GRI Content Index

Venator Materials PLC presents its reporting against the Global Reporting Initiative (GRI) Content Index. We have reported in accordance with the GRI Universal Standards 2021 for the period January 1 – December 31, 2024. Our Content Index provides information and data for topics that are material to our operations and sites. We present performance data wherever possible. We will continue to refine our reporting and establish a robust approach to GRI disclosures.

To report in accordance with the GRI Standards, Venator has endeavored to disclose as many of the GRI Standards as possible in line with Venator's material topics and available information. Where omissions have been made on certain disclosures and sub-disclosures, this has been referenced. The following topics have been deemed non-material to the business and, therefore, have been excluded:

- **GRI 201:** Economic Performance
- **GRI 203:** Indirect Economic Impacts
- **GRI 406:** Non-discrimination
- **GRI 407:** Freedom of Association and Collective Bargaining
- **GRI 410:** Security Practices
- **GRI 411:** Rights of Indigenous Peoples
- **GRI 415:** Public Policy
- **GRI 417:** Marketing and Labeling
- **GRI 418:** Customer Privacy

Venator conducts materiality assessment refreshes on an annual cycle. Should any of the topics above be deemed material from these assessments, details will be disclosed accordingly.

GRI 1: Foundation 2021

Statement of intent

GRI 1: Foundation 2021 was used to determine how Venator Materials PLC reports in accordance with the GRI Standards.

GRI 2: General disclosures

Disclosure 2-1

Organizational details

A. The legal and commercial name of our company is Venator Materials PLC.

B. On April 28, 2017, we were incorporated under the laws of England and Wales as a public limited company and a wholly owned subsidiary of Huntsman. Following our IPO and separation from Huntsman in August 2017, we became an independent publicly traded company.

C. Our principal place of business is at Titanium House, Hanzard Drive, Wynyard Park, Stockton-on-Tees, TS22 5FD, United Kingdom. Our telephone number is +44 (0) 1740 608 001.

D. Venator Sustainability Report 2024, People Powered Chemistry, p. 4.

Disclosure 2-2

Entities included in the organization's sustainability report

Venator Sustainability Report 2024, About this report, p. 73.

Disclosure 2-3

Reporting period and frequency of sustainability reporting

A. Venator Sustainability Report 2024, About this report, p. 73.

B. All data within this report is aligned with our financial reporting unless otherwise stated.

Disclosure 2-4

Restatements of information

We have restated our scope 3 emissions data for 2022 to 2023 as a result of obtaining primary activity-based data.

Disclosure 2-5

External assurance

A. Venator's report and GRI Content Index will be externally assured by a third-party independent verifier, with a materiality level of 5%; see Venator Sustainability Report 2024, p. 73 – 74

B. ISAE 3000, ISAE 3410.

Disclosure 2-6

Activities, value chain, and other business relationships

Venator Sustainability Report 2024, About Venator, p. 71 – 72.

Disclosure 2-7

Employees

Venator Sustainability Report 2024, GRI Content Index, Appendix B: People data, p. 17 – 23.

Note: We do not employ any associates on a non-guaranteed hours basis.

C. Our headcount for the reporting year was calculated on December 31, 2024. We have amended the approach taken in this report to follow the standard approach used in our external reporting.

D. We are a global manufacturing business with a high concentration of operations in EMEA. Our industry has a long tradition of being a male-dominated manufacturing environment.

E. Over the four-year reporting period, our headcount has reduced by 26.97%. The main reasons for this are:

   i. Business improvement projects involving reorganization at our manufacturing site in Duisburg, Germany.

   ii. Wind-down of operations at our manufacturing site in Pori.

   iii. In April 2023, we completed the sale of our iron oxide business, which resulted in a large reduction in associate numbers as sites transferred over to new ownership.

Disclosure 2-8

Workers who are not employees

A. Venator Sustainability Report 2024, GRI Content Index, Appendix B: People data, p. 17 – 23.

   i. Workers contracted to perform specific tasks via an agency or third party for a defined period or indefinitely are known as "contractors."

   ii. Contractors provide support to our manufacturing sites and office locations in maintenance, security, manufacturing operations, and some administrative areas.

B. The same methodology applies as per disclosure 2-7.

C. Venator's contingent worker headcount has fluctuated over the three years reported due to shutdowns at some manufacturing sites. Still, between 2021 and 2022, the number has adjusted back to usual levels.

Disclosure 2-9

Governance structure and composition

Venator Sustainability Report 2024, Sustainability governance, p. 8.

https://www.venatorcorp.com/about-us/board-of-directors

Disclosure 2-10

Nominating and selecting the highest governance body

Venator Sustainability Report 2024, Sustainability governance, p. 8.

Disclosure 2-11

Chair of the highest governance body

Katherine Harper was appointed Chair of the Board of Venator Materials PLC in October 2023 and serves as a non-executive director.

Disclosure 2-12

Role of the highest governance body in overseeing the management of impacts

Venator Sustainability Report 2024, Sustainability governance, p. 8.

Disclosure 2-13

Delegation of responsibility for managing impacts

Venator Sustainability Report 2024, Sustainability governance, p. 8.

Disclosure 2-14

Role of the highest governance body in sustainability reporting

Venator Sustainability Report 2024, Sustainability governance, p. 8.

Disclosure 2-15

Conflicts of interest

Venator Sustainability Report 2024, Ethics and compliance, p. 9 – 12.

Venator Business Conduct Guidelines, p. 30.

Disclosure 2-16

Communication of critical concerns

Venator Sustainability Report 2024, Ethics and compliance p. 9 – 12.

Venator Business Conduct Guidelines, p. 30.

Disclosure 2-17

Collective knowledge of the highest governance body

Venator Sustainability Report 2024, Sustainability governance, p. 8.

Disclosure 2-18

Evaluating the highest governance body's performance

Venator Sustainability Report 2024, Sustainability governance p. 8.

Disclosure 2-19

Remuneration policies

Venator's Compensation Committee is responsible for periodically reviewing the remuneration of each of the company's executive officers. This is detailed in the Compensation Committee Charter.

Disclosure 2-20

The Process to determine the remuneration

Venator's Compensation Committee is responsible for periodically reviewing the remuneration of each of the company's executive officers. This is detailed in the Compensation Committee Charter.

