

WE CARE FOR PEOPLE

Solvay Solidarity Fund 2022 Impact progress report



Progress beyond





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Governance & Principles

Management Committee's role

The Management Committee is composed of four unremunerated members, each with equal representation from the King Baudouin Foundation (KBF), Solvay, an independent third party and an honorary member who orients actions and validates the allocation of donations. Upon the Committee's decision, the King Baudouin Foundation informs applicants accordingly within 30 days and, if granted, proceeds with payment within 45 days after their application.

Solvay Solidary Fund

ADMINISTERED BY

KING BAUDOUIIN FOUNDATION (KBF)

DAILY MANAGED BY

EVALUATION COMMITTEE

OVERSEEN BY

MANAGEMENT COMMITTEE



Ilham Kadri
Solvay CEO



Christian Jourquin
SSF Chairman

The Solvay Solidarity Fund is truly one of our greatest assets and it continues to change lives.

Originally set up to support Solvay employees through the COVID-19 pandemic, the fund now also addresses other kinds of hardship

In 2022, Solvay donated €1 million to the Belgian Red Cross through the SSF to support relief efforts for the victims of the attack on Ukraine. It helped provide access to clean water, medicine and medical equipment, repair vital infrastructure, and improve living conditions for families.

I am very grateful for the prompt and unanimous mobilization of the fund's decision-makers. Also, donors and the representatives of Solvay family shareholders have backed our initiative without hesitation to extend the scope of the fund. SSF also committed to matching employees' private donations to help address growing humanitarian needs.

We should be extremely proud of what we have done through our Solvay Solidarity Fund at our corporate and site level, and, moving forward, we will continue to honor our responsibility to help those in need. We are truly living Solvay's Purpose!

Since launched in 2020 in the wake of the COVID-19 outbreak, the Solvay Solidarity Fund has granted €9M to help thousands of people around the globe.

The fund has been able to offer assistance to Solvay's own employees and people in neighboring communities who have been impacted by the disease and its consequences, as well as other unforeseen events and circumstances.

With your continued empathy and solidarity with the Solvay family, we can continue our efforts to support the most vulnerable populations, regardless of geographical or political divisions. When needed assistance is not otherwise available, the Solvay Solidarity Fund has the means to step in and fill the gaps by providing both direct and indirect support. I am proud to be part of a Belgian organization with the kind of dedication and commitment it takes to offer a hand to those in need.



Stefan Schaefers
 Managing Director of the
 King Baudouin Foundation



Peter Piot
 Honorary
 President

In 2020, when Solvay asked the Foundation to manage the Solvay Solidarity Fund to help people in distress, we did not hesitate to make it happen.

Witnessing the generosity of shareholders, the company, and its management during unprecedented pandemic circumstances, was truly inspiring.

I am the representative of the Foundation in the steering committee of the SSF. My role in the committee is to make sure that the donations are spent according to fund objectives and in line with the public interest. The committee also defines the strategy of the fund and I am happy to have contributed to these reflections.

The COVID-19 pandemic has had a profound impact on our society and is still affecting the lives of many. The evolution of the virus remains unpredictable.

I'm proud that the Solvay Solidarity Fund is supporting the coronavirus research efforts, most notably through the CNRS foundation to better prepare for future emerging or re-emerging viruses.

Principles

The SSF provides funding for Solvay to live its Purpose. Originally set up in 2020 to help employees and communities close to Solvay cope with hardship due to the COVID-19 pandemic and natural disasters, the Fund also addresses other hardships. With 2022 marked by the war in Ukraine, the Solvay Solidarity Fund quickly acted to launch a number of global and local initiatives to support relief efforts for those affected by the conflict.

Since its creation, the SSF has offered continuous support to Group employees and covers:

Financial assistance to those facing accumulated or proportionally significant household income losses, to those no longer able to afford basic needs, to others facing burdensome medical bills, and to some families whose children have suffered job losses and must now rely monetarily on their parents. In addition, the fund also puts in place substantial assistance to guarantee the educational path of children who have started higher or professional studies.



