EU General Data Protection Regulation (GDPR). This policy is published in 16 languages.

In 2020, Ecolab had zero substantiated complaints concerning breaches of customer privacy or losses of customer data.

GOVERNANCE

Global Tax

We are committed to complying with all tax laws and regulations in each jurisdiction in which we do business and are guided by appropriate international standards. The tax we pay is an integral part of our positive economic and social impact and supports the advancement of the countries in which we operate. Our tax structures have economic substance and adhere to the arm's-length standard in accordance with the current transfer pricing principles outlined by the Organization of Economic Co-operation and Development (OECD). Our UK Tax Strategy Statement is available on our website.

Our global tax policies and strategies are periodically reviewed and authorized by our Internal Finance Committee as well as the Finance and Audit Committees of Ecolab's Board of Directors. In addition, the tax function is reviewed as part of our internal controls audit and by our external auditor, PwC. The Tax department is subject to Ecolab's existing reporting mechanisms within the Global Finance function and whistleblower program managed by the Global Compliance department. Stakeholder engagement and management of concerns related to tax are covered by the tax department reporting into the Chief Financial Officer.

Political Action

Engaging with policymakers is one means of furthering our sustainability objectives. We communicate with policymakers in proactive policy discussions, bringing our market segment and scientific expertise to the table on water, waste, food safety and customer health issues to ensure public policy decisions are grounded in principles of sound science. Ecolab engages with federal and state legislative and regulatory bodies, industry and customer trade associations and non-governmental organizations that provide a forum for environmental policy discussion relevant to our industry. These include a diverse set of stakeholders which focus on water-related issues and climate mitigation and adaptation issues to influence climate policy.

Ecolab associates also can support the company's political action committee, the Ecolab Inc. Political Action Committee (ECOPAC). ECOPAC, which is funded by voluntary contributions from Ecolab associates, is a nonpartisan committee that supports candidates for Congress who share our basic philosophies and values. It contributes to legislators from across the country where the company transacts business. Contributions are determined by a board of Ecolab executives based on criteria including representation of Ecolab facilities and/or significant base of employees, committee membership, committee leadership, positions on issues and partisan balance. ECOPAC does not support candidates for state, local or presidential office. A list of all political contributions by ECOPAC and Ecolab is posted semi-annually to the Ecolab website under Political Contribution Reporting.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) REFERENCE TABLE

The Sustainability Accounting Standards Board (SASB) is an independent, standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. This table references the Standards for the Chemicals and Professional Services industries as defined by SASB's Sustainable Industry Classification System (SICS) and outlines where Ecolab addresses each topic.

TOPIC	SASB CODE	ACCOUNTNIG METRIC	2020 RESPONSE OR CROSS-REFERENCE
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	282,843 MT CO2e
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Please see the Energy & Emissions section in the 2020 Ecolab Corporate Responsibility Report
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCx), and (4) hazardous air pollutants (HAPs)	1. NOx emissions = 573.3 MT 2. SOx emissions = 2.49 MT 3. VOCx emissions = 1.6 MT 4. HAPs = 11.3 MT
Energy Management	RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	1. Total energy consumed = 5,941,461 GJ 2. Percentage grid electricity = 6.4% 3. Percentage renewable = 67.6% 4. Total self-generated energy = 201,729 GJ
Water Management	RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	1. Total water withdrawn = 6,557.9 thousand cubic meters 2. Total water consumed = 1,561.9 thousand cubic meters 18% = Percent of total water withdrawn in regions with "High" or "Extremely High" Baseline Water Stress
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	One incident
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practice to mitigate those risks	2020 CDP Water Security Report
Hazardous Waste Management	RT-CH-150a.1	Amount of hazardous waste generated; percentage recycled	Hazardous waste generated = 25,872 MT Percentage hazardous waste recycled = 0.49%
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Please see the Stakeholder Engagement, External Initiatives and Water Management and Collective Action sections of the 2020 Ecolab Corporate Responsibility Report
Workforce Health and Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	1. TRIR = 0.79 per 200,000 hours worked 2a. 0.002 per 200,000 hours worked 2b. 0
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure to employees and contract workers to long-term (chronic) health risks	Please see the Health and Safety section of the 2020 Ecolab Corporate Responsibility Report
Product Design for Use-Phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	We have determined that 64% of our 2020 revenue can be considered clean.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) REFERENCE TABLE

