

A surveying instrument, possibly a total station or theodolite, is mounted on a black tripod in a field of tall grass and shrubs. The background shows a sunset over a range of mountains, with the sky transitioning from blue to orange and red. The instrument has a blue and green body with four circular lenses or sensors arranged in a cross pattern.

THE NEED TO LEAD

2023 SUSTAINABILITY REPORT

WELCOME TO CLARKE'S 11TH SUSTAINABILITY REPORT

In the decade and a half since we issued our first report, Clarke has used this platform to celebrate our achievements and share the progress that we're making in our efforts to embed sustainable practices into every business decision and endeavor. In this report, we are excited to announce our five-year Strategic Business Plan, present our 2030 Sustainability Goal Set and introduce the opportunity areas

that emerged from Clarke+ 2023, our third Appreciative Inquiry Summit. These goals, strategies and opportunity areas will help to inform how we develop and deliver our products and services, champion our people, care for the planet and support the communities in which we live and work.

The theme of our 2023 Sustainability Report, *The Need to Lead*, reflects Clarke's ambitions to expand our global reach and public health impacts; enable, support and sustain our industry; and inspire evolutionary change in ourselves.



About the Cover

The cover photo of our 2023 Sustainability Report was taken by Clarke's Senior Field Biologist, Andrew Rivera, during a field trial conducted near Salt Lake City, Utah.

Field trials are conducted for various reasons, including to measure the efficacy of products across different species, habitats and application methodologies.

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THE NEED TO LEAD:

INTRODUCING CLARKE'S 2027 STRATEGIC BUSINESS PLAN

Climate change is driving the intensity of weather events to unprecedented levels. Together with rapid urban development, the geographic range where mosquitoes breed and feed is rapidly changing. This spread of mosquitoes into new areas comes with an increase in the severity of nuisance and life-threatening diseases.

The challenges we face as an industry are growing: mosquitoes are increasingly resistant to older chemistries and there are steep barriers, including cost, regulations and public acceptance, to new active ingredients and products. As an agent of public health, Clarke recognizes the need to lead.

- > The need for mosquito control has never been greater.
- > The need for new and innovative solutions has never been greater.
- > The need for changing the perception of mosquito control has never been greater.

We play an important role in elevating our profession, educating the public, and driving sustainable change. In 2022, Clarke developed and launched our 2027 strategic plan. This strategy was designed to engage every Clarke coworker in our vision of transforming and elevating the practice of vector control. Under this plan, Clarke is focused on the cultivation of our **talent, leadership, and culture, innovations** in our **products and services**, and refining our **customer stewardship** and **information technology systems**.

Pursuing each of these areas will define Clarke's leadership position and propel our growth through the development and delivery of new, proprietary, next-generation mosquito solutions. Throughout the rest of our 2023 Sustainability Report, we'll be introducing just some of the short and long-term efforts we are building on in each of these strategic areas.



As an agent of public health, Clarke recognizes the need to lead. We play an important role in elevating our profession, educating the public, and in driving sustainable change.



AN INTERVIEW WITH J. LYELL CLARKE AND ALLEN GENT

We asked J. Lyell Clarke, Chairman, and Allen Gent, President and CEO, to reflect on 2023.

Q: 2023 was an eventful year at Clarke. What would you each say was the single defining moment?

Lyell: Allen's appointment as President and CEO – the first non-family member to head up Clarke – marked an important milestone for our company. Under Allen's leadership, we've embarked on a new era with an ambitious goal for Clarke to transform and elevate vector control through continued innovation, greater advocacy efforts and expanded reach of our expertise. Our leadership team is guiding the execution of a growth strategy, which is built around our long-standing competencies of providing products and services to address mosquito-related disease and nuisance. Our aim to be the preferred choice in vector control challenges us to concentrate our efforts on our core competencies in mosquito control. As a result, we made the difficult decision to divest our aquatic services business to enable this greater focus.

Allen: I would say that Clarke+ 2023, our Appreciative Inquiry Summit, was a defining moment. It helped us identify key opportunities to support our strategy and prioritize our sustainability goals. It also underlined the critical importance of engaging the whole of Clarke. The passion, dedication and energy that Clarke coworkers at all levels of our company bring to their work in advancing our business and sustainability goals is tremendously inspiring.

Q: At its heart, Clarke is an organization that follows a profits for purpose mindset. What does this mean to you, Allen?

Allen: Clarke has a long history of creating sustainable and lasting value for all our stakeholders. Clarke's business success is measured in decades, and that is what allows us to continue to invest in the unique culture that we have at Clarke, one that is rooted in our core purpose and mission to make communities more livable, safe and comfortable. It lets us prioritize our deep commitment to put coworkers, customers, communities and the planet at the center of everything we do, and it gives us the ability to accomplish great things.

Lyell: "Profits for purpose" also allows us to extend our positive public health, environmental, social and community impact. This is what we call "The Need to Lead": The need to broaden Clarke's reach through advocacy and stewardship in order to serve as a role model for how our industry can balance sustainability with profitability.

Q: That sounds ambitious, Lyell. Tell us more.

Lyell: The need for mosquito control has never been greater. With shifting weather patterns, we're seeing an increase in vector-borne disease outbreaks around the world. So, we're doubling down on our efforts to develop industry-leading solutions to meet the

growing demand for public health mosquito control products, and we're amplifying our work by continuing to forge long-term relationships with our customers, industry groups, ministries of health, research institutions, governments and other partners.

Allen: To build on that, Lyell, the regulatory landscape has become significantly more challenging, as has the negative public perception of mosquito abatement products. We're prioritizing our commitment to bringing greener chemistry to the market while also advocating for an accurate understanding of the public health benefits of vector control. As part of our advocacy, we are continuing to engage with the U.S. EPA and other regulatory bodies to support their ability to keep our industry operating safely and efficiently.

Q: It looks like you have a busy time ahead, Allen! Any last thoughts?

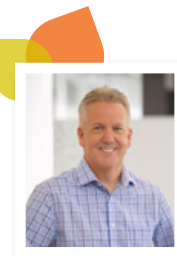
Allen: It's important to me that we honor Clarke's 75+ years of history, so, we are continuing to increase our sustainability efforts on our journey to becoming a climate positive company. We are also continuing to invest in Clarke culture to promote an inclusive, dynamic, safe and engaging work environment that leverages our coworkers' passion and fosters innovative thinking. You can clearly see this reflected in our 2030 sustainability goal set, which supports each of these areas.

I'm excited for what lies ahead as we pursue our ambition to position Clarke as a leader in global public health and sustainable business practices.



"We're broadening Clarke's reach in transforming our industry through advocacy and stewardship and serving as a role model for other companies in how to balance sustainability with profitability."

– Lyell Clarke, Chairman



"I'm excited for what lies ahead as we continue to work toward positioning Clarke as a global leader in public health and sustainable business practices."

– Allen Gent, President and CEO

INTRODUCING CLARKE'S 2030 SUSTAINABILITY GOAL SET

Identified and developed by a cross-departmental group of coworkers, our next set of sustainability goals builds off our prior set and focuses on four areas that advance our sustainability bottom line.

PLANET POSITIVE

100%

Carbon Neutrality
100% Carbon Neutral for all tracked and reported emissions

90%

Divert 90% of operational waste from landfill or W2E (incineration)

60%

Commit 60% of volunteer hours and efforts to biodiversity projects

35%

Operations Electrification
35% of all company operations to be "zero-emissions"

25%

Source 25% of all electricity from on-site renewable sources (solar)

LEED

Obtain LEED certification for newly established facilities.



● CARBON ● WASTE ● ENERGY ● BIODIVERSITY

SUSTAINABLE PRODUCTS & SERVICES

60%

Derive 60% of revenues from **NextGen Products & Services**

50%

Conduct a formal Life Cycle Assessment for 50% of our branded/proprietary public health products by 2030



OUR PEOPLE, OUR PRIDE

95%

Maintain an Annual Coworker retention rate of 95% or better

95%

Earn a Coworker Annual Safety Culture Score of 95% or better

90%

Reach 90% participation in our annual Biometric Screening program



COMMUNITIES NEAR AND FAR

\$

Donate a % of annual revenue to environmental causes through the **Give to Tomorrow program**

10 hrs

Donate an average of 10 hours of volunteer time per coworker per year

100%

Engage 100% of coworkers in community volunteer activities





CLARKE+ 2023: TRANSFORM AND ELEVATE

In February 2023, Clarke’s full global workforce of 160 coworkers were invited to gather with nearly 3 dozen external stakeholders - customers, suppliers, partners, community members and others - at Clarke+ 2023, our third Appreciative Inquiry Summit. Over two and a half days, this passionate group was future focused on the bold possibilities available to accelerate our success.