Days off, donated by employees to be used by colleagues caring for ailing or distressed relatives, young children, or dependents for whom schools, day-care facilities or specialized centers are closed or inaccessible. Applicants also receive solidarity days off to compensate for maximizing their holiday quota, allowing them to take additional time off to cover family needs or simply just rest.

Financial assistance is provided to:

- Solvay employees
- Employees' families
- Communities close to Solvay

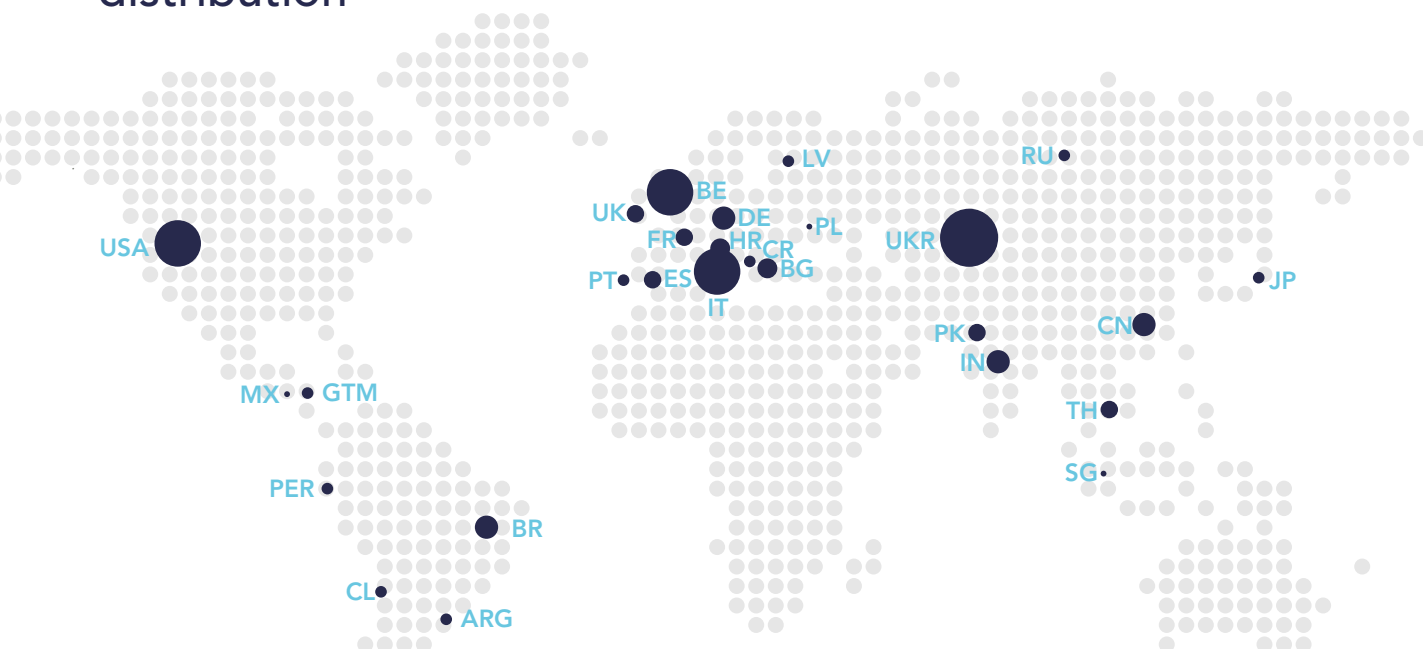
Key figures

Total amount collected
€15,316,000

Total amount granted*
€9,179,924
* since its creation in 2020



Geographical distribution



Individual Support

€2,997,560

971

applications

SUBMITTED ↑

735

applications

VALIDATED ✓

NATURE OF NEED

financial days off employee mental health natural disasters special cases

FROM €500 TO €80,000

Collective Support

€6,182,364

53

PROJECTS

14

COUNTRIES

NATURE OF NEED

medical needs education mental health natural disasters Ukraine war

FROM €10,000 TO €1,000,000

Evaluation Committee

THE ROLE

The Evaluation Committee comprises Solvay Human Resources representatives from different countries and continents. The committee meets on a regular basis to evaluate the applications submitted by employees and provide initial guidance before forwarding them to the Management Committee members who make the final decision.



