

VENATOR

Sustainability.
It's our future.



Sustainability Report 2022

Contents

1. Sustainability: It's at the heart of our business

CEO message

Sustainability at Venator

About Venator

Venator's Strategic Vision

Materiality

Board member Q&A

2. People

Valuing our team

Diversity, Equity and Inclusion (DEI)

Associate development, retention and talent acquisition

Supporting our communities

3. Product

Driving value for customers

Product quality and safety

Designing sustainability into product use

Product carbon footprint calculation

Product innovation and collaboration

4. Planet

Reducing the impact on our world

Greenhouse gas emissions and energy management

Water management

Circular economy and waste management

Supply chain engagement

5. Performance and reporting

Performance and reporting

EcoVadis

UN Global Compact

Climate change resilience

Reporting with reference to the GRI Standards

30

31

32

34

35

38

39

40

41

41

42

43



1. Sustainability: It's at the heart of our business



CEO message

Venator's progress in embedding sustainability throughout the company has been both bold and steady despite the second half of 2022 presenting us with yet another set of challenges. I am delighted to share what we have achieved in our 2022 report.

The macro-economic environment continues to be challenging for Venator due to significantly lower demand for our Titanium Dioxide products and higher energy and raw material costs. Associates across our entire business have been working hard to address these headwinds and we've taken proactive steps to ensure we are managing all factors that are within our control. I am particularly pleased that, despite these challenges, our teams have managed to deliver our best safety performance at Venator in both the personal and process safety categories.

At times like these it could be easy to push sustainability to one side and focus on other areas of our business; however, we have chosen to place sustainability at the centre of our business, recognizing its critical role in defining our future. Our focus on sustainability determines how we run our sites, sell our products, and develop new product offers for our customers. As such, our continuous efforts to improve the business' strategic focus on sustainability is an evolution rather than a revolution for Venator.

Despite the turbulence in the macro-economic environment and our industry during 2022, we achieved a significant step change in systematizing our strategic approach to sustainability over the course of the year with the establishment of our Sustainability Council and appointment of workstream leaders. This was reinforced by our Board's approval of the Venator sustainability targets which are outlined on page 10. These targets cover a broad range of topics from diversity and equity through to decarbonization. To ensure that we deliver on our sustainability program and the targets that we have set, we have formed a Sustainability Council. The Sustainability Council is formed from senior leaders within Venator that represent every area of our business. This representation ensures that a broad range of sustainability activities can be properly embedded in our program and that teams within Venator are able to contribute to the program and explore the implications of placing 'sustainability at the heart of Venator'.

I am also pleased that we can provide more information on how we intend to decarbonize our business. As an industry that uses its fair share of energy, decarbonization is a key priority for us and a clear example of true sustainability as it will deliver a secure and viable future for our manufacturing facilities.

Our strategy is set, we have a clear focus, and a set of ambitious targets that will direct our activities. By holding ourselves accountable for our performance and measuring our results against our targets, we will make the necessary progress toward delivering a more sustainable business that secures our future.



Simon Turner

President and CEO



“I am also pleased that we can provide more information on how we intend to decarbonize our business. As an industry that uses its fair share of energy, decarbonization is a key priority”

Sustainability at Venator

Sustainability is at the heart of our business; it directs how we run our facilities, develop our products, and it is an important motivating factor for our people. At Venator, we do not view sustainability as an additional focus area, but rather as an intrinsic component of our business. For Venator, sustainability lies at the heart of our business strategy.

In 2022, we achieved a significant step change in systematizing our strategic approach to sustainability. We attribute this step change in performance to our success in embedding a central focus on sustainability across the business and engaging our leaders on how their roles contribute to the objectives of the sustainability strategy. We acknowledge the past year brought turbulent periods for our industry and the global economy, and while some of the challenges we faced necessitated a shift in focus and communications, we refused to compromise on developing our strategic approach to sustainability. Our next step is to further embed this strategic approach with our associates.

At Venator, our values of integrity, teamwork, innovation, ZERO harm and performance are the founding principles of our approach to sustainability. To ensure we adhere to these principles, we continue to observe best practice through aligning our reporting to the guidance of the Global Reporting Initiative (GRI) and the objectives of the most relevant Sustainable Development Goals (SDGs). In addition, this year we have also expanded the scope of the report to include a more complete picture of the environmental, social, and governance (ESG) topics of highest importance to our stakeholders.

This section explores how sustainability is incorporated in Venator's culture, processes, and products. It sets the stage for the remainder of the report, where our approach to key topics will be outlined and key examples highlighted. Venator's progress in embedding sustainability throughout the company is demonstrated through the many actions detailed within.



About Venator

We are a leading global manufacturer and marketer of chemical products that enhance the quality of life and strengthen the sustainability performance of downstream customers. Our broad range of innovative products and solutions bring color and vibrancy to a variety of applications, protect and extend product life, and help to reduce energy consumption. We work with a diversified group of industrial customers through two segments: Titanium Dioxide TiO₂ and Performance Additives which consists of our functional additives, color pigments, and timber treatment businesses.

Headquartered in Wynyard, UK, at the end of 2022 we employed approximately 3,400 associates worldwide and sold our products in 109 countries. We operate in a variety of end markets, including industrial and architectural paints and coatings, plastics, construction materials, paper, printing inks, pharmaceuticals, food, cosmetics, fibers and films and personal care. Within these end markets, as at the end of 2022 our products serve approximately 2,800 customers globally.

Our production capabilities allow us to manufacture a broad range of high quality functional TiO₂ products as well as specialty and differentiated TiO₂ products that provide critical performance for our customers and sell at a premium for certain end-use applications. Our functional additives, color pigments and timber treatment products provide essential properties for our customers' end-use applications by enhancing the color and appearance of construction materials and delivering performance benefits in other applications such as corrosion and fade resistance, water repellence and flame suppression. We believe that our global footprint and broad product offerings differentiate us from our competitors and allow us to better meet our customers' needs.

3,400

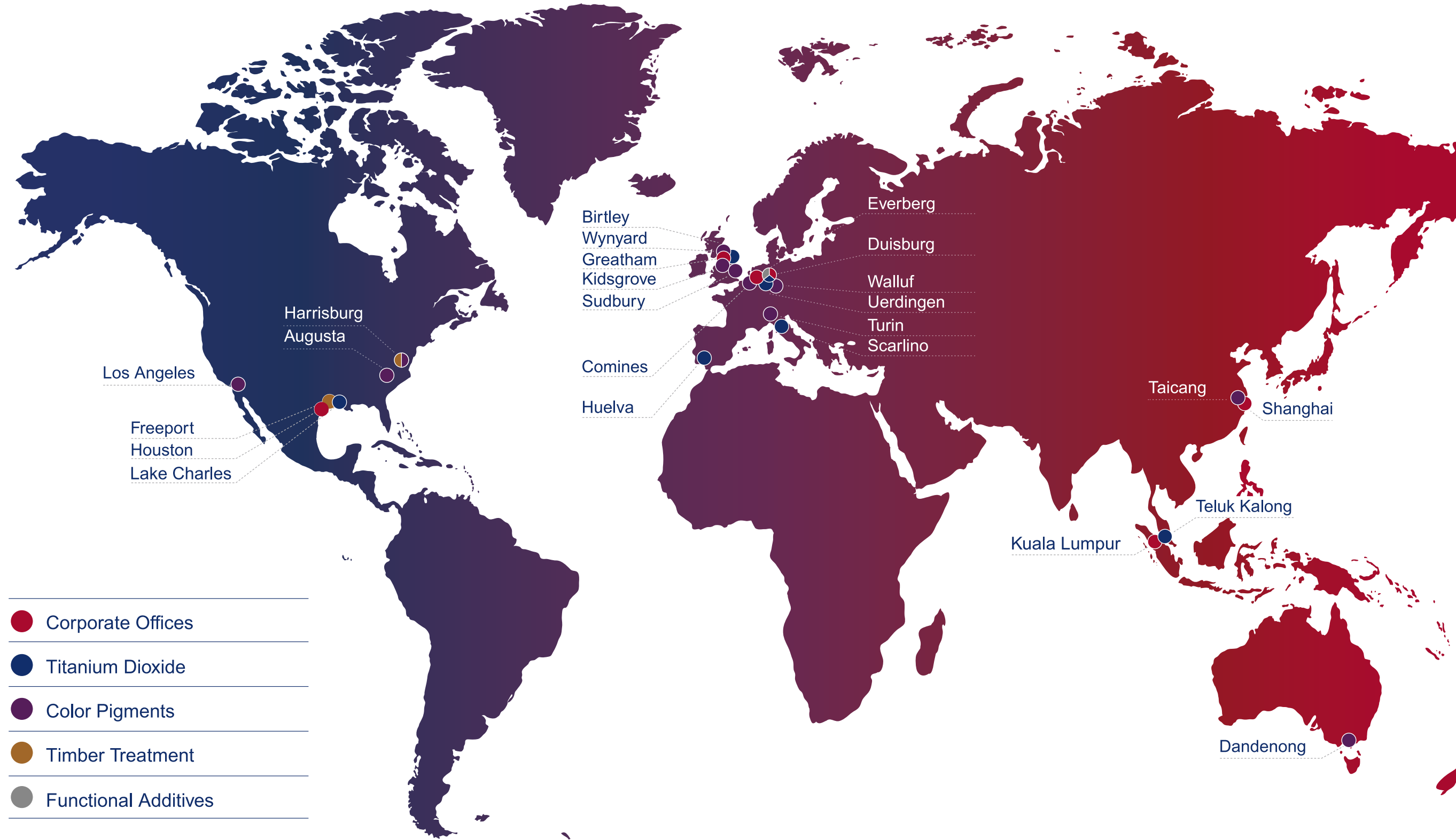
Associates

109

Countries

2,800

Global customers



As at December 31, 2022. Includes certain businesses sold in the first quarter of 2023.

