



COMMITMENT TO ESG

For most companies, sustainability is a byproduct of what they do. At Charah Solutions, sustainability is integral to our business and our operations. Our work, mission, and culture are directly aligned with providing powerful services and sustainable solutions to solve the power industry's most complex environmental challenges. Together, Charah Solutions' management and employees are united in our firm commitment to Environmental, Social, and Governance (ESG) responsibilities, and we demonstrate that commitment daily. Our commitment to environmental stewardship, employee wellbeing, corporate diversity, strong governance, and our ESG actions and goals are the blueprints for achieving a cleaner environment and a more sustainable future.

As a sustainability leader in utility services for more than 30 years, we are dedicated to preserving our natural resources in an environmentally conscious manner through remediation and compliance services, the beneficial use of coal combustion products (CCPs), and Environmental Risk Transfer (ERT) projects for the betterment of the planet, the communities in which we operate, and our customers. Charah

Solutions is truly one of America's best examples of resource conservation and recovery through the beneficial recycling of coal ash, ash impoundment closure services, and the remediation and redevelopment of land for community and commercial use.

We are committed to taking a leadership stance that our partners recognize for aligning with their sustainability and diversity goals, and that our employees recognize for creating a great place to work.

DOWNLOAD OUR ESG REPORT AT
CHARAH.COM/SUSTAINABILITY



2020 ESG AT A GLANCE

12.45 MILLION

TONS OF COAL COMBUSTION RESIDUALS (CCRs)

2.58 MILLION

TONS OF CCRs BENEFICIATED AND RECYCLED

2.24 MILLION

TONS OF CO₂ SAVED FROM ENTERING THE ATMOSPHERE

2.58 MILLION

TONS OF MATERIALS DIVERTED FROM LANDFILL DISPOSAL

34,215 TONS

OF GYPSUM RECYCLED

12 PONDS CLEANED AND CLOSED AND 1 MINE RECLAIMED

SINCE THE EPA 2015 CCR RULE TOOK EFFECT

APPROXIMATELY 300 ACRES

OF LAND RECLAIMED SINCE THE EPA 2015 CCR RULE TOOK EFFECT

42.34 MILLION

GALLONS OF WASTEWATER TREATED

0.36 TOTAL RECORDABLE INCIDENT RATE

(INDUSTRY AVERAGE IS 3.1)

A THREE-YEAR AVERAGE EXPERIENCE MODIFICATION RATE (EMR) OF

LESS THAN 0.7

ZERO LOST TIME OR RESTRICTED TIME INJURIES

10,400 SAFETY INSPECTIONS

PERFORMED; 524,000 SAFETY OBSERVATIONS PERFORMED; 261 COMPLIANCE AUDITS; 344 FINDINGS

ZERO INCIDENTS

OF NON-COMPLIANCE ASSOCIATED WITH AIR EMISSIONS AND OF NON-COMPLIANCE WITH OTHER ENVIRONMENTAL DISCIPLINES

10%

DIVERSE WORKFORCE

3.8%

MILITARY VETERAN WORKFORCE

49 EMPLOYEES WITH 10 OR MORE YEARS OF SENIORITY

OVER \$780,000 IN CHARITABLE DOLLARS DONATED OVER THE LAST 5 YEARS

12

CHARITABLE ORGANIZATIONS SUPPORTED

17 EMPLOYEES PROVIDED GRANTS

THROUGH CHARAH CARES PROGRAM

AMERICAN RED CROSS BLOOD DRIVES

60 DONORS 53 UNITS COLLECTED 159 POTENTIAL LIVES SAVED



*CO₂ savings are generated for lifecycle Greenhouse Gas (GHG) calculations using the EPA WARM Model: MTCO_{2e} = Metric Tonnes of CO_{2e} GHG; EPA WARM Model evaluates total lifecycle of GHG rather than site-specific GHG calculations. Lifecycle GHG values are typically greater than those of site-specific activities; the EPA WARM model was run using default settings.

ENVIRONMENTAL



Sustainability. It's What We Do.