Olivia De Wit , Head of Workforce Experience
and coordinator of the SSF at Solvay

"As we close 2022, we are reaching our 1,000th employee application. While this indicates the hard reality of the difficulties encountered by Solvay colleagues, it makes me absolutely proud of the support we have been able to give, thanks to generous donations to the fund. With the support of the highly engaged Evaluation Committee, we've put our heart and reasoning into filtering requests consistently, always aiming at equitable and meaningful support for colleagues in distress. This year, individual needs have slowed down, except for higher demand from Chinese colleagues suffering through new COVID-19 waves, and specific requests for support triggered by the war in Ukraine.

Looking back, since the start of the COVID-19 crisis, we identified a critical need to proactively equip colleagues with what they need to navigate uncertainty, build resilience and lead with a wellbeing mindset. With support from the fund, all employees were given access to a series of webinars and workshops. These successful learning paths were extended to some of SSF's societal partners with similar needs, such as Teach for Belgium and l'Essentiel. It has been great to see the fund's support evolve as we bring these teachings into action."

Empreinte humaine

Equipping Solvay colleagues to navigate uncertainty and be resilient

Solvay's regular internal Pulse survey results showed a 10% increase in employee stress levels since 2020. The reasons are diverse: pandemic fatigue, uncertainty caused by the war in Ukraine (including the growing loss of lives), and the rising cost of living in the Europe, Middle East and Africa (EMEA) region. In addition, our colleagues in Shanghai experienced the traumatic impact of a full lock-down resulting in reports of high stress and mental burden.

The SSF and Solvay medical teams addressed this ongoing situation by granting access to awareness sessions (webinars in primary languages in each region) and resilience workshops where individuals and managers could vent and learn ways to face changing scenarios and environments with a more positive outlook.

The SSF supported the creation of two main activities:

1. **Webinars and workshops** on "Navigating through Uncertainty and Resilience" **for employees.**
2. **Workshops** on "Leading with a Wellbeing-at-work Mindset" **for managers.**

WEBINARS FOR ALL EMPLOYEES

25 SESSIONS

1360 ATTENDEES

10 LANGUAGES

WORKSHOPS FOR MANAGERS

26 SESSIONS

258 ATTENDEES

10 LANGUAGES



Teach for Belgium

Building resilient educators

Teach for Belgium (TFB) is a non-profit organization that aims to reduce educational inequalities. In collaboration with the academic world, the organization trains motivated people to become inspiring teachers in the most disadvantaged secondary schools in Belgium.

TFB maintains the credo “so that one day all pupils have the same chances of success, regardless of their socio-economic background.”

While schools welcomed their pupils and staff in a “normal way” for the first time in more than two years, the effects of the global pandemic and their impact on all levels of society are still widely evident. Education is not immune: teachers report a lack of motivation from their students and, in Belgium, the teacher shortage has become greater than ever.

Through the TFB project “Building Resilient Educators,” the organization hopes to better understand how to strengthen resilience in the courageous teachers working in the most disadvantaged schools in the country. For students to be resilient, their teachers must first strengthen their own adaptability.

SSF support was structured around a four-step process:

STEP 1: About 15 members of the TFB team benefit from substantial training around resilience as provided by Empreinte Humaine (current partner of Solvay).

STEP 2: Each team works on integrating knowledge around resilience into their own specific missions.

STEP 3: TFB team trains new teachers through collective and individual coaching.