We have a world-class portfolio

Our broad, versatile portfolio of leading pigments and additives includes industry-leading products used in a variety of end markets.

Our focus on differentiated and specialty applications allows us to apply the intelligent properties of our products to pressing sustainability issues.



Paint and coating formulations

Our products help reduce energy usage and CO₂ emissions by reflecting heat away from buildings, thus reducing the urban heat island effect, decreasing the load on air conditioning systems, and using electric light in interior spaces more efficiently. Our products can also be used to provide an antimicrobial finish to surfaces to keep them clean and sterile.



Clothes

Our products help boost the strength and durability of man-made fibres to make them last longer. They can be used with recycled PET for less impact on the environment.



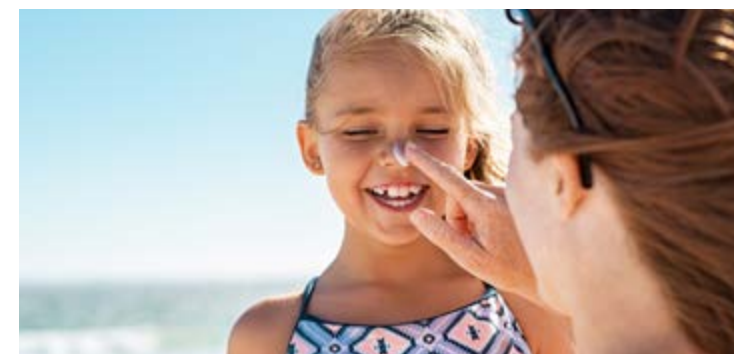
Cars

Our products help reduce nitrogen oxides from engine exhausts and help build batteries to power cars of the future.



Catalysts

Our products help prevent harmful nitrous and nitric oxides emitted by fossil fuel power stations from entering the environment.



Cosmetics and skin care products

Our products help offer protection from the sun's harmful UV light, thereby reducing the chance of sunburn and skin cancer.



Plastics

Our products help lightweight electric vehicles to increase battery range.



Packaging

Our products enable everyday consumer items like food and cosmetics to be delivered more efficiently to stores, and protect package content from damage and exposure to light.



Pharmaceuticals

Our products help protect the critical active ingredients in tablets from breaking down through exposure to light.

Our values

Venator’s positive, safe and respectful business culture enables our people to attain the high-performance standards we are known for.

We deliver a fast-paced, action-orientated and collaborative approach to business, coupled with exemplary ethics and compliance. Commitment to our principles and values starts at the top with our senior leaders and cascades through our global business.

Our values unite and guide us, and they reflect the culture of our business. We believe these guiding principles will help us to deliver the greatest value to our customers and associates.



We do what is right

Integrity

There are no shortcuts to ensuring we run a high-performance, responsible business for our people 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

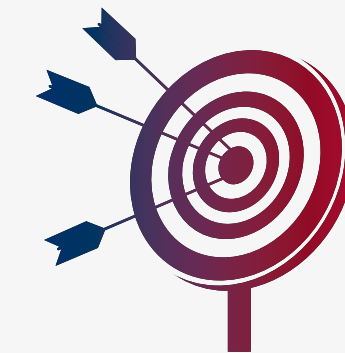
We know it is the collective expertise of our people that makes the difference. Together we are strong, and stronger still when we collaborate with our customers and communities.



We make it possible

Innovation

Unlocking and implementing new solutions 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.

Sustainability governance

Sustainability is fundamental to our strategic ambition and the values that underpin how we operate on a daily basis. The Board takes ultimate responsibility for the sustainability program across Venator. Sustainability governance is overseen by the Nominating and Corporate Governance Committee of the Board, of which Heike van de Kerkhof serves as Chair, bringing her years of invaluable experience and advocacy of sustainability in business. The Board and its committees receive reports from management and advisers regarding sustainable development of the business.

To strengthen our sustainability governance, we created our Sustainability Council in 2022. Entrusted with oversight of the implementation of our sustainability strategy, the Council comprises nineteen carefully selected workstream leaders, representing each of the business units and functions across our global operations. Chaired by Rob Portsmouth, our Senior Vice President of Sustainability and EHS, the Council meets every quarter.

The Sustainability Council is responsible for reporting progress of the sustainability workstreams, coordinating sustainability activities, and reviewing progress against targets. By identifying new sustainability focus areas and referencing external best practice, we aim to continually raise the bar for our sustainability performance.

Governance Structure

Board Member

Heike van de Kerkhof
Chair: Nominating and Corporate Governance Committee



Executive Team Representative

Rob Portsmouth
SVP Sustainability and EHS



Sustainability Council

Council Members
Venator leaders



Venator's Strategic Vision

Representing the Executive Leadership team on the Sustainability Council, signing off Key Performance Indicators (KPIs) and targets for the sustainability strategy was one of my highlights in 2022. While our strategy represents Venator's holistic vision for sustainability, the targets provide us with measurable focus areas for Venator's most material sustainability issues.

The four pillars of our sustainability strategy – People, Products, Planet, and Performance – define distinct areas of focus, yet intrinsically link to form our robust approach to operating a sustainable business. Performance, the final pillar, is how we measure our progress against targets within the other three pillars. Venator is committed to transparency; this requires complete and high-quality reportable data year on year. We will remain accountable for our progress, and proactive in our response to challenges now and in the future.

Dr Rob Portsmouth

Senior Vice President
Sustainability and EHS



| | Segment | Headline target 2030 |
|---------------------|-----------------------|--------------------------------------------------|
| People | Personal safety | 0.30 recordable rate |
| | Process safety | 0.15 tier 1 rate |
| | Gender diversity | ≥30% female leaders |
| Products | New product portfolio | >80% of new products support UN SDGs |
| | Supply chain | >50% suppliers show 15% improvement ² |
| Planet | GHG emissions | 50% reduction in scopes 1 & 2 ¹ |
| | Waste to landfill | 30% reduction in non-hazardous waste |

Notes:

- 1. Based on a 2016 baseline year
- 2. Based on suppliers that meet Venator's materiality rating, 2020 baseline
- UN SDG = United Nations Sustainable Development Goals
- GHG = Greenhouse Gas

