



2022 SASB Factsheet



Trusted. Solutions That Save.

Our Brands

PHOS-CHEK®

For over 50 years, the PHOS-CHEK® brand has been recognized as the world's premier firefighting chemicals. Fire management agencies worldwide rely on PHOS-CHEK long-term retardant to manage wildland and structural fires.

AUXQUIMIA®

AUXQUIMIA® fire suppressant foams have been technology leaders for decades in Europe and other global markets.

SOLBERG®

Today's SOLBERG® FLOURINE-FREE fire suppressant foams represent the state-of-the-art in flourine-free technology.

FIRE-TROL®

FIRE-TROL® fire retardants have been technology leaders for decades in Europe and other global markets.

SPECIALTY PRODUCTS

Perimeter Solutions supplies leading global companies with high-quality Phosphorous Pentasulfide (P2S5), via a best-in-class supply chain—from raw materials to direct delivery.



Mission

“Perimeter Solutions employees help save lives and protect property and the environment by delivering quality products and exceptional services.”

Vision

“Be the indisputable global leader in the fire protection and specialty products industries.”

2021 Performance

Net Sales

\$362.3M↑

an increase of 7% in 2021

Fire Safety Sales

\$261.2M↑

an increase of 7% in 2021

Oil Additives Sales

\$101.2M

an increase of 7% in 2021

Adjusted EBITDA

\$141.4M

an increase of 4% in 2021

Fire Safety Adjusted EBITDA

\$117.9M

an increase of 5% in 2021

Oil Additives Adjusted EBITDA

\$23.6M

a decrease of 2% in 2021



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About this Report

This report contains forward-looking statements, including our commitments, targets, and other statements that are not historical facts. These statements are subject to risks and uncertainties and are not guarantees of future performance. Factors that could cause actual results to differ materially from those expressed or implied by such statements are set forth in our SEC filings. All forward-looking statements are based on management's current assumptions, estimates, and projections.





About Us

Headquartered in St. Louis, Missouri, Perimeter Solutions is a premier global solutions provider, producing high-quality firefighting products and lubricant additives.

The Company develops products that impact critically important issues of life—issues where there often is no room for error and the job doesn't offer second chances. At Perimeter, we characterize the solutions we develop as 'Solutions That Save'—because it helps underscore what we are trying to accomplish for our customers, and the world at large, across all of our business segments.

In Fire Safety, Perimeter Solutions is one of the world's most recognized, trusted suppliers. We're the only full-service solutions provider offering products, equipment, personnel, logistics, and service. We are the largest global producer of firefighting chemicals with a broad product offering across fire retardants, firefighting foams, gel, and fire extinguisher applications. If you've worked in this business—you know us by our brands and our commitment to technology development and support.

In our Specialty Products business, Perimeter Solutions combines world-class customer service, technology expertise and analysis, and state of the art manufacturing facilities at our plants in Europe and the USA. As the world's only P2S5 supplier today with a global footprint, we are committed to supporting our customers' business with this important technology.

To help maintain our values, our objective is to provide continued transparency as we further enhance our performance in areas of Environmental, Social & Governance (ESG). To support clear communication, we have engaged in robust data gathering and reporting, using the investor focused disclosure standards developed by the Sustainability Accounting Standards Board (SASB). Working with investor stakeholders, SASB has developed standardized disclosure on the industry specific issues most important to investors. This report has been prepared in accordance with the Chemicals 2018 and Industrial Machinery & Goods 2018 SASB standards. Our detailed SASB table can be found starting on page 28.

The disclosures within the SASB framework were prepared with the goal of developing future qualitative and quantitative reporting that will also align with industry best practices. By mapping our organizational programs against the SASB framework, our sustainability efforts are now part of a broader set of organizational goals. We believe the Company is making meaningful progress within these SASB topics and plans to harvest countless other benefits indirectly resulting from improvements in these material ESG areas.



Introduction

In 2021 and 2022, we enhanced our ESG strategy to align with the broader transformation of our business.

Our executive management team recognized the importance of embedding environmental and social priorities within our business operations and approved an enhanced and modernized ESG strategy intended to drive additional progress on initiatives that promote sustainability, diversity, equity and inclusion, and increased transparency. Our senior management team develops the Company's ESG strategic direction and is driving progress through an internal ESG working group led by a cross-functional team of executives representing Business, Operations, Human Resources, Investor Relations, and Legal and Compliance.

Our Board is charged with providing guidance, insight, and oversight as to the strategy, initiatives, and management's performance in achieving ESG goals. Against this backdrop, we have, with the assistance of outside ESG expertise, performed an assessment of key indicators and engaged with our internal and external stakeholders on ESG topics to help further inform our future direction and tenets.

The tenets of our ESG strategy include:



This is our inaugural Factsheet Report, which takes a materiality-based approach to disclosure and covers data to fiscal 2021, unless otherwise noted. This report was prepared in accordance with the Sustainability Accounting Standards Board (SASB) standard. In compiling this Factsheet, in 2021 and 2022, the Company completed a SASB materiality assessment. The assessment began by examining a range of key stakeholders — including investors, customers, colleagues, and ESG rating organizations. We then reviewed the recommended ESG topics for inclusion in the sustainability disclosure, rating methodologies, investment decision-making, goal setting, and strategy.

JANUARY 2023

Letter from our CEO

Perimeter Solutions employees help save lives and protect property and the environment by delivering quality products and exceptional service.

I am pleased to share our inaugural Environment, Social & Governance (ESG) Factsheet Report, which marks another step forward in our ESG progression. At Perimeter, we characterize the solutions we develop as 'Solutions that Save'—because it helps underscore what we are trying to accomplish for our customers, and the world at large, across all of our business segments. As an innovative and evolving organization, we remain committed to investing in and leveraging our unique value-enhancing differentiators, including ESG, to continue growing as a sustainable long-term company.

This report formalizes our commitment to regularly communicate our ESG actions and performance. Building on the strong governance foundation detailed on our website and in our regulatory filings, we incorporated and utilized the SASB framework as part of this disclosure to further enhance transparency. While we are pleased to share our sustainability story in this report, we do, however, remain conscious of the need to continue to align against key sustainability issues relevant to our business and our communities.