Venator's remuneration policy for its executives, also known as its "Incentive Repayment Policy," can be found on its website.

Disclosure 2-21

Annual total compensation ratio

Information unavailable: This data is currently awaiting audit and will be made available at Venatorcorp.com.

Disclosure 2-22

Statement on sustainable development strategy

Venator Sustainability Report 2024, CEO statement, p.3.

Venator Sustainability Report 2024, Venator's strategic vision, p.15.

Disclosure 2-23

Policy commitments

Venator Sustainability Report 2024, Ethics and compliance, p. 9 – 12.

Venator Business Conduct Guidelines

Disclosure 2-24

Embedding policy commitments

Venator Sustainability Report 2024, Ethics and compliance, p. 9 - 12.

Venator Business Conduct Guidelines

Disclosure 2-25

Processes to remediate negative impacts

Venator Sustainability Report 2024, Materiality, p. 13 – 14.

Venator Business Conduct Guidelines

Disclosure 2-26

Mechanisms for seeking advice and raising concerns

Venator Sustainability Report 2024, Ethics and compliance, p. 9 – 12.

An outside company staffs the Speak Up® helpline, which is available in multiple appropriate languages, 24 hours a day, seven days a week. If requested, the caller's identity will be kept confidential where allowed by local law, and the concern will be relayed to Venator for investigation.

Disclosure 2-27

Compliance with laws and regulations

No issues of non-compliance.

Disclosure 2-28

Membership associations

Venator Sustainability Report 2024, About Venator, p. 71 – 72.

Disclosure 2-29

Approach to stakeholder engagement

Venator Sustainability Report 2024, Materiality, p. 13 – 14.

Disclosure 2-30

Collective bargaining agreements

A. As of December 31, 2024, approximately 69% of global Venator employees were covered by collective bargaining agreements.

As of December 31, 2024, approximately 67% of global Venator employees were covered by formally elected employee representatives.

B. Where employees are not covered by collective bargaining, working conditions and terms of employment are set to follow local laws and requirements at a minimum. Venator uses benchmarking data to ensure we offer competitive compensation and benefits packages globally.

GRI 3: Material topics

Disclosure 3-1

Process to determine material topics

Venator Sustainability Report 2024, Materiality, p. 13 – 14.

Disclosure 3-2

List of material topics

Venator Sustainability Report 2024, Materiality, p. 13 – 14.

GRI 202: Market presence

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, People, p. 20.

Disclosure 202-1

Ratios of standard entry level wage by gender compared to local minimum wage

A.

Location	Female ratio	Male ratio
UK	14:79	18:32
Germany	3:2	3:2

B.

UK: Venator follows the UK Agency Workers Regulations which entitle contingent workers to equal working conditions from day one and equal pay from week 13 of a contract. This also includes pension provision, paid leave, and family leave.

Germany: Although we did not have a significant number of “other workers” in our sites in Germany on December 31, 2024, we always follow the national minimum wage requirements in that country. The obligation to pay the workers rests with the agency provider, and we ensure that we only engage with reputable suppliers that confirm they pay this rate as a minimum.

C.

UK: The UK has an age-related minimum wage structure covering the following age groups: under 18, 18–20, 21–22, and 23 and over. The ratio reported is for the age 23 and over bracket, which covers the majority of Venator’s workforce in this country. Entry-level salaries are the same regardless of age, and our salary entry points are the same regardless of age.

Germany: There is one national minimum wage in Germany. Venator also has collective agreements in place for setting the pay of tariff workers at this location, which Venator uses as the guide and benchmark for salary at each seniority level.

D.

UK: This covers two manufacturing sites and one corporate headquarters. Generally, the females are in administration roles, and the males are predominantly in production technician roles. Those in the highest pay bracket work on a top-tier COMAH site.

Germany: This covers two manufacturing sites and a number of corporate roles. Across both genders, the roles are within site services, such as cleaning and maintenance.

Disclosure 202-2

Proportion of senior management hired from the local community

Information unavailable: Venator does not capture data for this disclosure as the topic is not currently deemed material to the organization. Should this change at our next materiality refresh in 2025, we will look to calculate.

GRI 204: Procurement practices

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

Disclosure 204-1

Proportion of spending on local suppliers

A. Local spend can be considered to range from 70 to 100%.

B. C. Local in Venator Purchasing is defined as Europe for our European-based sites, Malaysia for our Malaysian site, and North America for our US-based assets. These regions represent our main manufacturing sites, which account for the majority of our revenue generation.

GRI 205: Anti-corruption

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Ethics and Compliance, p. 9 – 12.

Venator Business Conduct Guidelines, p. 33.

Disclosure 205-1

Operations assessed for risks related to corruption

A. Venator screens all third parties (meaning suppliers and many other relevant categories of third parties) using the external Diligent screening platform. All third parties are risk assessed (typically around 400 per annum), and those parties identified with a risk score requiring additional screening have further bespoke Open Source Investigations (OSI) carried out. Each OSI is then reviewed by our Associate General Counsel (and General Counsel, where appropriate) and either approved, rejected, or approved subject to additional measures or assurances being put in place.

B. Venator screening looks at the Corruption Perception Index for the country in which the third party is operating. We also look at the category of third party and the relevant risk that this involves. All OSI investigations flag up risks related to:

a. Sanctions, embargoes, watch lists.

b. Bribery/things of value.

c. Criminal/anti-competitive behavior.

d. Ethics, litigation, adverse financial impact.

e. State connections.

f. Regulatory/capability.

g. Ownership.

h. Address.

i. Conflict of interest/compliance policy/inconsistencies.

Disclosure 205-2

Communication and training about anti-corruption policies and procedures

A. B. Venator Sustainability Report 2024, Ethics and compliance, p. 9 – 12.

All governance body members and associates receive and acknowledge Venator's Business Conduct Guidelines during onboarding. These guidelines include references to anti-corruption policies and procedures and are publicly available on our website.

C. Venator's Business Conduct Guidelines apply to everyone who acts on behalf of the company. These have been communicated during onboarding.

E.

Transcripts completed by associates	Total (%)
Completed	96.42
In progress/past due	0.63
Registered	2.95
Total	100

Disclosure 205-3

Confirmed incidents of corruption and actions taken

A. Within the reporting period, there were no confirmed incidences of corruption.

GRI 206: Anti-competitive behavior

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Ethics and compliance, p. 9 – 12.