Sustainability is central to everything we do at Charah Solutions. Our core business is centered on coal ash byproduct management, the beneficial recycling of ash products, and environmental remediation and compliance. We develop innovative sustainable solutions to complex environmental issues for the betterment of the planet and the communities in which we operate. In fact, our purpose for being in business is to practice sound Environmental, Social, and Governance as we provide mission-critical environmental services and byproduct sales to the power generation industry. Our sustainability efforts conserve virgin resources and water, reduce greenhouse gases, and decrease landfill disposal, all while providing essential recycled-products that contribute to the growth of our economy and land remediation for the community.

There are more than 1,000 ash ponds and landfills in the U.S. requiring Environmental Protection Agency (EPA) mandated closures or remediation. Utilities across the country face growing state legislation that is increasingly prescriptive in regulation mandates with timing expectations that extend beyond the scope of EPA guidance. We see this as a clear opportunity to do the right thing for the environment and our communities by fully remediating these impoundments and recycling as much of the ash as possible to reuse the land and protect our waterways.

The fly ash that we manage and beneficially use on behalf of power companies would otherwise be a waste product that would need to be disposed of, turning what could become healthy lands into wastelands, and that would result in continually adding tons of CO₂ into the environment due to the manufacture of Portland cement with virgin raw materials in lieu of available fly ash resources. Fortunately, Charah Solutions provides a sustainable solution.

SOCIAL

Since our founding, we have operated under the Charah Way defined by our firm commitment to excellence, safety, customers, and each other. Our customers expect the best from us, and we as an organization expect and demand the best from each other. We are accountable to each other.



Diversity And Inclusion

We are committed to cultivating and preserving a culture of diversity, equality, and inclusion, and strive to ensure that all employees are treated fairly.

We know that diversity and inclusion are keys to our success, and we strive to hire a wide variety of backgrounds, ethnicities, talents, and viewpoints while creating equal opportunities for females and minorities. We are very proud that 10% of our workforce is diverse and that this number continues to grow, but we also understand that we have more work to do in order to provide increased opportunities for minorities and

women at all levels of the company. We recognize that diversity, inclusion, and belonging make us a stronger team and more successful, and we are committed to continuing the development of an organizational culture that champions equality.



Workforce Diversity

We have set clear goals as a company to increase the diversity of our workforce by 30% over the next three years, and we are also putting initiatives into place in order to ensure that we meet or exceed these goals. We believe it is the responsibility of all companies to set clear goals and action plans to increase diversity, and we know it starts with us. The initiatives we have implemented to increase our diverse hiring by 30% over the next three years include:



- **Diversity Scholarship Program** - Instituting a scholarship program at heavy equipment training schools in which we will pay the tuition costs for diverse candidates in order to hire ten entry-level diverse equipment operators during 2021.
- **Diverse Apprenticeship Program** - Providing the opportunity for new diverse hires to train and acquire the skills needed for trade/craft careers at our sites around the country. This program includes onsite skills training and classroom learning, as well as professional development training and education to ensure a successful career at Charah Solutions.

Supplier Diversity

As a part of our diversity and inclusion initiatives, we strive to ensure the suppliers we do business with represent a diverse group to assist with economic development among diverse companies and within our communities. We are providing expanded opportunities for diverse businesses to bid on projects at both our existing and new sites around the country as we develop a pool of diverse supplier partners who share our commitment to providing industry-leading services to the power generation industry.

Over the last 3 years, we have increased our average supplier diversity spend to 6% of procurement managed expenditures. Through a new partnership with Avetta, we are establishing greater visibility into our complete supply chain and are working to implement clear goals to increase the diversity spend managed through our procurement process.

Board Diversity

Our commitment to diversity and inclusion must go beyond our project sites - into our corporate offices and the Board Room. Our Board of Directors is 22% diverse with two minority board members, including a minority female, which aligns our Board of Directors diversity with our workforce diversity goal.

GOVERNANCE

Charah Solutions has adopted a management approach to ESG that engages all levels including the Board of Directors, President and Chief Executive Officer, Chief Financial Officer, and our employees. Our ESG initiatives and governance are led by our Nominating and Corporate Governance Committee of the Board of Directors, while our cross-functional management team manages the daily activities, policies, and procedures of our ESG program. We also strive to embed sustainable business practices throughout all of our sites and employee training.

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