As we continue to build upon an already solid foundation, we are on course for an even stronger future in 2023 and beyond. We will remain focused on fostering long-term value for our shareholders, strengthening relationships with our customers and communities, and supporting our loyal employees.

We appreciate your confidence and support.



A handwritten signature in black ink, appearing to read 'Edward Goldberg', written in a cursive style.

Edward Goldberg
CEO





ENVIRONMENTAL RESPONSIBILITY





Environmental Responsibility

Environmental Stewardship is a fundamental value adopted by Perimeter

We believe that a focus on environmental stewardship is integral to the work we do every day. As climate change concerns become more prevalent, we recognize the need to comply with increased regulations and stricter environmental standards.

“We believe that a focus on environmental stewardship is integral to the work we do every day.”

Highlights of our environmental sustainability efforts and accomplishments

01

Our safety products dramatically reduce the amount of water needed to effectively control fires. This reduces the amount of water our customers use.

02

Our wildfire control products save tens of thousands of hectares of forest every year, decreasing and sequestering carbon.

03

Encouraged environmentally friendly workplace practices by supporting recycling and separation of waste throughout our offices.

04

Promotion of electricity, natural gas, and water efficiency measures across our value chain.

05

Compliance with all applicable environmental laws governing the use, storage, discharge, and disposal of hazardous or toxic material.

06

Capital investments to reduce the use of energy during our manufacturing process.

07

Increased the use of e-records and e-signing technology resulting in carbon emissions reduction.

08

Migrated technology infrastructure to a cloud environment, reducing energy usage, and accordingly, our carbon footprint.



Solutions That Save Natural Resources.

Perimeter Solutions is committed to manufacturing superior products while at the same time protecting and preserving the Earth's natural resources. Perimeter Solutions' Green Bay, Wisconsin, operation has been developed with a "green" responsibility to the environment. The buildings are designed to be LEED (Leadership in Energy and Environmental Design) certified. LEED is an internationally recognized green building certification system. Developed by the U.S. Green Building Council (USGBC), LEED provides building operators and owners with a framework for identifying and implementing practical and measurable green building design, construction, operations, and maintenance solutions.

Perimeter Solutions' Mieres, Spain, activities listed below are certified according to standards ISO 9001:2015 and ISO 14001:2015



- ✓ Design, manufacture, and commercialization of the fire fighting foam concentrates and chemicals
- ✓ Analysis of foam compounds
- ✓ Commercialization of equipment and other products for fire fighting

Perimeter Solutions is committed to the goals of quality, service, and safety — and to environmental responsibility. It's a philosophy that enables us to flourish while delivering ever greater innovation and value.

Perimeter Solutions is committed to leading the foam fire suppression industry with innovative and high-performance products.



SOCIAL IMPACT





Social Impact

We believe our most important asset is our people and we hold ourselves accountable to our four values.

We consider our employees to be our most valuable asset. The development, attraction, and retention of employees is a critical success factor. To support the advancement of our employees, we offer training and development programs encouraging advancement from within and continue to fill our team with strong and experienced management talent. Our success depends on a highly skilled, properly motivated, and valued workforce. We also believe that investing in local communities to create social and economic outcomes is at the heart of generating social impact. We believe in giving back to the communities in which we live and work.

“Our commitment to SAFETY is an essential part of our operating model with a predict and prevent culture.”

We are dedicated to building, designing, maintaining, and operating our facilities to effectively manage process safety and other hazards, and to minimize risks. By partnering with our employees, we were able to maintain a safe work environment while meeting the needs of our customers. Our safety focus has never been more critical since the early days of the COVID-19 pandemic. We have been following guidance from the World Health Organization and the U.S. Center for Disease Control to protect employees and prevent the spread of the virus within all of our facilities globally. Our commitment to SAFETY is paramount, with a predict and prevent culture.

**Solutions That Save.
Critical Resources.**

Our SAFETY culture is guided by the following principles.

- ✓ Nothing we do is worth injury to employees or damage to the environment.
- ✓ Our operations and distribution systems are safe for site contractors, guests, communities, ourselves, and the environment at all times.
- ✓ Everyone actively participates in, and makes positive contributions to, safety, health, security, and environmental performance.
- ✓ We develop, implement, and maintain effective environmental, health, and safety management systems that reflect Perimeter Solutions policies and principles.
- ✓ We deliver products that are safe and environmentally sound when used responsibly.
- ✓ We partner with emergency response providers to protect people, property, and information by securing our sites, cyber systems, and product value chains.
- ✓ We maintain and verify compliance with all applicable laws, regulations, and regulatory agreements.

Solutions That **Save. Lives.**



At the heart of our approach and values is our commitment to the safety and health of our workforce.

We operate our sites safely by building our value-based safety culture through training and awareness programs. We continuously improve our safety practices and standards, which is designed to provide consistency across the Company. The system maintains effectiveness through regular testing and monitoring techniques.

5-year record SAFETY Milestone due to regular testing and monitoring

01

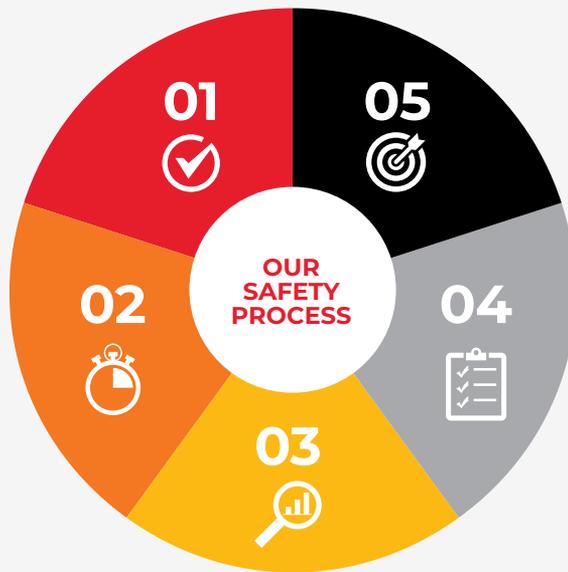
Daily plant and equipment pre-start checks

02

Weekly site inspections

03

Internal safety and health systems and performance compliance audits



05

All workers are familiar with and expected to comply with the requirements detailed in this plan and emergency response drills are conducted at least annually. These site-specific emergency response plans are reviewed for updates at least annually.