Venator Business Conduct Guidelines , p. 27.

Disclosure 206-1

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

A. For the reporting period 2024, there were no confirmed cases of anti-competitive behaviors, anti-trust, or monopoly practices.

GRI 207: Tax

Disclosure 3-3

Management approach

Venator Group Tax Strategy 2024

Disclosure 207-1

Approach to tax

Venator Group Tax Strategy 2024

Disclosure 207-2

Tax governance, control, and risk management

Confidentiality constraints: As a result of Venator "going dark" we are in the process of consolidating our financial accounts and publishing on Companies House. This will contain up-to-date tax governance, control, risk management, and stakeholder engagement processes.

Disclosure 207-3

Stakeholder engagement and management of concerns related to tax

Confidentiality constraints: As a result of Venator "going dark" we are in the process of consolidating our financial accounts and publishing on Companies House. This will contain up-to-date tax governance, control, risk management, and stakeholder engagement processes.

Disclosure 207-4

Country-by-country reporting

A. Each year, Venator sends His Majesty's Revenue and Customs ("HMRC") a country-by-country report, which includes information on revenues, income tax, and stated capital and accumulated earnings by country for the Group.

B. C. Information unavailable: This data is currently await audit and will be made available at Venatorcorp.com in Q2 FY25.

GRI 301: Materials

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Circular economy and waste management, p. 53 – 56.

Disclosure 301-1

Materials used by weight or volume

A.

i. Total weight of materials used to produce our products.

ii. Non-renewable materials used: 17353503.89 tonnes.

iii. Renewable materials used: 0 tonnes.

Due to the nature of our products, we do not use any renewable materials at this time in their manufacture.

Due to the international nature of our organization, Venator is currently developing a system to enable us to calculate the total weight of renewable and non-renewable packaging used across the business.

Disclosure 301-2

Recycled input materials used

A. Venator does not use recycled input materials in its production processes as its production processes require virgin material inputs.

Disclosure 301-3

Reclaimed products and their packaging materials

A. Venator does not reclaim products due to the materials it produces.

B. Venator is currently developing a system to enable the calculation of the total weight of renewable and non-renewable packaging used across the business.

GRI 302: Energy

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Emissions and energy management, p. 46 – 48.

Disclosure 302-1

Energy consumption within the organization

A. 10,536 Terajoules (Natural Gas, LPG, Gas Oil, Coal, Coke, Electricity, Steam, Diesel, Petrol).

B. Information unavailable: Renewable electricity is not reported separately.

C. Electricity consumption: 1423.12 Terajoules. Steam consumption: 973.25 Terajoules.

E. 10,536 Terajoules.

F. WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.

G. IEA 2022 actual, UK DEFRA 2024, US EPA eGrid 2023.

B. C. Information unavailable: Heating and cooling data incomplete. The data is expected to be obtained for FY25.

D. Not applicable: Venator does not sell any energy produced.

Disclosure 302-2

Energy consumption outside the organization

A. Venator Sustainability Report 2024, Emissions and energy management, p. 46 – 48.

B. C. ecoinvent EF 3.1 and supplier-specific emission factors.

Disclosure 302-3

Energy intensity

Venator Sustainability Report 2024, Emissions and energy management, p. 46 – 48.

Disclosure 302-4

Reduction of energy consumption

Venator Sustainability Report 2024, Emissions and energy management, p. 46 – 48.

Disclosure 302-5

Reduction in energy requirements of products and services

Not applicable: Venator's products do not produce calculable energy during the use phase of their life cycle.

GRI 303: Water and effluents

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Water management, p. 50.

Disclosure 303-1

Interactions with water as a shared resource

Venator Sustainability Report 2024, Water management, p. 50.

Disclosure 303-2

Management of water discharge-related impacts

A. Venator's sites will set the minimum standards for the quality of effluent discharge permits applicable to the area of operation.

Disclosure 303-3

Water withdrawal

A. Total water withdrawn:

Groundwater: 4,119.80 Ml.

Surface water: 43,977.03 Ml.

Sea water: 3,715.90 Ml.

Third party: 8,116.21 Ml.

B. C. Information unavailable: Venator does not currently capture data for this disclosure. In 2025, we will explore ways to develop our water metrics across our sites.

D. Data has been compiled as part of Venator's SECR report, measured and recorded at individual sites locally.

Disclosure 303-4

Water discharge

A. Total water discharge:

i. Surface water: 17,838.83 Ml.

iii. Sea water: 9,780.77 Ml.

iv. Third party WWTP: 21,459.63 Ml.

B. C. Information unavailable: Venator does not currently capture data for this disclosure. In 2025, we will explore ways to develop our water metrics across our sites.

D. Priority and discharge levels are set at the site/region level according to our permits.

E. Data has been compiled as part of the SECR report, measured, and recorded at individual sites locally.

Disclosure 303-5

Water consumption

A. Total water consumption: 10,849.70Ml

B. C. Information unavailable: Venator does not currently capture data for this disclosure. In 2025, we will explore ways to develop our water metrics across our sites.

D. Data has been compiled as part of the SECR report, measured, and recorded at individual sites locally. The calculation for total water consumption is 'withdrawal' minus 'discharge'.

GRI 304: Biodiversity

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Biodiversity, p. 51 – 52.

Disclosure 304-1

Operational sites owned, leased, managed in or adjacent to protected areas

Information unavailable: Venator is in the process of compiling data and developing its approach for measuring this metric. An approach will be provided in 2026.

Disclosure 304-2

Significant impacts of activities, products, and services on biodiversity

Information unavailable: Venator is in the process of compiling data and developing its approach for measuring this metric. An approach will be provided in 2026.

Disclosure 304-3

Habitats protected or restored

Venator Sustainability Report 2024, Biodiversity, p. 51 – 52.

Information unavailable: Venator is in the process of compiling data and developing its approach for measuring this metric. An approach will be provided in 2026.

Disclosure 304-4

IUCN Red List species and national conservation list species with habitats in areas affected by operations

Information unavailable: Venator is in the process of compiling data and developing its approach for measuring this metric. An approach will be provided in 2026.

GRI 305: Emissions

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Emissions and energy management, p. 46 – 48.