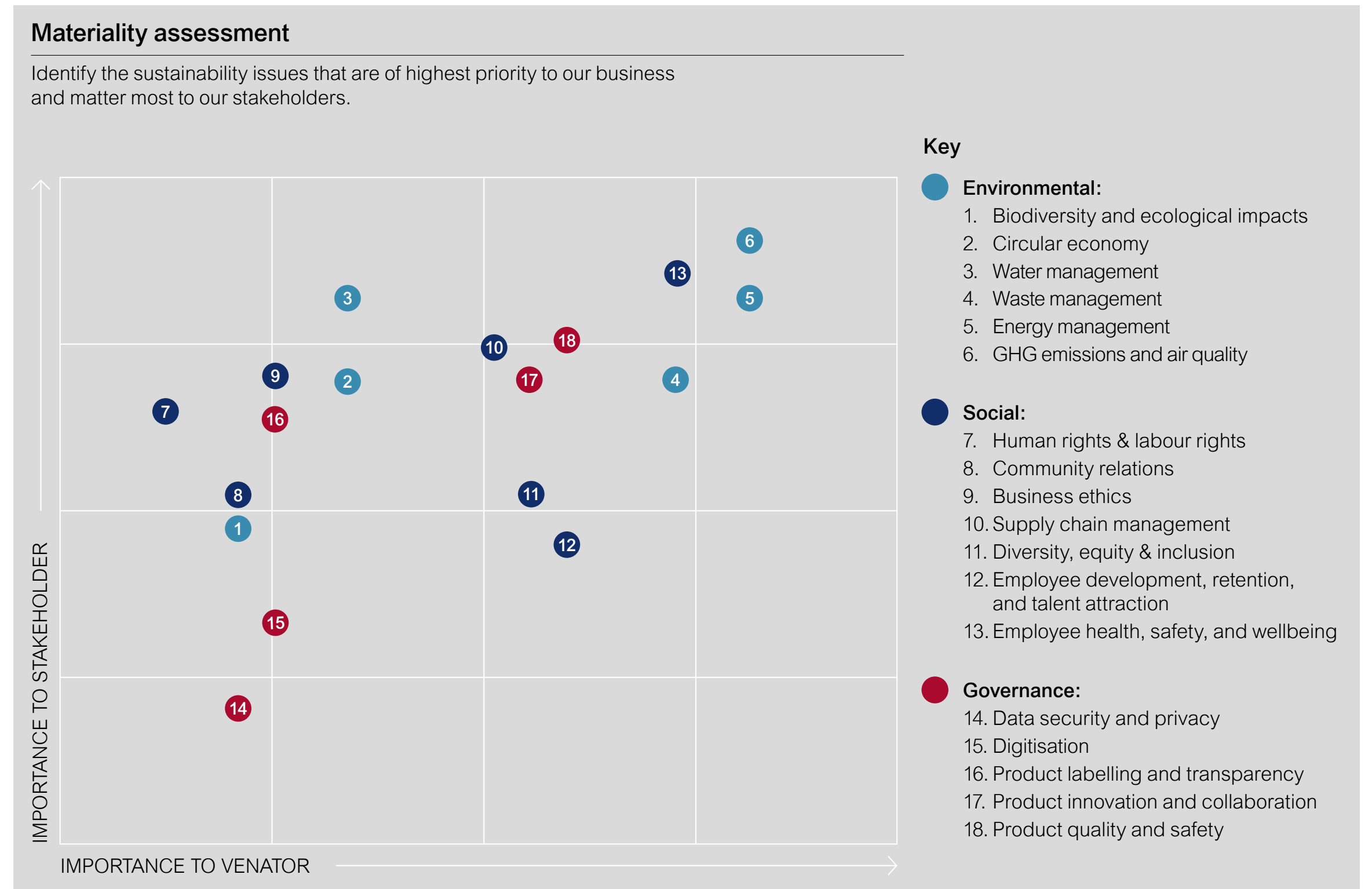
Materiality

At Venator, we believe the success of our business is dependent on responding to the issues that matter most to our stakeholders and society as a whole.

To reaffirm the results of our comprehensive materiality assessment that was refreshed in 2022, we have monitored established and emerging sustainability best practice, broader industry and societal trends, and listened carefully to our stakeholders. We are pleased to say our materiality matrix confirms that our priority sustainability topics remain relevant and continue to address issues of highest importance to our business and stakeholders. Our materiality assessment, and the subsequent refresh, was guided by insights from our stakeholders and a review of internal and external drivers and best practice sustainability frameworks. These included the GRI 2021 and sector-specific Sustainability Accounting Standards Board (SASB) guidance, with consideration of the upcoming European Union (EU) Corporate Sustainability Reporting Directive (CSRD) framework and the sustainability priorities of our industry.

Our sustainability strategy is structured around the issues we believe to be most material to the business to provide focused direction and ensure we can have the greatest impact on the areas that matter most. While our strategy is focused, our approach to sustainability is holistic and intrinsic to everything we do, and we recognize the importance of every topic listed on our matrix. To demonstrate this, we have expanded the focus of our report to include a broader range of our high-priority sustainability topics as defined by our materiality matrix. We have done this to provide a more complete overview of our performance and commitment to continuous improvement on the most important issues to the business and our stakeholders.

To ensure our sustainability strategy continues to address the most impactful and high-priority topics to our stakeholders and society, we plan to repeat our materiality assessment in 2023. We plan to align our next materiality assessment to the EU CSRD guidance on double materiality.



Board member Q&A



Heike van de Kerkhof

“Regulatory changes can be very positive and powerful drivers for new growth and can help us differentiate ourselves from our competitors. We should, therefore, embrace these changes and use them to our advantage rather than waiting for them to impact our business.”

Q. What impact can the establishment of the Sustainability Council have on how sustainability is understood and managed at Venator?

A. It's a huge step forward to have all the teams within the business looking at their area of responsibility through the lens of sustainability. Without it I cannot see how companies can make progress embedding sustainability into the fabric of their organizations. Sustainability needs to be intrinsic and not optional, that's the state we must all aim for. Venator has made great progress in 2022 and the Sustainability Council will ensure that the journey continues. The Council will also oversee the progress of the workstreams and be vital in ensuring that performance is measured against the targets that the Board has recently approved.

Q. How can Venator collaborate with its suppliers and customers to drive mutual benefits from both a business and sustainability perspective?

A. As you will read in the report, Venator is already doing some great work in this regard. We all know we can't undertake the sustainability journey alone. Our company exists within an 'ecosystem' of inter-dependent businesses and processes, and we must collaborate with our partners to resolve the vast and multidimensional challenges that we face, and to accelerate the pace of change. As an example, Venator is engaging with customers to gain insight into how our products are used and how we might develop new products with a reduced environmental footprint.

It's a similar story with our supply base where we focus on understanding better how and where CO₂ emissions arise in the production and transport of our raw materials. This data-driven approach allows us to identify and focus on hot-spots, and to work together with our suppliers to reduce these emissions and lower our overall carbon footprint.

Q. What are the biggest challenges facing companies seeking to reduce emissions across scopes 1, 2, and 3 and how can Venator be a leader in this endeavour?

A. I believe that there are three primary challenges when it comes to reducing our own emissions (scope 1) or eliminating the emissions that we inherit when we buy electricity, steam, or raw materials (scope 2 and 3).

First is the significant cost that energy-intensive businesses like ours will need to incur in order to decarbonize. A significant amount of investment will need to be made over a sustained period of time to remove CO₂ emissions from our facilities and processes.

The second challenge that we face is the availability of scalable innovative technology. In industries like ours that are heavily reliant on high temperature processes and hence on fossil fuels like natural gas, there are not many options for decarbonization.

The most promising alternative today is hydrogen which can be burnt to produce high temperatures while emitting only water vapour as a result of the combustion process. However, it is not easy to produce large quantities of hydrogen in an environmentally sustainable manner. We will need suitable hydrogen supply facilities to emerge in the proximity of our own manufacturing sites before we can convert large parts of our processes to the use of hydrogen. These hydrogen supply facilities are currently being planned, but none exist at the moment in the vicinity of our plants.

The third challenge is access to hydrogen at a sustainable cost. It is likely that suitable sources of low- or zero-carbon hydrogen will be in high demand by other businesses that are also trying to decarbonize. This might make hydrogen a very expensive decarbonization technology when it first becomes available to the industry.

For Venator, our investment and strategic approach to decarbonization will need to be carefully planned and focused to achieve our decarbonization targets. An important consideration is whether the governments of the countries in which we operate will provide any support to help us make this transition.

Q. The EU Corporate Social Responsibility Directive (CSRD) is driving companies operating within the EU to increase their disclosure of sustainability information. What impact do you anticipate this will have in the EU and across the world?

A. Governments and standard-setting organizations globally are responding to the growing demand from stakeholders for transparency and measurable action. The European Union is a leader in this respect, and has put forward the EU CSRD as the mechanism for enhancing public scrutiny of companies, their sustainability programs and commitments.

I welcome greater data transparency as it drives change, better quality decisions and ultimately better outcomes for all stakeholders. We are already familiar with operating in an environment where there is great transparency in financial reporting. We need to prepare ourselves for the time in the near future when the same degree of discipline will be required on non-financial aspects of running our business such as our progress on decarbonization and biodiversity, or our efforts to enhance diversity and equity within our business.

2. People



Valuing our team

At Venator, our priority is to create a culture of high performance, inclusivity, and safety, where our brilliant people can reach their full potential. This is crucial because our people are the key to our success and provide our customers with the exceptional, sustainable solutions that set us apart from the rest. We seek to differentiate our business through innovation and expertise and we actively explore new and impactful training opportunities for our people to facilitate their development and to maintain our competitive edge.

Over many years, we have consistently sought to deliver ZERO Harm to all our people, the environment and the communities in which we operate. Our ZERO Harm commitment is more than a set of tools and procedures, it's a fundamental feature of our business culture and a mindset we continually reinforce. In 2022, the people within our business delivered our best ever personal safety result and an outstanding process safety performance. As part of our Board-sponsored sustainability targets, we have committed to halving the rate of recordable incidents and tier-1 process events by 2030. These targets will be used as the key benchmark of the success of our ZERO Harm program.

