

2023

SUSTAINABILITY ANNUAL REPORT

TABLE OF CONTENTS

Chairman’s Letter.....	3
2023 Sustainability Goal Summary.....	4
The Hallstar Company.....	5
Mission and Core Values.....	6
Hallstar Sustainability Program.....	7
Sustainability Pillar 1: Employee Health, Safety, and Wellbeing.....	9
Sustainability Pillar 2: Ethical Business Practices.....	11
Sustainability Pillar 3: Stakeholder Engagement.....	13
Sustainability Pillar 4: Environmental Stewardship.....	17
Sustainability Pillar 5: Sustainable Products.....	19
2024 and Beyond.....	21
ESG Data Summary.....	22

The Hallstar Sustainability Icon

Hallstar has created a special treatment of the corporate logo to represent our commitment to sustainability and its close alignment with our existing core values and operational policies. While sustainability efforts are not new to Hallstar, the Hallstar Sustainability Program is effectively a next chapter in terms of global goals, measurement and communications. We recognize that actions, big and small, can have a ripple effect on our communities and on the chemical industry, and we are proud to do our part.



CHAIRMAN'S LETTER

To our Hallstar Community -

The publication of the first Sustainability Program Annual Report last year was a proud occasion for Hallstar ... but being able to share this second with you is perhaps an even more significant and exciting milestone. In the following pages, we document key 2023 activities that supported the program's key pillars. Importantly, we also update you on our progress. How did we do on the goals we set for ourselves?

The theme of last year's report was the "ripple effect," how even small projects and operational changes done consistently can have a big impact. We echo the same theme in this year's report, but I am pleased to see an added emphasis on the team members around the world who are making this impact and on the communities who are benefiting from Hallstar's actions. Advancing our environmental goals – for example, through local sourcing of raw materials, upcycling and carbon calculations – ultimately helps the populations in the regions we operate in. It is wonderful to put a human face to these pursuits.

When we formally established this initiative in 2022, I emphasized to the Hallstar team that we want a "sustainable sustainability program." Reasonable policy steps in the right direction. Changes to our operation we can maintain year after year and on which we can build. I'm so pleased to see the program adhering to that philosophy. At Hallstar, sustainability is not a trend or a marketing campaign. It is about iterative improvement, continuous learning and doing what's right day in and day out.

John J. Paro

John J. Paro
Chairman and Chief Executive Officer
Executive Sponsor, Hallstar Sustainability Program



2023 SUSTAINABILITY GOAL SUMMARY

Topic	Goal	Accomplishment
Standards	Track and report on sustainability metrics set by the American Chemistry Council; track and report on standards set by EcoVadis with medal goals	Metrics tracked and reported to the ACC; EcoVadis Platinum (France) and Silver (Hallstar Company) maintained
Communications in Sustainability	Post Sustainability Program information on the Hallstar website	ESG, Supplier Code of Conduct, Ethics Policy and Annual Report published at www.hallstar.com/sustainability
Environmental Impact	Include newly acquired site in GHG calculations; increase use of renewable energy to reduce scope 2 emissions; review options at other sites to reduce scope 2 emissions; review options at one site to reduce scope 1 emission	Newly acquired site energy and fuel use incorporated into global GHG emissions; scope 1 and 2 reduction options have been identified at various locations and will continue to be reviewed and implemented into 2024
Social Responsibility	At least one local community outreach project at all locations	Hallstar teams at our sites made meaningful contributions to their communities through outreach projects
Sustainable Products	Calculate carbon footprint of two product lines; develop policy/guidelines for the development of sustainable products; develop definitions for sustainable attributes of products; implement the Supplier Code of Conduct requirements globally	Product carbon footprints were calculated; roadmap developed and employees trained; Supplier Code of Conduct distributed to suppliers and this effort will continue into 2024.
Employee Safety & Wellbeing	Review external Diversity, Equity & Inclusion programs to help develop Hallstar DE&I key performance indicators	DE&I metrics have been developed in collaboration with the Human Resources team
Ethical Business Practices/ Human Rights	Train global employees on harassment, discrimination and our Ethical Business Policy; develop Ethics Reporting Process	Global employees completed "Harassment and Discrimination," Bribery and Anti-Corruption," and "Ethical Business Policy" training modules; new Ethics Reporting Process developed and rolled-out

THE HALLSTAR COMPANY

Formed in Chicago in 1986, Hallstar is a leading supplier of specialty chemicals to the industrial and beauty markets.