CLARKE+ TRANSFORM AND ELEVATE 2023

Building on the strategic business plan we completed in 2022, Clarke+ challenged participants to consider how we might transform and elevate our organization, leveraging the strengths and collective energies of the whole of Clarke to:

- Inspire evolutionary change in ourselves;
- Enable, support and sustain our industry; and
- Expand our global reach and public health impacts.

Over the course of the Summit, we identified six opportunity areas:

- 1. Transforming Public Perception:** Promote greater advocacy for public health mosquito control
- 2. Operational Innovations & Best Practices:** Establish a leadership role for Clarke in emerging technologies used in mosquito control operations
- 3. Customer Experience:** Ensure a consistently exceptional customer experience
- 4. Flourishing Culture:** Cultivate a welcoming, inclusive, supportive workplace and culture
- 5. Culture of Safety:** Make safety a part of our DNA
- 6. Climate Positive:** Support and achieve our 2030 Sustainability Goals

In the months following the Summit, Clarke+ Opportunity Area Champions convened interested coworkers, refined plans, proposed and launched initiatives, celebrated successes and continued to work on identified goals.



At the close of Clarke+ Day 1, the whole of Clarke partnered with West Town Bikes, a Chicago not-for-profit that uses bikes as a tool for positive transformation, to build and donate bicycles to the local community.

Appreciative Inquiry is a strengths-based, stakeholder-inclusive approach to organizational change management. Grounded in appreciation, the methodology engages the whole system – employees, customers, suppliers, community members, regulatory bodies and other stakeholders – to identify what works within an organization and leverages those strengths to envision and design a shared future. Clarke convened its first Appreciative Inquiry Summit in 2012 and its second in 2016. For Clarke, the Appreciative Inquiry process enables us to fully engage our coworkers and stakeholders, inviting them to contribute their voices to our collective future and to make meaningful contributions toward ambitious sustainability goals.

DAY 1 / DISCOVER AND DREAM



DAY 2 / INNOVATE AND DESIGN



DAY 3 / DEPLOY



SUSTAINABLE PRODUCTS AND SERVICES

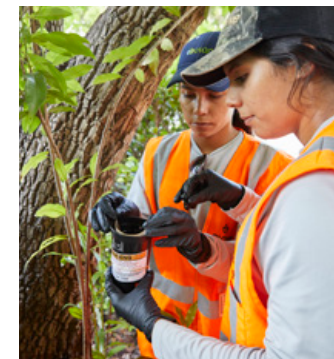
On the global vector control stage, Clarke stands apart with its innovative, proprietary product and service solutions that lead our industry toward more sustainable mosquito management.



One of the drivers of both our strategic plan and updated sustainability goal set is steering innovation to unlock new possibilities, discover new active ingredients for public health and advance formulation design integral to the development and broad use of our NextGen products. We also are actively engaging with governments and other stakeholders to educate and advocate for the public health benefits of mosquito control.

With clear goals and the contributions of our Clarke+ opportunity areas, our entire organization is fully focused on delivering industry-leading value in product efficacy, performance and customer service designed to make Clarke the preferred choice in vector control.

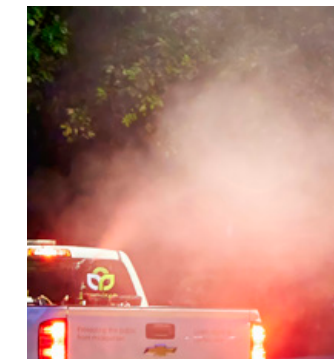
2023 HIGHLIGHTS



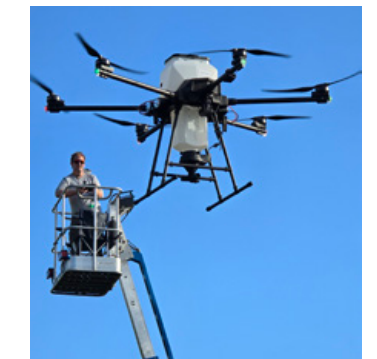
Expanded our market presence by growing our domestic and international business



Achieved 49% of our revenue from NextGen products



Secured our first contract to deliver adulticide products to the Iraqi market



Advanced in our use of drones for even more precise and efficient product delivery to lower our service footprint and product usage

OUR 2030 GOALS

Focus Area	Goals and Targets	2023 Results	Progress to Date
Products and Services	Derive 60% of revenues from NextGen Products & Services	49%	On Track
	Conduct a formal Life Cycle Assessment for 50% of our branded/proprietary public health products	0%	Not Started

LEADING IN PRODUCT AND SERVICE INNOVATION

We are innovators. Since our NextGen product portfolio introduction of Natular® more than a decade ago, the first OMRI® Listed larvicide designed with sustainability in mind, green chemistry has been at the core of our product and service design. Utilizing the principles of green chemistry isn't just about compliance; it's about fundamentally altering how we approach chemical formulation and engineering to protect both human health and the environment. We treat it as a call for innovation and progress – to create mosquito control solutions that are economically viable, environmentally sustainable and socially responsible.

In 2023, we launched the Natular DT Mini formulation, a ready-to-use tablet for the control of container-breeding larvae. The DT Mini was designed specifically for treating small-volume water containers and was successfully trialed in Brazil.

We also advanced our operational use of drones, continuing to broaden their use in the application of our products and in customer field trials. With the ability to provide more precision in the application process as well as less use of vehicles, drones deliver a more efficient application which results in a reduced environmental footprint.

Looking to the future, our ambition is to complete product analyses designed to let us score our products along a sustainability continuum. Identified by our Clarke+ Climate Positive team as an area of opportunity, the product analysis is part of a broader life cycle assessment initiative that aims to establish environmental baselines of our products' impacts, from raw material extraction to manufacturing and processing, to transportation and distribution, to advance innovation across the value chain.



The Natular DT Mini larvicide tablet is designed to be a direct application for controlling mosquito larvae in small volume water containers.

With changing weather patterns and an uptick in local transmission of dengue fever and malaria in Florida, an extended mosquito season in the U.S. Midwest, and dengue fever in parts of Brazil with no previous outbreaks, the demand for Clarke products and services is increasing.

CLARKE+: DELIVERING A SEAMLESS CUSTOMER EXPERIENCE

Clarke takes pride in the strength of our customer relationships. At Clarke+ 2023, we identified an exceptional and seamless customer experience as a key competitive advantage and asked ourselves, how might we do better? Our team jumped at the challenge, swiftly initiating process enhancements in client record management, record compliance and data integrity capabilities.



TRANSFORMING PUBLIC PERCEPTION

Regulatory complexity combined with growing public opposition to mosquito control is making our ability to bring new products to market increasingly unpredictable, costly and time intensive. At the same time, insecticide resistance challenges and the need for greater protection against vector-borne diseases is increasing. To support the regulatory process and to help create a more positive public perception of our industry, our Clarke+ Transforming Public Perception team identified several ways for Clarke to engage and advocate.

- Engage in industry associations, such as the American Mosquito Control Association (AMCA) and Responsible Industry for a Sound Environment (RISE) to promote the safe use of pesticides with policymakers and regulators.
- Act as advocates and ambassadors through industry and community events, social media interactions, communications and resident encounters, helping our coworkers and customers speak confidently about public health mosquito control.
- Collaborate globally with allies, partners, industry members, customers and governmental entities to promote a unified message and to create a positive connection between communities and our industry.



Clark "Woody" Wood exemplifies Clarke's ongoing efforts to raise awareness of public health mosquito control. His leadership during the 1975 St. Louis Encephalitis outbreak set the stage for his decades-long commitment to public health, and as Vice President of Business Development and Operations, he has facilitated the spraying of over 48 million acres as part of emergency response efforts. Woody's contributions earned him recognition as a Kentucky Colonel and the AMCA's Industry Award.

ADVANCING OUR INTERNATIONAL BUSINESS

Clarke works with ministries of health and non-governmental organizations in over 50 countries on four continents to deliver mosquito control solutions to protect against dengue, malaria, Zika, chikungunya and other mosquito-borne diseases.

