



January 1, 2023

## **Diversity, Equity, & Inclusion Statement**

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At Victaulic, our strength lies in the diverse backgrounds, perspectives, and experiences of our employees. We are committed to creating a workplace where all employees feel valued, respected, and empowered to be part of the conversation and contribute their unique perspectives. We are committed to eliminating any barriers that may hinder professional growth and advancement based on individual backgrounds or characteristics. We believe that embracing a culture of diversity, equity and inclusion not only drives innovation and makes our organization stronger, but it also helps us better serve our customers and communities. Our goal is to create a more equitable and inclusive environment for all.

A handwritten signature in black ink, appearing to read "Rick Bucher".

Rick Bucher  
President and CEO