The company has long been known for ester chemistry innovation that puts us at the forefront of polymer modification. In the early 2000s, Hallstar began expanding through strategic acquisitions of well-known industrial brands. At the same time, seeing potential for a natural extension of its ester chemistry expertise, Hallstar began acquiring leading companies in the beauty and personal care space, as well as growing organically through new product development.

Today, Hallstar has an extensive portfolio of patented technology and remains an independent, agile company with an ownership-oriented culture and loyal customer relationships.

With the recent purchase of our Greensboro, North Carolina, facility, we boast nine global locations on four different continents.



MISSION AND CORE VALUES

The Hallstar Company is guided by a set of four core values. These values are distinct but also closely linked, and Hallstar measures its success by how they are reflected in our organizational conduct, policies and priorities.

Passion for People

By design, the people who join TeamHall and build our company's culture have a natural affinity for putting people first. They understand that, without respect for others' contributions and perspectives, all Hallstar's other achievements won't matter. It is as simple as wanting a workplace where people are treated considerately and where differences of opinions and approaches are aired but then resolved.

Our "passion for people" shapes our present and future -- how we operate, how we train our leaders, and how we grow.

Ethical Practices

Operating ethically at all levels of Hallstar is not negotiable. We are proud of creating a successful firm with sound fiscal practices, transparent reward programs, and a sterling reputation among our customers, vendors and financial institutions.

Some aspects of an ethical corporation are easy to identify e.g., fair employment practices, regulatory compliance. Rather than being a burden, we can credit our commitment to ethics for much of our success. By building trusting relationships and partnering with suppliers and clients who share our values, we create more opportunities for Hallstar.

Results Orientation

We have always given significant attention at Hallstar to performance tracking and sophisticated analysis of results. As such, we have become very adept at measuring value.

In addition to its core ethical dimension, the Hallstar Sustainability Program is an example of our bias for measurement. We will assess this program's success the same way we make all our strategic decisions: with clear goals and metrics to track our progress and help us plan next steps.

Continuous Learning

Our results orientation is one of the important ways we continuously learn and try to improve at Hallstar. A data-driven mindset that considers results from multiple perspectives – short or long-term, region-specific or global, sales vs. gross profit – keeps us on our toes.

HALLSTAR SUSTAINABILITY PROGRAM

Hallstar's Sustainability strategy is focused on five key areas: Employee Safety & Wellbeing, Ethical Business Practices, Stakeholder Engagement, Environmental Stewardship and Sustainable Products.



PILLAR 1:
Employee Safety and Wellbeing

Support our employees' success with a safe and healthy work environment where all members of the Hallstar community are treated equitably and are able to fully contribute.



PILLAR 2:
Ethical Business Practices

Conduct business with integrity, placing the highest value on ethical business conduct that complies with the law and is honest and fair.



PILLAR 3:
Stakeholder Engagement

Ensure a positive experience for those with interest in Hallstar through effective communications and programs that meet or exceed our stakeholders' expectations.



PILLAR 4:
Environmental Stewardship

Conduct business in a manner that consistently demonstrates a strong commitment to and compliance with the protection of the environment.



PILLAR 5:
Sustainable Products

Ensure product safety and continuous improvement to products that prioritize environmental attributes, circularity, and sustainable design principles of new an existing products.



Governance and Accountability

The company has incorporated Sustainability into its governance structure so that there is transparency and accountability. The Senior Leadership Team led by Hallstar's CEO (who is also the executive sponsor of the program) reviews the Sustainability strategy quarterly and ensures alignment with business goals. We work with Sustainability Champions at each of the sites and departments to further promote and incorporate our goals and program.

Materiality Assessment Topics

In 2021, Hallstar conducted a materiality assessment through internal and external stakeholder reviews. The topics that were material to Hallstar included: Employee Health & Safety * Employee Wellness * Customer Satisfaction * Ethical Business Practices * Reducing Environmental Impact * Trusted & Sustainable Products * Human Rights * Sustainable Innovation * Diversity, Equity & Inclusion * Supply Chain Management * Data Privacy & Security * Enabling Circularity * Community Engagement. Those five topics that rose to the top and were most material became our five pillars and our ESG strategy. Hallstar will periodically evaluate our material issues as our environment and operations evolve.