In 2023, we continued to work with public health officials in Brazil to sustain the trusted relationships we've developed over more than a decade. When a surge in Dengue cases enveloped the country in 2023,

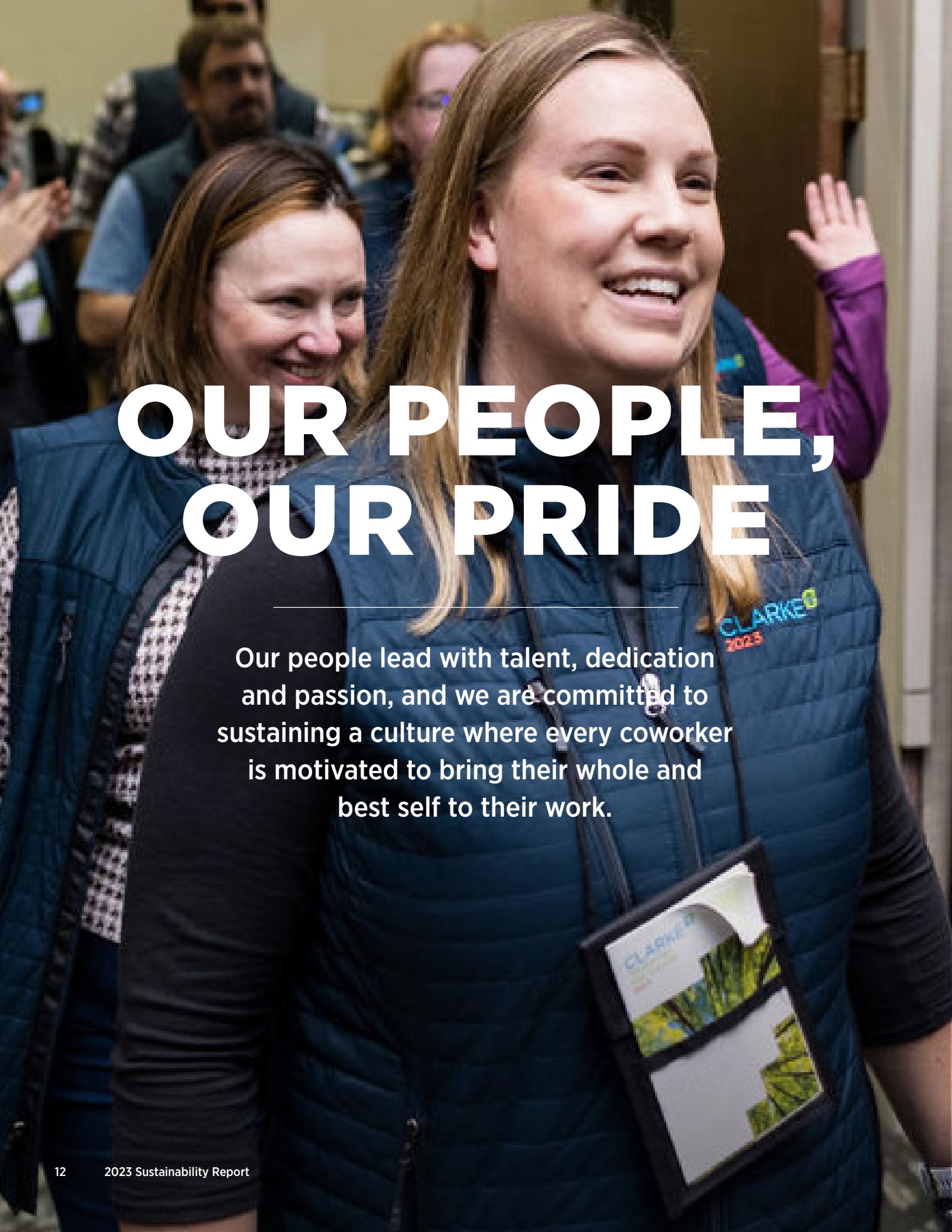
the Brazilian Ministry of Health approached Clarke to supply additional treatment resources on short notice. We stepped up, delivering 337,500 liters of our Cielo® space spray product in record time.

THE NEED TO LEAD - EXTENDING OUR REACH

In 2022, Clarke hosted a group of delegates from the Pan-African Mosquito Control Association (PAMCA) at our surveillance and PCR labs as well as service operations facilities. Representatives from research institutes and national malaria control programs in Cameroon, Côte d'Ivoire, Ghana, Kenya, Tanzania, Uganda and Zambia joined us for a day of classroom, laboratory and field experiences that highlighted strategies

in larval source management and innovations in resource allocation and operations management. We are proud to be working with PAMCA, which brings together a broad group of stakeholders in the field of vector-borne disease control, and we are honored to be able to bring our knowledge of best practices for mosquito abatement to this forum.

"During my over 20 years at Clarke, I have had the privilege of working with ministries of health and World Health Organization (WHO) collaborators to introduce and support mosquito control globally. But working with PAMCA on vector control in Africa truly stands out as a career highlight for me and exemplifies how Clarke is living up to its mission to make communities around the world more livable, safe and comfortable." – Bill Jany, Senior Technical Advisor for International Business



OUR PEOPLE, OUR PRIDE

Our people lead with talent, dedication and passion, and we are committed to sustaining a culture where every coworker is motivated to bring their whole and best self to their work.

As we continue to strengthen and define our role as a leader in public health mosquito control, Clarke is committed to unlocking the potential and unleashing the boundless innovation of our coworkers. Our aim is to create a Flourishing Culture where coworkers feel seen, valued and respected; where they experience enjoyment, satisfaction and a sense of purpose as they learn and grow; and where safety programs and practices are prioritized. In 2023, we continued to align our organization and our capabilities to meet our business and sustainability goals.

2023 HIGHLIGHTS



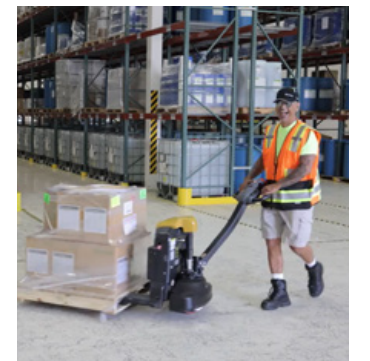
Added parental leave to our coworker benefits program



Replaced our annual performance reviews with quarterly check-ins and introduced coworker journaling



Certified as a Great Place to Work® employer



Decreased our year-over-year recordable injury rate by 30%

OUR 2030 GOALS

Focus Area	Goals and Targets	2023 Results	Progress to Date
People Wellness Safety	Annual coworker retention rate of 95% or better	93.8%	On Track
	Reach 90% participation in our annual Biometric Screening program	85%	On Track
	Earn coworker annual Safety Culture Score of 95% or better	89%	On Track

PUTTING OUR PEOPLE FIRST

Clarke is investing in the well-being of our coworkers to create an inclusive, diverse and multigenerational work environment that fosters trust and physical and psychological safety. Our focus on opportunities for personal growth and development, as well as our benefits package, are catalysts for attracting and retaining the top-tier industry talent we need to advance our business.

Providing Opportunities for Growth

Our aim is to provide our coworkers with a best-in-career employee experience by providing the tools and resources necessary for success. In 2023, for example, we introduced LinkedIn Learning modules to help coworkers develop new skills and advance their careers. Recognizing that our approach to performance evaluation could be more effective, we replaced the traditional performance appraisal process with a program of Quarterly Performance Check Ins and Journals to foster more frequent and more meaningful dialogue between coworkers and managers. And to celebrate performance, our Clarke+ Flourishing Culture opportunity area team launched a peer recognition program geared towards fostering a culture of coworker appreciation.

Supporting Coworker Well-being Through Our Comprehensive Benefits Program

At Clarke, we believe in the importance of physical, emotional and financial wellness. Regular full-time and part-time coworkers are eligible for a comprehensive benefits plan, including medical, dental and vision care; life and disability insurance; 401(k) and profit sharing; a fuel-efficient vehicle incentive; community supported agriculture programs; employee assistance program (EAP) and educational assistance.

We encourage coworkers to participate in our annual biometric screening program, and in 2023, 85% of coworkers took up the opportunity. We also promote the adoption of a healthy lifestyle through our wellness incentive program, with a 50% coworker participation rate in 2023.



