



## **ECOVYST EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Ecovyst is an equal opportunity employer. It is the policy of Ecovyst and its subsidiaries not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, pregnancy, gender identity and expression, national origin, disability, age (40 and above), ancestry, veteran status, genetic information, marital status, or on any other classification prohibited by applicable law. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, at all levels of employment. The Company will also make reasonable accommodations in accordance with the law.

As Chairman, President and Chief Executive Officer, I am committed to the principles of Equal Employment Opportunity. In order to implement equal employment opportunity throughout all levels of the Company, I have asked Chief Administrative Officer (William Sichko), to help turn these principles into a reality so that no applicant or employee will be subject to unlawful discrimination. Bill will work with others in the Company to address any issues that may arise that are contrary to these principles. Any questions should be directed to your supervisor unless doing so would make you feel uncomfortable, in which case you should talk to Bill, or Joe Koscinski, General Counsel of Ecovyst.

A handwritten signature in black ink, appearing to read "Kurt Bitting", is written over a horizontal line.

Kurt Bitting  
Chief Executive Officer and Director of Ecovyst  
ECOVYST  
5/27/2022