In 2023, we aim to further extend our focus on our people by developing our diversity, equity, and inclusion (DEI) program which we see as being key to attracting and retaining the industry's best talent and consequently enhancing the value we bring to customers. Our DEI approach will be led by our target to enhance female representation in senior leadership roles to at least 30% by 2030. We are committed to delivering each of these focused targets to strengthen the abilities and workplace experience of our people, and all are underpinned by our long-standing culture program.



Associate health, safety and well-being

ZERO Harm is more than a commitment to safety, it's what we do every day. It is our promise to continuously improve the execution of our operations and maintenance to keep our people safe, protect the environment and enhance our local communities.

Health and safety

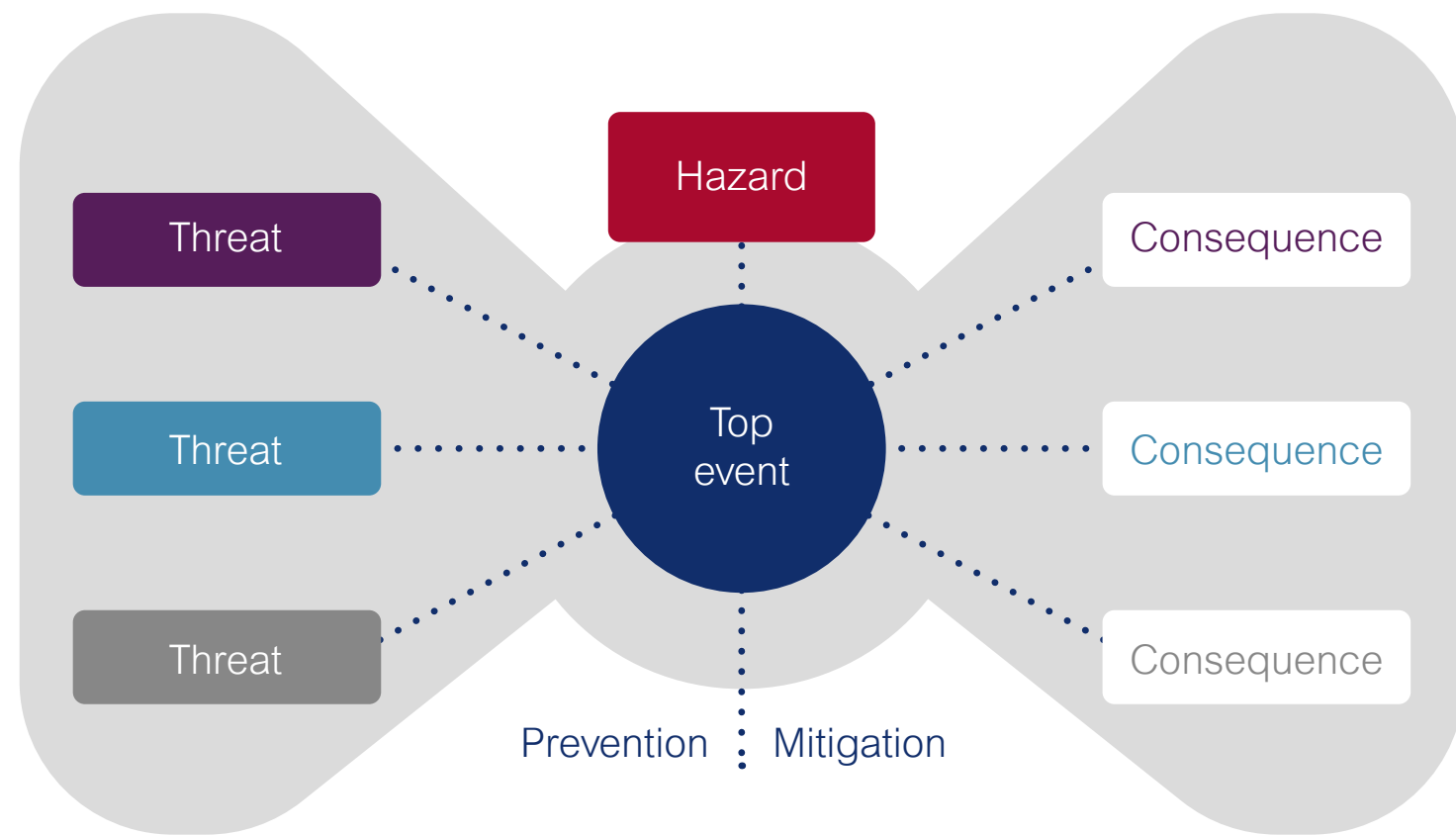
When it comes to safety, we focus on closely identifying and understanding the hazards and potential risks of incidents and injuries at our sites. This forward-thinking approach allows us to take pre-emptive action to prevent incidents from occurring, rather than reacting after the event. A central feature of our approach to incident prevention is to go beyond mitigation and acquire an in-depth understanding of the decisions and mindset behind the acceptance of risk at our sites. Following the success of our Hazard Awareness and Risk Acceptance (HARA) program in 2021, we continued to invest time and resources into embedding HARA across the business. We have deployed practical tools for individuals to use and we hold dynamic workshops for site leaders, using our culture of learning and sharing to raise awareness of the six human factors (see figure adjacent) that influence our everyday decisions.

We are incredibly proud to report that this innovative approach has contributed to considerable improvements in our safety performance indicators in 2022.

At the beginning of 2022, a team of key leaders from across the business and the Environmental Health and Safety (EHS) team set about refreshing the suite of life-saving rules for our site-based teams. The objective of the refresh was to align all of our sites with the same life-saving rules, engage and educate everyone in their importance and to encourage reporting. The new rules were launched in Q2 and by the year end we noted a significant increase in reporting of incidents, demonstrating the success of the refresher program. Incidents reported give us the opportunity to implement measures to support, educate and reduce the likelihood of these events happening again.

A further significant EHS achievement in 2022 was the conclusion of the two-year program of upgrading our suite of Venator Process Safety Management (PSM) procedures. This exercise brought together experts from across the business to simplify and update our procedures to align with current legislation and good practice. We commenced the rollout of the new PSM procedures in Q4 of 2022 and throughout 2023 sites will complete a self-assessed gap analysis against their existing site procedures and develop a gap closure plan to be implemented.