In 2023, we saw continued momentum in our Clarke Talks lunchtime webinars, which were created by Clarke coworkers committed to sharing knowledge and information on well-being, sustainability, and diversity and inclusion topics.

CLARKE+ OPPORTUNITIES: PARENTAL LEAVE

Our Clarke+ Flourishing Culture and Culture of Safety opportunity areas amplify Clarke's commitment to cultivating a welcoming workplace for all. We are excited that an early win from the 2023 Summit was the creation of our new parental leave policy.

Proposed by a group of passionate coworkers who saw the need for a parental leave program to support working parents, Clarke launched an updated parental leave policy on January 1, 2024. It provides paid leave for eligible birth mothers, non-birth parents and adoptive parents, providing them with additional flexibility and time to bond with their child and adjust to their new family dynamic.

"I came back to work in a professional capacity without being too distracted or worried about our baby. Really, words can't describe what a simple joy it was to have that additional time, thank you so much from the bottom of our hearts!"

- Clarke Coworker and New Parent



CULTIVATING A GREAT PLACE TO WORK

We are proud to have been certified in 2023 as a Great Place to Work employer. The Great Place To Work® Certification recognizes employers who create an outstanding employee experience and workplace culture.

Our 2023 coworker engagement survey revealed:

80% of coworkers say Clarke is a great place to work compared with 57% of employees at a typical U.S.-based company

94% feel they are treated fairly regardless of their sexual orientation

93% feel they are treated fairly regardless of race

92% feel good about how Clarke contributes to the community

89% feel they make a difference at Clarke



Our engagement survey also provided feedback on areas for improvement. To address these, we conducted mini "How Might We" sessions, inviting coworkers to imagine a year into the future and how we've made meaningful improvements in these areas. Their input contributed to our enhanced coworker recognition program as well as more structured departmental and intradepartmental meetings to share information and promote more effective collaboration.

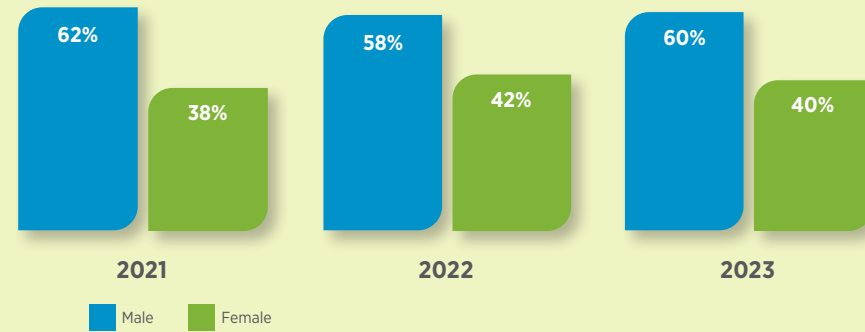


EMPLOYEE DATA

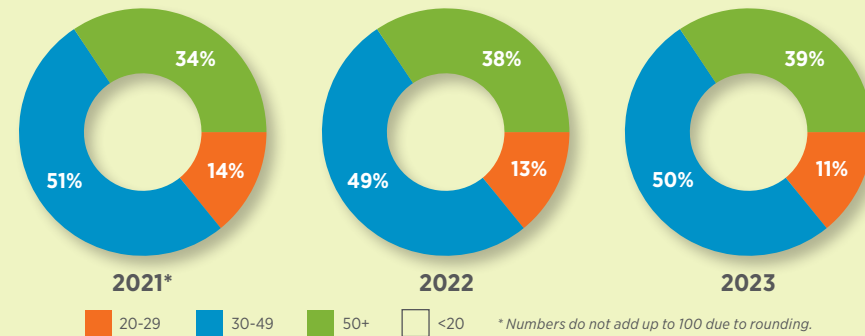
COWORKER RETENTION RATE* (U.S.)



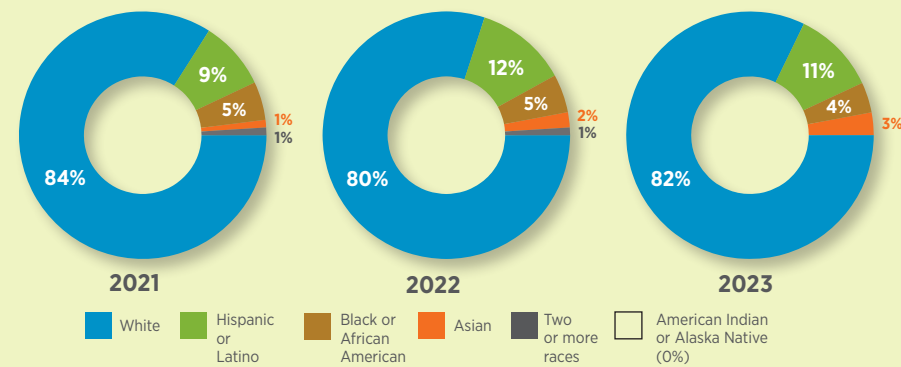
COWORKERS BY GENDER



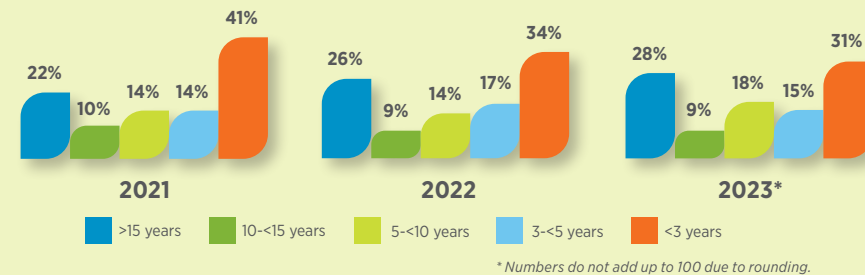
COWORKERS BY AGE



COWORKERS BY ETHNICITY



COWORKERS BY TENURE



PROMOTING A SAFETY CULTURE

In 2023, we elevated our focus on safety, both as a Clarke+ opportunity area and as a new addition to our Guiding Principles. In alignment with Clarke's core values, we are committed to protecting and maintaining the health and safety of our coworkers, customers and communities. We aspire to uphold a Zero Incident safety culture by ensuring that safety is a shared responsibility where everyone has the duty and is empowered to identify and address potential hazards. Under the direction of Clarke's senior leadership team, we aim to embed safety into our company DNA, purposefully integrating safety into every decision and process at Clarke.

To achieve this, we:

Expanded our EHS team, established safety performance metrics focused on leading indicators and enhanced our data analytics to improve visibility of safety information across all areas of Clarke

Introduced a digital platform for reporting and tracking incidents, which provides trend reporting to help us proactively identify and address safety issues

Installed a safety suggestion box in our Garden crew room for seasonal coworkers who don't have easy access to the digital platform

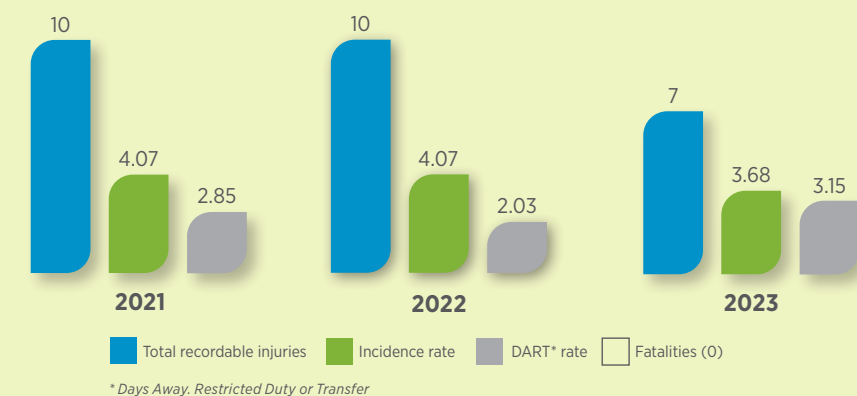
Launched "Take 2 For Safety" as a conversation prompt for our coworkers to take two minutes to assess a task for safety risks, with monthly townhall gatherings and other meetings also beginning with a "Take 2 For Safety" moment



Launched in 2023, Clarke's inaugural Safety Survey revealed that 89% of coworkers feel that Clarke is a physically safe place to work. Since introducing the survey, we've established a "Culture of Safety" score goal of 95%.