04

External safety and health systems and performance compliance audits

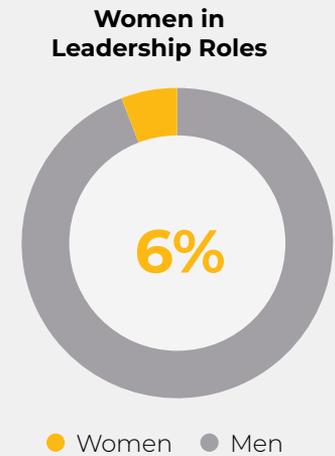
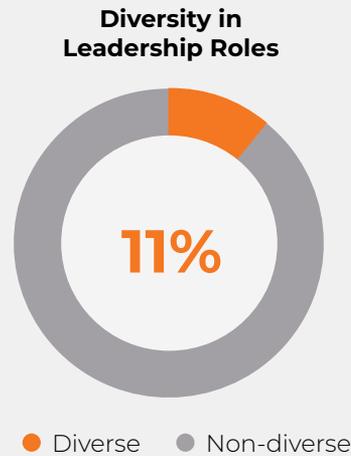
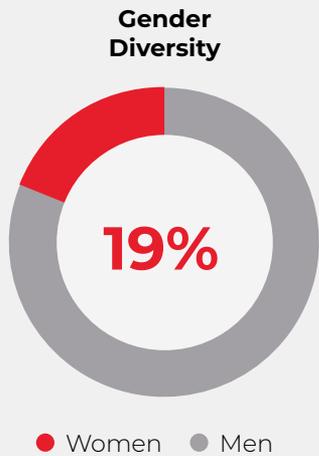
Tracking and reporting of Perimeter’s safety and health data increases accountability and provides important insights into processes that need improvement or enhancement. Our focus on continuous improvement of our safety and health practices and training has resulted in steady improvement of our safety performance since our launch of our system over a decade ago. Perimeter tracks safety performance and training indicators with a goal of reducing safety incidents and improving upon the previous year’s performance. In 2022, the frequency and severity of injuries declined again, reaching the fifth year in a row we achieved this milestone.



Diversity, Equity & Inclusion

Diversity, Equity & Inclusion (DE&I) is vital to the Company. Our commitment starts with our goal of attracting, retaining, and developing a workforce that is diverse in background, knowledge, skill, and experience. Perimeter is committed to providing equal employment opportunities, and makes all recruiting, payment, performance, and promotion decisions based on merit, without discrimination on the basis of gender, sexual orientation, age, family status, ethnic origin, nationality, disability, or religious belief. We believe people are the most critical component in our continued success, and we strive to attract high-performing talent.

Solutions That Value. Diversity.



Our dedicated team provided:

>20K	500K	250+	>200	130M
Hours of Annual Safety Training	Hours of dedicated service in forest fire remediation	Employees	Contractors	Pounds of high-quality products delivered

Diversity data reflects our EEO-1 report, which covers our U.S.-based workforce.



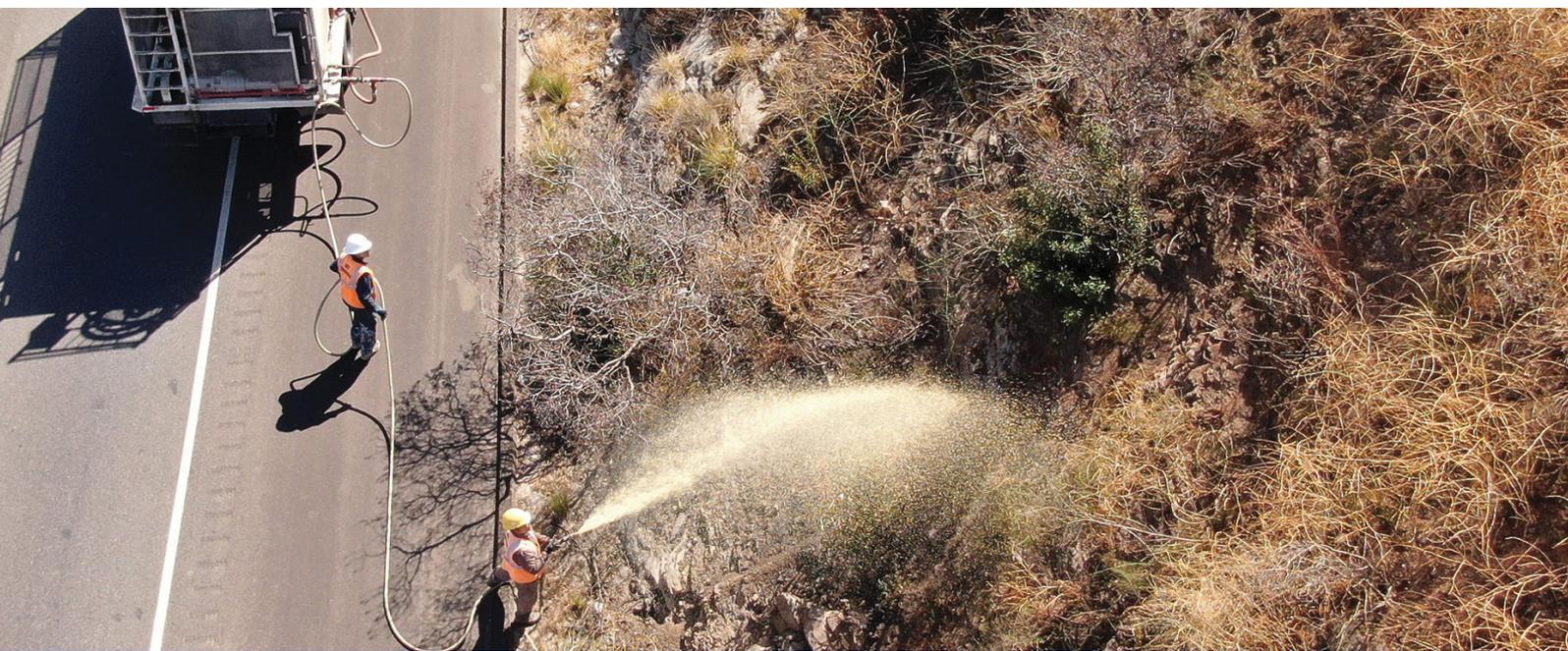
We value the uniqueness of each individual, new ideas, different experiences, and fresh perspectives, and firmly believe that a diverse workforce fosters an environment of collaboration and innovation where everyone can perform to their highest potential and achieve personal and professional growth. Diversity and inclusion make us stronger as a company. We are committed to diversity at all levels of management and leadership, and our leadership team and our board of directors (the Board) are committed to improving diversity throughout the Company and fostering a more inclusive and open environment.

