

## **Board Diversity, Equity & Inclusion Policy**

Hudson Technologies, Inc. (NASDAQ: HDSN) (“Hudson”) is a publicly traded company that is committed to providing products and services that reduce greenhouse gas emissions, increase energy efficiency, and promote sustainability to ensure future generations inherit a healthy planet.

Hudson’s Board of Directors (“Board”) believes that better decision-making and outcomes are achieved when people with differences of opinion and with different backgrounds come together with a common ambition. This policy on diversity, equity and inclusion not only applies to the Board, but complements the company’s wider diversity policies, our values, code of conduct and sustainability framework. The Board, in conjunction with its committees will:

1. Encourage a diverse and inclusive working environment in the boardroom where everyone is accepted, valued and receives fair treatment according to their different needs and situations without discrimination or prejudice.
2. Continue our journey towards greater diversity on the Board across all dimensions, aspiring to achieve gender parity and greater representation of those of an ethnic minority background over time. As an initial step we are targeting at least 25% of Board members who are diverse.
3. Consider all aspects of diversity, including but not limited to geographical, social and ethnic background, race, gender and cognitive strengths when reviewing the Board’s composition, its skills, experience and overall balance, including when conducting the annual Board effectiveness review.
4. Oversee the development of a diverse pipeline for succession to the Board and its committees.
5. Monitor that all Board appointments are subject to a formal, rigorous, and transparent procedure and that such appointments are based on merit and objective criteria taking into account (among other things) factors such as diversity of gender, age, educational and professional background, social, ethnic and geographical background, cognitive and personal strengths.
6. Provide a tailored and adaptive onboarding process for new Board appointments recognizing how new Board members may require additional support to account for individual diversity of skills, needs, experience, geographic location and background.
7. Continue to increase its understanding of all aspects of diversity, equity and inclusion through appropriate training and development opportunities.

This policy was approved by the Board on July 25, 2023.