Congratulations to Chris Quanstrum, Clarke's Quality Assurance Manager, winner of our first Culture of Safety slogan contest for his resonant entry, "Hear Today, Gone Tomorrow; Wear Your Hearing Protection."

SAFETY DATA*



PLANET POSITIVE

Leading in sustainability is core to our business success. For more than 15 years, our customers, business partners and communities have relied on us to be ahead of the curve.

On the road to a sustainable future.

In 2023, we took decisive steps to amplify our efforts to ensure a climate positive Clarke. Our 2030 goals underscore our ongoing commitment to reduce the impact of our operations while delivering the most sustainable products and service options available in the industry. In support of our goals, we are capitalizing on grassroots opportunities identified at our third Appreciative Inquiry Summit by engaging our coworkers to assess the environmental impacts of our products across our value chain.

2023 HIGHLIGHTS



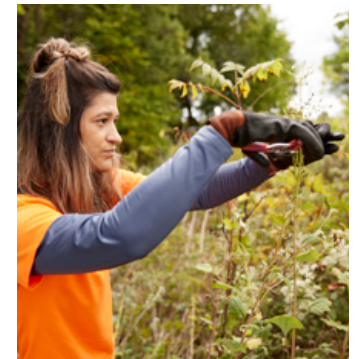
Generated 15% of the electricity we used from on-site solar



Maintained our carbon neutral status, and delivered 85,703 kilowatt hours of energy back to the grid



Diverted 87% of operational waste from landfill or waste-to-energy



Delivered 46% of our volunteer hours to biodiversity projects

OUR 2030 GOALS

Focus Area	Goals and Targets	2023 Results	Progress to Date
Carbon	100% Carbon Neutral for all tracked and reported emissions by 2030	100%	Achieved
	35% of all company operations to be "zero-emissions"	18%	On Track
Waste	Divert 90% of operational waste from landfill or W2E (waste-to-energy incineration)	87.2%	On Track
Energy	Source 25% of all electricity from on-site renewable sources (solar)	15%	On Track
Biodiversity	Commit 60% of volunteer hours and efforts to biodiversity projects	46%	On Track
	Obtain LEED certification for newly established facilities	No newly established facilities	Not Yet Applicable

POWERING ENERGY-USE REDUCTIONS

Our 2030 energy goals are designed to drive continued reductions in Clarke’s energy use and related carbon emissions. To achieve them, we are committed to tracking and reporting the direct emissions associated with our facilities and company vehicles and, new in 2023, our Scope 3 emissions associated with business travel as well as upstream and downstream material and product shipments.

Our commitment to expand our carbon responsibility to include Scope 3 emissions is driven by our Clarke+ Climate Positive team, who aspire to help Clarke achieve a net positive impact by understanding, tracking, reporting – and minimizing – how our activities contribute to climate change. In addition to Clarke’s environmental impacts, their efforts focus on product life cycle assessments and educating and empowering our coworkers and industry.

Migrating to All Electric Service

In 2023, we also continued to transition our fleet and service equipment from gas-powered to electric by:

- **Achieving a 75% low-footprint vehicle ratio in our sales fleet**
- **Maintaining bicycle-powered catch basin operations** for virtually 100% of customers
- **Introducing three all-electric** replacement vehicles in our Roselle, IL, operations

Our all-electric efforts extend to the EarthRight® eco-friendly mosquito service we have in place, which uses bicycles, all-electric sprayers and hybrid crew vehicles in tandem with Clarke’s OMRI Listed mosquito control products. They also respond to increasing regulatory restrictions on gas-powered small engines and public preferences for cleaner, more environmentally friendly options. In 2024, we aim to pilot a fully electric catch basin crew in our Roselle, IL, operations.

“Sustainability is very personal to me. When I joined Clarke, I saw that the company was embracing sustainability in a very real way. The opportunity to work with Clarke and experience a genuine alignment of core values has been great!”

– Nancy Voorhees, Control Consultant

Maintaining Carbon Neutrality

We are working toward becoming a climate positive company through a combination of emissions reductions and carbon offsets. In 2023, through our partnership with ClimeCo (formerly CarbonFund), Clarke offset 100% of its (2022) Scopes 1 & 2 carbon emissions by investing in two projects:

- **Pacajai REDD+** located in an area of Brazil that is extremely important for biodiversity conservation, the project’s main objective is to avoid and prevent unplanned deforestation in native forests.
- **MWF Ned Lake** located in northern Michigan, the project contributes to improving forest management in northern Michigan.

“One of my responsibilities has been to track the company’s annual carbon emissions, and the progress we’ve made to reduce our impact over time has been amazing.”

– Frances Kanouse, Cost Accounting Analyst

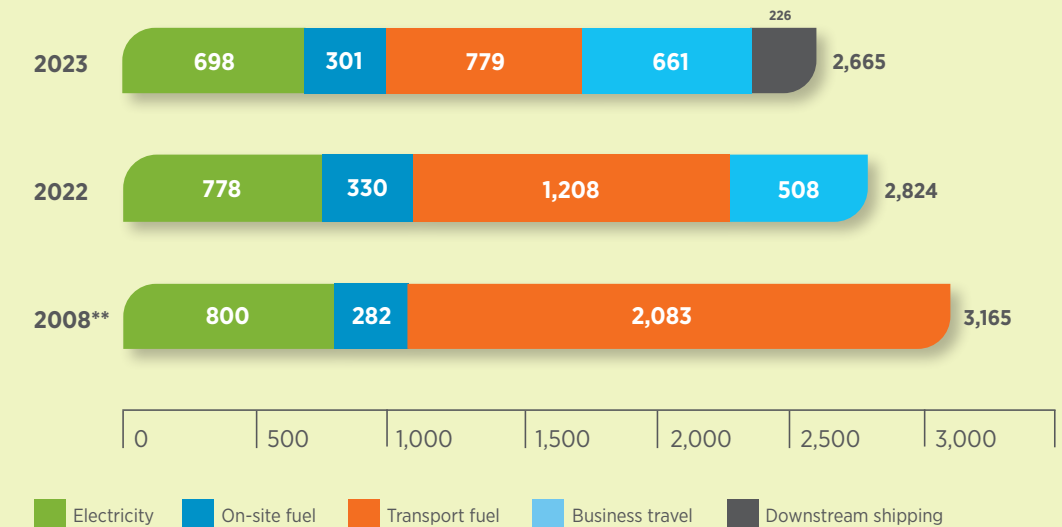


Clarke’s commitment to drive down our carbon emissions builds on long-standing, company-wide energy efficiency and renewable energy initiatives that have resulted in a 44% reduction in our carbon footprint in 2023* compared to 2008, the year we started tracking this metric.

SUSTAINABILITY DATA

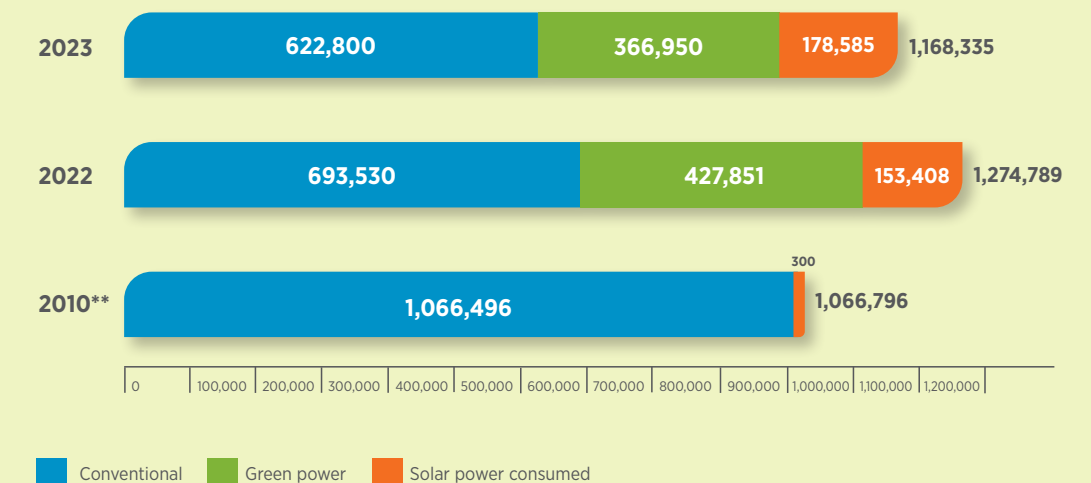
TOTAL CARBON FOOTPRINT*

(Tonnes, CO₂e)



ELECTRICITY BY SOURCE*

(Kilowatt Hours)



ELECTRICITY RETURNED TO GRID*

(Kilowatt Hours)

	2010**	2022	2023*
Solar power generated	300	263,063	264,288
Returned to grid	0	79,655	85,703
Renewable Energy Consumed	300	183,408	178,585

*2023 data reflects the divestment of Clarke’s aquatic services business at 2022 year-end.