Our workforce includes talented people from many backgrounds. We do not tolerate discrimination and are committed to high ethical standards and equal employment opportunities in all personnel actions without regard to race, color, religion, gender, national origin, citizenship status, age, marital status, gender identity or expression, sexual orientation, physical or mental disability, or veteran status.

We encourage every one of our team members to form deeper relationships with those around them based on mutual respect, dignity, and understanding. The Company has non-discrimination and anti-harassment policies as outlined in our employee handbook, as well as a formal Code of Conduct. This policy drives a workplace and workforce that embraces the highest ethical and moral standards. We maintain strong and confidential reporting processes and procedures that support an open and honest environment in an effort to ensure that the highest principles of integrity and inclusion are maintained.

The Company's goal is to be the preferred place to work in our industry, and to attract the best people by creating a culture that is exciting, creative, fun, and embraces continuous improvement.

Perimeter is committed to providing all employees with the opportunity to grow, connect, and thrive within the Company."



To ensure the health and well-being of our employees, we aim to provide a robust health and wellness package. Some of the various benefits we offer include:

- ✓ We offer a 401(k) program.
- ✓ We also offer members the ability to save money on a tax-free basis through flexible spending accounts and health savings accounts.
- ✓ We offer competitive compensation programs that include base pay, bonus, and equity grants. Our full-time employees also receive paid time off and holidays.
- ✓ Our equity compensation plans are designed to assist in attracting, retaining, motivating, and rewarding key employees and directors, and promoting the creation of long-term value for our shareholders by closely aligning the interests of these individuals with those of our shareholders. Equity compensation, and specifically performance-based stock options, is a significant component of our equity-based compensation strategy and value-based culture.
- ✓ We offer robust retirement savings programs globally. In the U.S. and Canada, we offer matching contributions to encourage participation in addition to discretionary company contributions.
- ✓ We offer generous health and welfare plans including medical, dental, vision, disability, life, and ancillary benefits.

In addition to competitive insurance, healthcare, and retirement offerings, examples of our health & safety efforts include:

- **Our strong commitment** to reduce the incidence and severity of job-related injuries.
- **Integration of safe technologies**, training programs, risk management practices, and continuous improvement in our operations to minimize risk to our employees.
- **Position environmental, health, and safety (EHS)** leadership at the segment and corporate levels to drive EHS best practices.
- **A robust Physical Security Policy** that provides a framework to detect, deter, and mitigate risks that could jeopardize the Company's integrity, people, processes, or critical assets.

In addition to these actions, we have implemented employee surveys and focus groups that encourage our employees to share their opinions and feedback on the culture of our company. The results of the survey are analyzed and measured to learn how we can enhance and accelerate improvements in the attraction and retention in a difficult talent environment.

Since the start of the COVID-19 pandemic in 2020 and throughout 2021, the health, safety, and wellness of our employees and their families has been our highest priority. Our Leadership continues to monitor the health and safety of our employees in accordance with the U.S. Centers for Disease Control and Prevention (CDC) and World Health Organization (WHO) guidelines.

Solutions That Care.



Philanthropy

We believe that investing in local communities to create social and economic outcomes is at the heart of generating social impact. We believe in giving back to the communities in which we live and work. We support and empower our employees' efforts in their communities by opportunities to volunteer. Through strategic nonprofit partnerships, volunteerism, and philanthropy, our corporate responsibility is focused on contributing to the creation of a better world.

Organizations we have partnerships with:

International Association of Wildland Fire

National Association of State Foresters

Wildland Firefighter Foundation

Western Forestry Leadership Council

International Association of Fire Chiefs

Western Fire Chiefs Association



Perimeter Solutions helped preserve history, treating Reagan Ranch in Santa Barbara, California, with PHOS-CHEK® FORTIFY® to provide greater wildfire protection, saving a historical 688-acre property at risk during the highly active 2021 wildfire season. Once PHOS-CHEK FORTIFY is applied, it helps render vegetation and other fuels where it's applied nonflammable. PHOS-CHEK FORTIFY is formulated to have extended durability and greater adherence to vegetation and other fuels in order to provide protection for an extended period of time. Unlike retardant dropped from aircraft, which is colored red to help pilots track where the retardant is dropped, the solution is clear.

This innovation in long-term retardants is relatively new and is starting to be widely adopted by utilities, railroads, insurance companies, homeowners, and other high hazard industries who are helping to prevent wildfire ignitions and proactively protecting their property from wildfires.



CULTURE OF GOVERNANCE





Culture of Governance

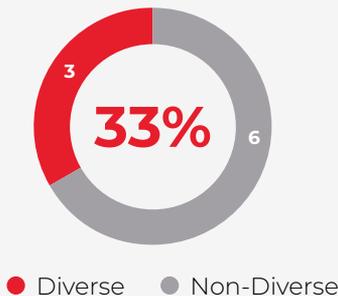
ESG Oversight

The Company is committed to achieving excellence in our corporate governance practices. We emphasize a culture of accountability and conduct our business in a manner that is fair, ethical, and responsible to earn the trust of our stakeholders.

The Company has comprehensive corporate governance policies and structures in place to foster accountability and transparency for our management team. These policies reflect our underlying commitment to maintain the highest standards of ethics and integrity and to operate our business in compliance with all applicable anti-corruption, anti-bribery, and anti-trust laws and regulations. We feature an employee ethics and compliance hotline on our website where stakeholders can voice their ethics concerns. We continue to explore opportunities to increase accessibility to reporting options, and improve the effectiveness of our responses to reported ethical concerns.