Disclosure 305-1

Direct (scope 1) GHG emissions

A. 567,711.13 tCO_2e.

B. CO_2, CH_4, N_2O, and HFCs are included in the calculation. We do not release the remaining GHGs listed in the Kyoto Protocol as part of our operations.

C. 0.

D. Base year 2016.

   i. Scope 1: 1,252,677.14 tonnes.

E. UK Defra 2024, IEA 2022 actual, ecoinvent version EF 3.1, 2006 IPCC Guidelines for National GHG Inventories, IPCC AR6 (GWP 100).

F. Operational control.

G. WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.

Disclosure 305-2

Energy indirect (scope 2) GHG emissions

A. 298,645.67 tCO_2e.

B. Not applicable.

C. CO_2, CH_4, N_2O, and HFCs are included in the calculation. We do not release the remaining GHGs listed in the Kyoto Protocol as part of our operations.

D. Base year 2016.

   i. Scope 2: 618,223.07 tonnes.

E. UK Defra 2024, IEA 2022 actual, ecoinvent EF3.1 for purchased steam.

F. Operational control.

G. WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.

Disclosure 305-3

Other indirect (scope 3) GHG emissions

A. Gross scope 3 GHG emissions: 1,380,290 tCO_2e.

B. CO_2, CH_4, N_2O, and HFCs are included in the calculation. We do not release the remaining GHGs listed in the Kyoto Protocol as part of our operations.

C. 0.

D. Categories 1 – 10 and 12 are included. Categories 11, 13, 14 and 15 are not applicable to Venator at this time.

E. The base year for scope 3 is 2019, as it is the first year that scope 3 emissions were assessed by Venator.

   i. 2019 gross scope 3: 2,267,943 tCO_2e.

   ii. Changes can be attributed to general fluctuations in production and business needs.

F. ecoinvent EF 3.1; supplier primary data as available.

G. GHG Protocol (GHGP) Corporate Value (Scope 3) Accounting and Reporting Standard.

Disclosure 305-4

GHG emissions intensity

A. 0.99 tCO_2e/tonne.

B. Total production (tonnes) across 11 Venator sites.

C. Scope 1 and 2.

D. CO_2, CH_4, N_2O, and HFCs are included in the calculation. We do not release the remaining GHGs listed in the Kyoto Protocol as part of our operations.

Disclosure 305-5

Reduction of GHG emissions

A. Venator Sustainability Report 2024, Emissions and energy management, p. 46 – 48.

B. All gases included.

C. 2016.

D. Venator Sustainability Report 2024, Emissions and energy management, 46 – 48.

E. GHG Protocol (GHGP) Corporate Value (Scope 3) Accounting and Reporting Standard.

Disclosure 305-6

Emissions of ozone-depleting substances (ODS)

Not applicable: Venator does not produce, import, or export ozone-depleting substances.

Disclosure 305-7

Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

A. Air emissions:

   i. NOx: 213.80 tonnes.

   ii. SOx: 921.77 tonnes.

   iii. Carbon monoxide (CO): 9,669.17 tonnes.

   iv. Carbonyl sulfide (COS): 462.00 tonnes.

   v. Particulates: 85.04 tonnes.

B. These are mass values. No emission factors have been applied.

C. GHG Reporting Protocol – Corporate Standard.

GRI 306: Waste

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Circular economy and waste management, p. 53 – 56.

Disclosure 306-1

Waste generation and significant waste-related impacts

Venator Sustainability Report 2024, Circular economy and waste management, p. 53 – 56.

Disclosure 306-2

Management of significant waste-related impacts

Venator Sustainability Report 2024, Circular economy and waste management, p. 53 – 56.

Disclosure 306-3

Waste generated

A. Total waste: 472,674.66 tonnes.

   i. Hazardous waste: 33,853.57 tonnes.

   ii. Non-hazardous waste: 438,821.09 tonnes.

B. The data has been compiled as part of Venator's annual data collection directly from the sites.

Disclosure 306-4

Waste diverted from disposal

Venator Sustainability Report 2024, Circular economy and waste management, p. 53 – 56.

A. Total waste diverted from disposal: 6,641.58 tonnes.

B. Hazardous waste: Total: 2,261,30 tonnes.

i. Reused: 3.3 tonnes.

ii. Recycled: 2,209.32 tonnes.

iii. Reclaimed: 48.69 tonnes.

C. Non-hazardous waste: Total: 4,380.28 tonnes.

i. Reused: 3,205.50 tonnes.

ii. Recycled: 891.89 tonnes.

iii. Reclaimed: 282.89 tonnes

D. The data has been compiled directly from the sites as part of our annual data collection.

E. Information unavailable: Venator collects holistic data on its waste production. This is not broken down between on-site and offsite.

Disclosure 306-5

Waste directed to disposal

Venator Sustainability Report 2024, Circular economy and waste management, p. 53 – 56.

A. Total waste directed to disposal: 466,033.08 tonnes.

B. Hazardous waste: Total: 31,592.27 tonnes.

i. Incinerated (with energy recovery): 0 tonnes.

ii. Incinerated (without energy recovery): 372.93 tonnes.

iii. Landfilled: 15,929.80 tonnes.

iv. Treatment: 2,695.99 tonnes.
Other: 12,593.56 tonnes.

C. Non-hazardous waste: Total: 434,440.81 tonnes.

i. Incinerated (with energy recovery): 0 tonnes.

ii. Incinerated (without energy recovery): 111.21 tonnes.

iii. Landfilled: 404,158.78 tonnes.

iv. Treatment: 530.17 tonnes.
Other: 29,640.65 tonnes.

D. The data has been compiled directly from the sites as part of our annual data collection. For 42,234 tonnes from 'Other' category, the segregation is not available and details will be provided in the future reporting.

E. Information unavailable: Venator collects holistic data on its waste production. This is not broken down between on-site and offsite.

GRI 308: Supplier environmental assessment

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

Venator Sustainability Report 2024, EcoVadis, p. 59.

Disclosure 308-1

New suppliers that were screened using environmental criteria

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

Venator Sustainability Report 2024, EcoVadis, p. 59.

Disclosure 308-2

Negative environmental impacts in the supply chain and actions taken

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

GRI 401: Employment

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, People, p. 18 – 24.

Disclosure 401-1

New employee hires and employee turnover

A. Venator Sustainability Report 2024, GRI Content Index, Appendix B: People data, p. 17 – 23.

Number of internal recruitments moves by region.

