

Sustainable chemistry, brighter tomorrow

Sustainability Report 2024

VENATOR





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A message from Venator's CEO

As Venator's recently appointed President and Chief Executive Officer (CEO), I am honored to continue our company's unwavering commitment to sustainability and share our 2024 sustainability report, "Sustainable chemistry, brighter tomorrow", with you.

Throughout 2024, we have focused on stabilizing our operations by enhancing our data capture and reporting processes. This has laid a solid foundation for driving performance across our sustainability strategy as we move toward a more stable and resilient future.

Drawing from my experience as the previous Venator Board Sponsor for Sustainability, I am eager to build on the progress we have made and achieve even greater milestones moving forward. In this transitional year, we have celebrated several significant achievements that underscore our commitment to continuous improvement and innovation.

Among these achievements, I would particularly like to highlight the reduction in process safety incidents, which reflects our ongoing efforts to enhance safety standards. Additionally, the successful implementation of the Venator product carbon footprint tool has greatly improved our carbon footprint calculations and data-driven decision-making. Understanding and improving the sustainability of our products is a priority, and we are making significant strides in this area.

We also maintained our EcoVadis Gold rating for the second consecutive year, placing us among the top 5% of companies globally rated for sustainability performance. Furthermore, we became a signatory to the British Coatings Federation's Equity, Diversity, and Inclusion Charter, reinforcing our commitment to a more inclusive and diverse workplace.

As we look ahead into 2025, we are eager to develop our People pillar by executing our HR Transformation Plan, developing our talent, leveraging data to drive positive change, reducing intensity metrics, and improving personal safety measures. We are also passionate about advancing our decarbonization strategy, particularly at our Greatham site, which will position it as a manufacturing plant with one of the lowest—if not *the* lowest—carbon footprint in the titanium dioxide pigment industry.

Our plans and direction are clear—sustainability is one of our greatest strengths and one of the most exciting aspects of our future. We are committed to using data for good, driving performance and ensuring that sustainability remains at the core of our business strategy.

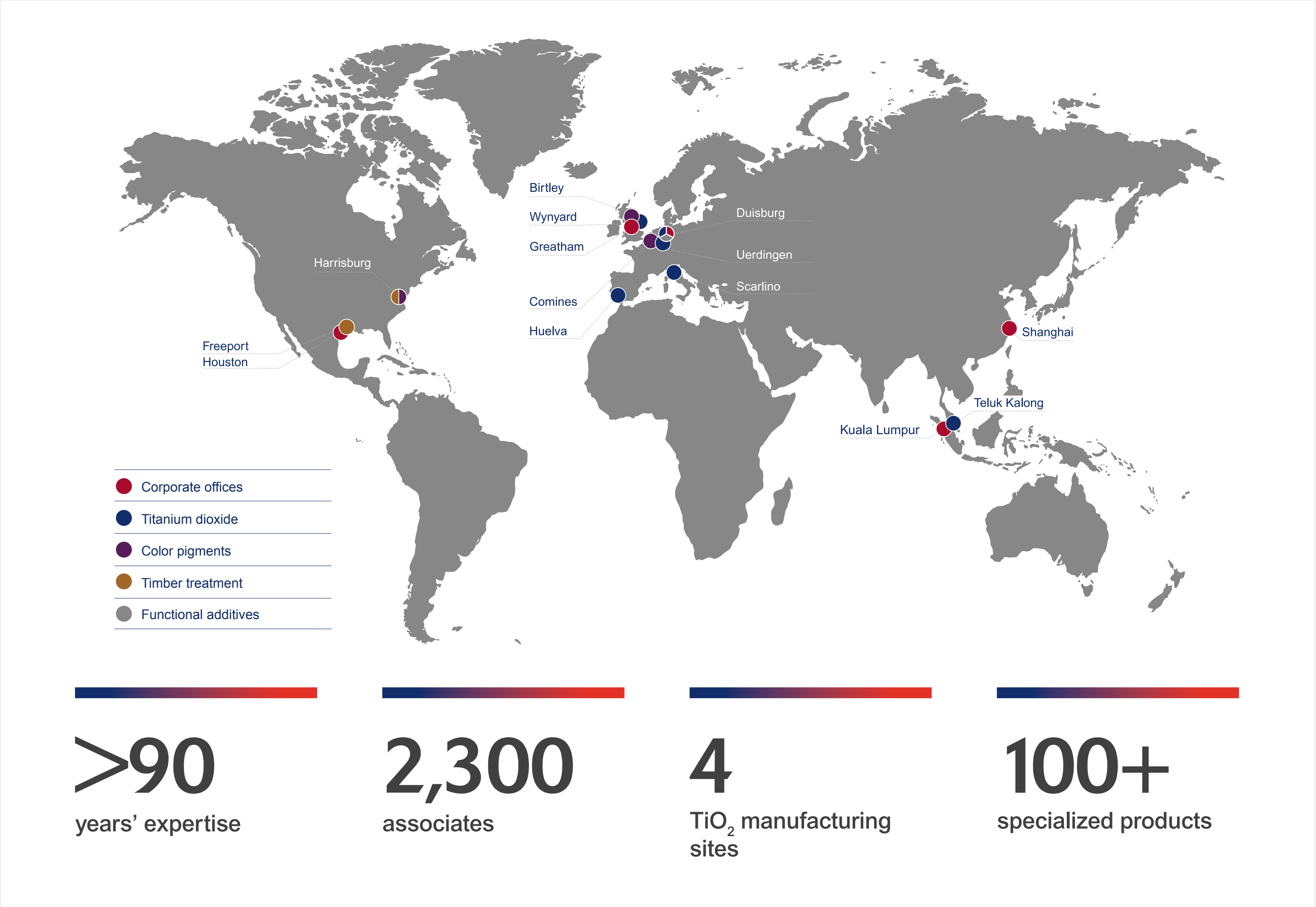
I invite you to explore the report and see how we are advancing sustainability and creating lasting value for our organization and stakeholders. Thank you for your continued support and dedication to Venator's sustainability journey.

**E. Bryan Snell,
President and CEO**



People powered chemistry

At Venator, our chemistry is more than science—it’s the energy, expertise, and integrity of our people that drive everything we do. We manufacture titanium dioxide pigments and performance additives that help make products more durable, efficient, and sustainable. Together, we’re creating solutions for a better tomorrow.



1. Sustainability at Venator

Statement from our EVP for Sustainability, EHS, and HR: Dr Rob Portsmouth

I'm proud to welcome you to Venator's fifth Sustainability Report—a milestone that reflects how far we've come on our journey and our commitment to building a stronger, more responsible future.

This year, we achieved our second Gold rating from EcoVadis—a recognition of the real progress we're making across all areas of sustainability. We also achieved external assurance of our scope 3 emissions data for the first time—a key step in strengthening our climate reporting.

Through the development of our new methodology to measure our products' contribution to the UN SDGs, we have made significant progress against our 2030 targets, and the launch of the Venator product carbon footprint tool will be vital in guiding our decarbonization efforts going forward. We have made great progress on our decarbonization plan to use hydrogen gas as a replacement for natural gas at our Greatham site, and we'll be working closely with all our sites in the coming years to build on this momentum.

We also introduced our first in a range of TMP-free products—a major step toward more sustainable innovation.

Safety remains at the heart of our culture, and we continue to invest in protecting our people and our workplaces. Alongside this, we're building a more inclusive business through new DEI initiatives and a strong focus on talent retention, ensuring Venator remains a place where people can thrive.

Thank you to all of our associates, our suppliers, and our customers for being part of this journey. Together, we're powering the changes that matter—and shaping a more sustainable tomorrow.

Dr Rob Portsmouth

Executive Vice President
Sustainability, EHS, and HR



Our approach to sustainability

Sustainability is at the core of our business strategy, guiding how we operate, innovate, and engage with our stakeholders. Our core product range is our titanium dioxide (TiO₂) pigments and a select range of performance additives. With this in mind, we recognize our responsibility to drive sustainable progress while delivering high-quality products that play an essential role in everyday life.

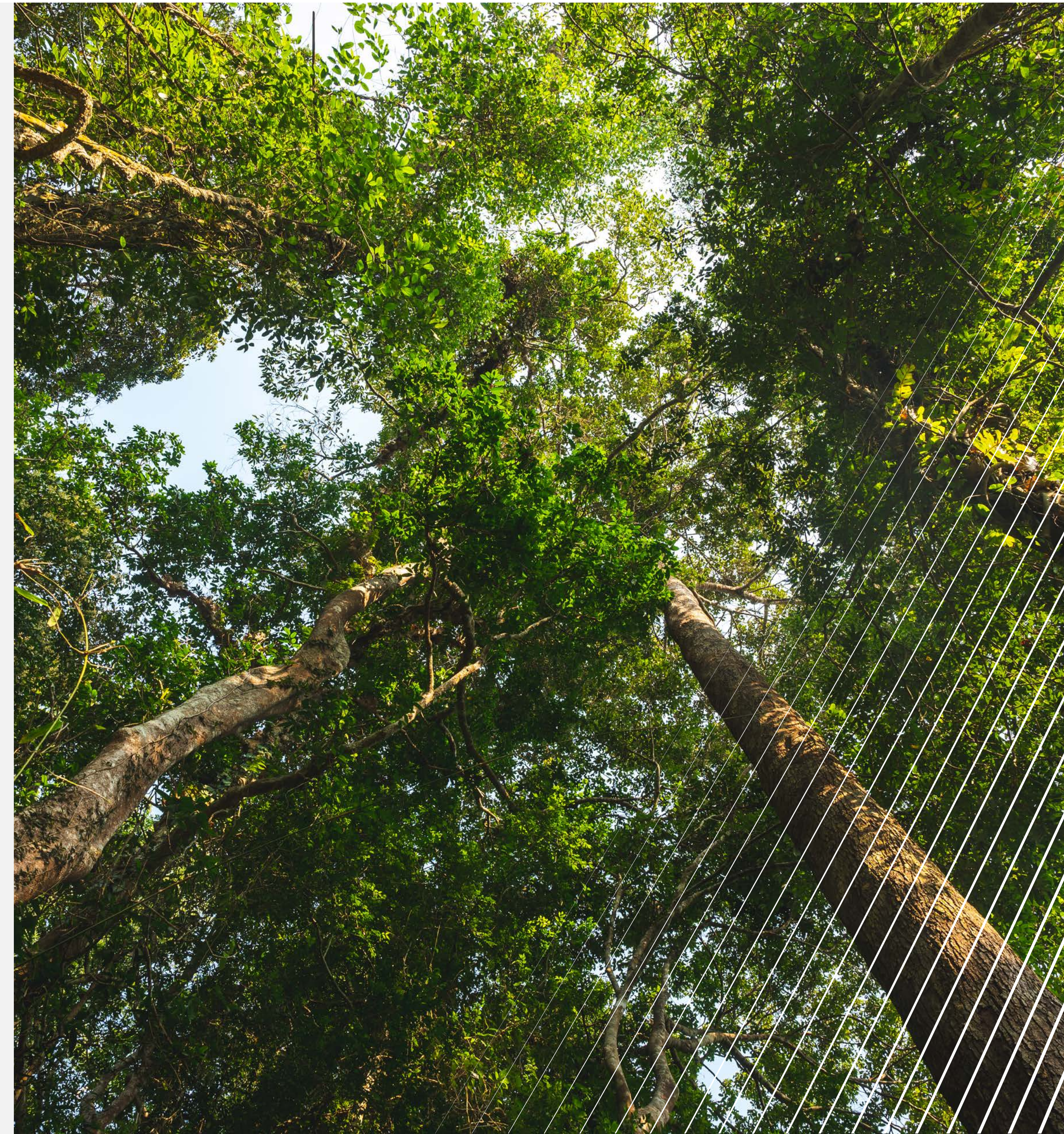
Since 2022, our sustainability strategy has guided progress toward our 2030 sustainability targets. Despite growing regulatory and market pressures in 2024, we maintained momentum and continued to strengthen our performance.

Highlights we celebrated in 2024 include the following.

- Achieved EcoVadis Gold for a second consecutive year, placing us among the top 5% of companies globally rated for sustainability performance.
- Became a signatory to the British Coatings Federation's (BCF) Equity, Diversity, and Inclusion (EDI) Charter, reinforcing our commitment to a more inclusive and diverse workplace.
- Developed a methodology to understand how our new products align with the UN Sustainable Development Goals (SDGs).
- Launched TIOXIDE® TR81 TMP-free pigment as part of our global product stewardship program, enabling customers to continue using our high-performance product range while complying with evolving EU regulatory requirements.

- Completed our initial study on implementing hydrogen as an alternative energy source at our sites, a key step toward reducing our carbon footprint and supporting long-term decarbonization.

This 2024 Sustainability Report marks our second consecutive year of reporting in accordance with the Global Reporting Initiative (GRI) 2021 Standards. Building on last year's experience, we have continued to refine our data collection and reporting processes, strengthening transparency and enhancing the quality of our disclosures. This ongoing improvement supports our broader commitment to robust, credible reporting and helps guide meaningful sustainability progress across the business.



Sustainability governance

To advance our sustainability strategy and maximize our positive impact on society, we must embed sustainability throughout our business. E. Bryan Snell, our President and CEO, champions this integration, ensuring that sustainability remains a priority at the highest level of leadership. This commitment is reflected in our governance structure, which provides clear oversight, accountability, and direction for our sustainability initiatives.

Our governance framework is led at a Board level by the Nominating and Corporate Governance Committee, chaired by Fried-Walter Münstermann. The Nominating and Corporate Governance Committee is responsible for overseeing and monitoring progress toward our sustainability strategy and 2030 targets. The Committee plays a central role in ensuring that sustainability remains embedded within our corporate strategy and decision-making.

The Sustainability Council acts as the key reporting body for sustainability performance, providing quarterly updates to the Board. Chaired by Dr. Rob Portsmouth, Executive Vice President for Sustainability, Environment, Health, and Safety (EHS), and Human Resources (HR), the Council is composed of workstream leaders from across our global operations, representing each business unit and function. Their role is to drive progress, coordinate sustainability initiatives, and ensure alignment with strategic targets and risk management frameworks.

Ultimately, it is the responsibility of the representatives of the Council to ensure that all Venator associates are equipped with the necessary knowledge, training, and guidance to deliver Venator’s sustainability strategy.

Governance structure

Board Member

Fried-Walter Münstermann

Board Sponsor for Sustainability



Executive Team Representative

Rob Portsmouth

Executive Vice President, Sustainability, EHS, and HR

Sustainability Council

Richard Verhagen, Justin M Roe, Gemma Hubbert, Bilal Tai, Shamini Rajadurai, Karen Askwith, Mark Metcalfe, John Pritchard, Wilfred Groenen, Jo Douglas-Harris, Neil Rogers, Bertrand Defoort, David Merritt, Rebecca Wilson, Vince Row



Ethics and compliance

Our values

Our values are the foundation of who we are. They shape our culture, drive our decisions, and set the standard for how we do business. More than just words, they are the guiding force behind our ethics, compliance, and performance. Every action we take is rooted in these principles, ensuring that we create value for our customers, associates, and stakeholders. They define how we innovate, collaborate, and operate with integrity, helping us build a resilient, responsible, and future-focused business.



We do what is right

Integrity

There are no shortcuts to ensuring we run a high-performance, responsible business for our associates and customers. We are committed to framing all our business decisions through the principles of integrity and honesty.



We care

ZERO Harm

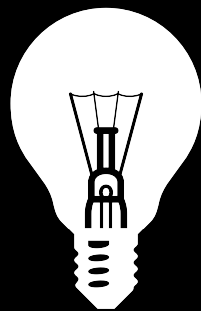
Nothing we do is worth getting hurt for. We look out for each other and work hard to equip our people with the knowledge to ensure their safety and create a culture where everyone has the confidence to raise safety concerns.



Together, we are stronger

Teamwork

We know it is the collective expertise of our people that makes the difference. Together we are strong, and stronger still when we collaborate with our customers and communities.



We make it possible

Innovation

Unlocking and implementing new solutions in all areas of our operations is key to the future of our business. We foster an encouraging environment for our people to present ideas and unlock opportunities to find new and improved ways to deliver even better products and services.



We deliver results

Performance

We focus on results and delivering solutions. We track and measure what we do to ensure we're both efficient and effective in all parts of our business.

Our approach

At Venator, ethical business conduct is embedded in our culture and considered fundamental to sustainable governance. We believe that acting with integrity, transparency, and accountability is essential to building trust with our stakeholders and ensuring long-term success. All Venator associates and business partners—including officers, directors, agents, consultants, contractors, suppliers, customers, and joint ventures—are expected to uphold our high ethical standards.

Our Business Conduct Guidelines govern how we maintain these high ethical standards and conduct business with integrity, regardless of where we work. In 2024, 93.4% of Venator associates acknowledged and completed training on our Business Conduct Guidelines. For further details, our [Business Conduct Guidelines](#) are available on our website.

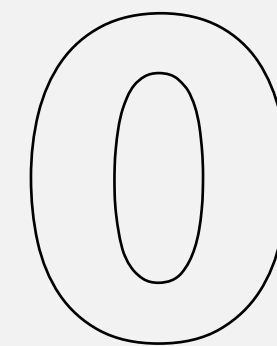
Anti-bribery and corruption

Venator maintains a zero-tolerance policy toward bribery and corruption. We strictly prohibit any form of bribery, kickbacks, or improper payments, whether involving government officials, private entities, or individuals. Associates and third parties acting on our behalf must comply with all anti-corruption laws, including the UK Bribery Act and the US Foreign Corrupt Practices Act; any activity that violates these, regardless of where it occurs, is strictly forbidden. We encourage associates to report any suspected violations through our Speak Up® platform. In 2024, we had zero reported incidents of bribery or corruption, demonstrating our commitment to integrity.



0

**Zero reported
incidents
of bribery
or corruption
in 2024**



**Zero human rights
violations identified**

Fair competition and antitrust compliance

We are committed to fair and open competition in all markets where we operate. Our associates must not engage in price-fixing, bid-rigging, or anti-competitive agreements. We ensure compliance with global antitrust and competition laws that promote fairness and protect consumers. Any concerns regarding competition laws must be promptly reported to our Legal team.

Human rights and modern slavery

Venator is dedicated to protecting human rights and ensuring that there are no instances of modern slavery, forced labor, or human trafficking in our operations or supply chain. Our [Human Rights Policy](#) (available on our website) aligns with international standards, including the Universal Declaration of Human Rights, the International Labour Organization Core Conventions, and the UN Global Compact. Additionally, we provide training to associates and suppliers in identifying and mitigating human rights risks. In 2024, 0 human rights violations were identified within our direct operations.

We actively monitor all our suppliers through internal due diligence processes to ensure alignment with ethical labor practices. We also externally audit our Tier 1 vendors, the group of 140 vendors that account for 75% of our spending. Venator's [Vendor Code of Conduct](#) (available on our website) explicitly prohibits the use of child labor, forced labor, and exploitative working conditions.