STEP 4: After working on themselves and experimenting with strategies, teachers can expect to be skilled enough to accompany students on this path.

Caroline de Cartier, Director of Teach for Belgium:

“During COVID-19, reports of depression and anxiety among young people doubled in comparison to pre-pandemic estimates. This crisis has made teachers and those who support them acutely aware that the mental health of their students is also their responsibility, as it is a fundamental condition for learning, thus teachers must work on their own resilience in order to fully support their students. The pandemic has also forced teachers to revisit their positioning in relation to their role, which some perceive mainly as academic (transmission of knowledge).”



Collective support

In 2022, the Solvay Solidarity Fund supported 53 projects in 14 countries, reflecting a wide range of initiatives including ongoing COVID-19 research and individual assistance, but its main focus was on aid to Ukraine.

WE CARE FOR UKRAINE

When war broke out in Ukraine, we acted urgently to help Solvay colleagues on the ground and support emergency services so they could offer immediate aid. Assistance was later extended to support displaced populations, the ongoing training of medical service personnel and relocation and other aid to families.

SUPPORTING OUR COLLEAGUES IN UKRAINE

Solvay worked to ensure the safety of employees and their families in Ukraine, offering help and support for those who have chosen to leave and those who have chosen to stay. A support network was set up to foster regular contact with these employees and assist them as needed.

Having traveled to Russia to meet customers just before the Russian invasion, one colleague, Oleg Gusev, found himself separated from the rest of his family. We managed to evacuate his family from Ukraine to Croatia, but because Oleg was in Russia on a Russian passport this was no simple task.

"We came together as Solvay employees and called on all of our networks to provide Oleg with a visa and safe passage through Turkey, Serbia and finally Zagreb, where he was reunited with his family. It was a real team effort with people from across the company pitching in to offer whatever help and expertise they could. Even the Executive Leadership Team (ELT) was involved,"
explains Werner Cooreman, Solvay's Chief Security Officer.

Individual Support



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Belgian and International Red Cross

Supporting frontline aid

The Belgian Red Cross is a key player in the field of humanitarian action in Belgium. All year round, its mission is to alleviate human suffering and prevent humanitarian crises.

Since Feb. 24, 2022, the date the armed conflict between Russia and Ukraine began, an immense humanitarian drama has been unfolding. Some 4.9 million Ukrainians have left the country, heading for neighboring countries or others further away, including Belgium.

The majority of these people are women and children who are particularly vulnerable.



DISTRIBUTION OF THE SOLVAY SOLIDARITY FUND

Strengthening of international operations	628,100.00
Camp beds	148,429.84
Blankets and bedding	84,799.21
Hygiene kits	69,919.72
Mattresses for structural beds	70,712.40
Establishment Vademecum	14,000.00
Total Solvay Solidarity Fund Donation	€1,015,961.17

Based on the lessons learned from the flood crisis in July 2021, the Belgian Red Cross immediately set up a Crisis Unit Ukraine and positioned itself as an essential operator of emergency reception facilities. Bolstered by its two main strengths — the flexibility of its operational framework and one of the largest volunteer networks in the country (25,000 people) — the Belgian Red Cross has the capacity to intervene and the agility to face new situations in the first moments of a crisis.

The Solvay Solidarity Fund supported the Belgian Red Cross-led Ukraine crisis operation with €1 million, making it possible to strengthen Red Cross international operations on Ukrainian soil and logistical support activities in Belgium to benefit people fleeing Ukraine.

Following a decision by public authorities to create collective accommodation centers for Ukrainians in need, the Belgian Red Cross, with the support of the Solvay Solidarity Fund, has developed a guide (Vademecum) on the design and implementation of this type of housing. This document has been distributed to the public partners involved.



SSF
donated
€1M

In Belgium, the financing of the Solvay Solidarity Fund helped make available front-line logistical assistance to the municipalities of Brussels and Wallonia, which welcomed Ukrainian refugees with more than 800 mattresses, 3,500 beds and cots, 300 blankets, 300 bedding kits and 2,500 hygiene kits.