UN SDGs

In 2015, the United Nations made an urgent call for action in 17 topical areas in support of the UN's 2040 Agenda for Sustainable Development. All 193 UN Member States endorsed these 17 Sustainable Development Goals (SDGs). Hallstar supports the UN SDGs through our goal-setting and the actions we take to move our program forward. Based on stakeholder feedback and our materiality assessment discussed above, we have identified five UN SDGs where Hallstar can make the greatest impact. We've aligned our Sustainability Program's goals, actions and metrics with these five areas, while striving to impact the other UN SDG indicators as well.



SUSTAINABILITY PILLAR 1

EMPLOYEE SAFETY AND WELLBEING

Our employees are Hallstar’s greatest asset and we must provide the tools and systems to keep them safe and well while at work. Our EHS&S, ESG (Environmental, Social and Governance) and Responsible Care® commitments reinforce this policy.

Hallstar will provide a safe and healthy work environment that meets or exceeds local regulation for all Hallstar employees.

Hallstar seeks to promote wellness in our employees through various programs implemented at our facilities. We seek to prevent accidents, injuries and illnesses through hazard minimization or mitigation at all of our sites.

Hallstar employees are trained in health and safety practices, and are encouraged to participate in safety meetings, safety walks, and process safety evaluations. Process safety hazard assessments are conducted, and steps are taken to eliminate or provide protections against the hazard through engineering controls, personal protective equipment, or other means. Injuries and illnesses are measured and reported.

Illness and Injury Rate (IIR)

Hallstar measures the injuries and illnesses at each of our sites. The results are reflected in our IIR which is the number of recordable injuries/illnesses divided by the number of hours worked multiplied by a factor. We include IIR information in this report’s appendix under “Health and Safety.”

Process Safety

Hallstar has a Process Safety program that drives leadership, accountability, and improvement at our sites. Through this program, risks are identified and reduced through hazard assessments and process changes. We measure and report the number of Process Safety Tier I and II Incidents as defined under the American Petroleum Institute Guide to Reporting Process Safety Incidents.

We operate two sites that are also covered under the US OSHA Process Safety Management Program and have dedicated safety and chemical engineers on staff to ensure operational safety under this program.

Brazil SIPAT Week

Hallstar’s Brazil office observed a Week for the Prevention of Accidents at Work or SIPAT (Semana Interna de Prevenção de Acidentes de Trabalho) Week. External experts came to our site to speak on various topics including financial education, health and safety at work, smoking, alcohol and drug use prevention, healthy eating and tooth decay prevention.



Safety and Wellness Around Hallstar

This past year all of our sites organized activities and internal training sessions around employee safety and wellness. These events included:

- 70+ safety walks
- 360+ safety observations
- Installation of automatic external defibrillators (AEDs) installed
- Flu vaccines
- Implementation of new FDA-approved sharps waste disposal procedure
- Updated visitor procedures
- First-aid kit in warehouse
- Safety-clean procedure in laboratories
- Monthly safety training
- CPR/AED training
- Reduced trip hazards
- Fire extinguisher training



Diversity, Equity and Inclusion (DEI)

In 2023, Hallstar conducted a DEI review and trained leadership on diversity, equity, and inclusion principles. We focused on cultural differences and how we can make all employees feel respected and included. One-hundred percent (100%) of our employees participated in anti-harassment and discrimination training – strengthening our commitment to respect and inclusion of our people. Global DEI metrics for Hallstar were developed and are being tracked. These metrics are also reported annually to our trade association under its sustainability metric reporting.

Infrastructure Events

Significant facility renovations have begun or been completed in our Brazil, Bedford Park, and Italy locations! These reconfigured and expanded spaces will provide modern state-of-the-art locations to benefit our employees and customers.



Digitization Capabilities

In 2023, internet functionality was installed on the manufacturing floors of Hallstar’s US facilities. This new capability allows site employees to use tablets for real-time data entry, which helps streamline reporting of production data. Increasing digitization also reduces the need for printed materials -- another sustainability win.



SUSTAINABILITY PILLAR 2

ETHICAL BUSINESS PRACTICES

Hallstar is committed to operating ethically every day and everywhere we operate.

This year, we implemented an updated version of our Ethical Business Practices policy, creating an anonymous reporting tool and training all employees on the procedure. The reporting tool streamlined the reporting of a breach of our Ethics Policy with notification going directly into our Legal and Compliance Department. A key performance indicator (KPI) was established for ethics to track the number of reports. In 2023, we are pleased to report that no reports of violations have been made by our employees.