**Year Clarke began tracking metric.

Since we first began tracking our waste streams in 2010, we have advanced our efforts to eliminate the waste generated in our operations and to divert or recycle what we can't eliminate. We are proud to have achieved a 46% reduction in total waste created in 2023 compared to our 2010 baseline. In 2023, we also attained an 87% diversion rate in our U.S. operations, up from 80% in 2022. While this rate takes into account the divestment of Clarke's aquatic services business in 2022, it also recognizes an increase in the total waste we created primarily as the result of the opening of our new warehouse facility.

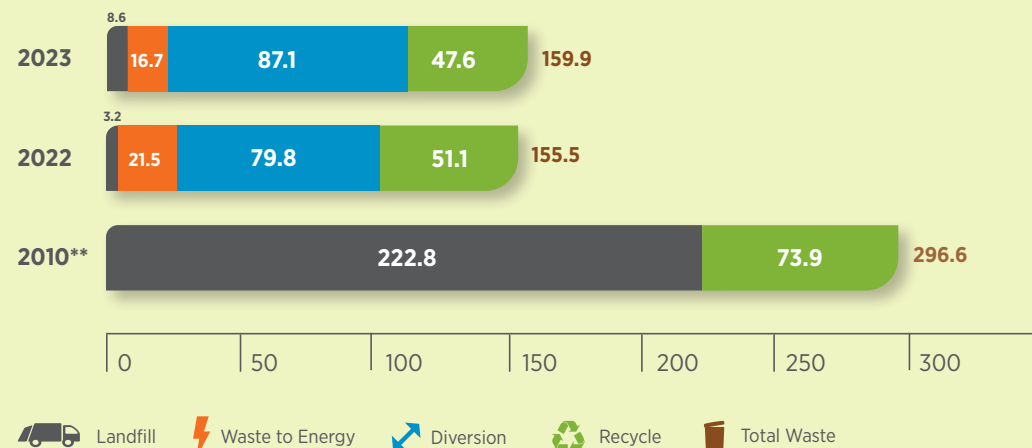
We continued to hone our waste reduction and diversion efforts by, for example, fine-tuning manufacturing processes in our Schaumburg facility to reduce ingredient waste (and cut energy use) and introducing waste savings with simple measures such as reusing the sample pots in our labs. We also zeroed in on our tracking and reporting processes to ensure completeness, consistency and accountability across our operations and facilities.



Zero-Waste Zone

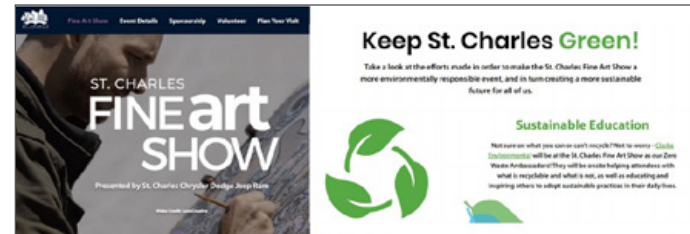
Coworkers continue to imagine ways to reduce waste, providing participants at Clarke's 2023 Swing for Nets golf outing, Day of Caring and annual Sales Summit with reusable water bottles made of 100% recycled plastic and eliminating approximately 2,000 disposable bottles.

WASTE DISPOSAL BY METHOD*
(Tonnes)



*2023 data reflects the divestment of Clarke's aquatic services business at 2022 year-end.
**Year Clarke began tracking metric.

Our new 2030 Sustainability Goal challenges us to do more, setting a target of a 90% diversion and recycling rate for our U.S. operations.



Extending Our Efforts into Our Communities

Clarke was pleased to join with the St. Charles Fine Art Show to "Keep St. Charles Green," providing recycling education and helping to sort recyclable materials from attendees at the show.

Since 2011, Clarke's Good Earth Committee has held regular collection drives for much-needed items that are not typically recycled through curbside or Clarke programs. After a lull in activity, the Committee sprang back into action in 2023, adding new members, fresh ideas and a return to monthly collections.

The Good Earth Committee is one of Clarke's five original Project Greater Purpose sustainability activity areas (the others being Communication, Education and Awareness; Health, Wellness and Safety; Social Responsibility; and Sustainable Business), which provided the genesis of Clarke grassroots environmental and social initiatives that continue to provide meaningful opportunities to coworkers to play a role in shaping Clarke's ambitions and future.

Monthly collection campaigns in 2023 included:

- **Holiday lights and extension cords:** Recycled
- **Books:** Recycled
- **Textiles:** Donated for reuse or recycling
- **Shoes:** Donated for recycling and possible reuse
- **Toiletries:** Donated for reuse
- **CDs/DVDs:** Donated for reuse



ELEVATING OUR SUPPORT FOR BIODIVERSITY

In the fall of 2022, Clarke convened a working group representing every corner of the company to recommend direction for our third set of sustainability goals.

Over the course of the group's discussions, biodiversity emerged as an important touch point through which we had long engaged coworkers and communities.

For example:

- The prairie restoration projects at our Campus and Flourishing Garden facilities were conceived by Clarke coworkers as outdoor spaces to foster creativity, discovery, community partnerships and environmental stewardship.
- During our annual Day of Caring and year-round volunteerism, Clarke coworkers contribute to community projects such as Adopt-a-Stream Illinois, The Nature Conservancy Virginia, the Coalition to Restore Coastal Louisiana, the Snake River Cleanup in Idaho, and others.
- Clarke's Give to Tomorrow grants support environmental programs focused on ecosystem and natural habitat protection and restoration.

Our 2030 Sustainability Goals reflect the outcome of our discussions, with a Clarke commitment to devote 60% of coworker volunteer hours and efforts to biodiversity projects. We are excited to create, track and report on our initiatives in future reports.



During our twelfth annual Day of Caring, one of our Illinois teams worked to collect seeds from native prairie plants for further restoration within the College of DuPage's Natural Areas.

In Winton North, our Australian coworkers took part in a restoration project that included monitoring threatened growling grass frogs, conducting fish surveys and prepping reptile survey sites.

COMMUNITIES NEAR AND FAR

Stewardship and service are deeply embedded in who we are at Clarke. Living our core values of caring for and protecting each other, our customers, our communities and our planet enriches the lives of those around us.

8/12	1,358
9/13	1,947
10/14	1,906
11/15	1,849
12/16	7,060

We believe that our actions are powerful and that their impacts make a difference, both close to home and around the globe. Our 2030 sustainability community goal subset acknowledges our enduring passion to protect the planet, with our coworkers' volunteer contributions focused on safeguarding and enhancing the biodiversity that surrounds and sustains us. We are excited to embark on the opportunity to extend the best of Clarke's Flourishing Culture to inspire action, engagement and partnerships in our communities.

2023 HIGHLIGHTS



Exceeded our volunteer hours goal by clocking 2,197 hours of volunteer work valued at \$100,447, equivalent to the payroll of 1.06 full-time coworkers



Surpassed 39,000 hours of volunteering activities since 2011



Raised funds to purchase 22,000 insecticide-treated bed nets for the Carter Center



Held eight blood drives in support of the American Red Cross, donating 206 units of blood

OUR 2030 GOALS

Focus Area	Goals and Targets	2023 Results	Progress to Date
Community	Donate a % of annual revenue to environmental causes through the Give to Tomorrow program	\$90,000	Achieved
	Donate an average of 10 hours of volunteer time per coworker per year	13	Achieved
	Engage 100% of coworkers in volunteer activities	94%	On Track

CARING IN OUR COMMUNITIES GLOBALLY AND LOCALLY

In its 12th year, Clarke's Day of Caring continues to be our signature, company-wide volunteer initiative. In one single day in 2023, Clarke coworkers supported 21 organizations, volunteering 1,519 hours in five countries. We celebrated the participation of our evening and night crews, who were able to participate for the first time despite the hours of their work, as a result of an innovative collaboration with the Feed My Starving Children organization in Illinois, where they packed food and nourishment for children in impoverished areas of the world.