The funds from the Solvay Solidarity Fund at the international level were used for International Committee of the Red Cross (ICRC) operations in Ukraine, mainly in the eastern region in and around the conflict zones. This contribution has enabled large-scale humanitarian operations to be carried out through four main pillars: direct aid, protection, cooperation and prevention.

Direct aid to the populations most affected by the conflict is the one to which most of the funds were spent (86.7%). The main beneficiaries are 650,000 people living in or near the affected areas in the regions of Kharkiv, Luhansk, Donetsk and Kherson; 330,000 wounded people and their families; and 102,000 internally displaced people through distribution points in less-affected cities. The assistance program includes the distribution of emergency relief goods, help with infrastructure repairs to restore essential services, the provision of cash and vouchers, and direct assistance with medicine and other supplies to health centers and hospitals. This includes the tertiary care hospital in Bakhmut located on the military contact line in the Donetsk Oblast.

<https://www.croix-rouge.be/>

SSF
provided
€250,000
in favor of
medical support

BE for Ukraine

Medical support

BEforUkraine is a Belgian non-profit with the sole mission of helping Ukraine in the most effective way possible. The project was born in 2022 on the initiative of a group of friends concerned about the situation on the ground.

They decided to bring humanitarian, material and logistics aid to the Ukrainians, both in Ukraine and in Belgium.

The ASBL is based on three axes:

- Delivering basic necessities and medical supplies to Ukraine
- Bringing Ukrainian refugees to Belgium and placing them with host families there
- Buying, reconditioning and transporting ambulances with specialized medical equipment to Ukraine.

The support of SSF has been crucial. The funds provided have not only financed the **purchase of two ambulances**, but also the **medical equipment** with which they are equipped.

<https://www.beforua.be/>

Hospital No. 6 in Kiev

Medical equipment and training

The July 2022 appeal by the City of Brussels and the St. Peter's Foundation requested structured assistance in medical equipment for Hospital No. 6 in Kiev, where a large number of injured civilians requiring surgery and reconstruction are currently concentrated.

Initial aid was dedicated to the delivery of **two fully equipped ambulances** and other **medical equipment**. Additional aid supported the launch of a **training program** at Kiev's Hospital No. 6 for medical teams dealing with the treatment of war rapes.

Magnificent

A solidarity shop for Ukrainian refugees

“Magnificent” is a non-profit project where women, men and children refugees from Ukraine can receive new or almost new clothes and shoes on a weekly basis.

The shop, based in Tervuren near Brussels, provides clothes, books, a beauty studio and a nice group of volunteers to support visitors.

Support from the Solvay Solidarity Fund focused on **financial assistance to pay the rent and other expenses related to the maintenance of the premises.**

Solvay sites mobilization

A helping hand from employees

Solvay sites around the globe were encouraged to translate corporate actions into local initiatives using money made available through the SSF. Sites have been working with their local communities to provide much-needed aid and assistance for relief efforts or for providing more direct support for Ukrainian refugees in the local area. In addition to initiatives at sites in Spain, Italy, Belgium and France, among others, two of the most notable efforts were launched in Rheinberg, Germany and Włocławek, Poland.

In Rheinberg, Solvay employees **converted apartments located at the site into housing for refugees.** Using €70,000 of SSF money and volunteering their own free time, they renovated and furnished eight apartments to give shelter to 35 Ukrainians.



“The willingness among colleagues to help and donate is enormous. On short notice, employees renovated and furnished the apartments on their own, including the plant’s fire department, which pitched in to paint walls on their own time,”

says Norbert Mülders, Rheinberg’s Site Manager

In Poland, employees worked with the local city hall to identify and **collect the items most needed by refugees** in the area. They also collected money for a local foundation, with all Solvay employee contributions matched through the SSF.