In addition, we updated our Acceptable Use Policy for our IT systems, adding guidelines for the appropriate and safe use of Artificial Intelligence tools. All employees received notification of the updated policy.

Finally, using the UN Global Compact Guide for Anti-Corruption Risk Assessment document, a risk assessment was completed for Hallstar Global locations. This assessment will help us make improvements in our operations. To further support our efforts, all employees participated in Anti-Corruption and Anti-Bribery training in 2023.

Community Outreach/Global Acts of Service

Giving back to the local communities in which we work is important to Hallstar. Our outreach projects fall into four broad categories: Health & Wellness for In-Need Populations; Food Insecurity; Education and Environment. While these activities technically fall under our next program pillar, "Stakeholder Engagement," we want to highlight here some of the wonderful community outreach events organized in 2023 by Hallstar employees around the globe.

In collaboration with two of Hallstar's logistics partners, General Transport and Global Transport, our Stow, Ohio, team organized a collection for the Marine Corps' Toys for Tots program. A large donation of toys were delivered to the program's local chapter just in time for Christmas!



Teams in Darien and Chicago packed "Community Care" kits for Ronald McDonald House, an organization that provides free lodging to families that must travel from out of town for their child's long-term hospital stay.



Our Arcore, Italy, office organized a group walk in support of Action Against Hunger. The team walked a 5K path in Monza Park – the average distance that many populations must travel to reach a source of clean water. The event raised awareness of our planet's precious water resources.



Hallstar employees restored a square near the town hall in Santo Antônio, Brazil. They painted walls and benches, planted and mulched a garden bed, and performed a general clean-up of the area.



Again this year, our Chicago and other Illinois sites participated in the Walk for Wellness benefiting Chicagoland's Wellness House.



The employees at our Bedford Park, Illinois, facility participated in a canned food drive where close to 200 cans were collected and donated to the nearby food pantry. In addition, a donation was made to the Greater Chicago Food Depository.

SUSTAINABILITY PILLAR 3

STAKEHOLDER ENGAGEMENT

Hallstar seeks to strengthen our relationships with stakeholders and continuously improve the company's reputation with our communities and constituents.

Methods of Engagement

Customers

Conferences, tradeshows, technical guidance, account meetings

Employees

Internal communications, engagement surveys, safety training

Suppliers

Commercial interactions, environmental and labor commitments, Hallstar Supplier Code of Conduct

Community

Individual and corporate volunteerism, ongoing engagement, charitable contributions

Board of Directors

Quarterly board meetings, committee sessions, functional and strategic reporting

Trade Associations

Committee participation, meetings and trainings, advocacy communications

Global Shea Alliance

Hallstar sells shea butter that is Global Shea Alliance approved, and we are proud to be a member of this alliance. Hallstar met with representatives from the Global Shea Alliance in October 2023 to learn about their mission and how we can partner with them to continue sustainable Shea Butter in Ghana and Beyond. We look forward to our continued partnership in 2024.



Global Shea Alliance



Hallstar Hospitality

Our partnerships are highly valued and important to Hallstar's business. From regular product training sessions with distributors' sales teams to special recognition of our logistics cohorts during Trucker Appreciation Week, we are happy to welcome our supply chain stakeholders at Hallstar facilities around the world.



Collaborating with Customers

Hallstar exhibited at many tradeshows throughout the year where we engaged with customers and educated them on our sustainable product solutions. It was both educational and a lot of fun getting to know our customers and prospective customers.



Around the globe, Hallstar participated in over 20 tradeshows in 2023!



Celebrating Our People

Team Building Event

“One Team – One Focus” was the theme of this year’s Hallstar Brazil team building event. Values of communication and teamwork were celebrated in group exercises and lectures. Throughout the day, our Brazilian colleagues learned to collaborate, build trust and act courageously with each other – all great qualities to have within a team!



Employee Engagement Survey

For the past three years, Hallstar has partnered with Gallup to conduct a global employee engagement survey. The survey is used to assess engagement in growth, teamwork, resources and individual opinions. The survey results are discussed with team leaders, who use employee responses to build culture action plans. This year, the survey results are being tracked as an inclusion score under our DE&I metrics (see appendix).