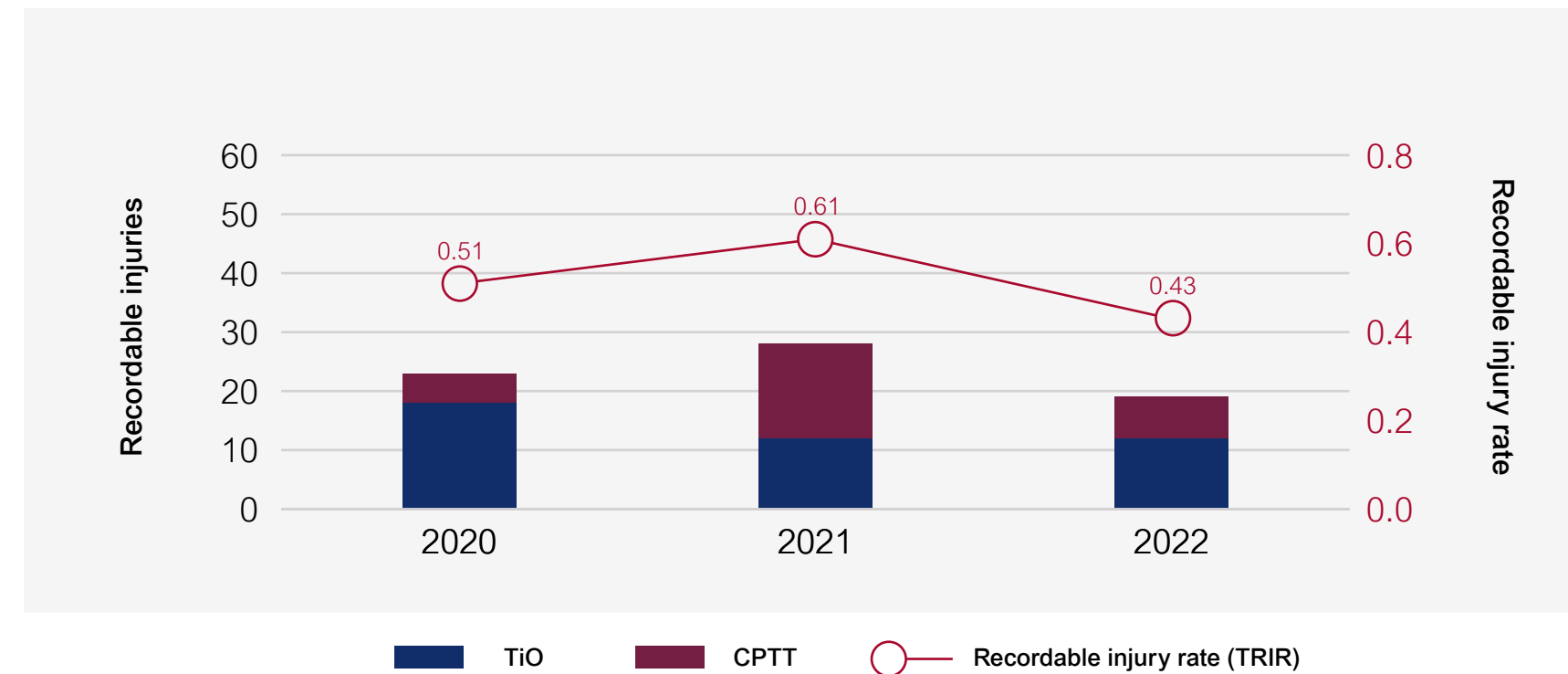


A Bowtie analysis has become a key tool within Venator to help our sites understand their hazards and the health of their barriers. In 2022, our Duisburg, Germany site adopted the use of Bowties to understand the risks on their top ten hazardous production areas. A multidisciplinary team was assembled from each area to develop a set of Bowties that could then be used to assess the health of the barriers in place and determine if additional barriers are required. The pictorial outputs provided a great visual aid that we used to help our operators understand the importance of what they do and highlight safety critical tasks. The tool helps our maintenance teams understand the relevance of maintaining critical pieces of equipment and most importantly they tell us what might happen if the barriers don't work.

Well-being

With regard to supporting the well-being of our associates, we offer competitive benefits that are relevant to all the locations we operate in, always observing local legislation regarding minimum requirements. We offer life insurance, health care, disability and retirement provision across all our sites. These benefits are offered to all permanent Company associates, regardless of whether their employment relationship is on a full time or part time basis.

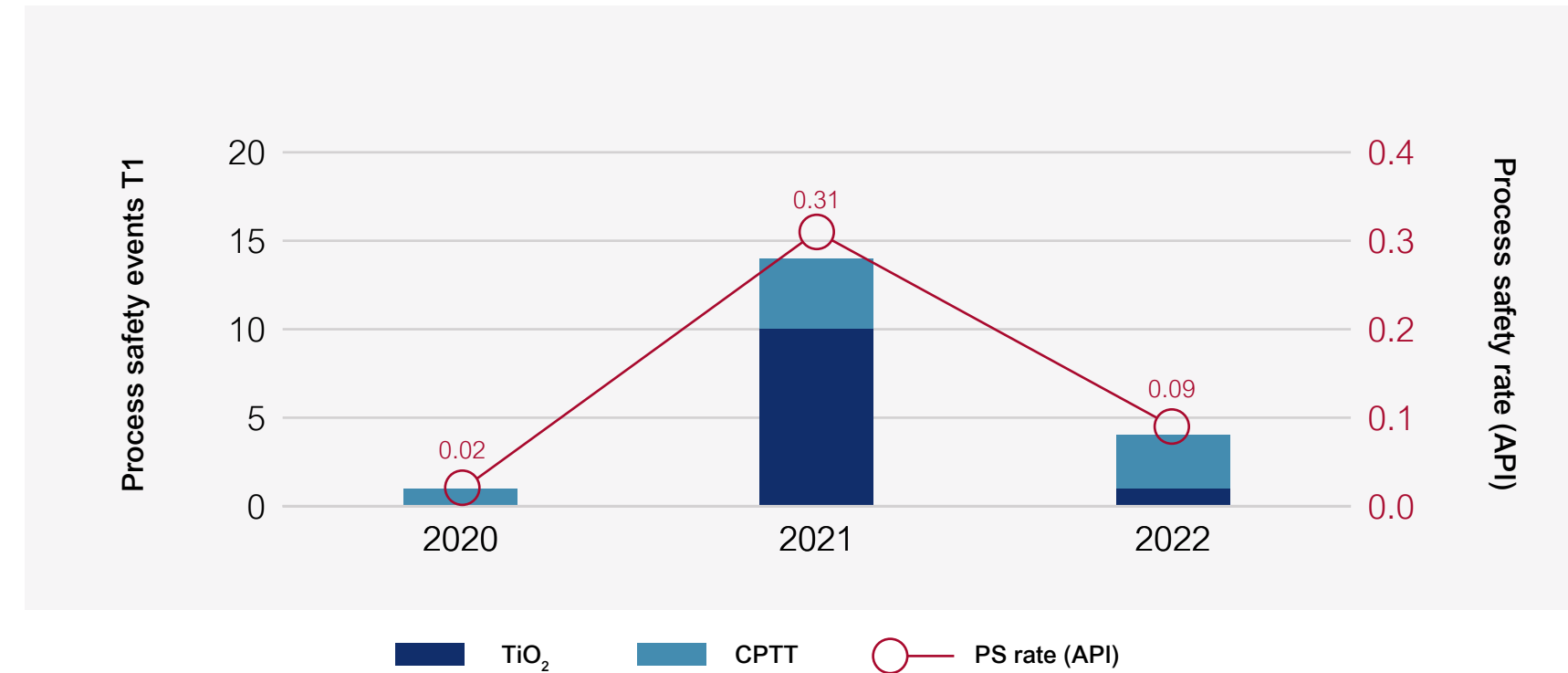
Recordable injury performance



Our 2022 performance on health and safety demonstrates the effectiveness of recent initiatives. Following an increase of 0.51 to 0.61 from 2020 to 2021, total recordable injury rate decreased to 0.43 in 2022. Process safety also improved from 2021.

Following an increase from 0.02 to 0.31 from 2020 to 2021, the process safety event rate decreased to 0.09 in 2022. The direct and indirect effects of the COVID-19 pandemic can be partially attributed to these fluctuations and Venator will continue to integrate safety across the business, ensuring the safety of our associates.

Process safety event Tier 1 performance



While we are proud of what we have accomplished with our safety performance in 2022, we recognize there are always improvements to be made and we will continue to strive to achieve our aspiration of ZERO Harm. In 2023, we plan to maintain the excellent step change in safety performance across the business by applying good operating and maintenance practices to tasks and equipment, while identifying and eliminating hazards and reducing risks in the workplace using our ZERO Harm tools and practices and implementing our new PSM procedures.

Diversity, Equity and Inclusion (DEI)

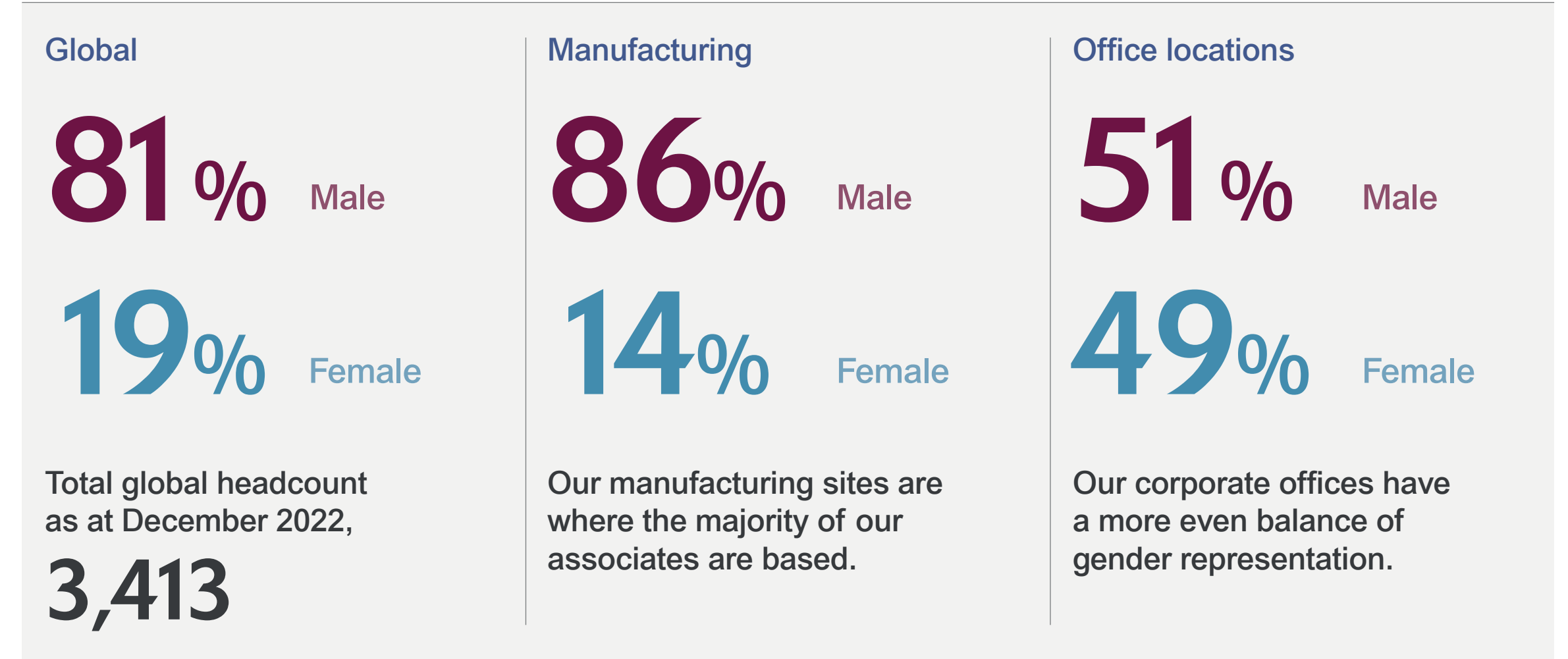
At Venator, we view Diversity, Equity and Inclusion (DEI) as an important part of the prosperity of our business and important elements of our role as an employer. The leadership team at Venator have driven the business' commitment to our DEI program in 2022 with the sign-off of our DEI targets, in spite of the many challenges we faced during the year. We envisage a workplace in which the diversity characteristics of our people are not just protected but celebrated.