Reporting year	Total number of successful internal applicants	Internal success rate of total filled vacancies during the year (%)	By region		
			AMER	EMEA	APAC
2024	87	29%	7	80	0
2023	155	42	7	143	5
2022	123	30	8	106	9
2021	136	35	10	97	29
2020	66	31	9	56	1

Note: Venator is committed to developing and promoting internally. Total filled vacancies are defined as the number of new hires and the number of internal moves. Recruitment was significantly reduced during 2020 due to the COVID-19 pandemic. However, the success rate of internal mobility remained reflective of the usual pattern.

B. Venator Sustainability Report 2024, GRI Content Index, Appendix B: People data, p. 17 – 23.

Disclosure 401-2

Benefits provided to full-time employees that are not provided to temporary or part-time employees

Venator Sustainability Report 2024, Well-being, p. 24.

A.

- **i.** Life insurance.
- **ii.** Health care.
- **iii.** Disability and invalidity coverage.
- **iv.** Parental leave.
- **v.** Retirement provision.
- **vi.** Stock ownership.
- **viii.** Others.

Venator provides competitive benefits that meet local legal requirements in every country where we operate. All employees, whether permanent, fixed-term, full-time, or part-time, receive life insurance, health care, disability cover, and retirement benefits.

B. Venator Sustainability Report 2024, About Venator, p. 71 – 72.

Disclosure 401-3

Parental leave

Reporting on this standard is limited to one significant location of operation—the UK—which accounts for 20% of our 2024 headcount. The types of leave available include maternity, paternity, shared parental, adoption, and parental leave. We strive to follow all legal requirements in all countries we operate within and support and encourage our associates to use the parental leave available to them. We have not consolidated data for all locations where we operate.

Venator Sustainability Report 2024, GRI Content Index, Appendix B: People data, p. 17 – 23.

GRI 402: Labor management / relations

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, EcoVadis, p. 59.

Venator's EcoVadis score for Labor and Human Rights reflects strong performance in areas such as employee dialogue and fair treatment, which align in part with GRI 402.

Disclosure 402-1

Minimum notice periods regarding operational changes

Information unavailable: Venator does not currently capture data for this disclosure as the topic is not presently deemed material to the organization. Should this change at the next materiality refresh in 2025, we will look to calculate.

GRI 403: Occupational health and safety

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29.

Disclosure 403-1

Occupational health and safety management system

A. Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29.

Venator has implemented a comprehensive occupational environment health and safety (EHS) management system across all sites, covering all associates, contractors, and visitors. The system is not required by law but is based on recognized risk management principles and aligned with external standards, including ISO 9001, ISO 14001, and ISO 45001, to which many sites are certified.

The system is built on seven Corporate EHS Standards that reflect the objectives of the Venator EHS Protection Policy. These are supported by around 65 mandatory procedures and practical guidance notes, developed and maintained by the Corporate EHS team.

Implementation is mandatory at all Venator locations. Sites conduct regular self-audits and process confirmations, while the Corporate EHS team carries out periodic audits every 3–5 years to assess compliance and EHS performance. Roles and responsibilities are assigned at the site level, with qualified EHS managers in place at each facility.

Joint ventures are covered under contractual agreements. There are no exclusions in scope; all workers, activities, and workplaces are included in the system.

Disclosure 403-2

Hazard identification, risk assessment, and incident investigation

Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29.

A. Venator uses a range of formal processes to identify hazards and assess risks for both routine and non-routine tasks, including Job Safety Analysis (JSA), Process Hazard Analysis (PHA), Layer of Protection Analysis (LOPA), Safety Integrity Level (SIL) assessments, Fire Risk Assessments, and Bowtie analysis. Non-routine JSAs are linked to permit-to-work systems. All employees complete companywide training on hazard identification and risk acceptance, and quality is maintained through corporate and site-level procedures.

Workers can report hazards via near-miss systems, a pre-task "60-second check," or anonymously through a companywide hotline or online portal. All reports are encouraged and tracked, and workers are protected from any form of reprisal. Quality is ensured through defined responsibilities, procedural oversight, and the competence of trained EHS professionals. Sites conduct regular self-audits, supported by monitoring data, health surveillance, and incident reviews. The hierarchy of controls is applied to eliminate or minimize risks, and outcomes inform ongoing improvements to the EHS system.

B. Venator's Zero Harm philosophy empowers all workers to stop or refuse work if they believe it could cause harm. This is supported by visible Zero Harm Champions, safety reps, and works council engagement at many sites. Workers are protected from any negative consequences when exercising this right.

C. D. All incidents and high-potential near misses are investigated under corporate procedure EHS-105. Investigations include root cause analysis, peer review, and the use of the hierarchy of controls to define corrective actions. Risks related to each incident are reassessed, and actions are tracked to closure. Findings are shared across the company to support learning and system-wide improvement. High-potential near misses are treated with the same rigor as actual harm events to strengthen prevention efforts.

Disclosure 403-3

Occupational health services

A. Venator's occupational health program is governed by corporate standard EHS-500 and supported by detailed procedures, including EHS-505 (Health Surveillance) and EHS-506 (Health Records Management). These outline requirements for appointing qualified occupational medical professionals or third-party providers, and define the types and frequency of medical assessments based on role—updated before any role changes. Where local laws are more stringent, they take precedence. To support access and quality, sites must follow these procedures and ensure services are delivered by accredited professionals.

In addition, many sites run health promotion initiatives, such as cancer screenings and mental health awareness, and have trained mental health first aiders to support employee well-being.

Disclosure 403-4

Worker participation, consultation, and communication on occupational health and safety

A. Workers are engaged through Safety Committees, daily Safety Cross meetings, and Zero Harm Champion networks. EHS information is shared via regular site campaigns and safety themes covering workplace and personal risk topics.

B. Safety Committees meet monthly, Zero Harm Champions quarterly, and Safety Cross meetings take place daily. These forums ensure all workers are represented and can raise concerns or contribute to safety improvements.

Disclosure 403-5

Worker training on occupational health and safety

A. Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29.

Venator requires all sites to maintain a Training Needs Analysis and training plan based on each role's EHS and technical requirements, as set out in procedure EHS-113. Some roles, such as forklift drivers or emergency responders, must meet specific medical criteria before training can begin.