Our Board:

Board Gender and Racial/Ethnic Diversity



5/9
Are Independent

100%
Are new in the last
five-years

- ✓ Are 100% Committed to Company Code of Conduct
- ✓ Board-level ESG Oversight
- ✓ 33% of our Board have direct industry experience
- ✓ 78% of our Board sit on other Public Boards

The Board of Directors is comprised of a majority of independent directors as defined by the listing standards and the Board's Corporate Governance Guidelines. For more information on the Company's Board of Directors or formal policies please visit the website: <https://ir.perimeter-solutions.com/>

Our Board Committees

Perimeter Solutions is committed to operating in a sustainable way. This commitment starts with comprehensive governance structures, policies, management committees, and practices designed to ensure transparency in reporting and accountability for our Board of Directors. Our Board is responsible for overseeing the management of our company. Our Board has adopted Corporate Governance Guidelines (the Governance Guidelines), which set forth our governance principles and policies relating to, among other things:

- Director independence;
- Director qualifications and responsibilities;
- Board structure and meetings;
- Management succession; and
- The performance evaluation of our Board.

Our Board has four standing committees: **Audit Committee**, **Compensation Committee**, **Corporate Governance & Nominating Committee**, and **Executive Committee**. Copies of the committee charters of each of the committees setting forth the responsibilities of the committees are available on our website. These standing committees provide oversight roles in various areas, including ESG and risk management, in each case, as discussed below.

The Audit Committee is responsible for reviewing the quarterly and annual financial statements that are filed with the Securities and Exchange Commission. The Audit Committee oversees risks relating to financial reporting related to internal controls and cybersecurity. Our IT team works 24/7 and uses a combination of industry tools and in-house innovative technologies to help protect our stakeholders against cybercriminals. We leverage the latest encryption configurations and cybertechnologies on our systems, devices, and third-party connections and further review vendor encryption to ensure proper information security safeguards are maintained.

The Compensation Committee is responsible for reviewing and approving the compensation of the Company's CEO and executive officers. In addition, the Compensation Committee reviews and approves equity awards and compensation and benefit plans applicable to the Company's executive officers and the independent Board members.

The Corporate Governance & Nominating Committee oversees structural governance and composition matters including recommending to the Board the allocation of oversight responsibilities to the Board committees. The Committee has recently expanded its responsibilities to reflect the committee's broader oversight regarding our environmental, social, and governance (ESG) initiatives.

The Executive Committee is responsible for acting on behalf of the Board between Board meetings and while the Board is not in session; and providing oversight over and making recommendations to the Board. Specifically, the Executive Committee considers the Company's capital allocation and capital markets activities; the Company's merger, acquisition, divestiture, and similar activities; the Company's overall strategy, including top-level organizational structure and products or markets served; the Company's public guidance and communications; the compensation of the Company's Chief Executive Officer; officer succession planning; investor relations activities; and other such other duties assigned by the Board.

We have adopted a written Code of Business Conduct and Ethics (Code of Conduct) that establishes the standards of ethical conduct applicable to all our directors, officers, and employees. In addition, we have adopted a written Code of Ethics for Senior Financial Officers (Code of Ethics) applicable to our Chief Executive Officer and senior financial officers. Copies of our Code of Conduct and Code of Ethics are publicly available in the Investor Relations section of our website at <http://www.perimeter-solutions.com>. Any waiver of our Code of Ethics with respect to our Chief Executive Officer, Chief Financial Officer, Controller, or persons performing similar functions or waiver of our Code of Conduct with respect to our directors or executive officers may only be authorized by our Board and will be disclosed on our website as promptly as practicable, as may be required under applicable SEC and NYSE rules.

Board Skills Matrix

The *Skills Matrix* below is a summary of the range of key experience, skills, and attributes that each director nominee brings to Perimeter’s Board. Because it is a summary, it is not intended to be a complete description of each director nominee’s strengths or contributions to the Board. Additional details on each director nominee’s qualifications, experiences, skills, and attributes are set forth in their biographies found in our most recent proxy.

Range of Experience	HOWLEY	THORNDIKE	KHOURI	GOLDBERG	RAJ	COOL	IVERSEN	HENNESSY	HENDERSON
Independent	✓				✓	✓	✓	✓	✓
Public Company CEO				✓					
Public Company CFO, Finance, Accounting, or Audit Committee Experience		✓				✓		✓	
Other Public Company Board Member	✓	✓			✓	✓		✓	
Global Expertise	✓	✓	✓	✓	✓	✓	✓	✓	✓
Financial Expertise	✓	✓			✓	✓		✓	✓
Chemical Industry Experience				✓		✓		✓	





Meet Our Board

We are committed to principles of effective corporate governance and to high ethical standards, as well as compliance with all applicable governance standards of the SEC and New York Stock Exchange (the NYSE). Highlights of the framework we have established for governance are outlined here, and further described below.

Independence and Qualification of Committee Members

The Audit, Compensation, and Governance and Sustainability Committees of the Board are comprised of all Independent Directors.

All directors on committees meet the applicable qualification requirements of the SEC and NYSE.

Non-Classified Board

The Board is non-classified.

Leadership Structure

The offices of the Chief Executive Officer and Co-Chairmen of the Board are separated.

Risk Oversight

The Board is responsible for the oversight of risk, including overseeing the assessment of risk and the appropriate balance of risk mitigation and the appropriate taking of risk.

These risk assessment and balancing tasks are also the responsibility of the Board's committees and the Company's management team.

Open Communication

We encourage communication and solid working relationships among our Co-Chairmen of the Board, Directors, and the Chief Executive Officer.

W. Nicholas Howley**Co-Chairman since 2021 & Co-Founder of TransDigm Group Inc.****Director Since 2021**

Mr. Howley co-founded TransDigm Group Inc., an aerospace manufacturing company, in 1993 and has served as the Chairman of TransDigm's Board of Directors since 2003. Mr. Howley served as Executive Chairman of TransDigm from 2018 to 2021, President and/or Chief Executive Officer of TransDigm from 2003 to 2018, and as President and/or Chief Executive Officer of TransDigm Inc. from 1998 through 2018. Mr. Howley holds a B.S. in mechanical engineering from Drexel University, and an M.B.A. from Harvard Business School.

**Qualifications***We believe*

Mr. Howley's qualifications to serve include his experience as Chief Executive Officer and Chairman of Transdigm, Inc., developing and executing business and operational strategies, and his knowledge of public companies.