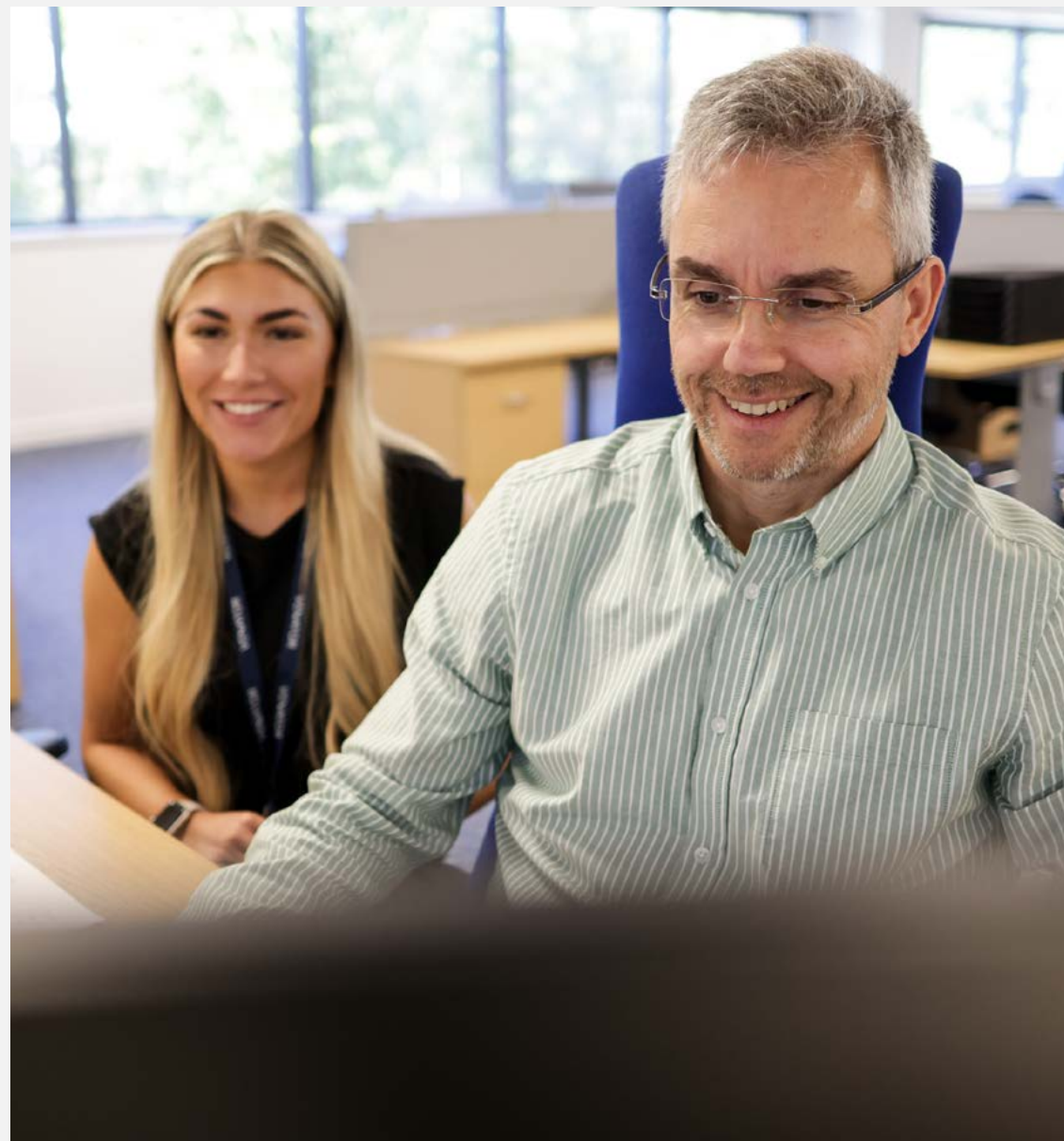
Conflict minerals

As a manufacturer sourcing critical minerals such as titanium ore, we recognize our responsibility to ensure ethical procurement and we are committed to avoiding the acquisition of conflict minerals that may fund violence or human rights abuses. In line with the Dodd-Frank Act and EU Regulation 2017/821, we report in accordance with the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) from the Responsible Minerals Initiative (EMI) and do not source conflict minerals—including tin, tantalum, tungsten, gold (the 3TGs), cobalt, and mica—from high-risk regions.

In 2024, we updated our procedure for conflict minerals to also include the Additional Minerals Reporting Template (AMRT), a pilot tool developed to support reporting of emerging high-risk minerals beyond the traditional 3TGs and extended categories. Including the AMRT in our procedure exceeds our legal requirement. The AMRT incorporates a broader due diligence that is aligned with evolving stakeholder expectations and risk-based guidance from the Organisation for Economic Co-operation and Development (OECD); this enables us to proactively identify and mitigate risks associated with other critical and strategic raw materials in our supply chain. In 2024, Venator did not identify any conflict minerals within its supply chain. While we do procure tungsten and cobalt in small quantities, due diligence has been conducted in line with the CMRT and EMRT, respectively, to ensure responsible sourcing. No indications of conflict-linked risks were identified.

Conflicts of interest

Venator associates must always act in the best interests of the company and avoid situations where personal interests may compromise objectivity. This includes financial relationships, outside business activities, or using proprietary company information for personal gain. If a conflict arises, associates must remove themselves from decision-making and report the situation to the facility compliance officer.



Data privacy

Protecting data privacy is a shared responsibility at Venator. We comply with global data protection laws—including the EU General Data Protection Regulation (GDPR) and applicable US privacy laws—to ensure the protection of personal and confidential information. Our [Global Privacy Policy](#) (available on our website) governs how we process, store, and transfer personal data, applying strict safeguards to prevent unauthorized access or misuse. We only use data for legitimate business purposes, restrict access to a need-to-know basis, and maintain records in line with retention policies.

Harassment-free workplace

Venator is committed to fostering a safe, inclusive, and respectful work environment where all associates are treated with dignity and fairness. Harassment, discrimination, or any form of workplace misconduct is not tolerated under any circumstances. We expect all associates to contribute to a culture of mutual respect, ensuring that our workplace remains free from unwanted behavior, intimidation, or discriminatory practices. Any associate who experiences or witnesses harassment is strongly encouraged to report the issue through our confidential grievance mechanisms. All reports are taken seriously and investigated promptly, with appropriate action taken to uphold our commitment to a respectful workplace.

Whistleblowing and reporting mechanisms

We ingrain accountability and transparency at Venator by empowering associates and other stakeholders to report concerns without fear of retaliation. For associates who witness unethical behavior, we offer support through a range of channels, including our Speak Up® helpline and personnel such as our Ethics and Compliance team, managers, facility compliance officers and HR representatives.

Our multilingual Speak Up® platform provides a confidential and secure channel for associates, contractors, suppliers, and other stakeholders to report suspected misconduct, unethical behavior, or violations of company policies and applicable laws. Reports can be made anonymously, where permitted by law, and the platform is available 24/7, ensuring accessibility for all associates across our global operations. All concerns are taken seriously and are thoroughly investigated by our Ethics and Compliance team. Furthermore, we enforce a strict non-retaliation policy, ensuring that associates who report concerns in good faith are protected from any form of retaliation. We believe that a transparent and open workplace strengthens our business and reinforces trust among everyone we work with. In 2024, 28 matters were reported and responded to. These related to policy areas such as conduct, business integrity, data security, and regulatory matters.

Our commitment to ethical leadership

Venator continuously strengthens its governance framework by:

- Providing mandatory ethics and compliance training to all associates and suppliers.
- Conducting internal audits and risk assessments to monitor compliance.
- Engaging suppliers through our Vendor Code of Conduct, ensuring alignment with our ethical standards.
- Promoting transparency through annual reporting and Board-level oversight.

Through these measures, we make certain that ethical corporate behavior remains at the core of our sustainability strategy, reinforcing our commitment to responsible business practices.

Materiality

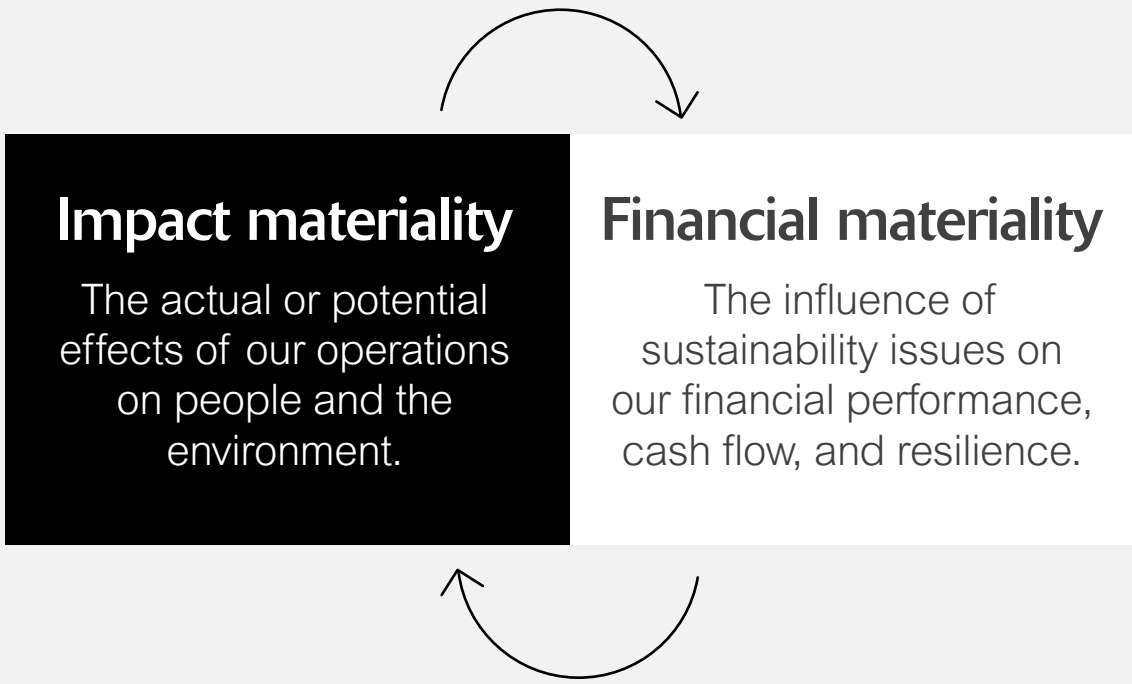
Understanding and addressing the sustainability issues that matter most to our stakeholders, wider society, and financial performance is fundamental to Venator’s success. These issues present impacts that Venator may have on society and the environment, as well as financial risks and opportunities that may affect the business. Managing these issues effectively is critical to our business resilience and ability to create long-term sustainable value.

In 2024, Venator undertook a double materiality assessment to strengthen our sustainability governance and risk management. The assessment followed the European Sustainability Reporting Standards (ESRS) framework, which provides a structured approach to identifying sustainability-related impacts, risks, and opportunities.

Double materiality enables us to assess how environmental and social issues affect our business as well as how our operations impact people and the environment. This ensures our strategy remains focused on areas of greatest relevance to stakeholders and long-term business performance.

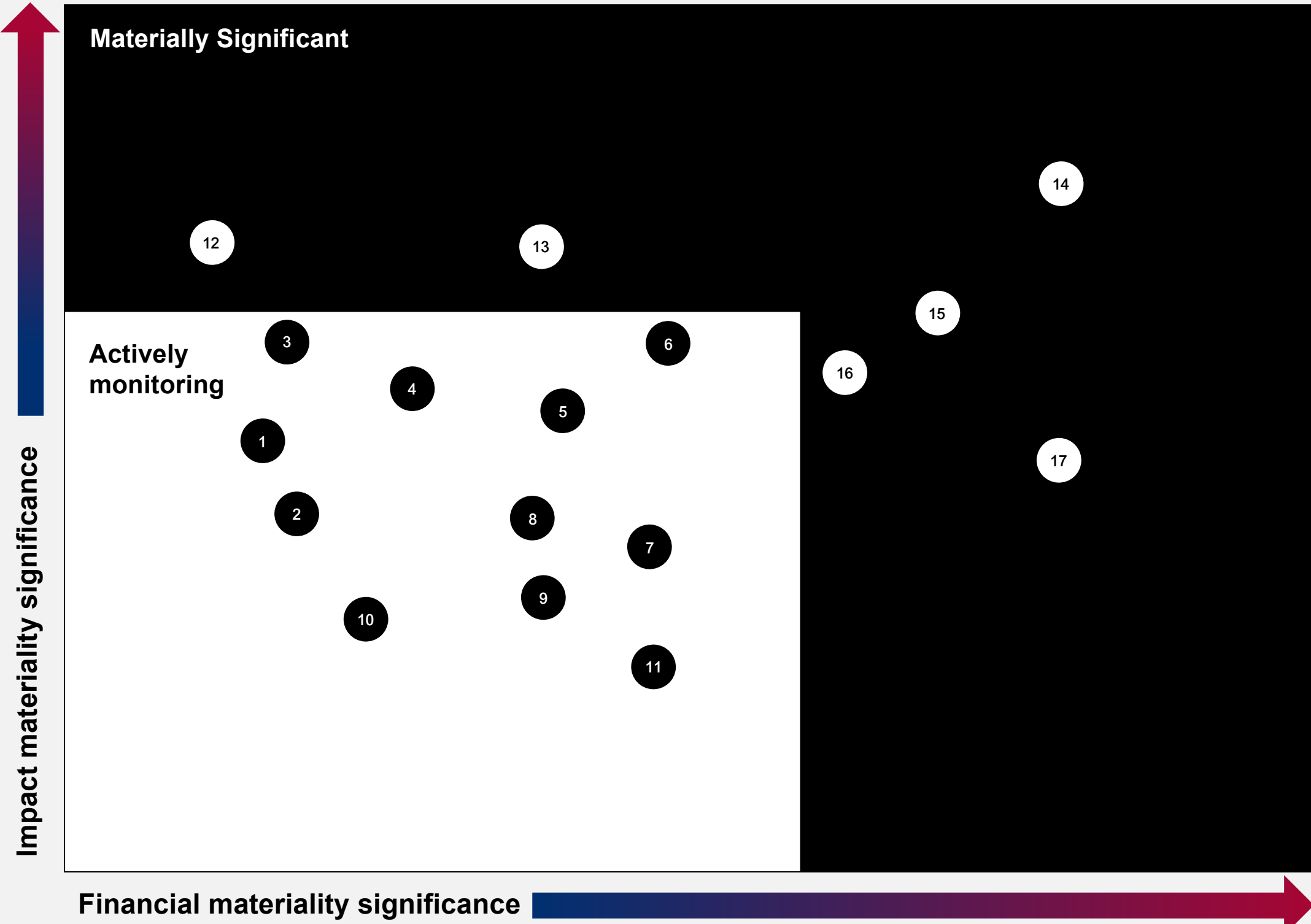
Venator reports in accordance with the GRI topic standards, and doing so has provided our business with a strong foundation for transparency and structured sustainability reporting. The double materiality assessment builds on this foundation by bringing a more detailed, risk-informed view of our most significant impacts and dependencies. This enables us to further strengthen the link between sustainability and our business strategy, ensuring that our reporting continues to evolve in line with leading frameworks and stakeholder expectations.

The double materiality approach evaluates sustainability topics from these two key perspectives.



The process identified 27 material impacts, risks, and opportunities across six sustainability themes. These findings now shape our strategic priorities and will inform future target setting, risk management, and reporting. This work reflects Venator’s commitment to responsible business practices, transparent communication, and long-term value creation.

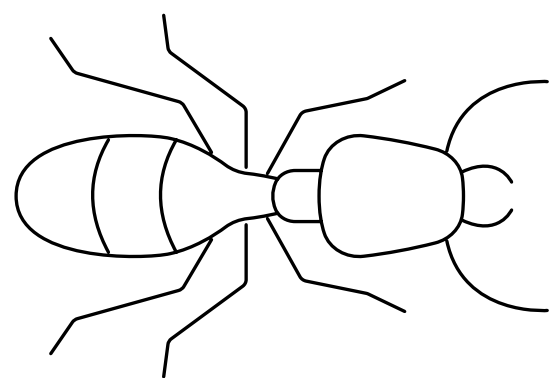
Materiality matrix



Key

- | | | |
|--|---|--|
| 1. Community relations | 7. Water management | 13. Equity, diversity, and inclusion |
| 2. Data privacy and security | 8. Hazardous waste and waste management | 14. Carbon emissions and energy |
| 3. Business conduct | 9. Product innovation | 15. Consumer and end-user health and safety |
| 4. Human rights and modern slavery | 10. Labor and fair business | 16. Sustainable and responsible supply chain |
| 5. Employee health, safety, and well-being | 11. Employee training and development | 17. Climate change mitigation |
| 6. Resource use and circular economy | 12. Biodiversity and ecological impacts | |

Material topics



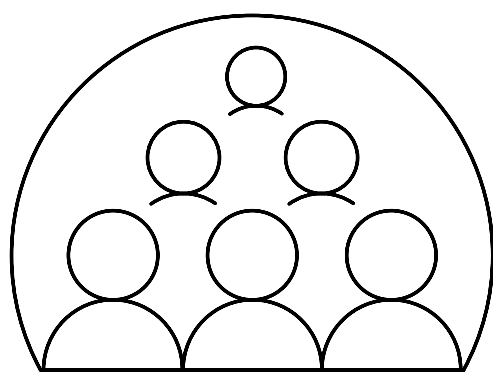
Biodiversity and ecological impacts

Biodiversity is material due to the environmental risks linked to our operations and growing stakeholder and regulatory attention on nature-related impacts. While direct financial risk is currently limited, future regulation such as the Taskforce on Nature-related Financial Disclosures (TNFD) could shift this. Managing biodiversity responsibly enhances Venator’s environmental stewardship, brand value, and long-term license to operate.



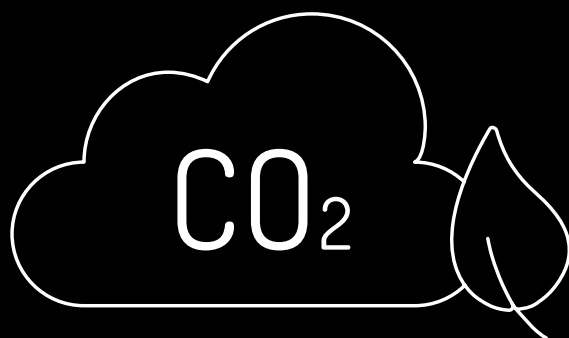
Climate change mitigation

Climate change is material due to its strategic and operational implications. While current risks are well managed, stakeholders expect stronger action. Aligning with the Task Force on Climate-related Financial Disclosures (TCFD) helps position Venator for future resilience. Advancing climate efforts will unlock opportunities in efficiency, supply chain security, and growth.



