



2024 PERFORMANCE UPDATE

Providing sustainable ideas and solutions that ensure customer, employee, and partner success. Hydrite's unwavering commitment to all stakeholders has resulted in recognition of our exceptional workplaces (9-time winner of the Top Workplaces Award), outstanding corporate citizenship (winner of BizTimes Media's Corporate Citizen of the Year Award), and commitment to continuous improvement of our operations (award of a federal grant to support modernization of our fertilizer manufacturing processes). We will continue to exemplify our mission as we celebrate our 96th anniversary and work towards achievement of our ambitious environmental reduction goals.

OUR ENVIRONMENT

Minimizing our environmental footprint.

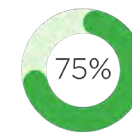
10% reduction in Scope 1 and Scope 2 greenhouse gas emissions per pound of product sold from a 2022 baseline by 2025.

5% reduction in water withdrawn per pound of product sold from a 2022 baseline by 2025.

OUR PERFORMANCE

METRIC	2022	2023	2024
Total Energy Usage (TJ)	655	629	595
GHG Intensity	0.031	0.034	0.029
Water Intensity	233	227	229

GHG Intensity Progress



Water Intensity Progress

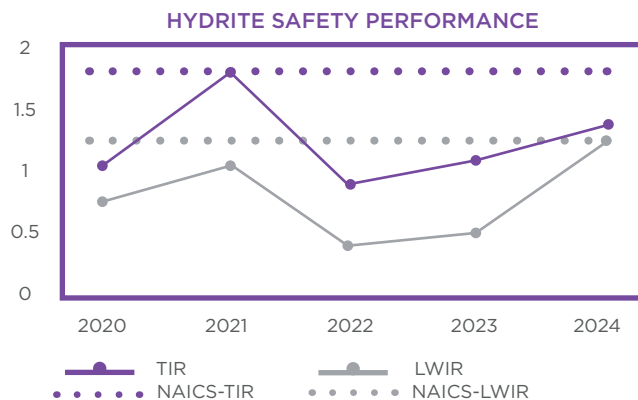


Fertilizer Product Expansion Program (FPEP)

Hydrite has recently been awarded a \$3.95 million grant for expansion projects at our Waterloo, IA and Terre Haute, IN facilities. The grant from the U.S. Department of Agriculture will support energy efficiency throughout our fertilizer production operations. So far, the funding has supported the construction of an on-site electricity generation system at our Terre Haute facility that we expect to be operational by 2026.

OUR PEOPLE

Empowering employees to achieve health and safety goals through engagement and career development.



COMMITMENT TO INCLUSION



Our people come first. Hydrite is a company of people collectively driven to provide sustainable ideas and solutions that ensure customer, employee and partner success. Diversity and inclusion enhance our ability to provide creative solutions for our customers. We strive to foster belonging and empowerment at work.

[READ THE COMPLETE INCLUSION STATEMENT](#)

Note: Unless otherwise noted, this report reflects information and data from our manufacturing, distribution, and transportation operations for the period from January 1, 2024 to December 31, 2024. This information was collected across all nine manufacturing sites, one technical center, and our Hydrite-controlled distribution operations. TIR = Total Incident Rate and LWIR = Lost/Restricted Workday Incident Rate.





2024 PERFORMANCE UPDATE

OUR CUSTOMERS

Hydrite's food team continues to deliver savings to our customers through our technical expertise and opportunistic spirit resulting in time, energy, and water savings complete with safety improvements and production increases.



BTU Saved	KWH Saved	Safety Items Addressed	Clean-in-Place Process Steps Reviewed	Gallons of Water Saved	Minutes in Production Time Reduced
1,400,000,000	310,000	240	77,000	240,000,000	1,200,000

Energy Savings & Beyond with Hydrite Technology Solution



We are continuously seeking opportunities to collaborate with our customers to achieve their operational and sustainability goals by increase process efficiency and reducing costs, and our groundbreaking Soil Load Mapping (SLM) technology was instrumental in accomplishing these efforts in 2024.

The SLM technology optimizes clean-in-place processes to effectively remove soils and optimize wash temperatures. This allows our customer partners to reduce processing times, energy usage, and water consumption. A deployment of this technology at our customer is projected to save 3,000,000 therms of natural gas annually, reducing greenhouse gas emissions by 16,000 metric tons and delivering over \$1 million in yearly energy savings once fully rolled out.

BizTimes Media's Corporate Citizen of the Year

Hydrite is pleased to have been awarded the winner of the Corporate Citizen Category at the 2024 BizTimes Media's annual Nonprofit Excellence Awards program recognizing the Milwaukee area's leading nonprofit organizations, corporate citizens, volunteers, and philanthropists.



MORE ABOUT SUSTAINABILITY AT HYDRITE.COM

OUR COMMUNITY

Through the launch of *Hydrite Helps* several years ago, the program has donated thousands of hours annually, various resources, and generous financial gifts to Children's Needs and Development, Education, the Environment, and Local Needs.

46%

increase in hours volunteered since 2023 through *Hydrite Helps*

59

organizations supported

420

stolen bases from six participating baseball teams contributing \$42,000 towards local food banks