William N. Thorndike, Jr.**Co-Chairman since 2021 & Founder of Housatonic partners****Director Since 2021**

Mr. Thorndike has served as Co-Chairman of our Board since November 2021. Mr. Thorndike founded Housatonic Partners, a leading middle market private equity firm with offices in Boston and San Francisco, in 1994 and has been a Managing Director since that time. Prior to founding Housatonic Partners, Mr. Thorndike worked with T. Rowe Price Associates, a global asset management firm, and Walker & Company, a publishing company, where he was named to its board of directors.

Mr. Thorndike has served as a director of over 30 companies since founding Housatonic Partners. He is currently a director of CNX Resources Corporation, a natural gas company, and serves on various boards of directors of private companies. He also serves as a Trustee of WGBH, a public broadcaster serving southern New England, and the College of the Atlantic. Mr. Thorndike is the author of "The Outsiders: Eight Unconventional CEOs and Their Radically Rational Blueprint for Success," which has been translated into 12 languages. Mr. Thorndike holds an A.B. degree in English and American Literature from Harvard University and an M.B.A. degree from Stanford University.

**Qualifications***We believe*

Mr. Thorndike's qualifications to serve on our Board include his extensive finance and investment experience, experience as a member of other corporate boards, and his knowledge of public companies.

Edward Goldberg**CEO & Chairman of the Board****Director since 2021**

Mr. Goldberg has served as a member of our Board and as our Chief Executive Officer since November 2021. Mr. Goldberg has been the CEO of Perimeter Solutions since its inception on March 2018 joined SK Invictus Intermediate S.à r.l. (d/b/a Perimeter Solutions) ("SK Invictus") in March 2018 as Chief Executive Officer and brings more than 18 years of executive leadership to fire safety products and operations. Before becoming CEO of Perimeter Solutions joining SK Invictus, Mr. Goldberg was Business Director for ICL Performance Additives and Solutions, where he held general management responsibility for the company's global fire safety segment. Mr. Goldberg is credited with building ICL's global fire safety business, focusing on products for wildland fire management and municipal and industrial fire suppression. Mr. Goldberg holds a BS in Chemical Engineering from Cornell University.

**Qualifications***We believe*

Mr. Goldberg's qualifications to serve on our Board include his extensive knowledge of Perimeter Solutions and his years of executive leadership in the global fire safety business.

Tracy Britt Cool**Co-Founder of Kanbrick****Director Since 2021**

Ms. Britt Cool has served as a member of our Board since November 2021. In 2020, Ms. Britt Cool co-founded Kanbrick, a long-term investment partnership focused on acquiring and building great companies in the consumer and industrial sectors. At Kanbrick, Ms. Britt Cool combines her passion for long-term value investing with her experience as an entrepreneurial-minded operator to help take mid-size companies to the next level. From 2009 to 2020, Ms. Britt Cool worked at Berkshire Hathaway, where she spent five years at Berkshire Hathaway's headquarters in Omaha as the Financial Assistant to the Chairman and five years as Chief Executive Officer of Pampered Chef, a Berkshire Hathaway subsidiary based in Chicago. At Pampered Chef, a provider of kitchenware products, Ms. Britt Cool turned around a decade long decline and achieved meaningful growth in revenue and earnings. Additionally, Ms. Britt Cool served on the boards of directors of several Berkshire Hathaway companies including Kraft Heinz, Benjamin Moore, Oriental Trading Company, Larson Juhl, and Johns Manville. Ms. Britt Cool is the co-founder of Smart Woman Securities, an organization that provides personal finance and investment education to undergraduate women. Ms. Britt Cool holds an A.B. degree in economics from Harvard College and an M.B.A. degree from Harvard Business School.

**Qualifications***We believe*

Ms. Britt Cool's qualifications to serve on our Board include her executive leadership experience particularly in setting strategic direction and developing and executing financial and operating strategies, experience as an investor in private and public companies, and experience as a member of other corporate boards.

Sean Hennessy**Retired Senior VP of Corporate Planning and Development & Administration of The Sherwin Williams Company****Director since 2021**

Mr. Hennessy has served as a member of our Board since 2021. Mr. Hennessy is the retired Senior Vice President, Corporate Planning, Development & Administration of The Sherwin Williams Company, a manufacturer and distributor of coatings and related products, serving in that role from January 2017 to March 2018 in connection with the company's integration of its Valspar acquisition. Prior to that Mr. Hennessy served as Chief Financial Officer of The Sherwin Williams Company from 2001 to 2016. He is a certified public accountant. Mr. Hennessy also serves on the board of directors of TransDigm. Mr. Hennessy holds a Bachelor's degree from the University of Akron.

**Qualifications***We believe*

Mr. Hennessy qualifications to serve on our Board include his experience as Chief Financial Officer at The Sherwin Williams Company, experience as a member of other corporate boards, and his knowledge of public companies.

Robert S. Henderson**Previously VP & COO at TransDigm****Director since 2021**

Mr. Henderson has served as a member of our Board since November 2021. Mr. Henderson served as the Vice Chairman at TransDigm from 2017 to 2021. He also served as the COO of TransDigm's Airframe Segment from 2014 to 2016 and as Executive Vice President from 2005 to 2014. From 1999 to 2008 he also served as President of AdelWiggins Group, a division of TransDigm. Mr. Henderson has significant experience integrating acquisitions and leading multiple operating units concurrently. Mr. Henderson holds a Bachelor's degree in Mathematics from Brown University.

**Qualifications***We believe*

Mr. Henderson's qualifications to serve on our Board include his experience as Vice Chairman at TransDigm, his executive leadership experience, and his knowledge of public companies.

Brent Iversen II**Previously Executive VP — Mergers & Acquisitions and Business Development of TransDigm****Director since 2022**

Mr. Iversen served as Executive Vice President—Mergers & Acquisitions and Business Development of TransDigm from May 2012 to December 2020. Prior to that, Mr. Iversen served as Executive Vice President of TD Group from December 2010 through May 2012 and as President of Champion Aerospace LLC, a wholly-owned subsidiary of TransDigm Inc., from June 2006 to December 2010. Mr. Iversen holds a Bachelor's Degree in Engineering from Western Michigan University.

**Qualifications***We believe*

Mr. Iversen's qualifications to serve on our Board include his experience as Executive Vice President at TransDigm, his executive leadership experience, and his knowledge of public companies.

