



NEWS RELEASE

Ecolab Named One of the World's Most Ethical Companies for 19th Consecutive Year

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The recognition highlights Ecolab's commitment to ethics, integrity and leadership

ST. PAUL, Minn.--(BUSINESS WIRE)-- Ecolab Inc., a global sustainability leader offering water, hygiene and infection prevention solutions and services that protect people and the resources vital to life, today announced it has been named one of the 2025 World's Most Ethical Companies® by **Ethisphere**, a global leader in defining and advancing the standards of ethical business practices. Ecolab has earned the recognition for 19 consecutive years since Ethisphere's inaugural award in 2007.

"Ecolab's high performance stems from our commitment to doing what's right, the right way," said Christophe Beck, Chairman and CEO, Ecolab. "Our team's dedication to operating responsibly and serving our customers with integrity is what fuels our growth and enables our positive impact."

Ecolab strives to operate ethically, responsibly and sustainably, and the company's 48,000 associates are committed to upholding the highest legal and ethical standards. The **Ecolab Code of Conduct** outlines the principles and ethics that the company expects all associates to adhere to when acting on its behalf. The values reflected in the Code of Conduct help Ecolab continue to succeed in an increasingly competitive global marketplace.

The World's Most Ethical Companies assessment is grounded in Ethisphere's proprietary Ethics Quotient®, which requires companies to provide more than 240 different proof points on practices that support robust ethics and compliance; governance; a culture of ethics; environmental and social impact; and initiatives that support a strong value chain. That data undergoes further qualitative analysis by its panel of experts who spend thousands of hours vetting and evaluating each year's group of applicants. This process serves as an operating framework to capture

and codify best-in-class ethics and compliance practices from organizations across industries and from around the world.

To access the complete list of Ethisphere's 2025 World's Most Ethical Companies, visit:

<https://worldsmoethicalcompanies.com/honorees>.

About Ecolab

A trusted partner for millions of customers, Ecolab (NYSE:ECL) is a global sustainability leader offering water, hygiene and infection prevention solutions and services that protect people and the resources vital to life. Building on more than a century of innovation, Ecolab has annual sales of \$16 billion, employs approximately 48,000 associates and operates in more than 170 countries around the world. The company delivers comprehensive science-based solutions, data-driven insights and world-class service to advance food safety, maintain clean and safe environments, and optimize water and energy use. Ecolab's innovative solutions improve operational efficiencies and sustainability for customers in the food, healthcare, high tech, life sciences, hospitality and industrial markets.

www.ecolab.com

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About Ethisphere

Ethisphere is the global leader in defining and advancing the standards of ethical business practices that strengthen corporate brands, build trust in the marketplace, and deliver business success. Companies turn ethics, compliance, and culture into a business advantage by leveraging Ethisphere's data-driven program and culture assessments featuring the latest guidance and the practices of hundreds of global organizations across the 8 pillars of an ethical culture, and 240+ ethics, compliance, social, and governance data points delivered through a proprietary software platform. Ethisphere also honors superior integrity programs through World's Most Ethical Companies® recognition, brings together a community of industry experts with the Business Ethics Leadership Alliance (BELA), and advances ethical business practices through the Global Ethics Summit, Ethisphere Magazine and the Ethicast podcast. For more information, visit <https://ethisphere.com>.

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Kyle Kapustka

612-708-4304

MediaRelations@Ecolab.com

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