2023 Day of Caring Events

- Battelle Darby Creek Metro Park, Ohio
- Bedmats for Homeless Veterans, Illinois
- Big Dog Ranch Rescue, Florida
- Caloosa Humane Society, Florida
- Charqueada Parks, Brazil
- Clean the World, Florida
- Coalition to Restore Coastal Louisiana, Louisiana
- College of DuPage Natural Areas, Illinois
- Feed My Starving Children, Illinois
- Glass House Mountains Lookout, Australia
- Green Roselle, Illinois
- Guadalajara Food Bank, Mexico
- Helping Hands, Illinois
- Kovalam Beach Cleanup, Indiana
- Mississippi River Fishing Pier/Wright County Parks and MN DNR, Minnesota
- Nature Collective/San Elijo Lagoon, California
- Ouachita Parish Humane Society, Louisiana
- Saylorville Lake/US Army Corps of Engineers, Iowa
- Snake River Cleanup, Idaho
- St. Charles Park District, Illinois
- Volgenau Virginia Coast Reserve, Virginia
- Winton Wetlands, Australia
- Kovalam Beach Cleanup, India

“The success of our tree planting day would not have been possible without the enthusiasm, dedication and hard work demonstrated by the Clarke team. Watching your employees dig holes, plant 30 trees and interact with our community members was an inspiring sight.”

– Bianca Hervic,
Marketing & Communications Specialist, Roselle Park District



Clarke coworkers worked at nearby Helping Hands to take on various outdoor beautification projects to enrich communities for those with developmental disabilities. Across the globe in India, coworkers participated in a beach cleanup project at Kovalam Beach.

In 2023, Clarke coworkers collectively donated 206 units of blood, which helped over 600 people in need. In recognition of our efforts to contribute to the community and national blood supply, Clarke was designated as a Red Cross Premier Blood Partner in 2023



SUPPORTING OUR COMMUNITIES YEAR-ROUND

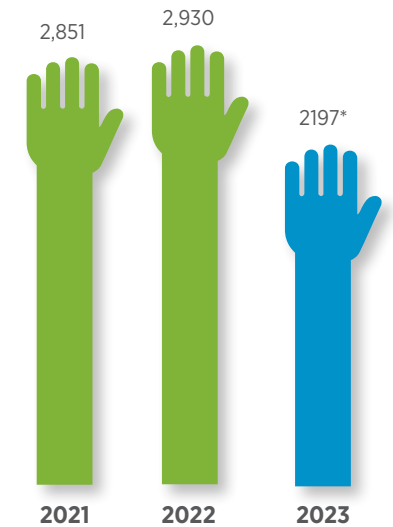
We encourage our coworkers to volunteer in their communities year-round. Clarke's volunteerism policy offers full-time coworkers 20 hours and seasonal staff 10 hours of paid time for volunteer activities of their choice. Additionally, we encourage coworkers to donate to causes they care about through Clarke's matching gifts program, which matches coworker financial contributions of \$25 or more to qualified organizations, to a maximum of \$50 per calendar year per coworker.

In 2023, teams and individuals supported the following organizations in Illinois:

- Cinderella's Closet
- Feed My Starving Children
- Northern Illinois Food Bank
- People's Resource Center
- Salvation Army
- St. Charles Art Fair
- Walter and Connie Payton Foundation
- Winter Chloride Watchers (in partnership with the College of DuPage)

Clarke coworkers also continued our annual Holiday Giving Tree tradition at our St. Charles campus, generously donating gifts in support of local charities, including College of DuPage, DuPage County Animal Services, Helping Hand and Humanitarian Service Project.

VOLUNTEER HOURS



*Decrease in volunteer hours reflects reduced number of coworkers due to divestment of Clarke's aquatic services business.

Clarke registered 2,197 hours of volunteer work valued at \$100,447 and equivalent to the payroll of 1.06 full-time coworkers, exceeding our 2023 volunteer goal.

HELPING ERADICATE MOSQUITO-BORNE DISEASE IN NIGERIA



Since 2010, the Clarke Cares Foundation, a 501(c)(3) nonprofit, has partnered with The Carter Center to support its efforts to eradicate mosquito-borne diseases. In 2023, Swing for Nets, the Foundation's annual charity golf fundraiser, was bigger and better than ever, attracting the participation of 144 golfers, 50 sponsors and 24 Clarke volunteers. Together, they helped raise funds to purchase 22,000 insecticide-treated bed nets to meet the critical needs of at-risk communities. Since we began partnering with The Carter Center, Clarke has delivered funding for over 320,000 nets, helping to protect over 575,000 people from malaria and lymphatic filariasis in Nigeria.

Saving lives through safe water

In 2023, Clarke continued our support of Pure Water for the World with a \$10,000 donation toward the implementation of safe water, sanitation and hygiene education programs in Haiti and Honduras. Since our partnership began in 2018, we have donated over \$34,000 to the organization. In late 2023, Pure Water for the World announced that, due to financial pressures, it was ceasing operations. Moving forward, Clarke is committed to continuing our funding of life-giving water projects through our social responsibility initiatives.

PAYING IT FORWARD WITH GIVE TO TOMORROW

Clarke's Give to Tomorrow program provides grant funding to deserving environmentally focused non-profit organizations around the world. We created Give to Tomorrow because we believe all public health-focused work is directly connected to the well-being of our planet. Organizations are nominated from each of our business regions by our sales team, and Clarke coworkers vote to select the grant recipients each year.

Our Give to Tomorrow program supports nominees that focus their activities on environmental programs, including:

- Maintaining and/or restoring natural ecosystems
- Protecting or restoring biodiversity in natural ecosystems or local communities
- Providing public-facing education programs focused on teaching and empowering citizens to engage in, protect or create natural habitats within their community
- Combatting climate change or mitigating pollution with a direct connection to restoring local ecosystems



Since the program's inception in 2015, we have awarded over \$650,000.

In 2023, the following grant recipients each received \$15,000 to support environmental endeavors within their local communities and on a global scale:

- Richmond Education Gardens & Apiary, Clarendon Hills, Illinois
- Clinic for the Rehabilitation of Wildlife, Sanibel, Florida
- Nature Conservancy Virginia Reserve, Arlington, Virginia
- Coalition to Restore Coastal Louisiana, New Orleans, Louisiana
- Common Ground Outdoor Adventures, Logan, Utah
- Australian Wildlife Conservancy, Sanctuaries throughout Australia

Information on these organizations and their work can be found under our *News & Blog* webpage at www.Clarke.com.



We are proud to partner with Give to Tomorrow grant recipients during our annual Day of Caring. For nearly a decade, Clarke coworkers have volunteered with The Nature Conservancy Virginia Reserve (TNC) helping to cut brush, clear trailheads and other Day of Caring projects. In 2023, coworkers also worked with the Coalition to Restore Coastal Louisiana on a project to recycle oyster shells collected from restaurants for use in oyster restoration sites.



Common Ground Outdoor Adventures facilitates outdoor recreational activities for people with disabilities. Grant funds will help provide inclusive and empowering experiences, allowing individuals with diverse abilities to participate in activities like hiking, camping, skiing, and more.

ACKNOWLEDGEMENTS

We would like to thank and honor the following individuals and organizations who have (either directly or by serving as a reference point for benchmarking purposes) inspired us, educated us, and worked with us in our efforts toward becoming a company with greater purpose.