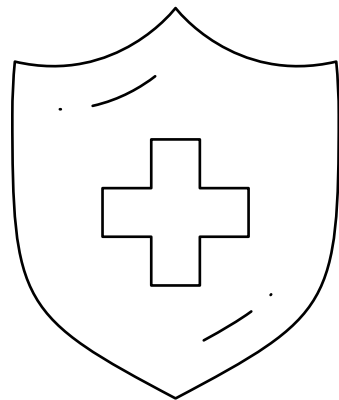
Diversity, equity, and inclusion (DEI)

DEI is material due to Venator’s need to refresh and grow its workforce, particularly in areas where the population is mature. Stakeholders recognize Venator’s positive baseline and its opportunity to lead further. While financial risks are low, strengthening DEI supports talent attraction, innovation, and business resilience—reinforcing our commitment to an inclusive workplace.



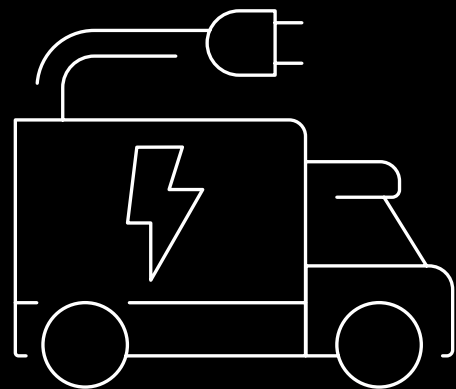
Carbon emissions and energy use

As Venator is an energy-intensive business, emissions production and energy use are material from both impact and financial perspectives. Emissions reduction is critical for compliance, stakeholder trust, and cost management. Regulatory pressure poses risks, but investment in low-carbon innovation offers efficiency gains and long-term competitiveness.



Consumer and end-user health and safety

Health and safety is financially material given regulatory frameworks, particularly from evolving chemical classifications. Venator’s current performance is strong, underpinned by Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) compliance and proactive practices. Continued vigilance and work is required to maintain trust and respond to emerging consumer expectations.



Sustainable and responsible supply chain

Supply chain sustainability is financially material, balancing compliance risks with opportunities for performance improvement. While our EcoVadis Gold rating reflects progress, continuous improvement is expected. Stronger supplier engagement will improve resilience, reduce exposure to regulatory change, and support long-term value creation.

Venator's strategic vision

In 2022, Venator launched a comprehensive sustainability strategy designed to enhance our commitment to responsible business practices and align with the evolving expectations of our stakeholders. Through the creation and delivery of this strategy, we aim to drive long-term value creation for our customers, associates, investors, and communities while contributing to a more sustainable future. This strategy is structured around four core pillars.



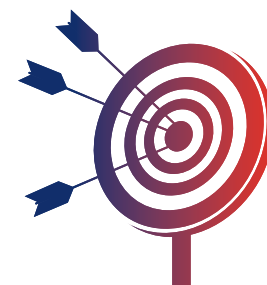
People



Product



Planet



Performance

Venator's pillars serve as the framework for our 2030 sustainability targets. Each of our four pillars is supported by targeted projects aimed at reducing our environmental impact, fostering innovation, and enhancing social responsibility. The pillars are underpinned by robust sustainability governance, and progress is overseen by our Sustainability Council.

As a result of the output of our double materiality assessment, we will review the inclusion of new material topics that were identified—such as nature and biodiversity—and will continue to identify new metrics and potential targets to add to our sustainability strategy.



2024 performance

		Topic	2030 target	Baseline 2021	2023	2024
Performance	 People	Gender diversity	≥ 30% female leaders	17%	18%	17%
		Personal safety	0.30 recordable rate	0.61	0.47	0.57
		Process safety	0.15 Tier 1 rate	0.31	0.05	0.03
	 Product	New product portfolio	> 80% of new products support the UN SDGs	Baseline under development	Baseline under development	Methodology developed
		Supply chain	15% reduction in supplier carbon footprint	Baseline under development	Baseline under development	Target being updated
	 Planet	Greenhouse gas emissions	50% reductions in scope 1 and 2 emissions	1,871,000* tCO ₂ e	1,000,000* tCO ₂ e	866,000* tCO ₂ e
		Waste reduction	30% reduction in non-hazardous waste	1,100,000 tonnes	537,000* tonnes	439,000* tonnes

* This value has been rounded to the nearest thousand.

2. People



Protecting our people, empowering their future

Safety, opportunity, and inclusion are non-negotiable at Venator. Our people are central to our success, and we are committed to protecting their well-being while creating pathways for every individual to grow and thrive. Because when our people succeed, so do we.

From strengthening our ZERO Harm culture to actively driving progress on diversity, equity, and inclusion, we're taking decisive action to ensure our workforce reflects the communities we serve and is equipped for the future. As a business rooted in science, technology, engineering and maths (STEM), we are focused on addressing industry skills gaps, opening doors through apprenticeships, early career initiatives, and targeted STEM outreach.

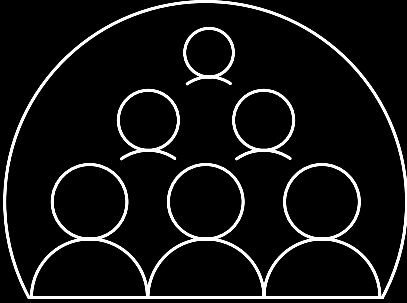


Diversity, equity, and inclusion (DEI)

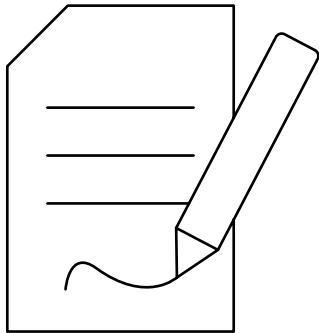
Diversity strengthens our business, enriches our decision-making, and enhances innovation. We are proud to have a diverse and exceptionally talented workforce. While external perspectives on DEI may shift, we remain focused on ensuring that opportunity, fairness, and representation are embedded in our culture and reflected in our workforce.

2030 target	Baseline 2021	2023	2024
Gender diversity ≥ 30% female leaders	17%	18%	17%

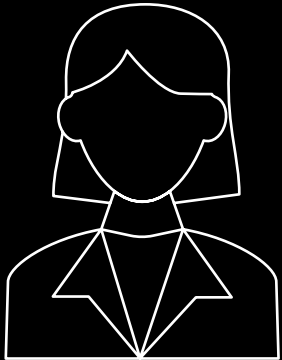
2024 key highlights



Developed our strategic DEI program



Became signatories to the British Coatings Federation's Equity, Diversity, and Inclusion Charter



Increased the number and percentage of new female hires



Key impacts, risks, and opportunities

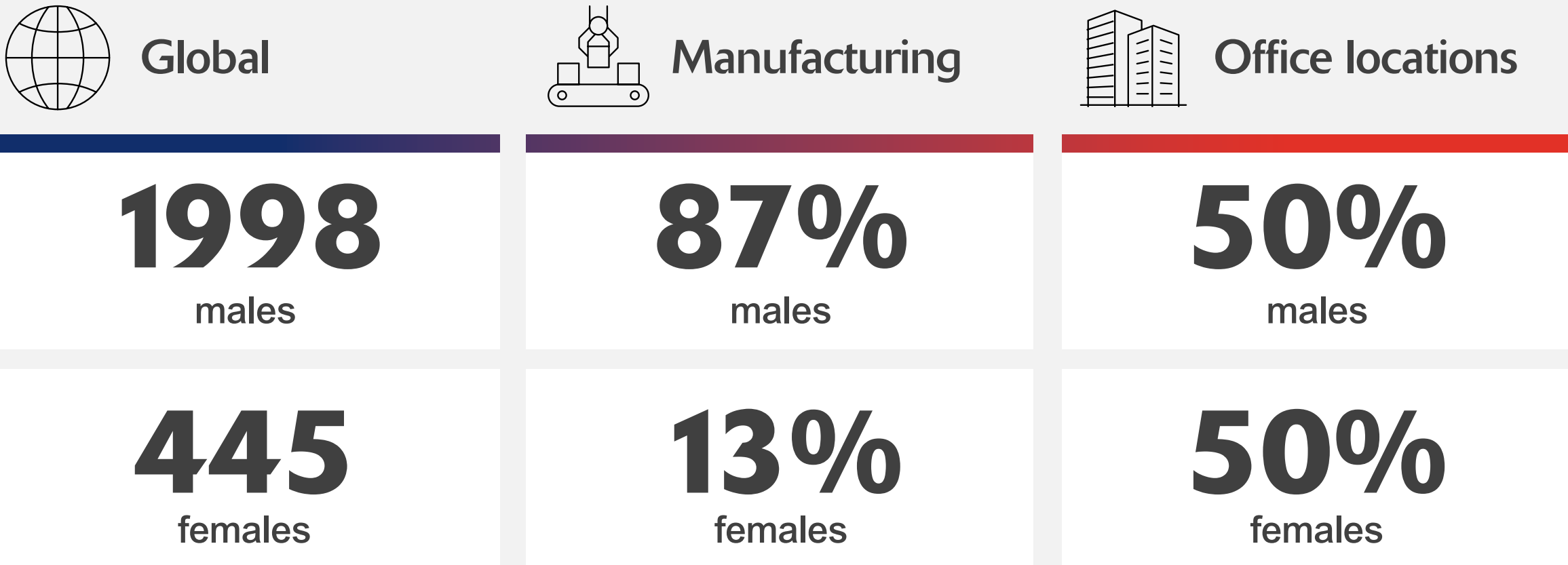
- Impact:** The chemical industry faces persistent equity challenges. Venator can drive national impact by advancing gender diversity and meeting its 30% female leadership goal.
- Opportunity:** A more diverse workforce may lead to greater product innovation.
- Opportunity:** Increasing a positive reputation as an employer, which may result in talent gain.

Empowering diverse leadership

Our approach goes beyond compliance—it’s about creating an environment where everyone feels respected, valued, and empowered to succeed. Venator’s associates play a role in this and are committed to creating an environment that reflects the diversity of the communities in which we do business. Every employment decision is made based on job-related qualifications and without regard to any protected characteristics.¹ All of this is covered by our respect in the workplace policy, as outlined in our Business Conduct Guidelines.

Our commitment to increasing diversity within the chemical manufacturing sector remains steadfast. While 2024 was a transitional year for Venator, we continued to prioritize gender representation, working toward our target of women holding 30% of senior leadership roles by 2030.

Progress toward this goal declined slightly in 2024 with women representing 16.7% of senior leadership, down from 18.2% in 2023. To close this gap, we are taking more decisive action to improve representation at all levels of the business and build a stronger pipeline for advancement into senior roles. In 2024, we saw an increase in the number and percentage of new female hires. By increasing this number, we will create a more equitably balanced workforce which provides the platform to work toward our targets. A series of strategic initiatives is now underway, aimed at delivering our 2030 ambition.



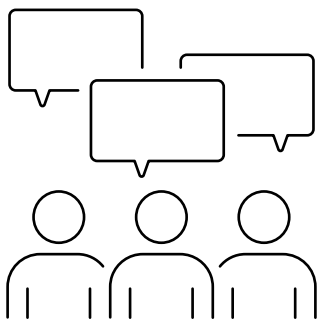
¹ Protected characteristics include race, color, religion, gender, age, disability, national origin, sexual orientation, or any other protected status.



Embedding inclusion: Our strategic DEI program in focus

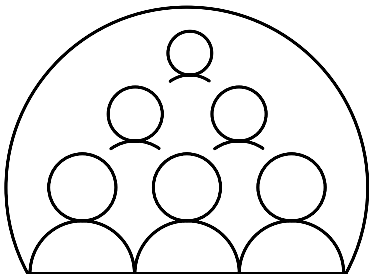
We intend to close our gender diversity performance gap by launching our strategic DEI program. Developed in 2024, this program is designed to drive measurable progress toward our 2030 gender diversity target by embedding inclusive leadership, removing barriers to advancement and opportunity, and ensuring accountability at all levels. We plan to implement key metrics that are informed by survey insights and a structured scorecard to track the impact. To achieve progress, we will follow a “three E” approach: Engage, Equip, and Embed.

We plan to formally launch this program in 2025. To achieve our target and ensure the advancement of the program, a key element of it will be building on our associate development offering which, in turn, will help our female employees gain the necessary skills and support to progress to leadership positions.



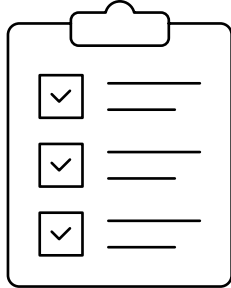
Engage

We will engage our people by ensuring they understand the strategy, their role in it, and the importance of embracing diversity.



Equip

We will equip colleagues with the knowledge and skills needed to promote inclusion, through workshops culture toolkits, and a dedicated inclusive leadership module for leaders and managers.

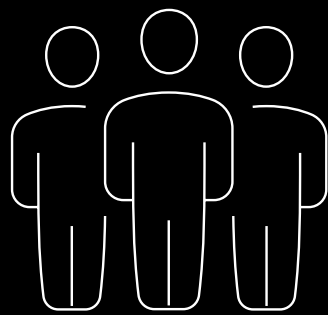


Embed

Finally, we will embed DEI into our global people practices, ensuring it remains central to everything we do by using a recognized standard framework to audit and guide our actions.



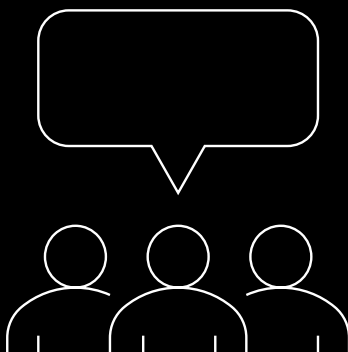
Six principles of the BCF EDI Charter



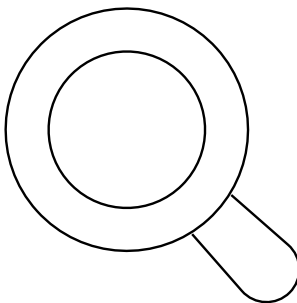
To lead by example
and make a difference



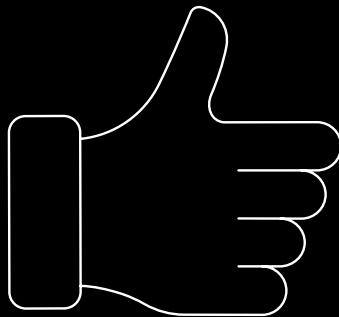
To promote positive
change within our company
and across the coatings
industry by empowering
and educating leaders



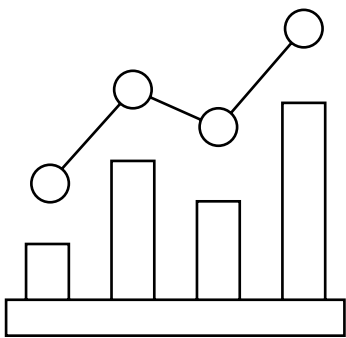
To make employees feel
comfortable to speak
out in the workplace



To support diverse
recruitment, retention,
and progression



To collaborate and
share best practice



To recognize that each
company will have a different
starting point and that
progress will not look the
same for every organization

Strengthening DEI through the BCF’s Charter

To further our commitment to DEI, we became signatories to the British Coatings Federation’s EDI Charter in 2024, making us one of its founding organizations. This represents a significant step for Venator, as we are now able to incorporate the Charter’s framework into the requirements of our HR Transformation Plan. The BCF’s Charter sets out six principles that signatories agree to uphold and report on. These principles are outlined to the left.

We are committed to implementing these principles across the business. In line with the Charter, we will assign a Board-appointed “DEI Champion” and develop a company-wide action plan that uses our new strategic DEI program as a framework. We will also track progress through participation in the BCF’s surveys. We have already begun assessing our approach through an external review which will guide our next steps.

In 2025, we will increase our focus on associate engagement to further develop an open culture where all voices are heard through outreach and surveys on how best to improve DEI at Venator. Additionally, we will develop formalized DEI policies to improve accessibility and attract a diverse workforce. As part of our commitment to continuous improvement, we will work closely with the BCF and other industry stakeholders to share best practices and champion DEI across the coatings sector.



Associate development, retention, and talent acquisition

Our success depends on the expertise, dedication, and well-being of our people. Since launching our sustainability strategy, we've continued to prioritize associate development and the attraction and retention of talent—critical to maintaining our competitiveness and supporting long-term growth in the TiO₂ pigment and chemical manufacturing sectors.

This focus also supports progress toward our broader DEI goals by creating more opportunities for development and career advancement.



A workforce built for the future

Like other businesses in the STEM sector, we face growing risks of skills shortages and a need to secure our talent pipeline. We're addressing these risks by creating an environment where people feel supported, engaged, and empowered to grow, both personally and professionally.

A motivated, well-trained workforce not only strengthens safety and productivity but also helps us deliver high-quality, sustainable solutions to our customers. That's why we continue to invest in:

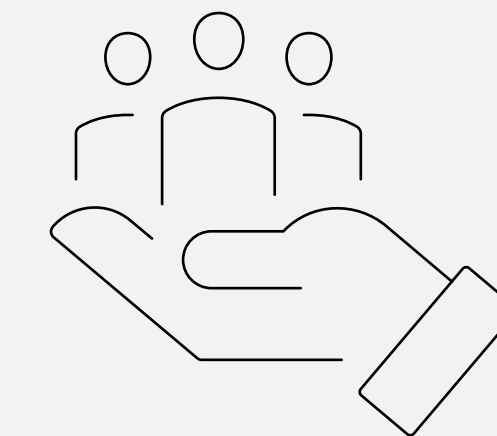
- Structured training programs aligned with job roles and local needs.
- Career development pathways to support long-term progression.
- Employee engagement and well-being initiatives that enhance inclusion and motivation.

Investing in early careers

We continue to strengthen our early careers pipeline through long-running apprenticeship programs that offer on-the-job training and industry-recognized qualifications across multiple disciplines. In 2024, we employed 81 apprentices across the business, with the largest cohort based at our Huelva site. These programs not only help young talent gain valuable experience but also enhance our internal pipeline and future leadership potential.

In 2025, associate development will remain a key focus of our HR Transformation Plan. We aim to expand learning beyond compliance and job-specific basic training to include:

- Skill-building and professional development opportunities.
- Improved pathways to leadership, supporting progress toward our DEI target.
- On-the-job and project experience through company-defined training.



**81 apprentices
employed across
our sites**

Well-being

The well-being and the happiness of our people are essential to our success. Supporting well-being goes beyond providing resources: It is about building a culture where physical, mental, and emotional health are prioritized at every level of the business. Over the past year, we have taken steps to strengthen our approach, combining new global policy development and awareness campaigns for mental health and menopause, structured health programs, and employee engagement efforts to create an environment where every associate feels supported and valued.

Local leadership, global intent

Our approach is site-led and responsive to local needs. In 2024, our Greatham site was awarded the Bronze level of the Better Health at Work Award, a recognition based in North East England that acknowledges employers actively improving health and well-being in the workplace. Greatham's achievement reflects targeted campaigns on key issues such as testicular cancer, skin cancer prevention, and mental health, along with the introduction of a dedicated well-being hub offering health resources and a quiet space to recharge. Mental health support was further enhanced through the appointment of trained mental health first-aiders, who now provide peer support across the site.