“As soon as the war started we decided we needed to do something to help refugees in the local area who had made the difficult decision to leave their homes and cross the border into Poland,”

says Joanna Smolińska, Site Human Resources Partner in Włocławek.

Inspired by this activity, employees in Lyon, France, also joined the effort, **collecting vital aid** that was transported to the site in Poland.



Employees from France

Employees from Solvay Headquarters in Belgium also showed solidarity and offered their help for Ukrainian war victims.

“I was deeply shocked when the war started. I am from Moscow and came here to Belgium four years ago. I have relatives living in Kyiv so I felt I had to help somehow. I live in Tervuren, a municipality near Brussels, where the first refugees arrived without knowing the language or the culture of Belgium. The majority came from eastern Ukraine where the war was raging. On this side of the country, the population mainly speaks Russian so I volunteered to be a translator for the municipality, take care of transporting people, give presentations on how to manage a budget, understand the cost of living in Belgium and local administrative procedures,”

said Sergey Morozov, Peroxides Sales Specialist at Brussels Campus

Solvay has been named as a recipient of the 2022 European Chemical Industry Council (Cefic) Responsible Care Award in the category of Humanitarian Aid. The award recognizes Solvay’s growing list of collective initiatives to help those most affected by the war in Ukraine. These range from our commitment to double employee donations for relief efforts in Ukraine, to individual actions taken at our sites around the world.

Collective support

FOCUS ON BELGIUM

L'Essentiel

Wellness area for cancer patients

L'essentiel is a Namur, Belgium wellness center that presents cancer patients with a holistic treatment approach based on the principles of integrative medicine. The center offers individual care in a relaxing environment from the moment of diagnosis until three months after treatment ends. Workshops and group activities are also offered to support the patient during treatment and recovery.

During the COVID-19 lockdown, L'essentiel was the only healing center to open its doors and remain agile enough to duplicate and increase activities to serve the influx of patients.

Thanks to the SSF, L'Essentiel can continue to offer **physical activities** to patients and provide them with a **warm and friendly place** where they can receive support and advice on coping with their illness.

Quote from Laurence, a patient at the center:

"When I entered the wellness area, L'Essentiel, I was amazed and pleasantly surprised by the space, the bright colors, the design aesthetics — from the furniture, the kitchen, etc. to the magnificent garden. It is a place where I know I feel good, calm and serene!. With activities that are adapted to my pathology, the center is a place of complete relaxation. When I come in I don't have to think about anything but my wellbeing in the face of my illness. With a smiling, kind, and friendly nursing staff and team of volunteers, I can tell my visit will be peaceful and relaxing."



© L'Essentiel - CHU UCL Namur

L'ESSENTIEL

780 PATIENTS¹

350 BENEFICIARIES²

16.000 TREATMENTS

23 ACTIVITIES³

1 780 different patients since the opening in March 2019,

2 350 different beneficiaries over 1 year

3 23 activities offered to beneficiaries.

<http://www.lessentiel-namur.be/>

AMONSOLI

Shelter and activity center
for disadvantaged families



AMONSOLI, Action mondiale pour la solidarité, is an association located in the Verviers region of Belgium. The organization devotes itself to the socio-professional and cultural integration of people largely from immigrant backgrounds through diverse activities that range from parenting and citizenship workshops to continuing education. One of its activities aimed at children and teenagers is the homework school, at which about 100 children between 6-12 years of age participate during their extracurricular time.

In July 2021, many of the organization's beneficiaries, mainly disadvantaged families severely affected by the floods, were able to take refuge in the association's premises.

"We know how essential our social and professional integration and actions for coexisting are for vulnerable populations and their children,"
said Olivier Schroeder, Deputy Director of the ASBL AMONSOLI.

The association has outgrown its quarters and will move into a new facility it recently acquired. The SSF participated in the **purchase of the new space**, which will allow the association to offer its services in a facility designed expressly with its beneficiaries in mind.