- | | | |
|---|--|---|
| AMCA (American Mosquito Control Association) | EPA's Wastewise | Pizzo and Associates |
| Andrew Winston | Fritz Geiger | Pure Water for the World |
| Ball Horticultural | Fritz Landscaping | Raj Sisodia |
| Blooming Colors | Great Place to Work | Responsible Industry for a Sound Environment (RISE) |
| Bryan Adams | Green Manufacturer Network | Ronald Fry, PhD |
| Bryan Spear | Illinois Sustainable Technology Center | School and Community Assistance for Composting and Recycling Education (SCARCE) |
| Carey Smolensky Productions | Interface Flor and Ray Anderson | The American Red Cross |
| Case Western Reserve University, Weatherhead School of Management | Jay Womack | The Bill and Melinda Gates Foundation |
| CHC Wellness | Jon Berghoff & XChange | The Carter Center |
| Chris Laszlo, PhD | Kathrin Bohr - Stakeholder Research Associates Canada, Inc. | The Fowler Center for Business as an Agent of World Benefit |
| Chuck Fowler | Katharine Partridge - Stakeholder Research Associates Canada, Inc. | The Rodale Institute |
| Chuhak & Tecson, P.C. | Kay McKeen | V3 Companies |
| City of St. Charles, IL | LBL Strategies | Village of Roselle, IL |
| ClimeCo | Marty Serena - Serena Sturm Architects, Ltd. | William McDonough |
| Conscious Capitalism | Michael Braumgart | Yvon Chouinard |
| David Cooperrider, PhD | PAMCA (Pan African Mosquito Control Association) | |
| EPA's Green Power Partnership | | |

COWORKERS

- | | | | | | | |
|----------------|---------------------|----------------------|-------------------|-------------------|-------------------|---------------------|
| Aaron Williams | Cale Payne | Doug Carroll | Jamie Kutzke | Kim Schulke | Nancy Voorhees | Sue Stout |
| Abby Palcer | Carlos Moncada | Elek Foos | Jeff Hottenstein | Laetitia Leroy | Nandita Chowdhury | Sundaraj Rajaraman |
| Adam Manwarren | Carrie Aitken | Elizabeth Bolivar | Jeff Larson | Lauren Lavezzi | Nate Dahlberg | Sydney Brogden |
| Alex Cruz | Cherrief Jackson | Emily Kluger | Jeff Paul | Leceisa Kerr | Nichole Sumpter | Sylvia Griffin |
| Allen Gent | Chris Dembowski | Eric Sandoval | Jeffrey Velazquez | Linda Kidd | Nicky Morton | Terry Phillips |
| Amanda Andrade | Chris Novak | Evan Cox | Jen Hoepfner | Linda McDonagh | Nivaldo Carlucci | Theodoro Cunha |
| Amber Bohannon | Chris Quanstrum | Farouk Mohammed | Jennifer O'Gorman | Lisa Doherty | Patricia Johnston | Thomas Derby T |
| Amy Rogers | Christian Rezende | Fernando Munoz | Jill Mattox | Loretta Gonzalez | Paul Latshaw | om Kessler |
| Andrea Levey | Clark Wood | Fernando Rivera | Joe Naro | Lou Miceli | Ramil Borja | Tommy Pemrick |
| Andrew Gentes | Clint Hennessey | Frances Kanouse | John Hoday | Mariann Cumbo | Raquel Drezza | Tom Wawrzyniak |
| Andrew Rivera | Crystal Challacombe | Frank Clarke | Johnny Glade | Mario Szczesny | Toniolo | Tonya Sellers Tracy |
| Angie Gaul | Dan Fernandez | Gabriela Simone | Jon Ostrowski | Mark Jones | Ray Henker | Lullo |
| Anthony Lesiak | Daniel Fischer | George Balis | Jon-Erik Escibano | Mary Clarke | Rhonda Deliman | Vickie Wiese |
| April Topel | Danny Meyers | George Sommerfeld | Jorge Rivera | Matthew Brown | Rob Olson | Victoria Hyrczyk |
| Bill Gooch | Darrel Bagiotti | Grif Lizarraga | Jorge Salgado | Megan Lauderdale | Robert Clarke | Viktor Feher |
| Bill Jany | David Boggs | Harsha Koritala | Jose Ortiz | Meghan Muscato | Robert Santana | Wes Gruenberg |
| Bill Quinn | David Connelly | Hector Rios | Josie Belter | Michael Ehardt | Roger Clause | William Crawford |
| Billy Michaels | David Walker | J. Lyell Clarke, III | Julie Reiter | Michael Muldoon | Ryan Arkoudas | William Hjort |
| Brian Deenihan | Deanna Zwicker | Jack Thennisch | Justin Prickett | Michelle Anderson | Sammy Matias | William O'Connell |
| Brian Erickson | Debbie Morton | Jackie Lindeman | Karen Larson | Michelle Selander | Sarah Seby | Zac Stocking |
| Brian McGovern | Deborah Schoening | Jaime Korbecki | Kattie Morris | Mike Gaither | Scott Crowley | Zorreon Oden |
| Brianna Garza | Dennis Storm | James Le May | Kelsey Sode | Mike Volpi | Sean Healy | |
| Caio Melo | Derek Drews | James Stewart | Kevin Magro | Miranda Schield | Shannon Wachowski | |
| Caitlin Poplar | Derek Voigt | Jamie Dunn | Kim Dunn | Mitchell Haynes | Steve Rizzi | |

ABOUT CLARKE

Founded in 1946, Clarke is a third-generation, family-owned global provider of solutions for public health mosquito control. Our products and services make communities more livable, safe and comfortable by helping to prevent disease and control nuisances. We proudly serve international ministries of health and U.S.-based customers in governmental, commercial and residential sectors.

Clarke is the world's largest company dedicated to vector control



MISSION

To make communities around the world more livable, safe, and comfortable

VISION

Transform and elevate vector management

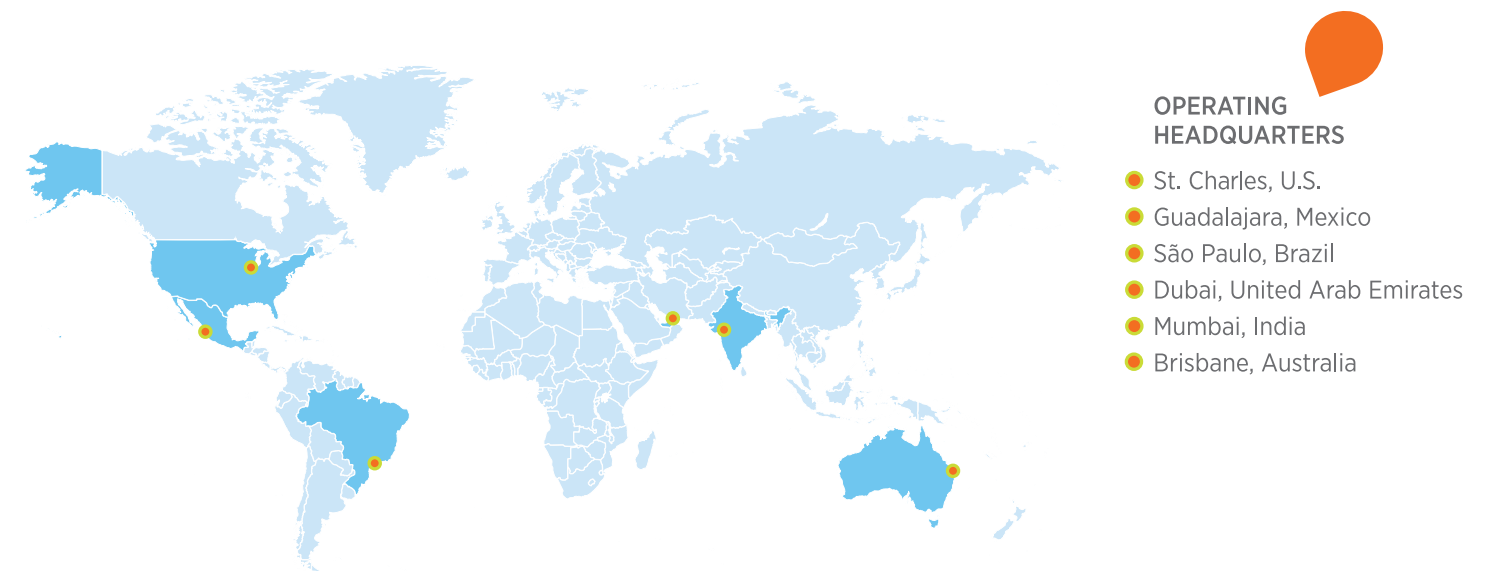
VALUES

We commit to caring for and protecting:

- each other;
- our customers;
- our communities;
- our planet.

We do the right thing, even when it's hard, and our Guiding Principles further steer our actions and decisions.

CLARKE GUIDING PRINCIPLES





The need for mosquito control and innovation has never been greater as the world faces increasing challenges around the public health threat of vector-borne disease. Here, Clarke coworkers in Brazil participate in setting up a field trial of a new, next-generation proprietary Clarke product to assess its performance in real-life conditions.



Making communities around the world more livable, safe and comfortable.

GLOBAL HEADQUARTERS

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