TOPIC	SASB CODE	ACCOUNTNIG METRIC	2020 RESPONSE OR CROSS-REFERENCE
Safety and Environmental Stewardship of Chemicals	RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	1. 80% of Ecolab products have GHS category 1 and/or 2 warnings on the product, primarily due to our commitment to minimize our carbon footprint and packaging waste through the use of super concentrated products. When products are used as directed, this percentage drops significantly, particularly across our Institutional North America portfolio, where over 73% of our products do not require any personal protective equipment. 2. 100% of Ecolab products are evaluated for strict compliance with applicable regulatory requirements and assessed by the Regulatory Affairs and business teams for hazards using GHS and OECD standards.
	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Please see the Chemical Portfolio Management and Product Design and Lifecycle Management sections of the 2020 Ecolab Corporate Responsibility Report
Genetically Modified Organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	0% - Genetically Modified Organisms (GMOs) are not relevant to Ecolab's business as Ecolab does not produce or use GMOs.
Management of the Legal & Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Please see the Public Policy section of the 2020 Ecolab Corporate Responsibility Report and our 2020 CDP Water Security Report and 2020 CDP Climate Change Report
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.1	Number of transport incidents	295 global transport incidents
	RT-CH-540a.2	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	PSIC = 6 PSTIR = 0.093 PSISR = 0.124
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Please see the Data Privacy and Security section of the 2020 Ecolab Corporate Responsibility Report
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Global Privacy Policy
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	In 2020, Ecolab had zero substantiated complaints concerning breaches of customer privacy or losses of customer data.
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	1) 2.9% Asian, 2.9% Black or African American, 5.9% Hispanic or Latino, 85.3% White, 2.9% Other 2) 4.6% Asian, 9.3% Black or African American, 10.9% Hispanic or Latino, 71.1% White, 2.3% Other, 1.8% Not Specified
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	1. Global voluntary turnover rate = 8.2% 2. Global involuntary turnover rate = 4.7%
	SV-PS-330a.3	Employee engagement as a percentage	Employee engagement score = 63%
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	Please see the Integrity and Ethics section of the 2020 Ecolab Corporate Responsibility Report
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	None

WORLD ECONOMIC FORUM STAKEHOLDER CAPITALISM METRICS TABLE

The World Economic Forum Stakeholder Capitalism Metrics are a set of universal and comparable disclosures focused on people, planet, prosperity and principles of governance that are considered most critical for business, society and the environment, regardless of region or industry. This table identifies where Ecolab addresses each of the 21 core metrics within the 2020 Corporate Responsibility Report.

THEME	CORE METRIC	RESPONSE OR CROSS-REFERENCE
Governing Purpose	Setting purpose	About Ecolab Our Approach
Quality of Governing Body	Board composition	Corporate Governance Board of Directors
Stakeholder Engagement	Impact of material issues on stakeholders	Stakeholder Engagement Sustainability Materiality Assessment
Ethical Behaviour	Anti-corruption	Anti-Corruption
	Protected ethics advice and reporting mechanisms	Integrity and Ethics
Risk and Opportunity Oversight	Integrating risk and opportunity into business process	2020 Annual Report and 10-K 2020 CDP Water Security Report 2020 CDP Climate Change Report
Climate Change	Greenhouse Gas (GHG) emissions	Emissions Performance
	TCFD-implementation	2020 CDP Climate Change Report
Nature Loss	Land use and ecological sensitivity	Biodiversity
Fresh Water Availability	Water consumption and withdrawal in water stressed areas	Water Water Performance
Dignity and Equality	Diversity and Inclusion	Diversity, Equity and Inclusion
	Pay Equality	Compensation
	Wage level	Compensation
	Risk for incidents of child, forced or compulsory labour	Human Rights Supplier Relations
Health and Well-being	Health and Safety	Benefits Health and Safety
Skills for the future	Training provided	Human Capital Development
Wealth creation and employment	Net number of jobs created	Talent Recruitment and Retention
	Net Economic Contribution	2020 Annual Report and 10-K
	Net investment	2020 Annual Report and 10-K Global Tax
Innovation in better products and services	R&D spend ratio	1.6%
Community and social vitality	Community investment	2020 Annual Report and 10-K
	Country by country tax reporting	2020 Annual Report and 10-K Global Tax