Directors Appointed Until 2027 Annual Meeting of Shareholders

The following persons were elected to serve as directors of the Company with terms expiring at the 2027 Annual Meeting of Shareholders, or until their respective successors are elected and qualified. Certain information relating to these directors, furnished by the directors, is set forth below.

EXPIRING TERMS 2027

Haitham Khouri

Previously Vice Chairman of the Company

Director since 2021

Mr. Khouri has served as a member of our Board since June 2021 and has served as Vice Chairman of the Company since December 2021. Mr. Khouri was a Senior Analyst at Hound Partners from 2009 to 2018. Between 2005 and 2007 Mr. Khouri was a private equity Associate at Oak Hill Capital Partners. Between 2003 and 2005 Mr. Khouri was an investment banking analyst at Deutsche Bank. Mr. Khouri began his career in 2002 as an Analyst at JP Morgan. Mr. Khouri holds a BA in Economics from Cornell University and an MBA with Distinction from Harvard Business School.



Qualifications

We believe

Mr. Khouri's qualifications to serve on our Board include his experience as an investor in private and public companies.

Vivek Raj

Founder of Geneses Investments

Director Since 2021

Mr. Raj has served as a member of our Board since June 2021. Mr. Raj founded Geneses Investments, a private investment firm, in 2018. Mr. Raj was a private equity investor between 2011 and 2018 and before that held operational roles in the energy industry. Mr. Raj holds a Bachelor of Technology from the Indian Institute of Technology, Delhi, and an MBA from Harvard Business School.



Qualifications

We believe

Mr. Raj's qualifications to serve on our Board include his experience as an investor in private companies, experience as a member of other corporate boards, and his operating experience.



This annex expands transparency through key quantitative data compiled in accordance with the SASB frameworks and standards, along with additional details on our workforce, revenues, sales, stakeholders, locations, and certification. Report data covers all global operations unless otherwise noted. In developing our Factsheet Report, we have compiled metrics organized by key ESG themes incorporated within our tables and throughout our organization. Perimeter member companies best classify into the Sustainability Accounting Standards Board classifications for Chemicals and Industrial Machinery & Goods. Our reporting reflects that classification.

Additionally, Perimeter Solutions regularly reviews metrics on our diversity efforts to drive accountability. We further report these metrics to our senior leadership on a regular basis. We endeavor to increase transparency about our workforce demographics and have disclosed additional metrics for the first time this year in this Report, including an EEO-1 table in the pages following the SASB table.



SASB Table

SASB TOPIC	SASB METRIC	SASB CODE	2022 DATA	NARRATIVE RESPONSE
GREENHOUSE GAS EMISSIONS	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	See Narrative Response	Perimeter Solutions is not a significant emitter of Scope 1 greenhouse gas emissions. The base components of our products are manufactured by a third-party and then mixed at our facilities. Therefore, our Scope 1 emissions are insignificant and primarily come from heating our office buildings. When it comes to our commitment to the environment, we prioritize our energy and electricity efficiency. See SASB disclosure RT-CH-130a.1 and pages 8–9 of this report for more information.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	See Narrative Response	
AIR QUALITY	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	See Narrative Response	Non-GHG emissions, such as NOx, SOx, VOCs, and HAPs, have been deemed as having a minimal risk to the business. However, we do control these emissions in compliance with regulatory requirements and permits where applicable.
ENERGY MANAGEMENT	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1 RT-IG-130a.1	(1) 7,324.8 GJ (2) 100% (3) 142.4 GJ (Biomethane Credit) (4) 0 GJ	See 2022 Data.



SASB TOPIC	SASB METRIC	SASB CODE	2022 DATA	NARRATIVE RESPONSE
WATER MANAGEMENT	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	(1) 12,823 m³ (2) 0.31% from regions of High Baseline Water Stress	Our primary fire retardant production facility is located in Rancho Cucamonga, California, currently defined as an area with Extremely High Baseline Water Stress. The rest of our facilities are not located in areas of High or Extremely High Baseline Water Stress.
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	0	Perimeter Solutions did not have any incidents of non-compliance associated with water quality, permits, standards, or regulations.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	See Narrative Response	<p>Risks involving environmental regulations, including those related to climate change and water management, are included within our enterprise risk management process, overseen by our Board of Directors. Our Board oversees the implementation of risk mitigation strategies by management accordingly.</p> <p>Our Fire Safety business is centered around reducing the water needed for firefighting. Our products are more efficient and dramatically reduce the amount of water used to help slow, stop, and prevent fires.</p> <p>Our fire retardants chemically alter fuels (e.g., vegetation) and render them non-flammable, eliminating the need for water to be used. Our Class A foam is specially formulated to make water more effective for structural fire suppression, reducing the amount of water needed to extinguish the fire.</p> <p>In our own operations, we have been, and will continue to, implement water treatment plants at our facilities to recycle water used in our production processes.</p>



SASB TOPIC	SASB METRIC	SASB CODE	2022 DATA	NARRATIVE RESPONSE
HAZARDOUS WASTE	Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	68 mt 0% recycled	We produce hazardous chemicals, which are subject to regulation by many U.S. and non-U.S. national, supranational, state, and local governmental authorities. We are in compliance with all applicable environmental laws governing the use, storage, discharge, and disposal of hazardous toxic material. We are committed to protecting the environment and look for ways to reduce the amount of waste we produce, including changing our formulas to minimize trace amounts of hazardous substances, encouraging recycling throughout our offices and increasing the use of e-records and e-signing technology.
	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	See Narrative Response	<p>Perimeter Solutions is committed to improving the communities in which we operate through targeted outreach and involvement programs. Community relations are managed at the site level, where we regularly contribute time, material, and money to local community services.</p> <p>We are members of various business improvement associations, such as the Chamber of Commerce and industrial park alliance. Each year, our Kamloops facility hosts an Annual Pancake Breakfast to collect donations for the Kamloops Women's Shelter.</p> <p>We donate and volunteer at food banks and neighborhood beautification projects. For the past eight years, employees at our Kamloops facility have participated in litter clean-ups through the city's Adopt-A-Road program.</p> <p>We also participate in school education programs, host school tours of our facilities, and contribute to fire and police department publications for children.</p> <p>More information can be found on page 17 of this report.</p>
COMMUNITY RELATIONS				