A key achievement in 2022 was the establishment of our headline DEI target to increase female representation in senior leadership roles across our business. Following our initial business review in 2022, we concluded gender equity should form the early focus of our DEI program. We took this direction to build on the positive momentum of improved gender diversity in our corporate offices over the last five years. Females in senior leadership roles in our HQ increased from 13% in 2017 to 24% by 2022. We decided to capitalize on this momentum and accelerate our progression to gender equity in leadership positions across the business.

As a global business, we recognize that a blanket approach to DEI would not be suitable to accurately reflect the unique cultural and contextual nuances of each of our sites around the world. In light of this, we will continue to invest time and resources to collect a comprehensive suite of metrics and insights on DEI across our global sites.

We plan to approach this by expanding the breadth of our associate data collection and holding further discussions with individual site representatives on local contexts. This exercise will also contribute to our identification and development of relevant KPIs to measure our progress against current and future DEI targets.

Our alignment to the GRI reporting disclosures has proved a strong guide to help us to increase the scope of our DEI data collection and track progress in a more meaningful and complete way. Through examining the reach of our existing data collection, we have been able to identify ways we can improve the data we hold, and we will focus on developing this further in 2023.



Our objective for 2023 is to pull together this work into a strategic DEI program and internal communication plan that can be adapted for individual sites. We will continue to enhance the knowledge and skillset of our business leaders through a range of targeted DEI training opportunities. This program will include broader dimensions of DEI, including ethnicity, race, sexual orientation, age, disability, religion and belief. Another focus area for us will be exploring how we can eradicate any barriers to personal development that may exist for our people.



Associate development, retention and talent acquisition

We pride ourselves on attracting and nurturing the best talent the industry has to offer. The technical knowledge, experience and commitment of our people is fundamental to the success of the business; therefore, fostering their professional and personal development is of paramount importance.

Historically, we have responded to the developmental needs of the moment within each department and site across the business. While the flexibility and devolved nature of this approach has been effective to date, we plan to be more definitive and robust in our approach to associate development, retention, and attraction. To do this we will draw upon the fantastic existing departmental initiatives to build out a company approach to professional development pathways.

We will focus on unearthing opportunities to enhance learning and development, and by establishing career pathways across the organization. To do this we will engage with our senior leaders to assess the current collective capabilities of the company, identifying specific skillset requirements, and understanding methods of communication to site teams. We are confident our business leaders will provide valuable insight into these aspects, as well as nuances in appetite for development opportunities and potential barriers to progression at each of the sites.

Furthermore, we have taken this approach as we recognize our leaders are in a position to set the cultural tone for the business and cascade learnings and plans to their respective site teams. The findings of this exercise, and the subsequent action plans, will then be reported to the Executive Leadership Team. The outcomes of this exercise will also inform our development of associate retention and development tools.



Culture program

Our culture program began five years ago with the idea of enhancing business performance through a positive and consistent culture. We were deliberate about the type of culture we wanted to create. Through the 'One Venator' workshops across our global sites, we focused on providing practical tools to help our people work effectively together, unlock creativity, take greater accountability, and understand their influence on others in the workplace.

We continue to work hard to embed our five core values into a shared culture across the business, while respecting each site and location. We recognize culture is constantly evolving. To monitor and review the integration of the culture program across the business, we will include focused questions in our next associate survey.



Apprenticeship opportunities

Securing a pipeline of excellent talent into the business is crucial to our longevity and a key feature of our approach to supporting local communities.

Our Huelva site in Spain has an outstanding legacy of providing workplace opportunities within the facility through a collaborative program with two local universities and three vocational training schools. The collaboration with the universities offers opportunities to both pre-and post-graduates, supporting a wide range of individuals. The partnership with local vocational training schools has seen a big step in recent years with the implementation of the dual training setup, allowing participants to remain in school and spend three days per week onsite to learn on the job.

Our associates at Venator Huelva are extremely supportive and engaged with the program; they work closely with our apprentices to help grow their practical skills and give insight into real working life situations. In 2022 Venator Huelva welcomed 11 new apprentices, seven of whom accepted contracts at the end of the program.

Supporting our communities

Last year brought about some incredibly challenging times for many communities the world over. As a global business, we recognize the importance of supporting the communities where our associates live and work. To maximize Venator’s positive contribution to deserving causes, we offer matched funding to all of our associates around the globe for charitable fundraising activities.

Community Fund

In 2022, we continued our annual Venator Community Fund, offering 40 grants to support community groups and organizations based in the North East of England, that embody two of our core company values – teamwork and innovation. In June 2022, we released a shortlist of 102 applications, which garnered over 30,000 public votes. The top prize of £1,000 went to Nite Light CIC, a digital pay-it-forward scheme based in Middlesbrough and dedicated to helping the most vulnerable people across the Tees Valley area. In response to winning the maximum grant, Nadia Gibany, Director at Nite Light CIC said: “We are delighted to have won the top grant of £1,000 which will help our wonderful volunteers continue to support the most vulnerable within our communities.”

The second-place prize of £750 was awarded to Community Kids Club in South Tyneside and the third-place prize of £500 was awarded to Bishop Auckland Netball Club in Durham. Since its launch in 2018, the Community Fund has awarded over £60,000 to schools, community groups, and charities across the region.

Local contributions

Our associates around the world undertake a range of fundraising activities in their local areas. A great example are our associates at two of our German sites, Venator Uerdingen and Venator Duisburg who took part in the TARGOBANK Run in August 2022, with all funds raised going to a variety of deserving causes. Our Greatham site in the UK continued to display its outstanding commitment to supporting important causes in 2022. The team once again came together to donate goods and their time to local foodbanks, doing two collections in 2022 for a much-needed cause.

A new initiative was created in 2022 when associates from the Greatham site pulled together to coordinate a collection to support the victims of the conflict in Ukraine. Working together with colleagues from Altrad, one of our core contractors, who provided transport for the collection, the team were able to deliver essential toiletries, clothing, and bedding to a distribution centre in Sunderland.



Dementia UK partnership

In July 2022, Venator made a donation to Dementia UK which will help fund its Admiral Nurse Service in Middlesbrough for the next two years. Dementia UK’s Admiral Nurses continuously provide life-changing support for families affected by all forms of dementia – including Alzheimer’s disease. They can be a lifeline for such families, which is why we have chosen to support this truly vital service on the doorstep of our global headquarters in Teesside, UK.



Interview with Paige Palliser, Technical Mechanical Engineer, Greatham site

Starting point with Venator

I first joined Venator back in 2015 through a summer placement while studying at university. I had such a great experience in those five months that once I had completed my master's degree in mechanical engineering, I reached back out to Venator to see if there were any positions available. At that time there weren't any entry-level opportunities available, however Venator had a graduate role available, and I was able to rejoin the company. The program was fantastic, I was placed on 6-month rotations across various departments, it gave me a lot of varied, practical experience in a short amount of time and really stood me in good stead for the beginning of my career.

Career progression and achievements

During the pandemic, the graduate opportunity came to a close, but thankfully Venator offered me an alternative role in the plant maintenance team, from here I took the opportunity to move across to another department as an assistant mechanical engineer. The workplace environment was so supportive, I learned so much through my daily responsibilities and on and off-site training courses with the team. I was also assigned a senior mentor and provided with one day a month so I could work toward a management and leadership diploma. The fantastic support I was offered and hard work led to me being promoted to technical mechanical engineer in 2022.

A proud moment for me was when I was signed off as the responsible mechanical engineer (RME) nominee for the plant. This was a real milestone as it was a step up in responsibility and confirmed that the company had recognized and trusted my technical ability. I'm also now working toward my chartership in my own time to build my expertise and hopefully progress my career.