Disclosure 403-6

Promotion of worker health

A. Venator procedure, EHS 505 on health surveillance and the more detailed guidance EHS(G)-505 on health promotion detail both mandatory (procedure) and best practice (guidance) that sites must do to identify the most relevant types of health promotion—based on site hazards, local demographics, and the results of health surveillance.

B. Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29.

Disclosure 403-7

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

A. Venator meets all legal requirements for product safety, including MSDS and exposure scenarios, and provides customer support on safe handling. The company also engages through Cefic and, the TDMA to promote the safe and sustainable use of its products, including webinars, guidance on health hazards, and recommended good practices.

Disclosure 403-8

Workers covered by an occupational health and safety management system

A. See disclosure 403-1.

B. No workers have been excluded from the calculation.

C. No further contextual information is necessary.

Disclosure 403-9

Work-related injuries

A. B. The table below includes data for all workers, including employees and those not employed but whose work is controlled by Venator.

	2019	2020	2021	2022	2023	2024
Work-related fatalities	0	0	0	0	0	0
Work-related fatality rate	0	0	0	0	0	0
Work-related high severity injuries	5	7	1	0	1	0
Work-related high severity injury rate	0.1	0.16	0.02	0	0.03	0
Work-related injuries	27	23	28	19	17	18
Work-related injury rate	0.53	0.51	0.61	0.43	0.47	0.57

Types of injuries include sprain/strain, chemical exposure, and fractures.

C. Sites individually identify work-related hazards that pose a risk of injury and any associated mitigation actions; however, these are not reported centrally.

D. Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29.

E. The rates are based on 200,000 hours worked.

F. No workers have been excluded from the calculation.

G. The reporting requirements have been based on the OSHA standards and the EHS(G)-109A Guidance Note, which implies that all non-Venator individuals who sustain an injury are considered contractors.

Disclosure 403-10

Work-related ill health

A. B. The table below includes data for all workers, including employees and those not employed but whose work is controlled by Venator.

	2020	2021	2022	2023	2024
Work-related illnesses	0	0	0	0	0
Work related illness rate	0	0	0	0	0

Types of injury include noise-induced hearing loss.

C. Sites individually identify work-related hazards that pose a risk of injury and any associated mitigation actions; however, these are not reported centrally.

Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29.

D. No workers have been excluded from the calculation.

E. The reporting requirements have been based on the OSHA standards. See Disclosure 403-9 G.

GRI 404: Training and education

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Associate development, retention, and talent acquisition, p. 23.

Disclosure 404-1

Average hours of training per year per employee

A. Venator Sustainability Report 2024, Associate development, retention, and talent acquisition, p. 23.

Approximately 45% of associates participated in career or job-related skills training and development.

Average training hours per employee was 32.25 hrs.

The average training hours per employee who took part in career-related training was 71.6 hrs.

Disclosure 404-2

Programs for upgrading employee skills and transition assistance programs

Venator Sustainability Report 2024, Associate development, retention, and talent acquisition, p. 23.

A. Venator provides a structured global training program for all employees, with ongoing refresher sessions and regular communication across key areas such as:

i. Our Values and Culture.

ii. Ethics and compliance (including discrimination).

iii. Zero Harm.

iv. Information security.

v. While our training records are currently held across multiple systems, we are working to improve global consistency.

vi. Employees are supported in pursuing role-specific qualifications or accreditations, with funding provided where appropriate. Development is guided by the Venator competency framework.

B. At present, our records are not harmonized in one system, making it difficult to report on all employees globally. We offer financial well-being support as a standard to all of our employees, regardless of their career stage. During any restructuring activity we undertake, we offer severance packages in line with or above the statutory minimum, and provide outplacement support as standard.

Disclosure 404-3

Percentage of employees receiving regular performance and career development reviews

Reporting year	% of total employees eligible	% of total eligible employees with a completed PDP	% of total female employees eligible	% of total female employees with a completed PDP	% of total male employees eligible	% of total male employees with a completed PDP
2024	40%	34%	56%	45%	37%	31%
2023	42%	23%	60%	30%	38%	22%
2022	45%	34%	64%	51%	41%	30%
2021	48%	44%	64%	56%	42%	42%
2020	47%	36%	62%	55%	44%	32%

GRI 405: Diversity and equal opportunity

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Diversity, equity, and inclusion, p. 19 – 22.

Disclosure 405-1

Diversity of governance bodies and employees

A. Venator Sustainability Report 2024, Diversity, equity, and inclusion, p. 19 – 22.

B. Venator Sustainability Report 2024, GRI Content Index, Appendix B: People data, p. 17 – 23.

Note: Venator has limited data available in its systems to enable the company to report on this information for the reporting years covered in this analysis. Diversity, equity, and inclusion are vital elements of Venator's People agenda, and the company is committed to improving data collection.

Disclosure 405-2

Ratio of basic salary and remuneration of women to men

A. Venator Materials UK Ltd – Gender Pay Gap 27.1% (as of April 5, 2024).

B. Legal entities define significant locations of operation. Each legal entity follows local legislation for the relevant country.

A. Information unavailable. Venator does not measure this ratio of women to men for all regions.

GRI 408: Child labor

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Ethics and compliance, p. 9 – 12.

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

Disclosure 408-1

Operations and suppliers at significant risk for incidents of child labor

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

A. Venator does not knowingly engage with any operations or suppliers that use child labor or young workers exposed to hazardous work. All vendors are expected to adhere to Venator's Vendor Code of Conduct, which sets out Venator's expected conduct of its vendors, including that vendors only use voluntary labor.

B. Not applicable.

C. No measures were taken against any vendors. However, should Venator identify any vendors that breach its Vendor Code of Conduct, it may request the removal of that vendor or representative that breaches it.

GRI 409: Forced or compulsory labor

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Ethics and compliance, p. 9 – 12.

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

Disclosure 409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labor

A. Venator does not knowingly engage with any operations or suppliers that use forced or compulsory labor. All vendors are expected to adhere to Venator's Vendor Code of Conduct, which sets out Venator's expected conduct of its vendors, including that vendors only use voluntary labor.

Venator also encourages all suppliers to register with Sedex to adhere to its ethical trading requirements.

B. No measures were taken against any vendors. However, should Venator identify any vendors who breach its Vendor Code of Conduct, it may request the removal of that vendor or representative that breaches it.

