

**ECOLAB INC.**  
**SAFETY, HEALTH & ENVIRONMENT COMMITTEE CHARTER**

**Membership and Organization**

The Safety, Health & Environment Committee (the “Committee”) shall be comprised of not less than three directors, the majority of whom shall be independent under the New York Stock Exchange (“NYSE”) listing standards as determined by the Board of Directors (the “Board”) of Ecolab Inc. (the “Corporation”). The Committee members shall be appointed by the Board. The Committee shall meet regularly and as deemed necessary by the Chairperson of the Committee. The Committee may form and delegate authority to subcommittees as it deems appropriate.

**Authority and Responsibilities**

The Corporation recognizes its responsibility to promote safety, health and sustainable environments for the benefit of customers, employees and the public. The primary responsibility for assuring the Corporation’s compliance with applicable safety, health and environmental (“SHE”) laws and regulations is vested in management of the Corporation. The Committee assists the Board in its oversight of the Corporation’s SHE and sustainability policies, programs and practices that affect, or could affect, the Corporation’s employees, customers, stockholders and neighboring communities. Without limitation, the Committee shall have the following duties and authority:

- (1) Overall SHE Framework, Policies and Programs – Oversee the Corporation’s SHE framework and organization, policies, programs, goals and practices, including SHE risks, SHE statistics and metrics, pending SHE matters and industry best practices.
- (2) Personal Safety Programs – Oversee the Corporation’s personal safety policies, programs and practices.
- (3) Global Supply Chain Safety, Health and Environmental Programs – Oversee the Corporation’s manufacturing, process safety and logistics programs, policies, practices.
- (4) Environmental and Regulatory Compliance – Oversee environmental and regulatory trends, issues and concerns that affect or could affect the Corporation’s SHE practices. Oversee the Corporation’s overall environmental and regulatory compliance, clean-up and remediation efforts.
- (5) Sustainability Plans and Programs - Oversee the Corporation's compliance with its stated sustainability principles, as represented in the Corporation’s sustainability reports.

**Reports to Board**

The Committee shall make regular reports to the Board.

### **Outside Advisors and Access to Management**

The Committee may, as it deems necessary or appropriate and at the Corporation's expense, obtain advice and assistance from internal or external legal or other advisors. The Committee shall have unrestricted access to Management.

### **Charter Recommendation**

The Committee shall annually review and assess the adequacy of the Committee Charter and make recommendations to the Board relating to the Committee's Charter.

### **Performance Review**

The Committee shall perform an annual review of the performance of the Committee.

Updated as of August 2023