Annual Global Service Celebration and Chairman’s Award

Each year Hallstar celebrates our employees’ work milestones in a special Service Awards ceremony. Since the 2020 pandemic, this celebration has been conducted via the internet (Zoom) for all global employees. In 2023, we recognized 27 employees for their 5th, 10th, 15th, 20th or 30th anniversary at Hallstar – representing a total of 280 years of service.



International Women’s Day

As a global company, we celebrated all of our female employees on International Women’s Day. We appreciate all the strong women who are essential to making Hallstar the company it is today.



Congratulations Bruna, Winner of the 2023 Chairman’s Award!



Thank you for all you do to promote Hallstar’s values.



Employee Appreciation Day

The first Friday of March is designated in many countries as Employee Appreciation Day, an occasion to prominently recognize the achievements and contributions of colleagues. On March 3, 2023, our Chief Human Resources Officer posted an internal video message of gratitude, while teams at our global locations were treated to an in-office lunch.



Happy 8th anniversary to our Suzhou, China office!



SUSTAINABILITY PILLAR 4

ENVIRONMENTAL STEWARDSHIP

Hallstar believes it is our responsibility to be good stewards of the environment and to constantly lessen our impact, to work toward a more sustainable future. To that end, our EHS&S and ESG statements as well as our commitment to Responsible Care®, Sustainability and Compliance guide us.

As stated in our EHS&S Statement – Hallstar strives to:

Make environmental, health, safety, security and green chemistry considerations a priority in our planning for all existing and new products and processes.

Continually improve our processes and products to seek reduction in water, energy, natural gas, waste, greenhouse gas and other pollution produced.

We have developed metrics to track many environmental topics with a focus on climate, energy hazardous waste and water.

Climate/Energy

We track our Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions at all global locations owned or operated by Hallstar and report them as carbon dioxide equivalents (CO₂e). Scope 1 emissions are direct results of natural gas combusted on-site. Scope 2 are indirect emissions created by off-site companies from whom Hallstar purchases energy. Most of our global emissions are the result of natural gas usage at our two US manufacturing facilities. We also measure the carbon footprint intensity from both of those facilities. Scope 3 emissions are not yet measured by Hallstar, but we are investigating whether to include them in our future metrics.

Our goal is to reduce our environmental footprint year over year and this holds true for the reduction of GHG emissions. We also seek to increase the use of Renewable Energy. To reduce our Scope 2 emissions, Hallstar supports the generation of Renewable Energy Credits (RECs). We measure the percent of Renewable Energy sourced through these credits as compared to the total electricity used by Hallstar. This metric will fluctuate from year to year as electricity usage around the company changes.

Water

Water is the earth's most precious resource, and continued supply of clean fresh water is a global concern. At our North American production sites, water is used for non-contact cooling as well as generated as part of our processes. We track amounts of water withdrawn, water treated, and water released and share those numbers through the ACC's annual Responsible Care® report, while always seeking to reduce measurement results. Hallstar completed a Water Stress assessment using the World Resources Institute's Aqueduct tool. In late 2022, we acquired a facility located in Greensboro, North Carolina, an area of high water stress. A project is underway at that location to reduce water usage through the installation of more efficient equipment that uses less water to operate.

Waste


Hallstar tracks the waste we generate across the company with a focus on hazardous debris content that is generated from our two larger manufacturing sites. We seek ways to reduce waste through source reduction, recycling or reuse.

Environmental Entrepreneurs

We are proud of the environmental mindset of our employees. This year at two of our sites, employees presented projects to eliminate the use of plastic water bottles. Due to their proposals, we installed hard-piped water filter cooler systems at both locations.

Environmental Partnership

Hallstar supports sustainable, local farming through our partnership with Biorfarm in Italy. Hallstar has adopted a Biorfarm orchard of 38 Calabrian Clementine trees, helping to support a sustainable supply chain as well as the local farmer's small business. These trees help absorb CO₂ from the atmosphere.



38
clementine
trees
adopted
=
CO₂
reduction of
2,280 Kg

biorfarm

SUSTAINABILITY PILLAR 5

SUSTAINABLE PRODUCTS

Hallstar strives to incorporate sustainability principles in each of our products. To do this, product managers, research & development and the commercial team are trained in sustainable product principles.

Sustainable Product Principles Roadmap

Hallstar's roadmap for product development compels us to seek more sustainable product solutions. This roadmap includes sustainable attributes, regulatory product reviews, and the 12 Principles of Green Chemistry. Developed by Paul Anastas and John Warner in 1998*, Principles of Green Chemistry outline a framework for making a greener chemical, process, or product.