Current role and responsibilities

My role is ultimately to be responsible for monitoring and responding to the plant's day-to-day needs. This includes a huge range of responsibilities, but largely focuses on identifying and managing plant equipment repairs and replacements, vibration analysis, general pump and pipe maintenance, pressure system inspections, and leading scheduled plant shutdowns.

Workplace culture

Our team is like family; we can rely on each other to help when it's needed, even when people are in different departments. It's an extremely collaborative and supportive environment – we have an open-door policy and you feel as though you can speak to anyone.



3. Product



Driving value for customers

At Venator, we aim to create positive impact through our products. This means engineering new and innovative ways to use our product range and increasing the availability of sustainable applications. In doing so, we enhance the lives of downstream consumers and help create a legacy our children will be proud of.

Ensuring the superior quality and safety of our products is at the forefront of our value proposition. We do this by keeping abreast of regulations, guidelines, and emerging best practice, maintaining full compliance across our product range.

We strive to enhance the circularity of resources we use, applying innovative practices to transform co-products into valuable materials. Life cycle analysis allows us to understand the environmental impact of our products, from resource extraction through to end-of-life management. Increasingly, our efforts are focused on understanding the positive environmental effects of our products: for example, quantifying the reduction in energy absorbed on surfaces when different pigments are applied.

By driving improvements toward inclusive and sustainable production across our global facilities, we support SDG 9: Industry, innovation, and infrastructure. Venator is committing to have over 80% of new products support the UN SDGs by 2030. With this target, we are embedding holistic sustainability metrics into the production and purpose of our portfolio.

Sustainability is expanded to encompass our value chain through our second target: a 15% improvement of supplier sustainability metrics in over 50% of suppliers by 2030. In 2023, we will further develop the metrics and methodologies to measure and achieve these goals.



Product quality and safety

Venator is a chemical manufacturer and the safety of our products is imperative. Our approach to product safety aligns with our EHS vision to be a ZERO Harm business. This commitment encompasses our people and assets, but also extends to our local communities, customers, and the environment.

Venator ensures that all legislative requirements are met across the regions where our products are produced and sold. Furthermore, we work proactively and strive for best practice, anticipating potential future regulatory changes and evolving customer expectations. Working with our stakeholders through our product stewardship activities, we build and maintain relationships that create mutual benefit.

The continual improvement of product quality and process procedures is driven through our Quality Management System. All of Venator's sites have achieved ISO 9001 certification for quality management. Our Policy for Sustainability, Quality and Product Stewardship reinforces this commitment:

“Our aim is to completely satisfy the needs of our customers. In order to achieve this, we are totally committed to operating using manufacturing excellence principles, robust quality control, and continual development and improvement of our products in conformance with our customers’ specifications. We are dedicated to delivering excellent service through a supply chain that is sustainable and efficient.”

Ruth Wintersgill
Product EHS Director, Venator



HOMBITAN® Eco-label certification

In September 2022, Venator was awarded the ECO PASSPORT by OEKO-TEX® for its HOMBITAN® LW-S 100 pigment, a fibre anatase TiO₂ supplied to the textile industry. HOMBITAN® LW-S 100 is used to deluster synthetic fibres such as polyester, viscose, and acrylic. Venator is the first manufacturer and supplier of fibre anatase TiO₂ to obtain the ECO PASSPORT.

Widely used in the textile industry, HOMBITAN® LW-S 100 reduces gloss and creates an aesthetically pleasing matt appearance. The unique properties of the pigment also make yarns easier to spin, improve lightfastness and enhance weather resistance.

With an ECO PASSPORT in place, HOMBITAN® LW-S 100 is now certified suitable for use in specialist textile applications where there is direct skin contact. This includes personal hygiene products such as wet wipes, diapers, and feminine hygiene products. The certification of HOMBITAN® LW-S 100 will also interest sports apparel manufacturers producing sweat-wicking garments.

The ECO PASSPORT by OEKO-TEX® is an independent certification system for chemicals, colorants, and auxiliaries used in leather and textiles. Each ingredient is analysed during a thorough, multi-step process, providing transparent proof that all statutory requirements are met and that components are not harmful to human health.

The OEKO-TEX® ECO PASSPORT certification is recognized by the Zero Discharge of Hazardous Chemicals (ZDHC) program, a multi-stakeholder organization comprising over 150 contributors promoting sustainable chemical management within the fashion industry. The Roadmap to Zero Program by ZDHC is leading the fashion industry to eliminate harmful chemicals from its global supply chain by building the foundation for more sustainable manufacturing to protect workers, consumers, and our planet's ecosystems. Venator's HOMBITAN® LW-S 100 therefore meets the highest ZDHC guidelines for safer textile chemistries and is verified as being responsibly manufactured.

Harmonized classification and labelling annulment for TiO₂

On November 23, 2022, in a precedent-setting decision, the General Court of the EU ruled that TiO₂ had been incorrectly classified by the European Commission as a suspected carcinogen by inhalation (category 2).

The court found that manifest errors had been made in the classification and that the available scientific evidence did not support the classification of TiO₂ as a suspected carcinogen in the European Union.

Venator played a key role in building the case to demonstrate the safety of TiO₂. Through five years of research, Venator working with the Titanium Dioxide Manufacturers Association (TDMA) developed the evidence required to refute the category 2 categorization. Venator continues to play a leading role in developing the science to further confirm the safety of TiO₂, and has advocated for a transparent dialogue about chemical safety. The ruling of the General Court is subject to an appeal by France and the European Commission. The TDMA continues to defend this appeal.

“Venator maintains a positive relationship with regulatory bodies. After all, we share the same goal: We all want to ensure the safety of chemical products for our associates, customers, and communities.”

Dr David Lockley
Toxicology and Regulatory Defence Director,
Venator



Designing sustainability into product use

Venator’s versatile pigments and additives are ingredients in thousands of everyday products; they have specialist applications that also address a range of environmental issues. At the forefront of these issues is mitigating and adapting to the effects of climate change. With benefits including reflective properties, reduced weight, extended product life, and emissions reductions, Venator’s products provide value to our customers while helping to protect the planet we depend on.



ALTIRIS® pigments reflecting solar energy

Venator's range of solar reflective pigments is headlined by its award-winning ALTIRIS® range, a group of TiO₂ pigments that reflect light and help manage heat. Incorporated into coating and plastic products, ALTIRIS® pigments also enhance the lifespan of plastics, preventing warping and discoloration caused by the sun, and enhancing durability. Applications include window and door profiles, plastic decking, and vinyl sidings.

TiO₂ is well-known for its ability to scatter light, thus reducing surfaces' absorption of energy in the form of heat. Specially formulated with increased crystal size relative to standard TiO₂, ALTIRIS® pigments enhance reflectance of infrared light waves. Representing 53% of the energy in sunlight, reflecting infrared wavelengths can significantly decrease the amount of energy absorbed on surfaces, thus preventing surface warming.

John Robb, Senior Scientist at Venator, is working to quantify how reflective pigments prevent surface warming. Through an improved understanding of this process, we are better informed about reflective pigments' role in mitigating climate change.

Considering the inequitable distribution of the effects of climate change, low-cost mechanisms such as paint application have widespread potential to help adapt to warmer climates.

“With record-breaking temperatures in summer 2022, plastics and coatings producers worldwide now need to think seriously about integrating solar reflective pigments into their formulations as standard. As we all make changes to help combat rising global temperatures, this decision could make a huge difference to the longevity of plastic and coatings products used across an array of applications. At Venator, we’re committed to helping our customers address pressing sustainability issues, while keeping them at the cutting edge of their business.”

Dr Jörg Hocken
Global Application Manager, Venator

ALTIRIS® W400: Designed for inclusion in white, bright, or light plastics, ALTIRIS® W400 maximizes reflectance of the full solar spectrum. It helps keep light surfaces even cooler.

ALTIRIS® 550: Suitable for mid to dark colored plastics, ALTIRIS® 550 is optimized for near infrared reflectance and has 50% of the whitening power of conventional TiO₂. This means that it causes less color change. Reducing heat absorption of darker surfaces expands the potential of heat-reflecting pigments to help achieve simple, low-cost solutions for adapting to warming climates.



Product carbon footprint calculation

In December 2022, Venator announced its partnership with Atos, a global leader in digital transformation, to calculate the carbon footprint of our products. This project will help Venator gather key insights from our existing data that will enable enterprise-wide deployment of a specialist digital product carbon footprint (PCF) tool originally developed by BASF.

The benefits of this tool are twofold. For Venator, it will be used to accelerate data-driven emissions reduction initiatives. And for our customers, it will facilitate a better understanding of scope 3 value chain emissions.