The association will also increase its sphere of action by developing a support center with accommodations to assist women victims of domestic violence in emergency situations.



<https://www.amsoli.be/>

COVID-19 RESEARCH

Humankind has had to endure the challenges brought by pandemics since their inception. The COVID-19 pandemic, too, has left the world with a lasting impression of society's unexpected vulnerability and the world's continuing population growth inevitably becomes forced to contend with new health crises in the future.

The Solvay Solidarity Fund supported COVID-19 research being conducted by the French National Centre for Scientific Research (CNRS) Foundation to better understand coronavirus infection mechanisms. The fund also contributed to the Medical Humanities Research Center in the province of Alessandria as it carries out clinical trials that will allow for a better analysis of cases and co-morbidities.

Supporting
more than
€250,000

CNRS Foundation

SSF supported the research work that CNRS began in the wake of the pandemic on concrete/applied projects with a direct link to the lessons to be learned from the COVID-19 crisis.

Vaccinating almost 90% of the population has significantly reduced the severity of SARS-CoV2 infections. Nevertheless, a part of the population has only a limited response to the vaccines, especially in the elderly and in immunocompromised patients susceptible to severe forms of COVID-19. In addition, as new variants escape vaccine-induced protection, it is essential to have an adapted therapeutic arsenal including antivirals and preventive treatments for severe forms of COVID-19.

To this end, the CNRS Institute of Biological Sciences has created a screening platform, known as ViroCrib, to identify molecules that are effective against SARSCoV2. This platform can be mobilized quickly to study new viruses as new pandemic risks emerge. ViroCrib brings together a consortium of virologists and biologists, research teams and technological platforms for screening molecules in several relevant and complementary preclinical models. The objective of the research project supported by the SSF is to select hits and their effective combinations in vitro within six months for evaluation in in vivo infection models.

Respiratory infectious diseases are among the most deadly pathologies of the 21st century. SSF will support the research project of Etienne Meunier from the Institute of Pharmacology and Structural Biology (IPBS), Toulouse, on exploiting human genetic variability to develop next-generation therapies against respiratory infections. The knowledge generated in this project will also be applicable to viral infections beyond respiratory viruses.

<https://fondation-cnrs.org/>



© iStock

AOAL - Azienda Ospedaliera Alessandria

Funding from SSF was allocated to the Medical Humanities Research Center and Clinical Trial Center at Alessandria Hospital to launch the Digital Narrative Medicine (DNM) project in October 2021. **The DNM project is a COVID-19 tracking platform designed to aid in the development of personalized diagnostic, therapeutic and rehabilitation clinical pathways for those suffering from the virus and its long-term effects.**

In addition to monitoring online conversations about pathologies and drugs in real time, the project also helps facilitate and strengthen the patient-caregiver relationship and help them forge a strong bond with the healthcare facility. The platform is unique in that it maintains a series of prompts expressly dedicated to caregivers, allowing them to share their first-person narratives, which can then be applied in developing the patient's course of treatment and care. To date, 25 patients have been recruited to the platform, which has also proved invaluable to young scientists and clinicians continuing their studies and in-depth research on COVID-19 patients.

The SSF allocation was also used to support two data managers, in collaboration with other research institutes, to assist in the development of a study on COVID-19 sequelae and the proinflammatory response of the patient. Their analysis of 2,795 consecutive patients with severe acute respiratory syndrome coronavirus 2 infection led to the creation of the OnCovid registry, which was established to understand COVID-19 in patients with cancer.

Support
up to
€225,000

FLOODINGS IN PAKISTAN

During the summer, record monsoon rains and melting glaciers in Pakistan's northern mountain regions unleashed unprecedented flooding that submerged a third of the country under water. Fueled by the climate crisis, these rains and floods were the worst in Pakistan's history, affecting an estimated 33 million people, destroying millions of acres of crops, leaving some communities with no access to clean water and entire villages cut off from critical services.

