



# 2023 PERFORMANCE UPDATE

**Empowering employees to positively impact the environment and the communities in which we live.** Hydrite celebrated its 95th anniversary in February 2024 and are proud of the risks and opportunities we have pursued to be able to grow and expand our business across the United States. Our achievements in manufacturing were recognized in early 2023 as we were awarded Wisconsin Manufacturer of the Year. We made strides in building an infrastructure to continuously support sustainability throughout our operations and people for many years to come. We continue to push ourselves to achieve our ambitious goals and drive innovation.

## OUR PEOPLE

We strive to operate in a way that our employees feel safe, valued, and supported while working together to meet our shared goals. Our robust safety program is a key part of our culture and permeates throughout our operations.



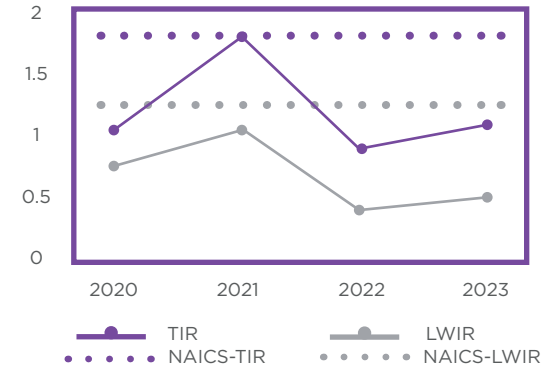
Hydrite was recognized as a **2023 Top Workplaces award winner** by Milwaukee Journal Sentinel for creating high employee experience and exceptional workplaces. This is the seventh time Hydrite has won the Top Workplaces award.

### MOVING OUR COMMITMENT FORWARD

Hydrite is committed to fostering a diverse, equitable, and inclusive culture to better support our employees, customers, partners, and local communities.

more at [hydrite.com](https://www.hydrite.com)

### HYDRITE SAFETY PERFORMANCE



## OUR ENVIRONMENT

Hydrite continues to work towards making a positive impact in the environment and progress towards our ambitious goals.

In 2023, our overall energy usage decreased nearly 4% while our greenhouse gas emission intensity increased from the 2022 baseline due to industry-wide chemical volume declines. We recognize the need to focus on projects that will have the greatest long-term effect on energy usage and efficiency measures while simultaneously reviewing efficiency opportunities. The successful waste heat recovery system implementation for our sixth sulfur burner process will continue to offset energy needs at our Terre Haute, IN facility.

Water withdrawal intensity decreased 2.5% from the 2022 baseline. Several water recycling opportunities have been identified to increase efficiency in the future.

**10% reduction**

### CLIMATE ACTION

in Scope 1 and Scope 2 greenhouse gas emissions per pound of product sold from a 2022 baseline by 2025.

**5% reduction**

### WATER EFFICIENCY

in water withdrawn per pound of product sold from a 2022 baseline by 2025.

### OUR PERFORMANCE

METRIC	2022	2023
Total Energy Usage (TJ)	655	629
GHG Intensity	0.031	0.034
Water Intensity	233	227

*Note: Unless otherwise noted, this report reflects information and data from our manufacturing, distribution, and transportation operations for the period from January 1, 2023 to December 31, 2023. This information was collected across all nine manufacturing sites, one technical center, and our Hydrite-controlled distribution operations.*





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## OUR CUSTOMERS

Hydrite is excited to announce the integration of our food, water, and equipment technology teams, reducing complexity, improving operational effectiveness, and enhancing partner collaboration with a focus on sustainability.

This integration increases the team's bandwidth as there is greater collaboration between the segments, all working towards the same goal of enabling Hydrite to provide world-class products and services alongside **saving customers water and energy while minimizing waste.**

Our food teams identified opportunities and solutions that delivered cost, energy, and time savings to our customers while reducing environmental impact and increasing throughput. One of the main program highlights includes the review of over 25,000 clean-in-place process steps to reduce time, water, energy, and chemical usage.

Just in 2023, Hydrite helped customers save

**310,000,000**  
gallons of water

through process & chemistry improvements, identifying just as much in opportunities to achieve in 2024 & beyond.

## THE POWER OF PAA

Peracetic acid (PAA) is a disinfectant and antimicrobial agent produced and sold by Hydrite that is used in a variety of applications including agriculture, food processing, water treatment, and more. This chemistry degrades into non-harmful byproducts leaving customers with a non-toxic, low-waste solution resulting in decreased chemical consumption, reduced need to transport raw materials and waste, and safer results. We provide PAA to customers in our served markets to replace traditional disinfecting methods leading to the avoidance of hundreds of tons of waste annually.

## SUPPLIER CODE OF CONDUCT

Our **Supplier Code of Conduct** provides guidance of our expectations to all individuals and firms providing any goods or services to Hydrite. This code provides standards necessary to continue to collaborate, build trust and reputation, and conduct business with our suppliers. These expectations outlined in the code concern human rights, labor rights, ethics, safety, quality, and fair business.



MORE ABOUT SUSTAINABILITY AT [HYDRITE.COM](https://www.hydrite.com)

## OUR COMMUNITY

In 2023, Hydrite Helps emphasized food insecurity as the overall focus that should be supported through all four pillars: **Children's Needs and Development, Local Needs, Environment, and Education.** Our efforts led to over 2,500 volunteer hours.

**1,000**

Thanksgiving holiday meal boxes provided to the Greater Milwaukee Area

**15**

organizations were supported during Hydrite's Second Annual Month of Giving

**9,500**

pounds of sweet corn were harvested during Fridays in September 2023 to help feed Southeastern Wisconsin's food-insecure populations

**168,000**

meals were provided to address local hunger in various communities across the Midwest from Hydrite's Steals for Meals campaign

**654**

bags of food were purchased and assembled by Hydrite for school children for weekend nutrition