At our Teluk Kalong site, annual medical check-ups and quarterly health talks remained a core part of associate support. These initiatives, delivered in partnership with an insurance provider, ensure regular access to preventive care and expert guidance. Similar health checks were also run in our central offices at Wynyard, offering our team members the chance to check on their cholesterol levels as well as screening for certain types of cancers.

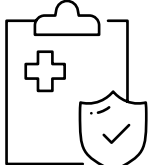
Our focus for the coming year includes the expansion of mental health initiatives, such as establishing a joint Mental Health Committee for Greatham and Wynyard. The Committee will meet bi-annually to review policies, assess progress, and identify areas for improvement. Increasing participation in health and well-being programs will also be a priority, ensuring that associates not only have access to support but feel encouraged to use it. We will continue to drive employee focus across all sites to help our people perform their best at work and also in life.



Associate health and safety

The importance of protecting the health and safety of our associates cannot be understated. As with most large producers of chemicals, there are risks associated with our operations. Understanding and effectively managing these risks is embedded at all levels of our company.

Through our strong ZERO Harm culture, clearly defined EHS standards, risk-based governance, and continual improvement efforts, we are building a safer working environment and reducing the likelihood of harm to our associates, contractors, and the wider community.

2030 target		Baseline 2021	2023	2024
	Recordable injury rate: 0.30	0.61	0.47	0.57
	Tier 1 process safety event rate: 0.15	0.31	0.05	0.03

2024 key highlights

- Risk barrier verification exercise to ensure process safety risks are effectively controlled.
 - Strengthened processes for learning from incidents.
- Review/revision of safe systems of work procedures.
 - Improved approach to EHS Self-Audits.

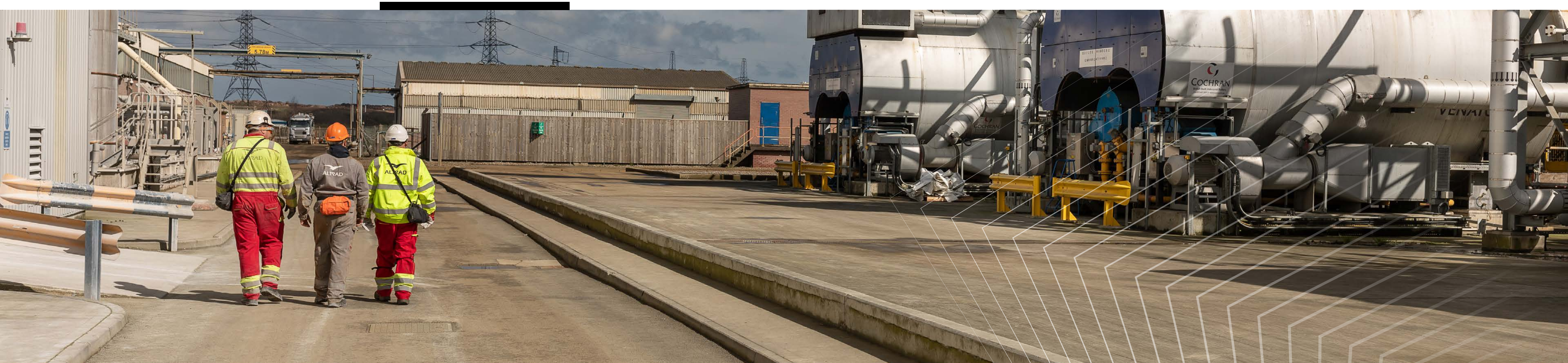


Key impacts, risks, and opportunities

Impact: Despite the challenges of managing its risks, Venator is well placed to improve via its strong ZERO Harm culture, well-structured EHS management system and internal and external governance.

Risk: Harm to people, breaches of health and safety regulations and reputational damage.

Opportunity: Continuous improvement in health and safety systems and workplace culture.



Embedding ZERO Harm in everything we do

ZERO Harm is a core value of our business through which we promote a culture where everyone feels responsible for improving health and safety. The ZERO Harm framework, which has evolved over the past 14 years, is comprised of three main pillars: leadership, people and standards and procedures. ZERO Harm applies to the products we make and the processes and activities with which we make them. It also provides an opportunity to promote safe and healthy behaviors in the workplace and outside of work.

Health and safety governance

Our approach to ZERO Harm is governed by our Environment, Health and Safety (EHS) Protection Policy. The policy, underpinned by our seven corporate standards and over 60 detailed procedures, defines the processes we use to manage all aspects of EHS.

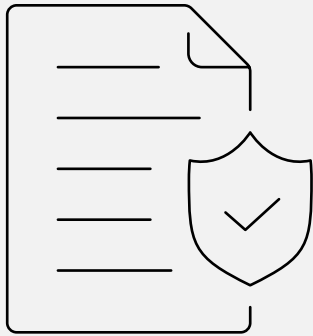
Corporate-level audits are used to assess compliance with our procedures. We have also established a strong emphasis on self-assurance—each site operates its own Self-Audit program to assess, and improve, the effectiveness of its EHS procedures. Our sites also use Process Confirmations. These are a day-to-day leadership tool for checking the effectiveness of EHS controls in place, typically for higher-risk activities such as confined space entry, working at height, and critical process safety tasks.

We also use external governance to assess our EHS programs. Five of our manufacturing sites hold ISO 45001:2018 certification, and a further three sites will achieve the certification in the coming years.

Raising awareness, reducing risk

Venator’s overall approach to health and safety is well established, and we are continuously looking for new ways to improve our processes and reduce risk. Our Hazard Awareness and Risk Acceptance (HARA) program is designed to raise awareness of hazards in the workplace and of the human factors which can influence our behaviors when dealing with risks. Before starting a task, our associates and contractors are expected to perform a 60-second Check, either individually, or as a team, to identify any hazards, how they can affect them, and the actions they can take to avoid harm.

Our Hazard Awareness and Risk Acceptance (HARA) program is designed to educate and raise awareness of the importance of risk management processes and behaviors, particularly in daily activities



Proactive risk management

We see it as our job to mitigate the risk of injuries and incidents as far as possible. Our ZERO Harm methodology allows us to be more prepared and diligent in identifying and managing all health and safety-related risks. This ongoing process is a continual focus of our EHS teams, who regularly identify, review, mitigate, and monitor all risks that arise. We categorize all process safety risks on a scale of EHS-1 to EHS-4. The aim is for all to be at levels 1 or 2, as these are deemed tolerable and have sufficient controls in place to reduce the likelihood and impact of the potential harm. EHS-4 risks are unacceptable and intolerable, and would result in an immediate safety-driven shutdown of the process stream or site so that the necessary mitigation measures can be implemented.

We work to mitigate any EHS-3 risks we identify as soon as possible, and within a restricted timeframe, to continue our operations safely. Risks categorized as EHS-3 are regularly identified, mitigated, and closed out. However, some of these risks require regular monitoring or significant capital investment to reduce the risk to an acceptable level. In 2024, we carried out a “risk barrier verification” which looked, in depth, at the potential impacts of EHS-3 risks and the effectiveness of the controls currently in place. This verification may not mitigate the risk in its entirety, but it provides assurance that the barriers in place were functioning correctly and that they ensured a safe working environment.

Strengthening oversight and shared learning

To support proactive risk reduction, we strengthened our incident investigation peer review process and Self-Audit processes. Site directors and EHS managers from all sites now participate in incident peer reviews for all significant incident investigations, with any identified corrective actions tracked in a centralized system and shared across all locations. In addition to sites’ own Self-Audit programs, we introduced Mandatory Self-Audits, focused on high-risk activities across all sites; these are audits which sites perform using a standardized protocol. This allows us to benchmark the levels of compliance across sites and identify common areas for future improvement.

Protecting our people

Our 2030 goal is to halve our recordable injury rate to 0.30 per 200,000 working hours versus a baseline of our 2021 performance. Beyond this, we will continue to drive reduction of our rate to below that in pursuit of ZERO Harm. In 2024, we experienced challenges due to business transformation, site-level turnover, and operational pressures. A total of 18 recordable injuries raised the personal safety rate to 0.57, up from 0.47 in 2023.

While progress is not always linear, the safety of our people remains paramount. As incident rates increased in H1 2024, we launched the Be Here Now campaign in Q3 to address the increase in events.

This initiative reinforced the importance of being fully present and engaged in daily tasks, ensuring that associates remained focused on safe behaviors. By actively encouraging situational awareness, communication, and responsibility, the campaign supported our ongoing commitment to ZERO Harm.

Moving forward, we will continue to strengthen our safety culture, ensuring that all associates feel empowered, supported, and equipped to maintain the highest safety standards—regardless of the challenges we face as a business.

2030 target	Baseline 2021	2023	2024
 Recordable injury rate: 0.30	0.61	0.47	0.57

Continual improvement in process safety

Process safety is a cornerstone of our commitment to safe and sustainable operations. We continue to follow industry best practices, including the recommended practices set by the American Petroleum Institute (API), to ensure that our systems, procedures, and controls effectively mitigate risks. A “Tier 1” process safety event (PSE) is an instance where there is a breach of primary containment that could have significant consequences. Our 2030 process safety target is to reduce the rate of Tier 1 PSEs to 0.15 per 200,000 working hours.

In 2024, we once again improved our process safety rate compared to the previous year. We continued to achieve beyond our 2030 target, obtaining a significantly lower rate of 0.03, with only one Tier 1 PSE recorded.

This marks a notable improvement on 2023’s rate of 0.05, and reflects the effectiveness of our ongoing efforts to enhance risk management and operational discipline.

While recent process safety incidents have been relatively minor, we recognize that even these events can carry essential lessons. To ensure we are always learning from past events, we have made incident peer reviews mandatory for all sites. Each event undergoes a detailed review by EHS managers and site directors to identify preventive actions that can be applied across all sites. For example, after a recent incident, seven preventive actions were identified, including modifying pipe connections to improve integrity. These corrective measures are tracked in a centralized database, ensuring visibility, accountability, and completion.

2030 target	Baseline 2021	2023	2024
 Tier 1 process safety event rate: 0.15	0.31	0.05	0.03

Case study:

Celebrating excellence in safety — ZERO Harm Awards

As part of our ongoing commitment to ZERO Harm, we held the 2023 ZERO Harm Awards in early 2024 to recognize outstanding contributions to safety, risk reduction, and continuous improvement across our global sites. These awards celebrate the teams and individuals who go above and beyond to protect their colleagues, enhance process safety, and drive meaningful EHS improvements.

Among the winners was the Teluk Kalong site, which won the Personal Safety Award for achieving five years without a recordable incident—a remarkable milestone reflecting a strong safety culture and effective contractor engagement. The Process Safety Award went to our Huelva site, which demonstrated exceptional control measures, robust alarm management, and integration of our electronic management of change system.

The Greatham site received the Process Safety Improvement Award for its proactive approach to near-miss reporting and lowering its high-level risks, significantly reducing process safety hazards. Meanwhile, the EHS Improvement Award, also won by Huelva, recognized the site's successful implementation of an electronic Permit to Work system, which enhanced risk mitigation for routine tasks.

These achievements highlight the importance of leadership, proactive risk management, and continuous learning in ensuring a safer workplace. As we move into 2025, we remain committed to strengthening safety leadership, reducing process safety risks, and enhancing personal safety performance—building on the dedication and innovation demonstrated by this year's award winners.



Pictured: Representatives of the Greatham site, winners of the Process Safety Improvement Award

Supporting our communities

Through charitable partnerships, employee engagement, and STEM outreach, Venator is committed to creating positive change in the areas where we operate. We embrace the concept of “think global, act local” by encouraging our teams to support local initiatives that mean something to them. This approach helps us foster a culture of shared responsibility across our workforce and create a positive impact on the local communities.

Our efforts are coordinated by the Global Communications team and center on three types of activities: matched funding, local contributions, and targeted charity partnerships. In 2024, our focus was mainly around local contributions and targeted charity partnerships. To drive this, associates across Venator took part in monthly fundraising events, volunteering efforts, and community initiatives, reinforcing our culture of giving and employee-led impact. Matched funding was also utilized by our associates, allowing them to apply for financial support toward personal charitable activities. Our matched funding scheme enabled wider participation in local giving, and there are plans to expand this engagement in 2025. A fourth focus area—our community fund—is being refined to maximize its impact. Previously UK-focused, the fund will be relaunched globally in 2025 with an updated strategy to support communities across our wider footprint.

In 2024, we contributed £53,000 across these activities. Our community engagement strategy is guided by three E’s—Employment, Education, and Environment—which shape our focus on volunteering, skills development, and sustainability-led initiatives. We are so proud of what our associates accomplished in 2024.

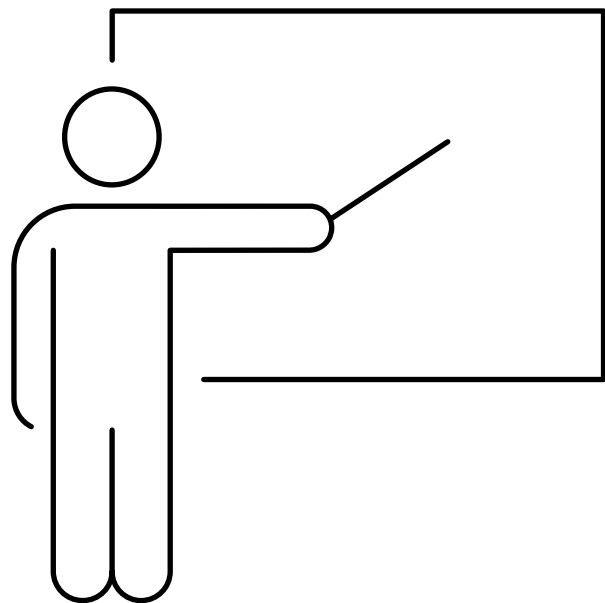




Employment

Empowering associates to give back through charitable action and local engagement

- Associates led high-impact fundraising efforts, including long-distance treks, charity marathons, and sponsored challenges, collectively raising thousands for local and national charities.
- Charity partner voting was introduced across UK sites, with employees selecting Maxi’s Mates, a regional dog-rehoming charity, as our official charity partner from 2025.
- Christmas-giving initiatives included toy donation drives for Oxfam and a site-wide raffle at our Wynyard site that raised funds for Save the Children, ensuring vulnerable families were supported during the holidays.
- The Greatham site raised £870 for Macmillan through a well-attended coffee morning, highlighting strong local engagement and community support at site level.



Education

Inspiring the next generation of STEM leaders through outreach and early career opportunities

- Venator hosted a STEM work experience program at Wynyard and Greatham, giving students hands-on exposure to sustainable product development, manufacturing, and laboratory work.
- Employees supported the Primary Engineer Program organized through the University of Sunderland, mentoring Key Stage 1 and 2 pupils in engineering tasks and encouraging early interest in STEM careers.
- The Teluk Kalong site welcomed its 100th graduate into the Management Training Program, a rotational apprenticeship preparing young engineers for leadership roles in chemical manufacturing.



Environment

Supporting local sustainability initiatives and environmental stewardship

- To mark our 90th anniversary, Venator partnered with Trees on Tees, funding the planting of 2,652 trees—one for every employee—across community sites in Tees Valley.
- Associates were encouraged to participate in Earth Hour 2024, switching off non-essential equipment and promoting energy awareness at home and at work as part of a broader climate engagement campaign.



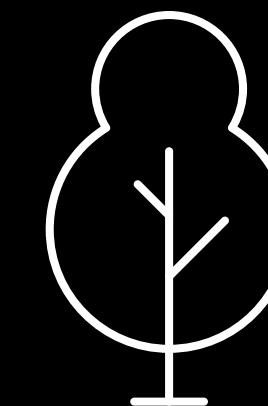
Case study:

Celebrating 90 years of Venator

In 2024, Venator reached a significant milestone—90 years since the production of our first metric tonne of TiO_2 pigment at Billingham, UK. This anniversary was not just a celebration of our history but also a moment to acknowledge the hard work, dedication, and resilience of our associates who have helped shape the company over the decades.

To mark the occasion, all Venator sites around the world participated in local celebrations, bringing teams together to reflect on our journey. From site-wide picnics to special 90th-anniversary cakes and team events, the festivities provided an opportunity to thank associates for their commitment and contributions. The celebrations fostered a sense of unity, even as the company navigated a period of transformation.

**We will plant one tree
for each of our worldwide
associates throughout 2025**



As a lasting tribute to both our people and our planet, we launched the Trees on Tees initiative, a collaboration with a woodland project led by the UK Government and dedicated to increasing tree cover in the Tees Valley region. Through this initiative, we will plant one tree for each of our worldwide associates throughout 2025, creating a legacy that extends beyond the workplace and into the communities where we operate. The trees will be planted at various local community projects across the Tees Valley and will be looked after for up to 15 years through a dedicated maintenance program.

Only native tree species were selected to ensure long-term environmental benefits such as supporting local decarbonization efforts and enhancing biodiversity. Associates will be invited to participate in tree-planting events, which provide a hands-on opportunity to make a difference.

More than just a sustainability effort, Trees on Tees symbolizes growth, resilience, and a commitment to future generations. As we look ahead, this project will remind us that Venator's legacy is defined by its past achievements and the positive impact we continue to make in the world around us.

3. Product



Driving value for our customers

Product safety, quality, and sustainability are central to how we operate as a global chemical manufacturer. We recognize our responsibility to deliver solutions that not only perform but also support a more sustainable future. Sustainability is embedded into every stage of our product development process—from concept through to end-of-life. Our approach ensures environmental and social considerations are integrated from the outset, aligning innovation with responsible sourcing, manufacturing, and stewardship.

In 2024, we made further progress toward our 2030 sustainability goals, including the development of our Venator product carbon footprint (V-PCF) and new methodology to measure our products' contribution to the UN SDGs. These efforts reflect our commitment to delivering value for customers while contributing positively to society and the environment.





Product quality and safety

Delivering high-quality, safe, and compliant products is fundamental to our operations. Ensuring that our pigments meet the highest safety and regulatory standards not only protects our customers and end-users but also reinforces trust and confidence in our products. By adhering to stringent quality controls and robust compliance frameworks, we remain consistent with our commitment to manufacturing excellence and continuous improvement.

Within our Product EHS team, dedicated associates continuously monitor and provide input regarding relevant political strategy development, the drafting of upcoming new regulations, and any change to existing product and process safety legislation worldwide that could impact our quality or safety standards and our manufacturing process.

Quality and compliance management

Our approach to product safety and compliance is governed by our Sustainability, Quality, and Product Stewardship Policy which sets out the standards, controls, and best practices embedded across every stage of our operations. All Venator sites are certified to ISO 9001 for quality management. This certification holds us to a consistent global standard and reinforces our objective of continuous improvement.