GRI 413: Local communities

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Supporting our communities, p. 30 – 32.

Disclosure 413-1

Operations with local community engagement, impact assessments, and development programs

A. Venator is committed to local community engagement in the communities in which we operate. Of our operations, 100% have community engagement programs based on the needs of the local communities.

Disclosure 413-2

Operations with significant actual and potential negative impacts on local communities

Information unavailable: Venator does not currently measure this information as it is not a material topic.

GRI 414: Supplier social assessment

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

Disclosure 414-1

New suppliers that were screened using social criteria

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

Disclosure 414-2

Negative social impacts in the supply chain and actions taken

Venator Sustainability Report 2024, Supply chain management, p. 41 – 43.

GRI 416: Customer health and safety

Disclosure 3-3

Management approach

Venator Sustainability Report 2024, Product quality and safety, p. 35 – 36.

Disclosure 416-1

Assessment of the health and safety impacts of product and service categories

A. No issues of non-compliance.

Disclosure 416-2

Incidents of non-compliance concerning the health and safety impacts of products and services

A. No issues of non-compliance.

SASB Index

Code	Disclosure	2024 Response
RT-CH-110a.1	Gross global scope 1 emissions; percentage covered under emissions limiting regulations.	Venator Sustainability Report 2024, Emissions and energy management, p. 46 – 48.
RT-CH-110a.2	Discussion of long- and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Venator Sustainability Report 2024, Emissions and energy management, p. 46 – 48.
RT-CH-120a.1	Air emissions of the following pollutants: (1) NOX (excluding N2O). (2) SOX. (3) Volatile organic compounds (VOCs). (4) Hazardous air pollutants (HAPs).	Venator Sustainability Report 2024, Air quality management, p. 49. (3) Not applicable. (4) Not applicable.
RT-CH-130a.1	(1) Total energy consumed. (2) Percentage grid electricity. (3) Percentage renewable. (4) Total self-generated energy.	Venator Sustainability Report 2024, Emissions and energy management, p. 46 – 48.
RT-CH-140a.1	(1) Total water withdrawn. (2) Total water consumed; percentage of each in regions with high or extremely high baseline water stress.	(1) Total water withdrawn: 58,488,955.8 Ml. Groundwater: 43,999,033.80 Ml. Surface water: 4,119,800.00 Ml. Sea water: 3,703,395.00 Ml. Third-party: 6,666,627.00 Ml. Venator Sustainability Report 2024, Water management, p. 50.
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	Venator Sustainability Report 2024, Water management, p. 50. Venator had zero incidents of non-compliance associated with water quality permits, standards and regulations.
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks.	Venator Sustainability Report 2024, Water management, p. 50.
RT-CH-150a.1	(1) Amount of hazardous waste generated. (2) Percentage recycled.	Venator Sustainability Report 2024, Circular economy and waste management, p. 53 – 56.
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests.	Venator Sustainability Report 2024, Supporting our communities, p. 30 – 32.

Code	Disclosure	2024 Response
RT-CH-320a.1	(1) Total recordable incident rate (TRIR). (2) Fatality rate for (a) direct employees and (b) contract employees.	Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29. (2) Zero.
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks.	Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29.
RT-CH-410a.1	Revenue from products designed for use phase resource efficiency.	Venator Sustainability Report 2024, Product innovation and collaboration, p. 37 – 40.
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances. (2) Percentage of such products that have undergone a hazard assessment.	(1) 37%.* (2) 100% Venator Sustainability Report 2024, Product quality and safety, p. 35 – 36. * Venator has 819 products, 304 of which have a CAT 1 and/or CAT 2 GHS (EMEA) Health and/or Environmental classification. This figure is based on estimates for the number of products which have been classified as above.
RT-CH-410b.2	Discussion of strategy to: (1) Manage chemicals of concern. (2) Develop alternatives with reduced human or environmental impact.	Venator Sustainability Report 2024, Product quality and safety, p. 35 – 36.
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs).	0%.
RT-CH-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry.	Venator Sustainability Report 2024, Product quality and safety, p. 35 – 36.
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR).	Venator Sustainability Report 2024, Associate health and safety, p. 25 – 29.
RT-CH-540a.2	Number of transport incidents.	No reported incidents in 2024.
RT-CH-000.A	Production by reportable segment.	869,993.28 tonnes.

Appendix A: People data

Permanent and temporary employees by gender and age

Reporting year	Total employee headcount		By gender						By region					
	Total female			Total male		Total undisclosed		AMER		EMEA		APAC		
	Permanent	Temp	Permanent	Temp	Permanent	Temp	Perm	Temp	Perm	Temp	Perm	Temp	Perm	Temp
2024	2356	87	426	19	1930	68	0	0	93	1	1948	84	315	2
2023	2606	85	468	16	2138	69	0	0	116	0	2169	83	321	2
2022	3324	89	619	21	2704	68	1	0	222	0	2647	79	455	10
2021	3409	112	646	21	2762	91	1	0	201	0	2761	102	447	10
2020	3575	110	655	17	2919	93	1	0	198	0	2928	107	449	3

Full-time and part-time employees by gender and age

Reporting year	Total employee headcount		By gender						By region					
	Total female			Total male		Total undisclosed		AMER		EMEA		APAC		
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
2024	2363	80	388	57	1975	23	0	0	92	2	1954	78	317	0
2023	2614	77	428	56	2186	21	0	0	115	1	2176	76	323	0
2022	3315	98	561	79	2553	19	1	0	222	0	2629	97	464	1
2021	3429	92	589	78	2839	14	1	0	200	1	2773	90	456	1
2020	3584	101	595	77	2988	24	1	0	198	0	2935	100	451	1

Total contingent workers

Reporting year	Total contingent worker headcount	By region		
		AMER	EMEA	APAC
2024	249	2	227	20
2023	314	7	292	15
2022	317	25	273	19
2021	350	27	301	22
2020	307	22	268	17

Total new hires and leavers

Reporting year	New hires by gender and age	Total	Rates of new hires (%)	By region		
				AMER	EMEA	APAC
2024	All	208	100%	16	176	16
	Female	56	27%	4	48	4
	Male	152	73%	12	128	12
	<30 years	92	44%	6	81	5
	30–50 years	87	42%	7	71	9
	>50 years	29	14%	3	24	2
2023	All	210	100%	22	152	36
	Female	48	23%	2	36	10
	Male	162	77%	20	116	26
	<30 years	90	43%	3	70	17
	30–50 years	97	46%	14	66	17
	>50 years	23	11%	5	16	2

