



NEWS RELEASE

Ecolab Board of Directors Rescinds 2020 Compensation Increase

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ST. PAUL, Minn.--(BUSINESS WIRE)-- Aligning with Ecolab's decision to defer implementation of merit pay increases for employees in 2020 wherever legally permitted, and in recognition of the significant impact of COVID-19, the Board voted to cancel its compensation increase that was previously approved in October 2019.

About Ecolab

A trusted partner at nearly three million commercial customer locations, Ecolab (ECL) is the global leader in driving business performance while protecting people and vital resources. With annual sales of \$15 billion and 50,000 associates, Ecolab delivers comprehensive solutions, data-driven insights and on-site service to advance food safety, protect public health, optimize water and energy use, and improve operational efficiencies for customers in the food, healthcare, energy, hospitality and industrial markets in more than 170 countries around the world.

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Investors:

Michael Monahan

+1 651 250 2809

Andrew Hedberg

+1 651 250 2185

Media :

Roman Blahoski

+1 651 250 4385

roman.blahoski@ecolab.com

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