Responding to regulatory developments

In 2024, regulatory changes—particularly in Europe—continued to shape the compliance landscape for chemicals, including TiO_2 . Through structured horizon scanning, strong industry engagement, and internal expertise, Venator remained well positioned to manage these shifts.

A key area of focus was monitoring updates to EU REACH, the Industrial Emissions Directive, and the progression of the EU Green Deal. One notable initiative was a new study under the Ecodesign for Sustainable Products Regulation (ESPR), which identified commodity chemicals, including TiO_2 , as a high-impact product group. This may result in new requirements relating to energy efficiency, recyclability, carbon footprint reduction, and waste management.

To support global compliance, Venator also became the lead registrant for Turkey's REACH (KKDIK), strengthening our ability to operate in strategic international markets.

Case study:

Advancing sustainable innovation with our TMP-free and TME-free range

In 2024, we took a significant step forward in product stewardship and regulatory alignment by launching TIOXIDE® TR81 TMP-free, the first in a new series of reformulated titanium dioxide pigments. This development reflects our commitment to sustainability, innovation, and staying ahead of regulatory changes, while continuing to deliver the performance our customers rely on.

Trimethylolpropane (TMP) and trimethylolethane (TME) are organic compounds—used in some TiO₂ formulations—that have recently faced regulatory scrutiny in the EU which could limit their use in certain applications. Rather than viewing this shift as a challenge, our technical and product development teams worked proactively to identify suitable alternative compounds that would maintain the opacity, brightness, dispersibility, and durability that our products are known for.

TIOXIDE® TR81 TMP-free pigment delivers the same high-performance characteristics as its predecessor but with a cleaner, reformulated composition, free of TMP and TME. The pigment is suitable for a wide range of applications, including industrial and decorative coatings, plastics, and paper, and is now available with full documentation and food contact approvals in Europe.

This launch marks the beginning of a broader reformulation program for Venator, with additional TMP- and TME-free grades being developed in the coming years. These products support our customers in meeting their own compliance and sustainability goals, while reinforcing our ZERO Harm values and commitment to responsible product stewardship.

Looking ahead, we will continue to build on our robust quality assurance frameworks, regulatory preparedness, and product innovation, ensuring that Venator's products remain safe, compliant, and fit for the future.



We are delighted to launch our new TIOXIDE® TR81 TMP-free pigment, which demonstrates our commitment to innovation, sustainability, and customer satisfaction. This product is a fundamental development in TiO₂ pigment technology, reflecting Venator's core value of ZERO Harm and enabling our customers to meet their regulatory goals.

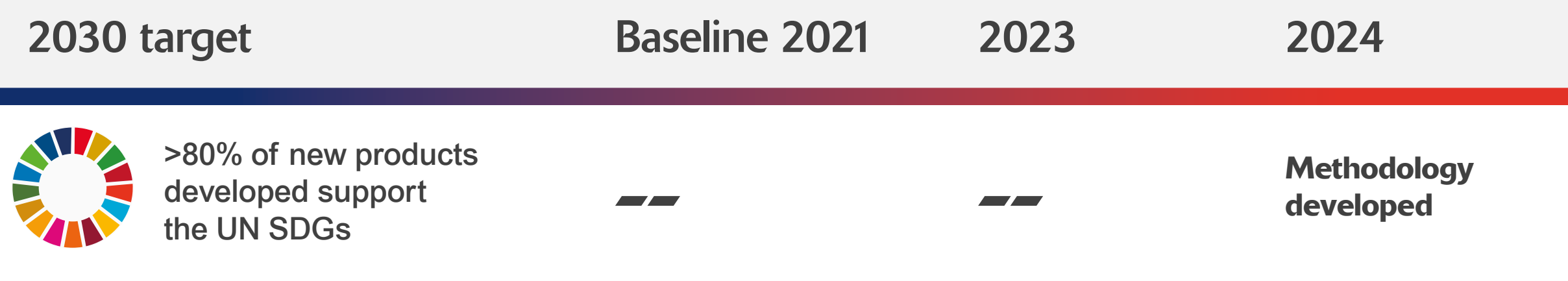
Customers can now place orders for TIOXIDE® TR81 TMP-free pigment, and we are committed to providing full support during the transition, with updated documentation and all necessary food contact approvals for Europe, to ensure a smooth adoption process."

Vince Row, EMEA Sales Director

Product innovation and collaboration

Innovation and collaboration are central to how we develop smarter, safer, and more sustainable solutions, enabling us to meet evolving customer needs, deliver tangible performance benefits, and contribute to a healthier planet.

To remain competitive within our industry, we are constantly looking to innovate. One of our key values is innovation, and our Global Product and Application Development team embodies this value to their core. They are consistently looking to find new ways to develop viable solutions that help our customers and provide tangible benefits such as improved durability and dispersibility, increased reflectivity, and reduced exposure to harmful substances that present potential health risks to both humans and the environment.



2024 key highlights

- Developed a new methodology to assess sustainability performance and SDG contribution for all new products.
- Rolled out the V-PCF tool, a digital platform that calculates cradle-to-gate product carbon footprints in line with ISO 14067 for the carbon footprint of products.
- Achieved ISO 9001 accreditation for our New Venture Process.

Key impacts, risks, and opportunities

Impact: Innovation drives societal and economic progress, particularly through radical and disruptive advances. Venator has potential to positively impact sustainable product innovation, and can do so by accelerating efforts in sustainable innovation.

Risk: Failure to invest in the development of more sustainable products to serve existing customers, new needs, or markets.

Opportunity: Developing products with a below-industry-average carbon footprint, utilizing our life cycle assessment (LCA) and product carbon footprint data.



Innovation isn’t just about creating something new—it’s about creating something better. At Venator, we see sustainability as the ultimate innovation challenge: to design solutions that serve our customers while safeguarding the planet.”

Iain Johnson, Innovation Manager



Enhancing product sustainability

Our team is constantly seeking to use their expertise to meet the evolving needs of the world and our customers. With a portfolio of over 100 different specialized products, we must ensure that all innovation produces demonstrable benefits. Venator tracks the progress and benefit delivery of its new products using our New Venture Process, a systematic methodology designed for developing new products through a series of defined phases and milestone checkpoints. This process ensures that all new product ventures align with business objectives, market needs, and regulatory requirements while minimizing risks and maximizing the potential for success.

It was developed in line with clause 8.3.4 of the ISO 9001 standard for quality management systems. At each stage, decision gates are in place where senior leadership evaluates progress and determines whether to proceed, refine, or halt the project. This structured approach ensures that all new developments are thoroughly tested and aligned with Venator’s strategic priorities, reinforcing our commitment to innovation, sustainability, and operational excellence.

Our New Venture Process has been adapted and enhanced in 2024 to enable us to embed sustainability considerations throughout the various stages of product development. This is critical, as a product’s sustainability impact is established predominantly at the design stage.² Embedding sustainability into the initial conversations and idea development helps Venator progress toward its headline target of 80% of new products supporting at least one of the UN SDGs.

Our products are used across a wide range of applications. While not all are directly linked to sustainability, many contribute to broader environmental and social benefits. Among these contributions is our products’ capacity to mitigate some of the effects of climate change. Benefits include heat reflective properties, UV protection, preservation of food products, pollution reduction, nature regeneration, and electric battery development. Our products and co-products not only help meet the needs of today but can also support the planet’s needs for generations to come.

We are committed to ensuring that sustainability is considered across the entire life cycle of our products, not just in application. This means avoiding unjustifiable claims and guaranteeing that benefits in one area are not offset by negative impacts elsewhere. This principle underpinned our 2030 target for 80% of new products to support at least one of the UN SDGs. In 2024, we took a significant step toward this goal by establishing a methodology to measure our progress.



² Sustainability starts with design by Eryn Devola on Siemens blog; Product sustainability: Back to the drawing board by McKinsey and Company



Case study:

Creating our methodology for aligning with the UN Sustainable Development Goals

We have developed a structured approach to evaluate the sustainability performance of new products, aligning with our ZERO Harm ambition and our contribution to the UN SDGs. This two-pronged methodology helps us assess both risk and opportunity at the product level—ensuring we are actively working to reduce harm while delivering positive impact through product applications.

Our framework is informed by the World Business Council for Sustainable Development's Portfolio Sustainability Assessment (PSA) for the chemical industry, which we adapted to reflect Venator's sustainability strategy. The first stage of the assessment determines whether a product meets our ZERO Harm threshold, based on a set of ESG performance criteria spanning the product life cycle, from regulatory alignment and environmental footprint to safety and value chain impacts.

Products that meet this baseline are then evaluated for their contribution to the SDGs. We review all 169 UN targets to identify where our products may have the most meaningful impact, focusing on real-world applications and end-uses. Using a scoring system, we assess both the magnitude of the contribution and its strategic relevance, while also identifying areas where alignment is not yet possible or where data gaps exist.

This dual assessment ensures that our focus remains on improving product performance in a way that is both responsible and transparent. By embedding these criteria into our New Venture Process, we are building sustainability into early-stage innovation and helping to guide decisions that shape a more positive future—for our business, our customers, and the communities we serve.



Case study:

V-PCF, our Venator product carbon footprint tool

At Venator, product stewardship implies more than delivering safe, compliant products—it also means manufacturing them as efficiently and sustainably as possible. As regulatory expectations tighten and demand for carbon transparency grows, providing robust, data-driven insights into the environmental impact of our products has become increasingly important.

In 2023, we launched a pilot program to automate product carbon footprint (PCF) calculations at our Huelva manufacturing facility. Working with Eviden, a leader in digital transformation, we developed and rolled out our bespoke digital platform that calculates cradle-to-gate emissions across our product portfolio, based on ISO 14067:2018 and aligned with internationally recognized life cycle assessment standards.

After a successful pilot phase at our Huelva site—focusing on plastic-grade product lines—the V-PCF platform was fully implemented in December 2024.

The V-PCF platform enhances our ability to:

- Provide customers with transparent, product-specific carbon data that supports their scope 3 reporting.
- Help customers meet regulatory requirements and make informed, lower-carbon purchasing decisions.
- Identify emissions hotspots across manufacturing, raw materials, and supply chains.
- Model sustainability outcomes during product development via our New Venture Process.

Looking ahead, the platform will also support our work to align products with the UN SDGs by enabling real-time insights into environmental performance at critical decision-making stages. By embedding this tool across our operations, we're not only strengthening our own carbon management but also supporting our customers and partners in advancing toward their own sustainability ambitions.



Our advanced V-PCF tool empowers us to assess our portfolio and production network in terms of CO₂ emissions and take actionable steps to reduce our PCF. Not only does this allow us to get a clear view of the carbon footprint of our products, but it provides our customers with decision-ready information to make the right, sustainable choice for them, ultimately helping them achieve their own ESG goals.”

Rob Portsmouth, EVP for Sustainability, EHS, and HR



Supply chain management

A critical part of achieving our sustainability targets is active engagement with our supply chain. Aligning supplier practices with our sustainability goals is essential for reducing supply chain emissions and improving social and environmental standards.

Venator’s Global Procurement team plays a central role in this effort, managing a network of over 4,500 vendors and focusing on strategic engagement with our Tier 1 suppliers to drive improvements in sustainable performance and reduce supply chain emissions. A key priority is improving the quality and transparency of supplier data to help meet our target of more than 50% of suppliers achieving a 15% reduction in greenhouse gas (GHG) emissions by 2030.



2024 key highlights

- Engaged over 150 Tier 1 suppliers through EcoVadis, with non-compliant vendors removed to uphold sustainability standards.
- Piloted IQ+ assessments with 25 suppliers, making it ready for our rollout to 200 Tier 2 vendors to extend responsible sourcing deeper into the value chain.
- Launched the Venator Supplier of the Year Awards.
- Strengthened oversight via our Sustainable Supplier Committee, promoting continuous improvement and performance tracking.
- Enhanced data quality which led to a 74% reduction in reported upstream scope 3 emissions.

Key impacts, risks, and opportunities

Impact: As supply chain emissions and human rights risks gain industry-wide focus, sustainable procurement and traceability are becoming critical to responsible business. Venator is well positioned to make a substantial positive impact in this area by building on its global reach and EcoVadis Gold rating, while improving transparency around raw material sourcing.

Risk: Regulatory penalties in the event of non-compliance with supply chain due diligence.

Opportunity: Collaborating with suppliers, clients and partners to improve product sustainability.

The right sustainability DNA is present in the Procurement team and allows Venator to excel on managing its supply chain risk management and scope 3 vendor data accuracy improvements.”

Richard Verhagen, EMEA Purchasing Director

Setting expectations through our Vendor Code of Conduct

Our approach begins with our Vendor Code of Conduct, which sets the standard and our expectations of our value chain. It outlines expectations for suppliers to uphold ethical business practices, legal compliance, and responsible operations, covering areas such as anti-corruption, fair competition, environmental responsibility, and labor standards. Vendors must ensure safe working conditions, respect human rights, and comply with all applicable laws. We expect all suppliers to acknowledge the terms and commit to the improvement of their processes.

Scaling supplier assessment with EcoVadis

To assess supplier performance consistently, we are scaling our use of EcoVadis, a globally recognized platform for evaluating environmental, social, and ethical practices. Our aim is for 100% of Tier 1 suppliers to participate in EcoVadis assessments.

In 2024, over 75% of our Tier 1 suppliers were registered with EcoVadis by year-end. We are also piloting IQ+, a streamlined version of the EcoVadis assessment, with 200 Tier 2 suppliers to extend responsible sourcing deeper into our value chain.

Strengthening governance and tracking progress

Our Sustainable Supplier Committee oversees implementation and monitors performance through our supplier selection and review process. Our ambition is not only to onboard suppliers, but also to support them in working toward EcoVadis Gold status, driving continuous improvement in sustainability.

Improving supply chain data is key to tracking scope 3 emission reductions and enhancing our overall ESG reporting. Better-quality emissions data will help us measure progress against our 2030 supply chain target and provide more meaningful insights to customers and stakeholders.

Upstream scope 3 emissions

Improving the quality of supplier data and performance across our upstream value chain remains fundamental to achieving our headline climate target. In 2024, we identified 26 key suppliers that account for approximately 80% of our emissions from purchased goods and services, with over half of this impact attributed to ore suppliers. These emissions represent around 52.6% of our total upstream scope 3 footprint. To enhance the accuracy of our reporting, we collaborated closely with six of these suppliers to secure primary emissions data. This improved transparency allowed us to replace secondary data with more accurate primary figures, resulting in a 74% reduction in our reported upstream scope 3 emissions.

This outcome reinforces the importance of this exercise in calculating an accurate and credible GHG emissions footprint for Venator and in understanding the wide range of supplier maturity levels. In 2025, we will continue our tailored engagement and ongoing capacity-building of suppliers by seeking to gather verified carbon footprints and emissions reduction targets from 24 of these key suppliers. This will help strengthen data robustness, build trust, and enable targeted, collaborative decarbonization efforts throughout our value chain which, in turn, will contribute to our long-term net zero ambitions.

Celebrating sustainable supplier performance

To recognize outstanding supplier contributions, we launched the Venator Supplier of the Year Awards in 2024. This annual program rewards excellence in sustainability, operational reliability, safety, and collaboration.

Our inaugural winner, BOC, a Linde company, was recognized for the exceptional support it provided to our Greatham site—including renewable-powered operations at its Teesside Air Separation Unit—which directly contributed to our carbon footprint reduction efforts.

In celebration, Venator donated £10,000 to two Teesside-based charities nominated by BOC employees: The Headlight Project and Tees River Rescue. This reflects our shared commitment to local impact and community engagement.

We look forward to continuing this program in future years, reinforcing our commitment to responsible partnerships and recognizing suppliers that help us build a more sustainable, collaborative supply chain.



Optimizing logistics for efficiency and sustainability

We continue to enhance our logistics and transportation strategies to improve efficiency, reduce emissions, and strengthen our supply chain resilience. One key focus has been payload efficiency, particularly in regions where logistical constraints make consolidation more complex. In Germany, we outsourced logistics coordination to a specialized provider, and across Europe we improved full truckload averages and route optimization, leading to a significant per shipment improvement in payload efficiency. These efforts have directly contributed to lower freight emissions, as well as a reduction in associated logistics costs.

Customer collaboration remains a key opportunity. Many customers still request smaller, more frequent deliveries instead of consolidated shipments, particularly for performance additives and specialty pigments. We continue to engage with customers to encourage order consolidation, which significantly reduces transport-related emissions.

Case study:

Reducing emissions and risk in the tetra supply chain

A major milestone in supply chain optimization has been our tetra supply chain project, which focuses on reducing freight emissions and mitigating risk. Our Teluk Kalong site uses titanium tetrachloride (tetra), a substance requiring strict containment measures, in its manufacturing. Historically, we shipped tetra from our Greatham site in the UK to Teluk Kalong, maintaining a closed-loop supply chain but incurring significant freight GHG emissions and logistical risks.

In order to reduce risk in the supply chain and decrease lead times and freight GHG emissions, Venator transitioned to a more local tetra supplier for the Teluk Kalong site while redirecting Greatham’s tetra production to support European customers. This change has resulted in:

- A significant reduction in freight emissions.
- Increased supply chain reliability by shortening lead times.
- Substantial cost savings.

Looking ahead, we will continue to explore solutions that enhance freight efficiency, reduce emissions, and support our broader sustainability targets. Optimizing transportation and sourcing will remain central to our efforts to reduce emissions, improve resilience, and align with our long-term sustainability commitments.



4. Planet



Reducing the impact on our world

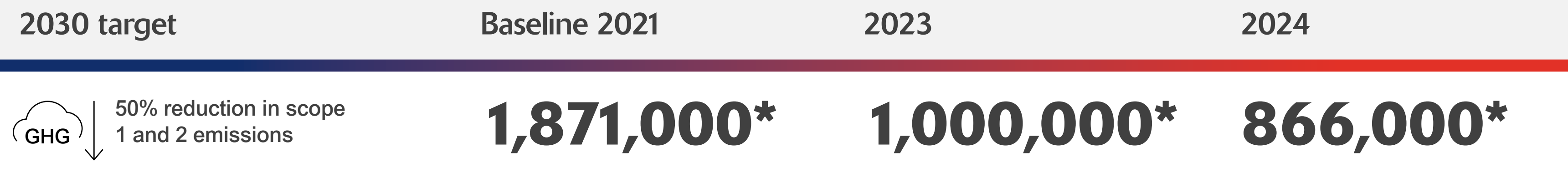
At Venator, we take responsibility for our environmental footprint and are committed to reducing emissions, minimizing waste, and driving sustainable manufacturing. Our products play an essential role in modern life, and with that comes the duty to operate responsibly and support our customers in meeting their own sustainability goals.

All operational manufacturing sites are certified to ISO 14001 for environmental management systems, with environmental performance overseen by on-site EHS managers who drive continuous improvement in areas such as energy, emissions, water, and waste. Our goal to reduce scope 1 and 2 GHG emissions by 50% by 2030 remains central to our Planet agenda, supported by accurate measurement, energy efficiency, and circular economy principles. The launch of our V-PCF product carbon footprint tool marks a step forward in enabling data-led decisions that reduce both carbon and waste, for Venator and for our customers.