KEY PERFORMANCE INDICATORS

These key performance indicators provide a summary of the material sustainability-related metrics contained in the 2020 Ecolab Corporate Responsibility Report, 2020 Ecolab Annual Report and Form 10-K and other sources. We report in accordance with the Global Reporting Initiative's GRI Standards: Core option and consider material Sustainability Disclosure Topics and Accounting Metrics from the Sustainability Accounting Standards Board (SASB) Chemicals and Professional Services Standards. Additionally, we address World Economic Forum core Stakeholder Capitalism Metrics and are a Task Force on Climate-related Financial Disclosures (TCFD) Supporter. For more information on ESG-related data and how these key performance indicators are defined and calculated, please refer to our 2020 Corporate Responsibility Report.

ECONOMIC

	UNITS	2020	GRI	SASB
Global Sales	$	$11.8B	102-7	
Global Employees	Employees	44,000	102-7	
Number of Patents	Patents	10,000		
R&D Spend (Monetary)	$	$185M		
R&D Spend (Percent of Total Sales)	%	1.6%		
Clean Revenue	%	64%		RT-CH-410a.1

ENVIRONMENTAL

Water	UNITS	2018	2019	2020	GRI	SASB
Global Water Withdrawal	Cubic meters	8,327,390	7,457,497	6,557,930	303-3	RT-CH-140a.1
Water Withdrawal	Cubic meters / $M	683	587	549	303-3	
Water Withdrawal from Water-Stressed Areas	Cubic meters	1,009,181	964,405	849,494	303-3	
Total Water Recycled and Reused	Cubic meters	130,995	224,560	309,260		
Global Water Discharge	Cubic meters	5,914,903	5,521,878	4,996,053	303-4	
Water Discharge Intensity	Cubic meters / $M	485	435	418	303-4	
Global Water Consumption	Cubic meters	2,412,487	1,935,619	1,561,877	303-5	RT-CH-140a.1
Water Consumed in Water-Stressed Areas	Cubic meters	399,761	411,825	331,845	303-5	
Biological Oxygen Demand (BOD)	MT	1,634	1,339	713	303-4	
Total Suspended Solids (TSS)	MT	2,872	1,419	1,450	303-4	

Energy	UNITS	2018	2019	2020	GRI	SASB
Total Energy Use	GJ	6,714,364	6,722,546	5,941,461	302-1	RT-CH-130a.1
Electricity Use	GJ	1,257,713	1,239,493	1,164,300	302-1	
Energy Intensity	GJ / $M	550.6	529.3	497.4	302-3	
Total Renewable Energy Use	%	2.6%	1.7%	13.2%	302-1	RT-CH-130a.1
Total Renewable Electricity Use	GJ	158,194	116,756	787,047	302-1	
Total Renewable Electricity Use	%	12.6%	9.4%	67.6%	302-1	RT-CH-130a.1

Emissions	UNITS	2018	2019	2020	GRI	SASB
Direct (Scope 1) Emissions	MT CO2e	320,443	324,891	282,843	305-1	RT-CH-110a.1
Market-based Indirect (Scope 2) Emissions	MT CO2e	168,946	157,892	57,161	305-2	
Scope 3 Emissions	MT CO2e	8,341,418	7,829,147	6,906,356	305-3	
Total GHG Emissions	MT CO2e	8,830,807	8,311,930	7,246,360		
Direct and Indirect GHG Emissions Intensity	MT CO2e / $M	43.8	41.4	29.6	305-4	
NOx Emissions	MT	647.5	669.1	573.3	305-7	RT-CH-120a.1
NOx Emissions Intensity	MT / $M	2.69	2.51	2.49	305-7	
SOx Emissions	MT	0.0531	0.0527	0.0480	305-7	RT-CH-120a.1
SOx Emissions Intensity	MT / $M	0.0002	0.0002	0.0002	305-7	

