



## A Letter to the SK Capital Portfolio Community on International Women's Day 2022

Dear Respected Colleagues:

International Women's Day (IWD), celebrated on this March 8<sup>th</sup>, is a global day recognizing the social, economic, cultural, and political contributions and achievements of women.

The 2022 IWD theme designated by the United Nations is – ***“Gender equality today for a sustainable tomorrow.”*** The theme is especially relevant to all of us who work in the businesses within the SK Capital Partners portfolio as gender equality and sustainability are two of the fundamental operating pillars of our business. As stated by the United Nations, “the theme recognizes the contribution of women and girls around the world, who are leading the charge on climate change adaptation, mitigation, and response, to build a more sustainable future for all.”

It gives us great pleasure to recognize the significant accomplishments and efforts of women within the SK Capital portfolio and our entire industry who are making this portfolio and the industry a better place. Today, women make up a significant portion of our team across the SK Capital portfolio. We salute them and salute all women whether these women are colleagues, mentors, or supportive friends and family members, this day celebrates the entire breadth of their contributions.

SK Capital is leading the way on diversity, equity, and inclusiveness (DEI) in our industry, and we are committed to equality and sustainability in the workplace and in our communities. We have formalized this approach through the formation of three interactive groups, whose members themselves are diverse. Leadership and guidance are provided by the SK Capital DEI Advisory Board, which is Chaired by SK Capital's Co-Founder Barry Siadat, and includes leaders from SK Capital and our portfolio companies who have exhibited strength in DEI initiatives. SK Capital's DEI Committee is an internal committee focused on developing and promoting DEI strategies and best practices within our Firm. SK Capital's HR Council DEI Focus Group includes representatives from SK Capital and its portfolio companies with the purpose of sharing and collaborating on best practices for DEI. These three groups are meant to facilitate the inclusion of different voices and perspectives in the development and continued evolution of diversity, equity, and inclusion at SK Capital and across the portfolio. DEI starts with gender equity. Gender equity is fundamental to our operating principles and to our culture in SK capital and our portfolio of businesses. Today, we as a team of 20,000 women and men celebrate and recognize the undisputed contribution of women to our business and to our personal lives and commit to support them and our entire 20,000 team members to build a sustainable tomorrow.

Collectively, we are making a difference and are passionately committed to continuing to make an impact. In fact, diversity, equity, and inclusion is one of the major pillars in our focus on Sustainability. As a major producer of products that produce fundamental components of every major industry, including health care, automotive, construction, packaging, fashion, personal care, industrial, food and feed, pharmaceuticals, and consumers the SK Capital portfolio is dedicated to sustainability by seeking ways to improve our environmental footprint and those of the industries and customers that we serve.

We have made significant progress and have ambitious targets for the future. We cannot reach our goals without having broad input and ideas from our entire workforce of 20,000 people in nearly 200 facilities and more than 30 countries worldwide.

We are committed to diversity, equality, and inclusion in our portfolio of businesses and a meritocratic system where gender, race, and cultural backgrounds do not determine the career opportunities of our associates or their compensation. Today, people with diverse backgrounds of cultures, race and experiences make up a meaningful component of our team. Continuing to focus on the diversity of our team, equity in their opportunities, and inclusion of their views and ideas will make us better in developing the best actions.

So, today—on International Women’s Day 2022—we say thank you to all women who are part of our team. We recognize your contributions and reconfirm our commitment to building a sustainable tomorrow with a diverse workforce filled with equal opportunities for all.

Sincerely,

The Members of the SK Capital DEI Advisory Board

**SK Capital DEI Advisory Board**

<b>Barry Siadat</b> Co-Founder, SK Capital Partners 	<b>Brooke Manrique</b> Senior Vice President, Global Human Resources & Communications, SI Group 
<b>Heike van de Kerkhof</b> Chief Executive Officer, Archroma 	<b>Paul Josephs</b> President & Chief Executive Officer, Woodstock Sterile Solutions 
<b>Gustavo Nechar</b> Vice President, Chief Human Resources Officer, Ascend Performance Materials 	<b>Jennifer Cattier</b> General Counsel & Chief Compliance Officer, SK Capital Partners 



For more information about the United Nations International Women’s Day 2022 theme, please see: <https://www.unwomen.org/en/news-stories/announcement/2021/12/international-womens-day-2022-gender-equality-today-for-a-sustainable-tomorrow>.