Emissions and energy management

We recognize our responsibility to minimize our environmental impact by tackling climate change and the GHG emissions we produce throughout our value chain. Our operations are energy-intensive, and with our vast value chain, we are consistently looking for ways to reduce our direct GHG emissions footprint. We look to do this through energy efficiency improvements, energy infrastructure transformation, and site decarbonization plans. Through this, we can strengthen our resilience and accelerate progress toward our 2030 climate goals.



* This value has been rounded to the nearest thousand.

2024 key highlights

- Reduced absolute scope 1 and 2 GHG emissions by 13.4% compared to 2023, supported by operational efficiencies and site transition activities.
- For the first time, calculated scope 3 emissions for the reporting year, showing enhanced data collection and measurement processes.
- Delivered the successful FEED study at Greatham for hydrogen fuel to replace natural gas.

Key impacts, risks, and opportunities

Impact: The chemical sector is one of the world’s largest industrial energy users and carbon emitters, so managing emissions and energy use is critical to global climate efforts. Venator currently has a negative impact in this area, but has begun taking steps through emissions measurement and target setting, particularly for its substantial scope 3 footprint.

Risk: The rising use of electricity worldwide may inflate prices over the short and medium term.

Risk: A failure to implement a net zero strategy in line with a 1.5°C trajectory may adversely affect Venator’s strategic partnerships and stakeholder relationships.

Opportunity: Developing Venator’s product offerings that reduce customer scope 3 emissions and increase their capacity to adapt to climate change may enhance Venator’s reputation among customers, investors, and other stakeholders.

Opportunity: Developing and communicating a clear roadmap to achieve net zero emissions could enhance Venator’s reputation among customers, investors, and other stakeholders.



Reducing our greenhouse gas emissions: Our 2024 carbon footprint

Our decarbonization strategy remains central to achieving our 2030 target of reducing scope 1 and 2 GHG emissions by 50%. Since the strategy was developed in 2022, we’ve made steady progress through site-specific emissions reduction plans and energy transformation initiatives across our global operations.

In 2024, we achieved a 13.4% reduction in absolute scope 1 and 2 emissions compared to the previous year. While part of this reduction resulted from the wind-down of operations at selected sites, we saw a marginal increase in our emissions intensity metric which increased from 0.94 to 1.00. This can be attributed to the general fluctuation in production and the business’s transition throughout 2024, particularly from an energy use perspective. Our indirect scope 2 emissions increased, driven by changes in operational demand and energy sourcing. Shifting market conditions also shaped performance, affecting energy use and production rates across the business.

In parallel, 2024 marked the first year we successfully calculated our scope 3 emissions in time for inclusion in this report, reflecting improvements in our data collection and reporting capabilities. In addition to our work to decarbonize our upstream scope 3 emissions, we recognize that there is still a proportion of emissions within our downstream, particularly with our customers processing our TiO₂ into their own products. We are working to identify ways in which we can work with our customers to reduce their scope 1 and 2 emissions and consequently reduce our downstream scope 3 emissions.

Looking ahead, we will continue to advance energy reduction and emissions efficiency projects across all manufacturing sites. Each location has identified specific areas for improvement, including energy use, TiO₂ yield, and raw material efficiency. These initiatives are designed to cut emissions, reduce energy costs, and help ease the demand on the grid—particularly as we increase our reliance on renewable energy sources.

	Baseline	2022	2023	2024
1&2 Scope 1 and 2 emissions (tCO₂e)	1,871,000*	1,184,000*	1,000,000*	866,000*
3 Scope 3 emissions (tCO₂e)	2,587,000*	2,101,000*	1,405,000*	1,380,000*
GHG Total GHG emissions (tCO₂e)	4,457,000*	3,285,000*	2,405,000*	2,247,000*
GHG 1&2 GHG scope 1 and 2 emissions intensity (tCO₂e/tonnes produced)	--	0.90	0.94	0.99

* This value has been rounded to the nearest thousand.

13.4%

reduction in scope 1 and 2 emissions

1.8%

reduction in scope 3 emissions



From planning to progress: Advancing site-level decarbonization

Following the development of our decarbonization strategy between 2022 and 2023, we set out our staged approach to developing decarbonization plans for each manufacturing site. Beginning with Greatham, one of our largest manufacturing sites, we created a decarbonization plan that outlines our planned actions to decarbonize our scope 1 and 2 emissions. In 2024, we continued our progress on our decarbonization plan at Greatham with the completion of a FEED (front-end engineering design) study on the infrastructure required to utilize hydrogen gas as a replacement for natural gas on-site. In parallel, we have also been exploring whether some of the natural-gas-fired furnaces on-site can be converted to electric power.

The study was a great success, coming in on time, under budget, and producing results that illustrated how we can re-engineer the site to utilize hydrogen fuel. Furthermore, the study was crucial for the next stage of the project, which involved a new grant application to the Industrial Energy Transformation Fund (IETF) in order to enter the next phase. This phase will involve deploying the design from the FEED study and the conversion of our boilers on-site to dual firing, making them compatible with both natural gas and hydrogen.

Once operational in 2029, this has the capability of reducing our scope 1 emissions by one-third and our natural gas consumption by around two-thirds, resulting in an estimated reduction of around 60,000 tCO₂e annually. Should this be successful, the next phase of the project will extend beyond 2029 and help us expand to other burners and installations across the site, further reducing our gas consumption.

While we continue on our IETF project for hydrogen adoption at Greatham, we have also persisted in identifying alternatives for our other sites. As hydrogen availability is limited in many locations, we are actively assessing energy reduction projects as an interim step, as well as the adoption of alternatives such as biomass and photovoltaics.

Driving energy efficiency across our operations

Improving energy efficiency remains a priority for Venator as we work to reduce both energy consumption and GHG emissions. Even as we transition toward renewable energy, reducing overall demand is critical—not only to minimize emissions and operating costs, but also to reduce strain on global renewable capacity in the journey to net zero.

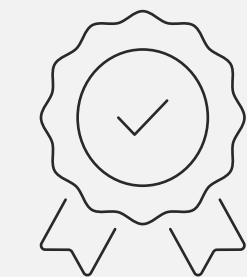
We conduct monthly energy performance and energy reviews across all manufacturing sites, led by our Senior Vice President of Operations and site directors. These reviews track usage trends, identify opportunities, and ensure timely action.

In 2024, we introduced a range of site-level efficiency measures that, compared to 2023, contributed to a company-wide reduction in total energy use and energy intensity. These improvements were driven by our business improvement initiatives and strong performance at several key sites, including the following.

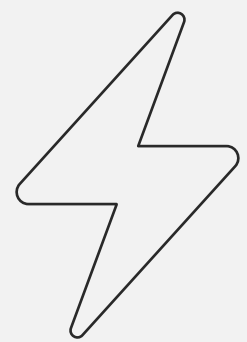
- **Huelva:** Achieved ISO 50001 accreditation for energy management systems to support a structured, data-driven approach to energy management.
- **Teluk Kalong:** Installed new steam instrumentation and optimized valve systems to reduce waste.
- **Wynyard:** Continued our site-wide lighting upgrade, replacing aging fluorescent fixtures with smart LED systems and motion sensors to lower energy usage and cost.

Looking ahead, we will continue to embed energy efficiency across our global operations and target ISO 50001 certification for additional sites to strengthen our performance and deliver long-term impact.

The benefits of ISO 50001



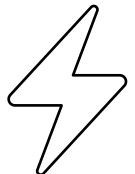
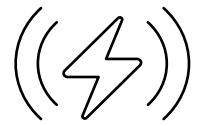
Increased credibility with sustainable product standards



Continued focus on energy reduction



Enhanced alignment with customer expectation

	2022	2023	2024
 Energy consumption (MWh)	4,227,000*	3,222,000*	2,927,000*
 Energy intensity (MWh/tonnes produced)	3.22	3.07	3.33

* This value has been rounded to the nearest thousand.

Air quality management

The production of residual air emissions is an inherent part of titanium dioxide manufacturing, and we are committed to managing them responsibly. Our production processes can release materials such as nitrogen oxides (NO_x) and sulfur oxides (SO_x)—compounds that can contribute to air acidification and, more broadly, to environmental degradation when not properly controlled.

Although air emissions vary across sites depending on local technologies and processes, we apply a consistent and rigorous approach to monitoring and mitigation across all our operations. All sites follow the requirements of our Corporate EHS Manual, with controls in place to ensure compliance with national and international air quality regulations.

We take great care to limit our emissions, even though our operations do not contribute significantly to regional air pollution.

Over the past three years, we have continued to reduce both NO_x and SO_x emissions, and in 2024 we also saw a decline in our air emissions intensity metric—reflecting both ongoing performance improvements and more efficient production.

Our goal is to minimize our contribution to air pollution and protect environmental quality in the communities where we operate through a process of continuous improvement.

		2022	2023	2024
	NO _x emissions (tonnes)	458	293	214
	SO _x emissions (tonnes)	1,673	1,017	922
	Total (tonnes)	2,131	1,310	1,136
	Intensity (tonnes/tonnes produced)	0.0016	0.0012	0.0013



We take great care to limit our emissions, even though our operations do not contribute significantly to regional air pollution.

Water management

Water is an important resource in the production of titanium dioxide, used extensively for chemical processing, cooling, and treatment. The way water is consumed and managed varies across our manufacturing sites, depending on site-specific technologies and configurations. In all cases, efficient water use and wastewater treatment are essential to minimize our environmental footprint.

Certain production methods can place higher demands on water resources or generate more complex wastewater streams. If not carefully managed, these can lead to challenges such as water scarcity, lowered pH levels, and nutrient discharge into natural water systems. These risks can contribute to broader ecological issues, including eutrophication and impacts on aquatic life.

To manage these risks, we continue to invest in site-level water stewardship, focusing on reducing water withdrawals, improving reuse where feasible, and ensuring all wastewater is treated in accordance with regulatory standards and best practices.

24.6%

reduction in absolute water withdrawal

In 2024, we recorded a 8.5% reduction in total absolute water consumption, which was accompanied by a 24.6% decrease in water withdrawal. This was largely due to a wind-down of operations at several high-usage sites which historically represented a significant share of our overall water footprint. While we achieved this, we also recorded a marginal decrease in our water intensity metric. We attribute this to general fluctuation in consumption which is a common trend for our business over the last few years. However, we are committed to sharpening our focus on both withdrawal and consumption, particularly as water becomes a more important topic for our industry and business. Moving forward, we will establish new internal targets to drive more efficient water use and support ongoing efforts to reduce our impact across all operations.

	2022	2023	2024
 Water withdrawal (m³)	79,459,000*	72,283,000*	60,000,000*
 Water intensity (m³/tonnes produced)	60.61	68.87	68.3

* This value has been rounded to the nearest thousand.





Across our sites, we've already begun working with local organizations to better understand our impacts and opportunities for improvement.

Biodiversity

From our recent double materiality assessment, “biodiversity and ecological impacts” was identified as a high-priority topic, particularly in terms of the potential impact our operations may have on local ecosystems.

As a chemical manufacturer, we recognize that our activities can influence the natural environment, especially through risks such as groundwater infiltration or improper containment of materials. We investigate all losses of containment at our facilities that could result in groundwater contamination, and we ensure that corrective actions are put in place to prevent these incidents from reoccurring in the future.

Protecting ecosystems is part of our environmental management approach, but we acknowledge the need for a more structured, proactive focus on biodiversity. While this is still in the early stages, we are committed to strengthening our efforts. Across our sites, we've already begun working with local organizations to better understand our impacts and opportunities for improvement. In the UK, we've partnered with the Wildlife Trusts to carry out biodiversity assessments and guide our next steps.

In 2025, we'll focus on improving how we monitor, measure, and report on biodiversity. This will include introducing new performance metrics and developing Site Biodiversity Action Plans to help us better manage our footprint and identify site-specific opportunities for positive change.

Case study:

Monitoring biodiversity at Venator's Greatham site

As part of our commitment to biodiversity, a moth survey was carried out at our Greatham site by the Industry Nature Conservation Association (INCA). Moths are valuable indicators of ecosystem health, and the findings provide a useful baseline to guide future biodiversity efforts.

Using light traps, the survey recorded 34 species, including ten uncommon in the region. Among these were species usually associated with reedbed environments, such as Webb's wainscot, and grassland moths like the dusky sallow, both of which thrive in alkaline-rich habitats. Interestingly, these habitats have developed across the Tees estuary through historical industrial land use, showing how reclaimed land can support unique ecosystems.

The results highlight the ecological value of our site and the importance of habitats such as reedbeds and grasslands. Going forward, we will build on this work through seasonal monitoring, and use the findings to inform a Site Biodiversity Action Plan, helping us protect and enhance biodiversity as part of day-to-day site management.

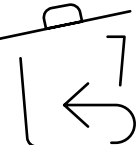




Circular economy and waste management

Embracing circular economy principles is essential to our progress toward net zero. It also plays a critical role in reducing our reliance on virgin raw materials. While our TiO₂ production processes still depend on non-renewable feedstocks, we are actively working to optimize resource efficiency by minimizing waste, reusing materials, and repurposing by-products across our operations.

By integrating circular thinking into site-level operations and decision-making, we aim to extend material life cycles, lower environmental impact, and reduce dependency on non-renewable materials and their extraction. This is applicable to the materials we use in our processes, such as coke, water, and chlorine. A central focus of this effort is rethinking waste management—recovering, reusing, and recycling by-products wherever possible. Where disposal is unavoidable, we meet all regulatory requirements to protect human health and the environment.

	Baseline 2021	2023	2024
 30% reduction in non-hazardous waste	860,000*	537,000*	439,000*

* This value has been rounded to the nearest thousand.

2024 key highlights

- Reduced non-hazardous waste by nearly 100,000 tonnes, achieving our 2030 target six years early due to increased co-product utilization and operational changes.
- Continued to achieve a reduced waste intensity below our baseline year of 0.81 to 0.54 tonnes per tonne of product, reflecting improved material efficiency across several sites.
- Achieved 100% beneficial use of non-hazardous waste and co-products at Huelva and Uerdingen through increased recovery, reuse, and external sales.
- Sold or reused 98% of copperas by-product produced through our Pacific Iron Products (PIP) joint venture at Teluk Kalong.
- Launched Carbo-Gi in Malaysia, a soil amendment made from red gypsum, with government approval secured and commercialization planned for 2025.

Key impacts, risks, and opportunities

Impact: Circular economy practices are key to reducing global emissions and unlocking economic opportunity, yet remain a challenge in materials-intensive sectors like chemical industry. While Venator currently has a negative impact in this area, it is actively addressing circularity through product LCAs, innovation aligned with the SDGs, and industry collaboration to drive systemic change.

Risk: Fines and sanctions for breaches of regulation (e.g., waste) are subject to regulations. Waste for Venator may come from transportation, treatment, storage, and disposal.

Opportunity: Designing with sustainability in mind may provide an opportunity for active emissions management and enhance brand value.

Opportunity: Embedding circular economy principles within business operations.



Reducing and repurposing by-products

TiO₂ manufacturing produces both non-hazardous and hazardous by-products. Wherever possible, we process these by-products to render them non-hazardous. Many by-products are also repurposed and refined for reuse in other sectors, creating valuable co-products that not only reduce landfill waste but also generate additional revenue.

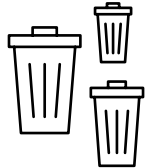
We have set a target to reduce non-hazardous waste by 30% by 2030. Structural changes at two of our sites have enabled us to achieve this goal in 2024. We will, however, continue our work to improve the efficiency of our operations and to decouple waste generation from business growth.

Waste reduction in 2024

In 2024, we saw a reduction of nearly 100,000 tonnes in non-hazardous waste. This was the result of both increased co-product sales and structural changes at specific sites. Our hazardous waste increased slightly by 1,000 tonnes, which we attribute to fluctuations in production across our sites.

We continued to achieve a good waste intensity metric of 0.54 tonnes of waste per tonne of product produced. This improvement is directly linked to the performance at several sites:

- At Huelva and Uerdingen, efforts to achieve zero waste to landfill significantly reduced overall waste intensity.
- At Teluk Kalong, 98% of copperas produced in 2024 was sold through increased utilization at our Pacific Iron Products (PIP) plant and through external sales, contributing further to waste diversion and circularity.

	2022	2023	2024
 Hazardous waste (tonnes)	39,357	32,762	33,854
 Non-hazardous waste (tonnes)	860,000*	537,000*	439,000*
 Total (tonnes)	900,000*	570,000*	473,000*
 Waste intensity (tonnes/tonnes produced)	0.69	0.54	0.54

* This value has been rounded to the nearest thousand.

Co-products

Since 2004, we have made many co-products with the support of our joint ventures and strong partnerships worldwide. Controlled by Venator, these joint ventures include Pacific Iron Products Sdn Bhd, located in Teluk Kalong. Pacific Iron Products uses Venator’s copperas co-product to produce animal feed grade ferrous sulphate monohydrate to FAMI-QS accreditation standards and is the largest producer in South East Asia. Oligo SA, located in Huelva, takes various co-products from the site, including filter salts and gypsum, and produces soil fertilizer products such as FILLMAG and FILLMAFER, as well as chromium reduction products like SulfaCem and SulfaCem+. The scale of the company’s operations results in an annual production volume of over 150kt of product. Our co-products include the following.

Gypsum Used in numerous ways, including as an agricultural soil amendment and in cement manufacturing as an alternative raw material or retardant to control setting times.	Copperas Used in wastewater treatment processes, agricultural practices as a fertilizer, animal feed supplement, and other pigment productions.	Ferrous sulfate monohydrate Supplied globally as a specialty ingredient for animal feed pre-mix, removal of heavy metals in mining operations, water treatment, and chromium reduction in cement manufacture.	Ferric sulfate (FERRICLAR™) Produced from copperas and used for municipal and industrial water treatment processes.
Filter salts Reused within our processes to produce sulfuric acid or within Venator-managed joint venture plants to produce soil fertilizer products (e.g., FILLMAG and FILLMAFER) and chromium reduction products (e.g., SulfaCem and SulfaCem+) for the cement industry or sold to third parties for similar applications.	Sulfuric acid Supplied to other chemical manufacturers for use in their production processes.	Iron oxide Used in cement production and in the cement industry to improve durability and weather resistance.	Rutilit® Used for in-situ blast furnace repairs and protection.

In 2024, 100% of the non-hazardous waste and co-products generated at Huelva and Uerdingen are put to beneficial use—either sold directly for use in other applications and industries or processed into commercial products. At Duisburg, 84% of non-hazardous waste and co-products are similarly repurposed.

Greatham has traditionally produced few co-products due to the nature of TiO₂ production at this site. Like Teluk Kalong, further efforts are being explored to improve the sale and reuse of co-products and reduce waste at this site.