Network for Human and Social Development

Supporting flood affectees
in Sindh and Balochistan

Network for Human and Social Development (NHSD) is an NGO located in Islamabad, Pakistan that takes on a number of social challenges, such as disaster risk education, health, and empowerment of vulnerable communities, among others concerns.

After disaster struck in the Sindh region, NHSD provided relief by distributing food rations, clothes, tents and cooked meals in the devastated villages.

The Solvay Solidarity Fund decided to grant **financial support** to Network for Human and Social Development **to assist in implementing the "Funding for Flood Affectees in Sindh and Baluchistan"**.





World Central Kitchen

Supporting flood affectees with food kit provisions

In response to these tragic circumstances, the non-governmental organization (NGO) World Central Kitchen (WCK) partnered with Instant Aid to distribute fresh meals and water in the northwestern Khyber Pakhtunkhwa province. Thousands of meals have already been distributed to displaced families living in camps.

Due to the high level of need spread across the affected regions, WCK's response has transitioned to food-kit provision and the SSF has followed suit. The fund's aim is to **distribute more than 191 tons of food** in the Khyber Pakhtunkhwa and Sindh provinces of Pakistan.

<https://wck.org/>

Individual support

Over the past few years, our colleagues and neighbors have had to face difficult times and overcome overwhelming odds, but they haven't had to go through them alone. In its short history, the Solvay Solidarity Fund has provided direly needed financial assistance to 735 employees, with a large number of those applications originating in Asia.



Claire Wang, Country Human Resources
Manager, Solvay China

"The Solvay Solidarity Fund is an outstanding initiative and highly recognized by employees who feel protected and safe working at Solvay. SSF has already provided assistance in several areas, including China's Henan province, which received financial support when it suffered from severe floods in 2021 — a powerful action demonstrating our commitment to social responsibilities in China.

The number of applications related to COVID-19 peaked during April and May when a massive lockdown was called for in Shanghai where people were facing real hardships.

In another show of solidarity, a colleague whose wife worked in the hospital around the clock during the Shanghai lockdown. She was diagnosed with terminal cancer last summer, immediately sending the family into the deepest darkness. Both management and Human Resources responded quickly to help relieve the stress our colleague was suffering both physically and mentally. Because of SSF, the employee was offered 30 days additional leave to care for his family, and financial assistance to support further medical treatment. The efficiency of the fund's operation lightened his burden during a difficult time."

In 2022, Chinese authorities bestowed the title of "National Harmonious Labor Relations Company" on Solvay China, recognizing the Company's Constructive relationship with employees and noting the significance of the Solvay Solidarity Fund. Solvay was one of only a few foreign names to earn this distinction, which recognized 350 enterprises across the country.



**Wakana Tsugawa, Site Human Resources
Partner, Solvay Japan**

“SSF applications increased in Japan as a result of several different sets of circumstances: the number of people infected with COVID-19, inflation and the depreciation of the Japanese yen. As the cost of living increased, some of our colleagues could no longer afford certain child/elderly care services. The fund provided them with financial support and paid holidays.

One of our colleagues affected by COVID-19 had to return to work even though she had not fully recovered from the virus’ long-term effects. She was no longer eligible for sick leave, but that changed when applied for SSF support and was granted an extra 10 days of paid leave.”



**Thunyarat Chaiwirojmontri, Site Human Resources
Partner, Solvay Thailand**

“The SSF really made a difference in the community around the Map Ta Phut site. For example, the local hospital saw its caseload increase beyond capacity, but was able to receive support from the Solvay Solidarity Fund to buy additional beds and respiratory devices.

Solvay employees continue to benefit from the assistance the fund provides. One of our colleagues received direct support from the fund, which provided his two children with the necessary new computers they needed to participate in online learning during the lockdown.”

HOW TO APPLY?



HOW TO DONATE?



CONTACT solidarity.fund@solvay.com

WEBSITE corporate-citizenship.solvay.com/solvay-solidarity-fund

