

## Commitment to Sustainability

### To Our Employees, Customers, and Partners,

No organization operates in isolation. There are inevitably risks and hidden opportunities associated with connections to various organizations. At Diversified Chemical Technologies, Inc., we believe these connections extend to the local, regional, and global environment, and the community in which we operate.

Diversified Chemical Technologies, Inc., “DCTI” has historically been involved in various aspects of sustainability. Starting in 2021 we are instituting a sustainability program that we believe will become an integral part of our corporate culture.

DCTI operates three business-units, chemical manufacturing (Diversified Chemical Technologies Operating, Inc.), adhesive manufacturing (Adhesive Systems, Inc.), and MRO distribution (Paper Works, Inc.). DCTI fosters sustainability excellence, partnership, leadership, and stewardship through the strategy visualized in the Diversified 1 System (D1S) wheel.

The central feature of our sustainability leadership will stay true to our corporate values. Our commitment to sustainability creates value for our stakeholders that will “*create trusted transformative partnerships*”, while aiming to reduce our carbon footprint and be socially responsible.

Our approach to sustainability is captured in the image of D1S wheel that has segments akin to spokes in wheel, an acknowledgement to our location in Detroit, the birthplace of automotive industry. These segments are the broad areas in which opportunities for sustainability initiatives and goals are created. We believe sustainability is not confined to a couple of areas, and therefore requires a systemic for an improved understanding of each of the components, their interactions, and boundaries. The inter-relationship between various segments provides us a picture of opportunities, cause and effects of our decisions, and an understanding of risk. Continuous improvement in all these segments results in the robust balancing of the triple bottom line – profit, people, and planet.

The Intergovernmental Panel for Climate Change (IPCC) indicates that scientific evidence for warming of the climate system is unequivocal. We have one climate system and changes to it has multiple impacts, including rising sea levels, extreme weather events and retreating glaciers. These impacts have consequences on human civilization, raw material supply, consumer demand, societal needs, and overall economic growth & prosperity. Even though we are a small-medium enterprise (SME), we believe we can be a responsible company because operating in isolation is not sustainable.

I am proud of our DCTI team and confident of playing our part in creating a sustainable world.

Sincerely,



**George Hill**  
Chairman and Chief Executive Officer  
Diversified Chemical Technologies, Inc

*December 18, 2020*