Case study:

Advancing Carbo-Gi and transforming soil fertility in Malaysia

On December 2, 2024, Carbo-Gi received formal approval from Malaysia's Department of Environment (DOE), marking a major milestone for this innovative soil amendment and making it the first of its kind approved in the country.

Carbo-Gi is a blend of red gypsum—a by-product from our Teluk Kalong TiO_2 site—and a carbon source, enriched with macro and micronutrients including calcium, sulfur, and magnesium. Developed through research partnerships and extensive field trials, Carbo-Gi provides a sustainable alternative to landfill disposal, supporting our circular economy goals and co-product strategy.

Trials have shown significant improvements to BRIS soil: a nutrient-poor, sandy soil type found on Malaysia's east coast. Carbo-Gi enhances soil fertility and structure, with promising results in non-food crop applications such as grass cultivation for animal feed, land rehabilitation, and erosion control.

In addition to improving soil health, the product supports waste reduction and resource efficiency, aligning with the 12th Malaysia Plan (RMK-12), and reinforcing the long-term sustainability of our Teluk Kalong site.

With regulatory approval now in place for Carbo-Gi, in 2025 we will focus on scaling up production and completing trials for food crop applications, while advancing commercialization for non-food use. Our Carbo-Gi project at Teluk Kalong demonstrates how industrial by-products can be repurposed and underlines Venator's commitment to delivering tangible environmental and agricultural benefits.

5. Performance and reporting



Performance

Robust, transparent data underpins the progress we make across all pillars of our sustainability strategy. Demonstrating that progress through globally recognized standards helps us build trust and benchmark our performance year on year.

This report marks the second consecutive year of several important achievements: We maintained our EcoVadis Gold rating, submitted our second Communication on Progress to the UN Global Compact, and continued reporting in accordance with the GRI Standards.



EcoVadis

EcoVadis is a globally recognized platform that evaluates companies on their environmental, social, and ethical performance. Covering areas such as labor and human rights, ethics, environmental impact, and sustainable procurement, it provides an independent benchmark for how businesses manage sustainability across their operations and supply chains.

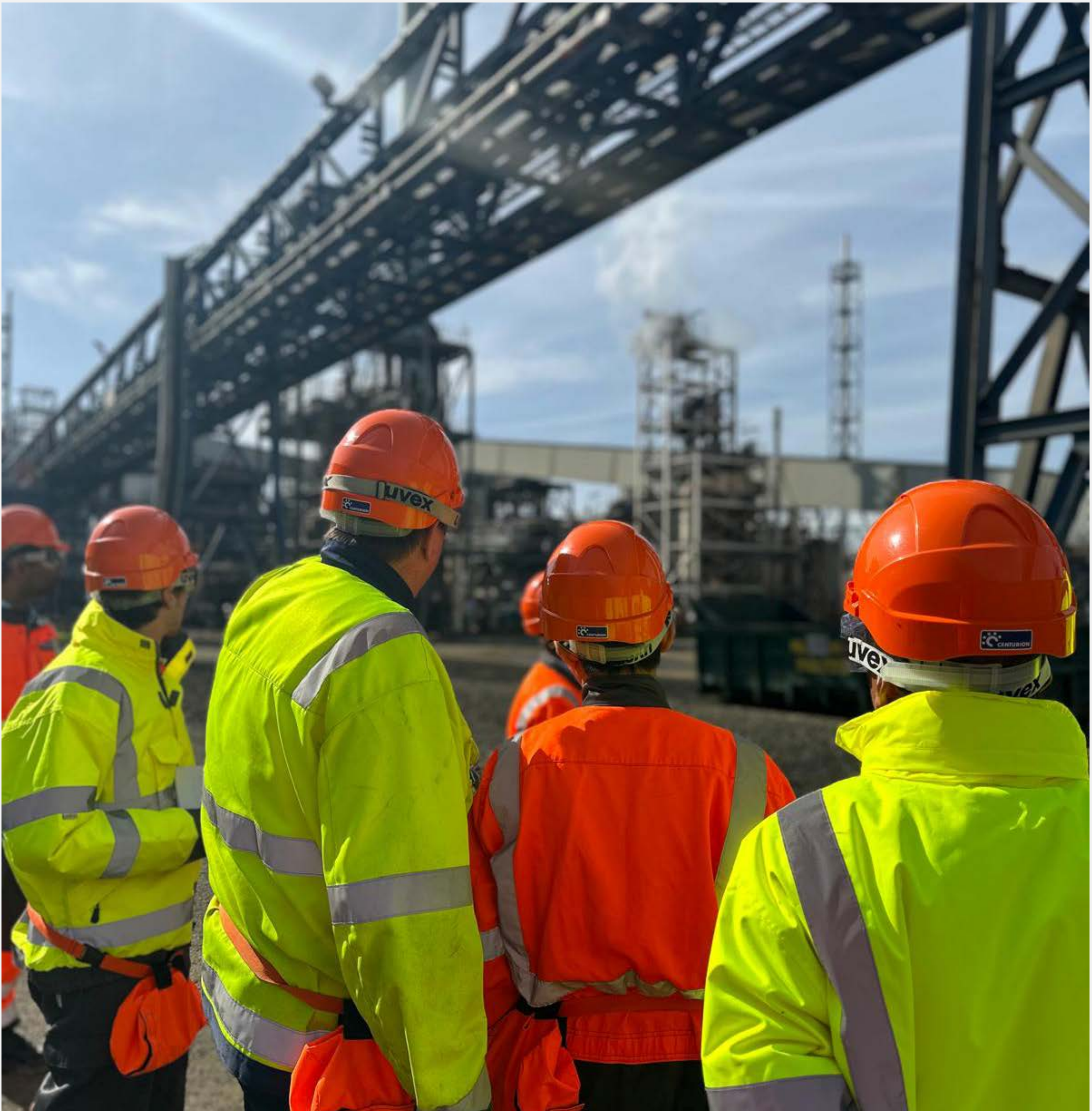
For Venator, EcoVadis is an important tool for measuring progress, identifying areas for improvement, and demonstrating our commitment to responsible business practices. The assessment provided by EcoVadis also strengthens supplier relationships, supports regulatory compliance, and drives continuous improvement across our operations.

In 2024, we were proud to achieve a Gold rating from EcoVadis for the second consecutive year, placing Venator in the top 5% of all companies assessed globally, and within the top 3% of the chemical industry. This recognition reflects ongoing improvements across key areas of sustainability, including environment, ethics, labor and human rights, and sustainable procurement.

Our overall EcoVadis score rose to 77, a four-point increase from 2023. The most notable improvement came in sustainable procurement, where our score increased from 50 to 70—one result of our strengthened focus on supplier engagement, compliance, and responsible sourcing. This supports our broader aim to build a more resilient and ethical supply chain in line with our sustainability goals.

We also made significant gains in our ethics rating, reinforcing our efforts to improve governance, transparency, and accountability across the business. These improvements go beyond performance scores and reflect a cultural shift in how we embed sustainability at every level of our operations.

The Gold rating from EcoVadis validates our progress and motivates us to go further. It reflects the commitment of our teams across the organization and underscores our ongoing focus on continuous improvement. Looking ahead, we will maintain our use of tools like EcoVadis to benchmark progress and guide meaningful action across our global value chain.



UN Global Compact

Since becoming a signatory to the UN Global Compact (UNGC) in 2022, we have continued to strengthen our commitment to its Ten Principles, covering human rights, labor, the environment, and anti-corruption. In 2024, we submitted our second annual Communication on Progress (COP), reflecting on our sustainability performance from January 1 to December 31, 2024.

This submission reinforces our alignment with the UNGC framework and highlights the actions we are taking to integrate its principles across our global operations. By sharing key data and insights through our Communication on Progress (including from this Sustainability Report), we contribute to broader efforts that support the UN Sustainable Development Goals. The process also enables us to benchmark progress, identify areas for improvement, and ensure transparency in how we manage our responsibilities as a global business.



Climate-related financial disclosures

At Venator, we recognize that climate change is more than a challenge—it's a strategic priority. As a global business with energy-intensive manufacturing operations, we understand the scale of change required to meet the climate ambitions of our stakeholders and regulators. In 2024, we continued to strengthen our response to climate-related risks and opportunities in line with the UK's Climate-related Financial Disclosures (CFD) regulations, which are built on the Task Force on Climate-related Financial Disclosures (TCFD) framework.

We're now in our second year of climate-related risk reporting. Over the past 12 months, we've taken tangible steps to integrate climate-related risks into our site-level operations, improve the quality and granularity of our data, and further embed climate considerations into our financial planning and investment decisions. This work supports our ambition to create a more resilient business that can adapt to the physical impacts of climate change while helping to drive the global transition to a lower-carbon economy.

In 2024, we experienced a year of both change and progress.. Operational shifts, including the wind-down of particular sites and a strategic redistribution of production, gave us an opportunity to reassess how and where climate risks are most material to our business. We used these insights to evolve our internal risk procedures, ensuring that each of our sites understands its role in monitoring, managing, and mitigating climate-related risks.

We also saw improvements in our climate-related intensity metrics. While our absolute figures have reduced, we've delivered stronger performance relative to output—demonstrating that efficiency and sustainability can go hand in hand. We believe these gains are the result of targeted investments, process innovation, and a shared commitment to doing better across our global operations.

Looking ahead, we'll continue to sharpen our focus on site-level resilience, decarbonization, and climate scenario planning. We know that climate risk is dynamic, and our approach must evolve accordingly. The following disclosures reflect where we stand today, the progress we've made, and how we're preparing for what's next.





Governance

Our approach to climate governance is embedded in our broader sustainability framework and led from the top. The Board has clear oversight of climate-related risks and opportunities, supported by dedicated Committees that meet quarterly to review progress and steer decisions.

- **The Board** oversees Venator’s climate strategy, delegating implementation to the Nominating and Corporate Governance Committee and the Audit Committee.
- **The Nominating and Corporate Governance Committee** reviews progress against our climate metrics and targets, advises on site-level investment decisions, and ensures accountability across departments.
- **The Audit Committee** evaluates material risks annually, reviews mitigation measures, and considers the financial implications of climate-related risks.
- **The Sustainability Council**—chaired by our EVP of Sustainability, EHS, and HR—connects site-level action with strategic oversight. It coordinates climate-related activities, tracks emissions and waste performance, and reports quarterly to the Board.

Through this structure, we consistently focus on managing our exposure to physical and transition risks and ensuring that climate-related insights inform both site operations and long-term planning.

Key progress in 2024

In 2024, key outputs from the Council meetings include the establishment of site-level governance of material climate-related risks and opportunities. The Council took steps to engage with the relevant stakeholders across our sites to understand what site-specific metrics and targets were in place for each site, and evaluate the effectiveness of the existing risk management approaches.

This increased our awareness of the processes that may help us manage material climate-related risks, specifically acute and chronic physical risks. The Council also developed a new, site-level climate risk management procedure that lays out governance processes, such as quarterly site updates of metrics and targets, which can be shared with the Council for trend analysis. This procedure will be rolled out to all Venator sites in 2025.

Strategy

A core objective of the UK CFD framework is to help companies identify and disclose the climate-related risks and opportunities they face in the short, medium, and long term. These disclosures are intended to support more substantial strategic planning, improve resilience, and drive more informed financial decision-making across a range of potential climate scenarios.

At Venator, we use our sustainability strategy framework to manage these risks and opportunities effectively. Throughout this report, we outline how we are actively monitoring, mitigating, and adapting to climate-related challenges—while also identifying and capturing emerging opportunities.

Climate scenario analysis

Scenario analysis is a familiar concept across our business. It is often used in financial contexts to assess uncertainty and plan for a range of possible outcomes. Climate scenario analysis applies this same principle to climate-related risks and opportunities. It is a key expectation under the UK CFD framework and helps us understand how different climate futures might affect our business, enabling us to respond with agility and confidence.

We first disclosed our climate scenario analysis in 2023. It remains central to how we evaluate and manage risk. Our analysis includes both physical and transition risks, using established, science-based scenarios from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) and the International Energy Agency (IEA) World Energy Outlook 2023.

Physical scenario analysis

For our physical risk assessment, we used two scenarios from the IPCC’s AR6, known as Shared Socioeconomic Pathways (SSPs). These combine projected greenhouse gas concentrations with a range of socioeconomic trajectories, offering insight into how different global development patterns may drive future climate outcomes.

By applying these scenarios, we gained a clearer understanding of how our operational sites may be exposed to various physical climate risks—both now and in the future. The two climate pathways selected for analysis are outlined to the right.



Scenario	Description
SSP1-2.6: Sustainable Development Scenario	Global GHG emissions decline to net zero by 2070. This is due to societies adopting more ecologically beneficial practices worldwide, where the focus shifts from economic growth to general well-being. Severe weather events do occur, but the worst consequences of climate change have been avoided. Warming: 1.3–2.4°C by 2100.
SSP5-8.5: Fossil-fueled Development Scenario	Global GHG emissions will almost double from current levels by 2050. This is the worst-case scenario: fossil fuel exploitation and energy-intensive lifestyles drive rapid global economic growth, and catastrophic weather events are commonplace. Warming: 3.3–5.7°C by 2100.

Transition scenario analysis

For the transition scenario analysis, we assessed the impact of three transition scenarios from the IEA’s World Energy Outlook (2023) report. The selected scenarios present a sharp contrast between potential futures, enabling us to plan for various climate impacts. The three transition scenarios are outlined below.

Scenario	Description
Net Zero Emissions by 2050 Scenario (NZE)	This best-case scenario from a climate perspective maps out a method for achieving a 1.5°C stabilization in the rise in global average temperatures.
Announced Pledges Scenario (APS)	This ambitious scenario assumes that all government aspirational targets are met on time and in full. It has an associated temperature rise of 1.7°C by 2100.
Stated Policies Scenario (STEPS)	This pragmatic scenario illustrates the trajectory implied by today’s policy settings, with temperatures expected to rise by around 2.5°C by 2100.

Time horizons

Understanding climate-related risks and opportunities requires more than identifying what they are: It’s equally important to consider when they may arise. While the effects of climate change are already apparent, the full business implications are likely to emerge over time, and at different paces. To build a fuller picture of future risks and opportunities, the UK CFD framework requires companies to assess climate scenarios across three distinct time horizons: short, medium, and long term.

At Venator, we anchor these timeframes to global emissions milestones. Each milestone year serves as a reference point during our evaluation, helping us to focus on the specific risks and opportunities most relevant to that period. Our time horizons are set out to the right.

Range		Timeframe	Milestone year
Short term	ST	Present–2030	2030
Medium term	MT	2030–2040	2040
Long term	LT	2040–2050	2050

As shown on pages 68–70, we have summarized our most significant climate-related risks and opportunities—highlighting their current materiality, our management responses, and the key operational sites involved.

Following our initial climate risk assessment, we introduced a dedicated capital expenditure category for sustainability. This new category strengthens our ability to plan and invest in measures that enhance long-term resilience to climate-related risks. To support this, we developed a simple scoring system, ranking sustainability-related capital needs on a scale from 1 to 3. By applying this approach specifically to climate-related issues, we are able to assess their significance and prioritize investment accordingly, ensuring we are financially prepared to mitigate or adapt to evolving climate risks.



Risk management

We have embedded climate-related risk into our broader enterprise risk management approach by applying the COSO Integrated Framework, a globally recognized framework that provides guidance for designing and implementing internal controls to help organizations achieve their objectives. This ensures that climate risks are identified, assessed, and managed alongside other strategic, operational, and financial risks, supporting our business's long-term resilience and success.

In 2024, we took this a step further by integrating climate-related physical risk management directly at the site level. We worked closely with key operational sites to help them monitor and address their most material physical climate risks consistently and in a structured way.

Risk and opportunity identification

Our comprehensive physical and transition climate scenario analysis formed the foundation of our climate risk and opportunity identification. We formulated a long list of potential risks and opportunities against the UK CFD disclosures. From this list, we identified a range of potential business and financial impacts that may affect Venator's operations and value chain. The long list formed the basis of our initial risk and opportunity evaluation assessment in 2023.

Risk and opportunity evaluation

In 2024, we completed our annual review of climate-related risks and opportunities, using the COSO Integrated Framework to guide our approach. This process involved close engagement with stakeholders from across the business, including executive and senior management, to reflect on the new controls and mitigation measures introduced over the past year.

To support the re-evaluation, we held two workshops focused on our most material climate issues. One addressed physical risks at the site level, while the other explored transition risks and emerging opportunities from a global perspective. During both sessions, we reassessed the potential business and financial impacts of each issue to confirm whether they remained relevant and material.





Physical risk workshop

We carried out a physical risk management workshop for our physical climate-related risks, where we worked with key stakeholders across our main sites where physical climate-related risks were identified.

This engagement helped surface a range of site-level metrics used to assess resilience, alongside new controls that had been introduced to reduce risk exposure. The result was the development of a formal, site-level climate risk assessment procedure, defining clear roles and responsibilities, tailored assessments for each site, and a consistent approach to reporting.

Transition risks and opportunities workshop

Given that transition risks are primarily influenced by broader policy, market, and technology shifts, we took a global approach to reassessing transition risks. We engaged senior and executive leaders from across Venator—such as the EVP of Sustainability, EHS, and HR, Purchasing Director, Process Technology Director, and Finance Director—to understand the key changes in 2024 that may change the materiality of the transition risks and opportunities or their potential financial impacts.

Drawing on updated climate science from the IEA's World Energy Outlook 2024, as well as outputs from our original scenario analysis and new mitigation measures introduced over the year, we reassessed the likelihood and potential financial impact of each transition risk. This process ensured that our evaluation remained aligned with the evolving external landscape and the realities of our business operations.

Risk scoring

The workshops provided valuable insight into the control measures introduced during 2024 and areas where further work is needed to better understand exposure. These insights enabled us to effectively re-evaluate potential climate-related risks and opportunities against Venator's corporate risk methodology.

For each climate-related risk and opportunity, we reassessed the magnitude and probability of risk materiality. In many instances, the presence of new controls reduced the overall risk scores. Opportunities were evaluated using a similar methodology, assessing both the potential scale of the opportunity and Venator's capacity to realize it.

Risk and opportunity integration

Once scored, all climate-related risks and opportunities—along with their associated financial impacts—were recorded in our dedicated climate risk and opportunity register. Those that scored above our corporate risk appetite threshold were transferred to our corporate risk register and managed in line with our standard risk procedures.

As an outcome of the physical risk workshop, we also introduced a new site-level procedure for locations with material climate-related risks. This new process formalizes accountability for managing risks and opportunities at the site level, supported by clear roles, monitoring protocols, and defined data points. The procedure also sets precise monitoring and reporting procedures and key data points that, moving forward, will need to be tracked to identify trends and navigate climate-related risks proactively and sustainably.

Metrics and targets

Metrics and targets are essential tools for managing climate-related risks and opportunities. They help the Board and senior leaders make informed decisions, support transparent communication with stakeholders, and provide the basis for tracking progress over time. Metrics also help uncover emerging trends, whether physical or transitional, and demonstrate how climate-related risks and opportunities impact business strategy and financial planning. This ultimately helps us to enhance the business's resilience under a range of possible futures.