Reporting year	New hires by gender and age	Total	Rates of new hires (%)	By region		
				AMER	EMEA	APAC
2022	All	283	100%	60	189	34
	Female	75	26.5%	21	48	6
	Male	208	74.5%	39	141	28
	<30 years	113	40%	17	85	11
	30–50 years	134	47%	32	83	19
	>50 years	36	13%	11	21	4
2021	All	245	100%	39	170	36
	Female	73	30%	15	49	9
	Male	172	70%	24	121	27
	<30 years	106	43%	10	81	15
	30–50 years	110	45%	17	74	19
	>50 years	29	12%	12	15	2
2020	All	143	100%	11	102	30
	Female	28	20%	5	17	6
	Male	115	80%	6	85	24
	<30 years	50	35%	2	35	13
	30–50 years	72	50%	6	52	14
	>50 years	21	15%	3	15	3

Reporting year	Leavers by gender and age	Total	Turnover rate (%)	Leavers by region		
				AMER	EMEA	APAC
2024	All	545	22.31%	37	488	20
	Female	102	22.92%	11	84	7
	Male	443	22.17%	26	404	13
	<30 years	73	27.97%	4	67	2
	30–50 years	205	19.12%	18	177	10
	>50 years	267	24.05%	15	244	8
2023	All	409	15.19%	39	331	39
	Female	91	18.88%	9	75	7
	Male	318	14.44%	30	256	32
	<30 years	74	26.24%	6	66	2
	30–50 years	164	13.86%	16	128	20
	>50 years	171	13.94%	17	137	17
2022	All	379	11.10%	36	317	26
	Female	100	15.62%	16	79	5
	Male	279	10.06%	20	238	21
	<30 years	61	17.28%	121	47	2
	30–50 years	143	9.45%	13	111	19
	>50 years	175	11.30%	11	159	5
2021	All	405	11.50%	33	340	32
	Female	75	11.24%	10	57	8
	Male	330	11.56%	23	283	24
	<30 years	611	16.57%	7	49	5
	30–50 years	40	8.97%	12	111	17
	>50 years	204	12.80%	14	180	10

Reporting year	Leavers by gender and age	Total	Turnover rate (%)	Leavers by region		
				AMER	EMEA	APAC
2020	All	386	10.47%	40	303	43
	Female	94	13.98%	10	76	8
	Male	292	9.69	30	227	35
	<30 years	92	23.71	4	75	13
	30–50 years	152	9.22	19	117	16
	>50 years	142	8.60	17	111	14

Parental leave

Reporting year	Total UK employees	Total UK employees entitled to parental leave	Total employees who took parental leave	Female UK employees entitled to parental leave	Female UK employees who took parental leave	Male UK employees entitled to parental leave	Male UK employees who took parental leave
2024	534	534	20	152	11	382	9
2023	544	544	20	159	12	385	8
2022	677	677	29	200	16	477	13
2021	671	671	21	202	17	469	4

Reporting year	Total employees returning in the reporting period		Return to work rate		Retention rate (post 12 months)		The number who left immediately following leave		Employees remaining on leave in the reporting period		Number still employed 12 months after return	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2024	5	9	100%	100%	TBC	TBC	0	0	4	0	TBC	TBC
2023	6	7	100%	100%	85%	100%	0	0	6	1	4	7
2022	12	13	100%	100%	75%	77%	0	0	4	0	9	10
2021	5	2	100%	75%	88%	50%	0	1	13	0	15	2

Employee diversity by gender and age

Reporting year	Employee diversity by gender and age	Diversity by employment category				
		Employee	Management	Senior leadership	Executive leadership team	Board of Directors*
2024	All	78.5%	18%	3.5%	0.3%	-
	Female	83%	14%	2.75%	0.5%	25%
	Male	78%	18.5%	3.5%	0.3%	75%
	Undisclosed	-	-	-	-	-
	<30 years	97.5%	2.5%	0%	0%	0%
	30–50 years	78.5%	19%	2.5%	0.3%	37.5%
	>50 years	74%	20.5%	5%	0.5%	62.5%
2023	All	79%	17%	3.5%	0.30%	-
	Female	82%	14.5%	3.75%	-	14.3%
	Male	78.25%	18%	3.5%	0.35%	85.7%
	Undisclosed	-	-	-	-	-
	<30 years	98%	2%	-	-	-
	30–50 years	78%	19%	3%	-	14.3%
	>50 years	75.5%	19.25%	4.75%	0.5%	85.7%
2022	All	77%	19%	3.25%	0.25%	
	Female	73.5%	23.5%	3%	-	12.5%
	Male	77.5%	18.5%	3.75%	0.25%	87.5%
	Undisclosed	100%	-	-	-	-
	<30 years	94%	6%	-	-	-
	30–50 years	76%	21%	3%	-	12.5%
	>50 years	73.5%	21%	5%	0.5%	87.5%

Reporting year	Employee diversity by gender and age	Diversity by employment category				
		Employee	Management	Senior leadership	Executive leadership team	Board of Directors*
2021	All	77.5%	18.5%	3.75%	0.25%	-
	Female	72.%	24.25%	3.25%	-	-
	Male	78.5%	17.5%	3.75%	0.25%	-
	Undisclosed	100%	-	-	-	-
	<30 years	95.5%	4.5%	-	-	-
	30–50 years	76.5%	20.25%	3.25%	0.06%	-
	>50 years	74.5%	20.25%	4.75%	0.25%	-
2020	All	77.25%	18.75%	3.75%	0.25%	-
	Female	72.75%	24.5%	2.75%	-	-
	Male	78.5%	17.5%	3.75%	0.25%	-
	Undisclosed	100%	-	-	-	-
	<30 years	96%	4%	-	-	-
	30–50 years	76%	20.5%	3.5%	-	-
	>50 years	74.5%	20.5%	5%	0.25%	-

* The diversity of Venator's Board of Directors, which operates as a separate entity from Venator's employees, is calculated separately. At the end of 2024, Venator had six directors on the Board.