SASB TOPIC	SASB METRIC	SASB CODE	2022 DATA	NARRATIVE RESPONSE
WORKFORCE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	RT-CH-320a.1 RT-IG-320a.1	Direct Employees: - TRIR: 2.3 - LTIR: 0.6 - Fatalities: 0 Contractors: - TRIR: 1.3 - LTIR: 0.7 - Fatalities: 0	The frequency and severity of incidents have consistently declined for the past five years.
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	See Narrative Response	Our commitment to safety is an essential part of our operating model with a predict and prevent culture. We are dedicated to building, designing, maintaining, and operating our facilities to effectively manage process safety and other hazards, and to minimize risks. Our Board of Directors has standing EHS discussions quarterly, with more detailed reporting provided to the Board on a semi-annual basis. We have implemented a detailed EHS roadmap to ensure world class safety across our operations. We have task teams and a worksite health & safety committee in place to assess and mitigate risk through analysis, problem solving, and planning. We provide training to our employees, including key leadership, and have a reward system in place to support “before the fact” injury and illness prevention.
PRODUCT DESIGN FOR USE-PHASE EFFICIENCY	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	\$261.2 million	Figure represents the net sales from our Fire Safety business segment.



SASB TOPIC	SASB METRIC	SASB CODE	2022 DATA	NARRATIVE RESPONSE
SAFETY & ENVIRONMENTAL STEWARDSHIP OF CHEMICALS	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	0	None of our products contain GHS Category 1 or 2 Health and Environmental Hazardous Substances.
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	See Narrative Response	<p>Perimeter Solutions is committed to manufacturing superior products while at the same time protecting and preserving the Earth's natural resources. We are in compliance with all applicable laws, regulations, and regulatory agreements, including REACH, which requires comprehensive reports, testing data, and chemical safety assessments of our products.</p> <p>Phosphorous Pentasulfide (P2S5): Most of the products we manufacture are benign, aside from P2S5, used in our Specialty Products business. We prioritize product stewardship and have been involved in discussions with governmental committees surrounding the regulation of this chemical. We have strong policies in place for environmental and safety handling, including extensive brochures and safety dialogues for our customers who use the product. Perimeter Solutions will not allow anyone to take possession of the product without us physically visiting the site to ensure the customer is capable of handling such a chemical.</p> <p>Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS) A subset of our Class B firefighting foams contain PFAS chemicals and Perimeter Solutions is actively working to eliminate PFAS from all of our products. Recent breakthroughs in product development will accelerate this process.</p>



SASB TOPIC	SASB METRIC	SASB CODE	2022 DATA	NARRATIVE RESPONSE
GENETICALLY MODIFIED ORGANISMS	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	See Narrative Response	Perimeter Solutions does not offer any products that contain GMOs.
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	See Narrative Response	Over the years, Perimeter Solutions has provided input for regulation of P2S5 and PFAS chemicals in certain firefighting foams.
OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	PSIC: 0 PSTIR: 0 PSISR: 0	Process Safety data is only applicable to our Specialty Products business segment.
	Number of transport incidents	RT-CH-540a.2	0	See 2022 Data.
	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	N/A	
FUEL ECONOMY & EMISSIONS IN USE-PHASE	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	N/A	These metrics are not applicable to our business. Perimeter Solutions does not produce vehicles, generators, or engines.
	Sales-weighted fleet fuel efficiency for stationary generators	RT-IG-410a.3	N/A	



SASB TOPIC	SASB METRIC	SASB CODE	2022 DATA	NARRATIVE RESPONSE
FUEL ECONOMY & EMISSIONS IN USE-PHASE CONT'D...	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	N/A	These metrics are not applicable to our business. Perimeter Solutions does not produce vehicles, generators, or engines.
MATERIALS SOURCING	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	See Narrative Response	<p>One of the main risks associated with the use of our critical materials is ensuring their availability from our suppliers on a long-term basis. We have long-term contracts with three suppliers of phosphorous and sulfur for our P2S5 product. Our suppliers are strategically placed in different regions to mitigate risk arising from natural disasters.</p> <p>Another risk stems from the possibility of regulation imposed on the chemicals used in our products. Perimeter Solutions remains at the forefront of product innovation to mitigate this risk.</p>
ACTIVITY METRICS	Production by reportable segment	RT-CH-000.A	Fire Safety: - Fire Retardant: 29,029.9 mt - Concentrated Fire Fighting Foam: 2,271.2 m ³ - Specialty Products: 27,215.5 mt	See 2022 Data.
	Number of Employees	RT-IG-000.B	226 full time 13 part time	As of December 31, 2021, we had 226 full-time employees and 13 temporary, seasonal or part-time employees. Our employees are not represented by any labor union, and we have never experienced a work stoppage or strike.



EEO-1 Table

2021 Employer Information Report U.S. EEO-1 Consolidated Report

Perimeter Solutions
8000 Maryland Avenue, Suite 350
Clayton, MO 63105

JOB CATEGORIES	HISPANIC / LATINO		NOT- HISPANIC OR LATINO												TOTALS
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK/ AFRICAN AMERICAN	NATIVE HAWAIIAN /PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN/ ALASKAN NATIVE	TWO+ RACES	WHITE	BLACK/ AFRICAN AMERICAN	NATIVE HAWAIIAN /PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN/ ALASKAN NATIVE	TWO+ RACES	
Executive/ Sr. Officials/ Managers	0	0	6	0	0	0	0	0	1	0	0	1	0	0	8
First/Mid-Level Officials & Managers	4	0	16	0	1	3	0	2	3	0	0	2	0	1	32
Professionals	1	1	23	1	0	1	0	1	3	0	0	0	0	0	31
Technicians	3	0	3	0	0	0	0	0	0	0	0	0	0	0	6
Sales Workers	1	0	3	0	0	0	0	0	0	0	0	0	0	0	4
Administrative Support	0	1	4	0	0	0	0	0	6	0	0	0	0	1	12
Craft Workers	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3
Operatives	14	1	12	0	0	0	0	0	1	0	0	0	0	1	29
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	2	0	0	0	0	0	0	0	0	0	0	0	1	3
TOTAL	23	5	70	1	1	4	0	3	14	0	0	3	0	4	128



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