Venator's key climate-related metrics and targets sit within our broader sustainability strategy, structured around our People, Product, and Planet pillars. The Planet pillar captures our material climate indicators, including GHG emissions, energy consumption, and waste production. We calculate our global scope 1 and 2 GHG emissions using the GHG Protocol Corporate Accounting and Reporting Standard. Our 2024 carbon footprint and the range of ESG performance data are outlined across this Sustainability Report and summarized in our GRI Index.

Venator has committed to reduce its scope 1 and 2 emissions by 50% by 2030. We also recognize the importance of value chain emissions and are currently establishing a baseline. In parallel, we have set a target to reduce emissions from our high-emitting suppliers by 15% by 2030. Further details on our progress against our GHG emissions reduction targets, as well as climate-related metrics such as energy, waste, water, and air emissions, can be found in the Planet section of this report from page 44.

In 2024, we also developed further cross-industry metrics to better understand our exposure to specific climate-related risks and opportunities. We began tracking capital expenditures for climate-related sustainability projects, comparing budgeted and actual spending across nine sites, and have set forecasts for 2025.

Following our physical risk workshop and the integration of site-level climate management, we identified a series of metrics to monitor how physical risks materialize and are managed. Several of these are already being monitored and in use. These include:

- Downtime (hours) associated with extreme weather.
- Number of health and safety incidents / lost time injury rate (LTIR) associated with extreme weather.
- Changes in water costs.
- Asset losses due to extreme weather.

Other metrics were also recommended. Throughout 2025 and beyond, we will explore ways to implement and track these metrics to ensure that both chronic and acute physical risks are monitored and managed effectively.



Climate-related risks and opportunities

Physical climate-related risks:

Risk	Potential financial impact	Management approach	Materialization
Acute risk: Extreme rainfall and tidal flooding Priority sites: Greatham, UK	- Risk of increased capital expenditure for repairs associated with the damages caused by flooding. - Potential for reduced revenue caused by business interruption due to limited productive capacity and site shutdowns during extreme rainfall and river flooding events. - Liability risks associated with chemical contamination of the local environment, leading to litigation costs.	At Greatham, past flood events in the close vicinity of the site boundary have triggered strategic responses, including upgraded drainage and emergency outfalls. While flood-related incidents are logged informally, there is recognition of the need for more structured monitoring. A £3 million investment has been allocated toward coastal flood defense upgrades, and a roof survey is underway to strengthen warehouse resilience.	SSP5-8.5: LT
Acute risk: Extreme heat Priority sites: Huelva, ES	Potential reduction in revenue caused by business interruption, including limitations in productive capacity and site shutdowns during periods of extreme heat.	Sites are experienced in managing the operational impacts from extreme heat, with different mitigation measures in place depending on location. Greatham tracks temporary cooling actions and shift changes, with plans to formalize reporting. Huelva adapts work schedules and tracks heat exchanger efficiency and downtime as proxies. Teluk Kalong is reviewing human safety metrics, while broader weather-related downtime is monitored through the EHS system.	SSP1-2.6: LT SSP5-8.5: ST LT
Acute risk: Extreme cold Priority sites: Greatham, UK	- Increased operational expenditure due to temporary mitigation measures (e.g., hiring space heaters, manual winterization procedures, emergency maintenance). - Increased capital expenditure to upgrade or insulate vulnerable infrastructure. - Potential reduced revenue due to productivity losses from unplanned downtime. - Potential increased insurance premiums due to weather-related business interruption.	Greatham has established winter readiness procedures to manage risks from extreme cold, based on past equipment failures and safety concerns. Temporary measures like space heaters and protective tents are used during cold snaps, supported by seasonal checks and team preparedness. The site is exploring enhanced insulation and automation to improve reliability and reduce manual intervention.	SSP1-2.6: ST LT SSP5-8.5: ST
Acute risk: Water stress and drought Priority sites: Huelva, ES	- Potential increased operational expenditure for sourcing additional water sources or supply chain routes. - Potential increased water prices during water stress and drought conditions.	Several sites have access to alternative water sources in the event of shortages. At Huelva, water usage and costs are actively monitored, with a mandated 5% usage reduction in 2024 and tighter regulations expected within a decade. Downtime due to water availability is not yet tracked but is under consideration, alongside expanded reporting on weather-related equipment issues.	SSP1-2.6: LT SSP5-8.5: LT

Disclaimer: The physical risk analysis conducted assessed risks at a site level. The summary above represents the risks posing the greatest physical risk globally, and priority sites for mitigation. However, the distribution of risk magnitude, exposure, and materialization at a site level is not disclosed. The site-level assessments will be considered alongside the overall significance level of each site to support the evaluation of future investments and mitigation actions to be implemented.

Transition climate-related risks:

Risk	Potential financial impact	Management approach	Materialization
Policy risk: Carbon pricing An increase in policy, regulation, and legislation to curb GHG emissions, such as climate policy and carbon pricing mechanisms, may drive up compliance costs and impact competitiveness. Priority sites: All sites within the European Union and UK (in the jurisdiction of the European or UK Emissions Trading Schemes).	- Increased operating costs from a business-as-usual approach, in which fossil fuels continue to meet most of Venator’s energy needs. - Increased capital expenditure for emissions abatement resulting in reduced margins. - The severity of the financial impact will depend on a range of policy and market-driven factors, including changes to free allowances and potential expansion of carbon pricing to new regions.	Venator integrates carbon pricing into financial planning to inform investment and operational decisions. A global decarbonisation strategy is underway, with tailored site-level action plans. The company targets a 50% reduction in scope 1 and 2 emissions by 2030 and is progressing scope 3 data collection. In 2024, a hydrogen supply agreement was advanced at Greatham to reduce future carbon liabilities, with IETF funding sought for implementation by 2030. Venator actively engages on policy developments, including ETS and the Carbon Border Adjustment Mechanism (CBAM), and advocates for fair climate regulation that protects competitiveness.	STEPS: LT NZE: LT
Market risk: Cost of fossil fuels As the global energy mix transitions, shifts in both supply and demand may result in volatile fossil fuel consumer prices.	High and unpredictable operating costs for the use of fossil fuels to meet energy demands for business operations.	As mentioned above, Venator has committed to emissions reduction targets and is taking a strategic approach to facility decarbonization. Venator will continue to monitor this risk and ensure that it explores potential clean energy technology which delivers clear financial payback periods.	APS: LT
Technology risk: Market viability of low-carbon investment Decarbonizing Venator’s operations will require significant investment and the availability of external infrastructure, and the price of clean energy technologies may surge due to rising demand.**	- Lower return-on-investment capital investments in technology deployment. - Operational expenditures associated with the delayed or fragmented deployment of new technology and processes. - Write-offs and early retirement of existing assets dependent on fossil fuels.	Venator recognizes that the rising cost of clean energy technologies presents a challenge to the pace and scale of decarbonization. As such, the company is only investing in decarbonization projects that deliver a clear financial payback under existing regulatory conditions. To manage cost and implementation risk, Venator is taking a phased, site-specific approach. In 2024, a hydrogen FEED study was completed at Greatham, with an IETF grant application submitted to support the deployment of the hydrogen infrastructure required on-site and to fuel switch the steam boilers.	STEPS: LT APS: MT LT
Market risk: Availability of refinery by-products Decreasing the availability of fossil fuels and refining capacity may reduce the availability of refinery by-products (such as sulfuric acid, petroleum coke, and other petrochemicals) that are critical raw materials for TiO₂ production.	- Increased operating costs due to increased cost of refinery by-products. - Reduced revenue due to decreased production capacity for TiO₂.	Venator closely monitors supply chain risks related to refinery by-products, such as sulfur and petroleum coke, which are critical to TiO₂ production. Although short-term availability is stable, the business recognizes the potential long-term risk due to shifting fossil fuel markets. In 2024, Venator secured new sourcing contracts after the exit of a major supplier, avoiding disruption. It is also exploring the feasibility of lower-carbon alternatives to coke and continues to explore long-term solutions. The company’s acid recycle plant adds resilience by enabling sulfur recovery where economically viable.	APS: LT NZE: MT LT

** This risk has been revised from the “Cost of clean energy technology”.

Risk	Potential financial impact	Management approach	Materialization
Reputational risk: Supplier decarbonization Suppliers unable to transition to net zero may impact Venator’s ability to achieve its decarbonization targets.	- Increased operating costs as supplier carbon costs are passed on. - Short- and medium-term reduction in revenue as partnerships with non-compliant suppliers are terminated and new partnerships are established.	Venator is working closely with its supply chain to reduce scope 3 emissions and improve sustainability performance. In 2024, the company expanded its use of EcoVadis assessments, with 156 of 200 Tier 1 suppliers registered by year-end and full participation targeted. The goal is for all Tier 1 suppliers to achieve EcoVadis Gold status. To strengthen value chain insight, Venator also piloted IQ+ with 200 Tier 2 suppliers, with mandatory rollout planned for 2025. These actions will enhance supplier emissions data quality and support more effective scope 3 reduction strategies.	NZE: ST APS: ST STEPS: ST
Reputational opportunity: Venator product carbon footprint tool (V-PCF) Developing Venator’s product range with reduced life cycle emissions – therefore reducing customer scope 3 emissions – may enhance Venator’s reputation amongst customers, investors, and other stakeholders.	- Supporting customers in understanding and reducing their scope 3 carbon footprints may increase revenue and market share. - Decreasing our scope 1 and 2 emissions may reduce our operating costs.	Venator is enhancing product-level emissions transparency through a digital Venator product carbon footprint (V-PCF) tool aligned to ISO 14067. Following an initial pilot study at Huelva in 2022, the global rollout was completed in 2024. The tool provides detailed emissions data to customers, improves scope 3 reporting, and identifies life cycle emissions hotspots. As coverage expands, it will support targeted product improvements and enable Venator to play a more active role in helping customers achieve their decarbonization goals.	STEPS: STMTLT APS: STMTLT
Market opportunity: Products supporting climate change adaptation Developing Venator’s offering of products that enhance customer capacity to adapt to climate change may improve Venator’s reputation amongst customers, investors, and other stakeholders.	- Increased revenue through demand for products supporting climate change adaptation. - Better competitive position to reflect shifting customer preferences, resulting in increased revenues.	Venator’s products offer climate adaptation benefits—such as reflectivity, pollution control, and material preservation—but these are not yet strategically tracked or promoted. In 2024, we took the first steps to realizing this opportunity by developing a framework and methodology to measure the contribution our products can make to specific UN SDGs and targets and how they may support climate change adaptation.	STEPS: LT APS: LT

About Venator

At Venator, we create the building blocks for products that are stronger, longer lasting and more sustainable. We manufacture titanium dioxide pigments and performance additives that are used in industries from coatings and construction to plastics, printing and personal care.

We're driven by a clear purpose—to operate safely, responsibly, and ethically, while helping our customers meet the evolving demands of a changing world. Sustainability is central to how we work, from reducing our environmental footprint to supporting innovation that makes a difference.

Headquartered in the UK, we have a global network of sites and associates that bring expertise, energy, and integrity to everything we do. Together we're proud to deliver on our promise of people powered chemistry.

Learn more at venatorcorp.com

Our memberships and associated organizations

Across Venator, we actively participate in numerous global and national associations that help us to ensure our products remain safe, compliant, and sustainable. These include:

- Agricultural Industries Confederation (AIC)
- British Coatings Federation (BCF)
- Chemical Industries Association (CIA)
- EcoVadis
- Eurocolour
- European Chemical Industry Council (Cefic)
- German Chemicals Industry Association (VCI)
- Sedex
- The American Chemistry Council's Titanium Dioxide Stewardship Council (TDSC)
- The Titanium Dioxide Industry Consortium (TDIC)
- Titanium Dioxide Manufacturers Association (TDMA)
- UN Global Compact



Product ranges

Our world-class product portfolio includes many well-known brand names and industry-leading products utilized in various end markets.

Our product range

- Titanium dioxide¹
- Ultramarines²
- Barium sulfate²
- Zinc sulfide²
- Infrared reflecting pigments¹
- Lithopone²
- Driers²
- Ferrous sulfate heptahydrate²
- Nano fine titanium dioxide pigments¹

1. Titanium dioxide
2. Performance additives

Uses



Agriculture



Batteries



Catalysts



Coatings



Cosmetics and personal care



Fibers



Films (BoPET)



Food



Industrial



Inks



Pharmaceuticals



Plastics

Independent Limited Assurance Statement to Venator on selection of sustainability metrics within their Sustainability Report 2024

To the Management of Venator Materials PLC, United Kingdom

Introduction

Intertek Assuris ("Intertek") was engaged by Venator Materials Plc (“Venator”) to provide an independent limited assurance on the selection of consolidated environmental, social and general disclosures listed in the scope (“the selected disclosures”) presented in the Sustainability Report for 2024 ('the Report'). In preparing and presenting the selected disclosures, Venator applied the Global Reporting Initiative Sustainability Reporting Standards (“GRI Standards”). The assurance was performed in accordance with the requirements of International Federation of Accountants' (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent, and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the Venator’s annual Sustainability Report 2024.

Responsibilities

The management of Venator is solely responsible for data collection, preparation and presentation of the selected disclosures aligned with the selected criteria for reporting. Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek’s responsibility, as agreed with the management of Venator, is to provide assurance and express an opinion on the Assurance Statement based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek’s independent and balanced opinion on the content and accuracy of the information and data held within the report.

Assurance Scope

Assurance has been provided for selected sustainability performance disclosures presented by Venator in the Report. The reporting boundary included data and information for the period 1st January 2024 to 31st December 2024 for the operations in 10 sites i.e. Birtley, Comines, Duisburg, Freeport, Greatham, Harrisburg, Huelva, Teluk Kalong, Uerdingen, Wynyard (Corporate HQ and R&D) with respect to selected GRI disclosures as indicated below. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

General Disclosures

- Organization and its reporting practices 2021: 2-1,2-2,2-3
- Activities and Workers 2021: 2-7,2-8
- Supplier Environmental Assessment (308-1)

Environmental Disclosures

- Energy 2016: 302-1, 302-3
- Emissions 2016: 305-1, 305-2, 305-3 (Scope 3: Category 1. Purchased goods and services and 2. Capital goods), 305-4, 305-7
- Waste 2020: 306-3, 306-4, 306-5
- Water and Effluents 2018: 303-3,303-4,303-5

Social Disclosures

- Employment 2016: 401-1, 401-2, 401-3
- Occupational Health and Safety 2018: 403-1,403-2, 403-5, 403-9, 403-10
- Training and Education 2016: 404-1, 404-2, 404-3
- Diversity and Equal Opportunity 2016: 405-1and Equal Opportunity 2016: 405-1

Assurance Criteria

- Intertek conducted the assurance work in accordance with the requirements of 'Limited Assurance' procedures as per the following standards:
- International Standard on Assurance Engagements (ISAE) 3000 (revised) for ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’.
 - International Standard on Assurance Engagements (ISAE) 3410 for ‘Assurance Engagements on Greenhouse Gas Statement.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality level of 5% was applied.

Methodology

- Intertek performed assurance work using a risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review with regard to the reporting and supporting records for the fiscal year 2024. Data and information supporting the Statement were historical in nature and proven by evidence. Our assurance task was planned and carried out during March - May 2025. The assessment included the following:
- Review of processes and systems used to gather and consolidate data.
 - Examined and reviewed documents, data, and other information made available digitally.
 - Conducted virtual interviews with key personnel responsible for data management.
 - Assessment of appropriateness of various assumptions, estimations, and thresholds used by Venator for data analysis.
 - Review of sustainability disclosures on a sample basis for the duration from 1st January 2024 to 31st December 2024 was carried out remotely through virtual interactions and screen sharing tools.
 - Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed.

Conclusions

Intertek reviewed the selected disclosures provided by Venator in the Sustainability Report for the reporting period from 1st January 2024 to 31st December 2024. Based on the procedures performed and the evidence obtained, Intertek concludes with limited assurance that nothing has come to our attention that causes us to believe that the selected disclosures presented in Venator’s sustainability report 2024, are not fairly stated, in all material aspects, based on the reporting criteria.

Intertek’s Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,000+ people. The Intertek assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

Myvizhi Somasundaram, Verifier
Technical Manager-Sustainability, Intertek

Elizabeth Mielbrecht, Approver
Project Director, Intertek

30th May 2025

No member of the verification team (stated above) has a business relationship with Venator, its Directors or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.

Cautionary statement concerning forward-looking statements

This report does not cover all information about our business. References in this report to information should not be construed as a characterization regarding the materiality of such information to our financial results. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with securities laws and regulations.

Certain statements contained in this communication are forward-looking statements, including statements regarding our environmental goals, commitments, strategies and related business and stakeholder impacts. These forward-looking statements represent Venator's expectations or beliefs concerning future events, and it is possible that the expected results described in this communication will not be achieved or will be materially different than as described.

These forward-looking statements are subject to risks, uncertainties and other factors, many of which are outside of Venator's control, that could cause actual results to differ materially from the results discussed in the forward-looking statements. These risks and uncertainties include, without limitation, any failure to meet stated environmental goals and commitments, and our ability to execute our strategies in the time frame expected or at all, global sociodemographic and economic trends, changing government laws and regulations, technological innovations, climate related conditions and weather events, our ability to gather and verify data regarding environmental impacts, the compliance of various

third parties with our policies and procedures, and our expansion into new products and geographic regions. Any forward-looking statement speaks only as of the date on which it is made, and, except as required by law or regulation, Venator does not undertake any obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise. New factors emerge from time to time, and it is not possible for Venator to predict all such factors.

Readers should not place undue reliance on the forward-looking statements made in this report. Moreover, many of the assumptions, standards, metrics, and measurements used in preparing this report continue to evolve and are based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. Given the inherent uncertainty of the estimates, assumptions, and timelines contained in this report, we may not be able to anticipate whether or the degree to which we will be able to meet our plans, targets, or goals in advance.

Unless otherwise indicated, the information contained in this report has not been audited.





About this report

This report covers the performance of Venator Materials PLC and its subsidiaries for the reporting period January 1 to December 31, 2024, unless otherwise stated. It aligns with Venator’s financial reporting calendar and presents information grouped into four key sections: Sustainability at Venator (governance), People (social), Product (ESG), and Planet (environmental).

Global Reporting Initiative (GRI)

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, using the GRI Universal Standards 2021 framework. It includes a GRI Content Index outlining material topics and disclosures relevant to our business. Where performance data is available, it is included within this report or referenced in the GRI Index; omissions and data limitations are noted in line with GRI 1 requirements.

Where applicable, any restatements of previously reported data, calculation methodologies, or limitations are explained. We base our reporting on the best available data and continue to improve our systems and processes to enhance data quality and transparency.

The GRI Content Index for the 2024 Venator Sustainability Report is available at www.venatorcorp.com/sustainability

For questions, please contact: media@venatorcorp.com

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