SOCIAL

Management Systems

Management Systems	UNITS	2020	GRI	SASB
Percent of Sites Certified ISO 14001	%	56%		
Percent of Sites Certified ISO 9001	%	74%		
Percent of Sites Certified OHSAS 18001 or ISO 45001	%	31%		

Human Capital Management

Human Capital Management	UNITS	2020	GRI	SASB
Global Combined New Hire Rate	%	8.8%	401-1	
Global Combined Voluntary Turnover Rate	%	8.2%	401-1	SV-PS-330a.2
Global Combined Involuntary Turnover Rate	%	4.7%	401-1	SV-PS-330a.2
Average Hours of Training and Development	Hours	27	404-1	
Employee with Annual Performance Reviews	%	99%	404-3	
Employee Engagement Survey Response Rate	%	91%		
Employee Engagement Score	%	63%		SV-PS-330a.3
Global Employees Covered by Collective Bargaining Agreements	%	16.1%	102-41	

Diversity and Inclusion

Diversity and Inclusion	UNITS	2020	GRI	SASB
Percent of Females – Board of Directors	%	38.5%		
Percent of Males – Board of Directors	%	61.5%		
Percent of Females – Top Management	%	31.6%	405-1	
Percent of Males – Top Management	%	68.4%	405-1	
Percent of Females – Global Employees	%	26.8%	102-8	
Percent of Males – Global Employees	%	72.2%	102-8	
Percent of Minority Employees in U.S.	%	27.1%	405-1	
Percent of Non-Minority Employees in U.S.	%	71.1%	405-1	

Health and Safety

Health and Safety	2019	2020	GRI	SASB
Total Recordable Injury Rate (TRIR) Injuries and illnesses per 100 workers, based on 200,000 working hours	1.10	0.79	403-9	RT-CH-320a.1
Lost Time Injury Rate (LTIR) Number of injuries with lost days per 100 workers, based on 200,000 working hours	0.65	0.34	403-9	
Total Vehicle Accident Rate (TVAR) Number of severe vehicular accidents per million miles driven	2.81	2.37	403-9	
Severe Vehicle Accident Rate (SVAR) Number of sever vehicular accident per million miles driven	0.08	0.08	403-9	
Occupational Illness Frequency Rate (OIFR) Number of occupational illnesses per million working hours	0.08	0.09	403-10	
Fatalities – Ecolab Employees	1	1	403-9	
Fatalities – Contract Employees	0	0	403-9	

Corporate Giving

Corporate Giving	UNITS	2018	2019	2020	GRI	SASB
Ecolab Community Giving Commitments	$	$16.9M	$13.0M	$26.0M	413-1	
Employee Community Giving Commitments	$	UNAVAILABLE	$2.9M	$3M	413-1	
Global Volunteer Hours	Hours	67,000	62,000	77,000	413-1	
Percentage of Global Employees as Individual Volunteers	%	UNAVAILABLE	14.2%	7.9%	413-1	

FOR MORE INFORMATION

The 2020 Ecolab ESG Overview is part of a comprehensive suite of reports that provide information to stakeholders.

Our Corporate Responsibility Report comprehensively documents Ecolab's management approaches and progress related to key environmental, social and governance (ESG) topics identified in our most recent materiality assessment.

Our Sustainability Overview features case studies demonstrating how Ecolab's solutions have helped our customers minimize their environmental impact while achieving exceptional business results.

The Annual Report provides detailed information for investors on our corporate governance, management and financial statements, including Form 10-K.

Our CDP Climate Change and Water Security reports include detailed information on our climate and water governance, strategy, risks and opportunities, targets and performance.

In addition, more information can be found on our website.

Information in this report is current as of date of this publication. The report has not been updated to reflect any changes since that date, including Ecolab's business or strategy. Ecolab assumes no obligation and does not intend to update this report to reflect any such changes. All references to dollars are to U.S. dollars.