12 Principles of Green Chemistry

Waste Prevention

Atom Economy

Less Hazardous Chemical Synthesis

Designing Safer Chemicals

Safer Solvents & Auxiliaries

Design for Energy Efficiency

Use of Renewable Feedstocks

Reduce Derivatives

Catalysts

Design for Degradation

Real-time Pollution Prevention

Safer Chemistry for Accident Protection

Myrtle Plant Sustainability

Launched in 2023, skin care active ingredient FILL Oléoactif® is sustainably produced using organic leaves harvested in France from myrtle and olive trees, two perennial plants of the Mediterranean ecosystem. Hallstar partnered with the French association of professionals of wild plants gathering (AFC) which requires suppliers of wild myrtle leaves to adhere to the AFC Good Harvesting Practices Guide. To fulfill Nagoya protocol requirements, Hallstar co-finances the association's activities and contributes to the realization of harvesting technical booklets.

Biobased Products

To continue to support sustainable products and help our customers reduce their carbon footprint, Hallstar seeks to increase its use of naturally-derived raw materials vs. petroleum-based in as many of our products as possible. We focus our product development efforts on utilizing renewably resourced raw materials so we can provide customers with the highest percentage of renewable content, while maintaining or increasing the performance of our modifiers and our customers' final products.

Supply Chain Improvements

Sustainable Supplier Partnerships

Hallstar's Industrial Solutions team developed a supplier partnership to purchase a key raw material from a supplier with a "low CO₂e"-emissions process. The supplier's N₂O abatement technology reduces their GHG emissions by 30 million tons of CO₂e/year. Through this partnership, Hallstar supports our customers' GHG emission reduction which, in turn, helps lower our own Scope 3 emissions.

Reduction in Transportation for Material Purchases

Hallstar purchases materials from all over the world in order to make our finished products. In 2023, our global supply chains were evaluated, and improvements identified. For example, transportation improvements for one supply chain netted a 15% reduction in roadway miles traveled, thus reducing Scope 3 GHG emissions. We will continue in 2024 to evaluate more supply chain projects to seek further sustainability gains in Scope 3 reductions.



2024 & BEYOND 24

In the spirit of sustainable sustainability, Hallstar has identified ambitious, achievable goals that will take us into the next three years. As these are longer term goals, we will assess these goals each year to ensure they align with the direction we will take our program.



Environment, Social and Governance Data Summary

General	CY22	CY23
Number of cybersecurity breaches	0	0
Number of ethics breaches	0	0
Percentage of employee signed the ethical business practices policy	100	100
Percentage of employees trained in harassment/discrimination policy	70	100
Environment*	CY22	CY23
Total GHG emissions (tons CO ₂ e)	6,054	11,004
Scope 1 GHG emissions	5,693	9,640
Scope 2 GHG emissions	361	1,364
Electricity consumption from renewable energy (%)	76	41
Total GHG emissions intensity (tons CO ₂ e/tons produced)*	n/a	0.626
Hazardous waste intensity (lbs waste/M lbs produced)*	1,744	3,838
Water withdrawn intensity (M gals/M lbs produced)*	0.486	1.11

* Increases in environment metrics and the decrease in renewable energy use is due to Hallstar's acquisition of an industrial manufacturing site in the U.S. in October 2022. GHG emissions have not been externally audited or verified. Intensity metrics pertain to our two industrial manufacturing sites in the U.S. only.

Health and Safety	CY22	CY23
Process safety events*	0	0
Number of recordable work-related injuries	7	2
Total recordable injury rate	2.9	0.7
Total recordable injury rate (US)	4.5	1.0

* Process safety events defined by the American Petroleum Institute RP-754 Guidance for Tier 1 and 2 events.

Diversity and Inclusion	CY22	CY23
US Workforce (%)		
Male	65	65
Female	35	35
Minority	41	42
Global (%)		
Male	56	58
Female	44	42
Minority	38	43
Employee Inclusion (Scale 1-5)*		
Male	4.06	4.06
Female	4.02	4.06
Asian	4.23	4.45
Black or African American	4.04	3.86
White	4.04	4.04
Hispanic or Latino	3.96	4.09

* Employee inclusion metric taken from annual Hallstar employee engagement questionnaire conducted by Gallup.



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Driving Safety & Sustainability