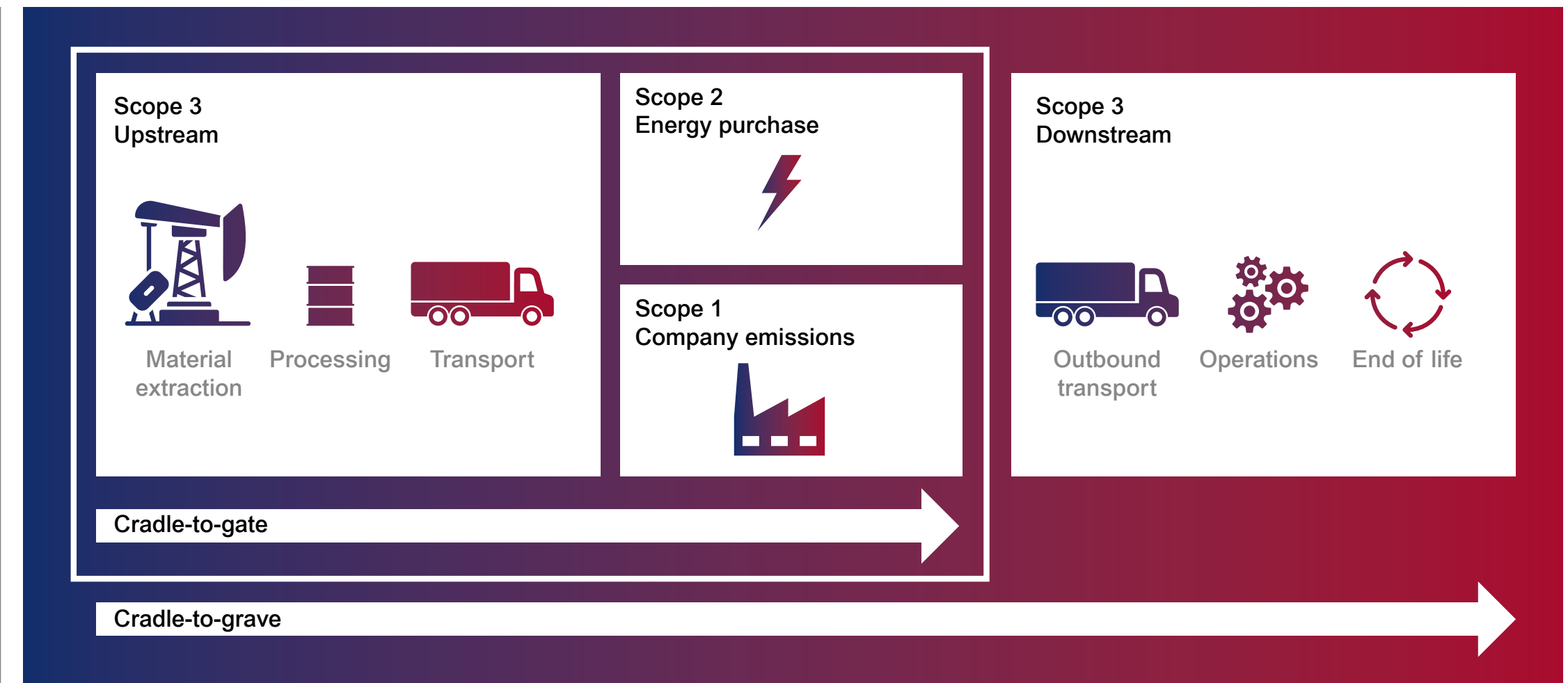
The PCF calculation tool is based on a Life Cycle Assessment (LCA) methodology and calculates a cradle-to-gate footprint. The methodology adheres to PCF standard ISO14067:2018 for the carbon footprint of products and complies with the principles and requirements of the ISO Standards 14040:2006, 14044:2006 and the Greenhouse Gas Protocol Product Standard.

Though currently in the pilot stage, if successful, the project will be extended across all facilities around the globe, utilizing location-specific data to create individualized footprint calculations. Factoring in everything from utilities to materials, the insights obtained from the PCF will empower Venator and our customers to make more sustainable choices.

By identifying the most energy-inefficient areas in the production process, we can strategically prioritize areas for improvement.

“Working with Atos to automate the carbon footprint calculation of our products will enable Venator to identify focus areas for improvement, making our business and our product portfolio even more sustainable. Our customers will be empowered to make more informed choices with the availability of product carbon footprint data.”

Dr Rob Portsmouth
Senior Vice President, Sustainability and EHS, Venator



“The PCF platform is an excellent example of how digital technology is leveraged to monitor and manage greenhouse gas emissions. The great collaboration and progress during this project enable clear, transparent, and comparable PCF calculations for Venator’s products in scope. The tool allows valuable insights into internal and external supply chain dependencies, supported by enhanced visualization tools. This helps Venator to assess the products and production network in terms of emissions and accelerate carbon reduction and transparency commitments.”

Michelle Dürksen
Head of Net Zero Transformation CE, Atos

Product innovation and collaboration

As a leading global chemical company, we recognize and embrace our responsibility to use our expertise in product development to be a force for good for the natural environment, our customers, and wider society.

To achieve this, we have placed innovative, sustainable product solutions at the centre of our long-term strategy for sustainable growth. This commitment is encapsulated by the headline target for the Products pillar of our new sustainability strategy: “80% of new products support at least one of the Sustainable Development Goals (SDGs) by 2030.”

In order to achieve this target and our broader ambition on our sustainable offering, we will also commit time and resources to assessing the alignment of our extensive existing product ranges with the UN SDGs. In 2023, we plan to establish our methodology for this assessment by drawing upon best practice frameworks and standards, undertaking a detailed review of our products’ components and applications, and carrying out an in-depth analysis of the targets, indicators, and guidance within the applicable SDGs themselves.

To identify the most impactful avenues for progress, we actively seek out opportunities to collaborate with our stakeholders. In 2022, we piloted an engagement initiative with a sample of our customers across our portfolio of products. The objective of this exercise was to gain insight into the key drivers, expectations, and challenges for our customers regarding the sustainable nature of our products. The insights we gathered were incredibly informative and we plan to repeat the exercise on a much larger scale in 2023. We will use the results alongside our internal expertise to help shape our approach to providing sustainable products and solutions. Ultimately, we see great value in working closely with our stakeholders and those outside of our industry to unlock innovative solutions and create positive impact.

While we made great strides in progressing the development of exciting new products and enhancing our existing range, as with many industries, our business contended with a tough environment resulting from political and economic impacts. Despite the year presenting a number of operational and financial challenges, we have remained focused on our commitment to drive the value of our products through enhancing the sustainable qualities they provide to our customers. Looking ahead, we will establish our methodology to assess the alignment of the products across our portfolio with the UN SDGs, while continuing to develop new, high-quality products and solutions.



HOMBIKAT® TiO₂

Nitrogen oxides, also referred to as NOx, are a group of harmful gases that commonly form as a result of fossil fuel combustion, and are a key contributor to air pollution, or 'smog', in urban areas. NOx levels are rising as cities continue to expand with greater concentrations of buildings and vehicles, leading to poor air quality that can cause respiratory illness as well as detrimental impacts on flora and fauna.

Through an exciting and effective innovation, our HOMBIKAT® Titanium Dioxide (TiO₂) catalyst is helping to reduce NOx levels in urban spaces. Included in the top-layer mixture for concrete paving slabs destined for industrial sites in urban areas, the photocatalytic properties contained within the TiO₂ are activated when the concrete is exposed to ultraviolet energy from sunlight. This means that when it rains the water reacts with the TiO₂ to form compounds with strong oxidizing properties. These compounds break down the acidic NOx particles trapped in the standing water, therefore accelerating the natural process by which these harmful particles are neutralized.

This innovative application actively works to improve local air quality through the accelerated removal of NOx from the air. By deploying this enhanced concrete at industrial-site car parks and hardstanding, our customers have been able to address issues of smog in urban areas and directly contribute to improved air quality. The TiO₂ application has had wider quantifiable and sustainable benefits for our customers as its qualities can count toward Leadership in Energy and Environmental Design (LEED)® and Building Research Establishment Environmental Assessment Method (BREEAM)® building certifications.



4. Planet



Reducing the impact on our world

Water, energy, natural resources – Venator depends on our planet to create vibrant and innovative products for our customers. Being stewards of the planet is, therefore, not just an ethical decision, but a business imperative.

Venator has taken a number of decisive actions to better understand and manage the most impactful areas of our business. By partnering with Atos, we are working to quantify our product carbon footprints. Through our engagement with KPMG, we are actively identifying the most effective ways to decarbonize our operations. By working with our suppliers, we are helping to manage the natural resources we source, and the emissions associated with their extraction. By researching innovative uses for co-products, we are enhancing resource circularity and reducing waste.

Momentum is growing. We believe that meeting the global sustainability challenges requires wholehearted commitment to doing the right thing and we are driven to become the industry leader in sustainability.

With increasing global focus on resource consumption in recent years, we endeavour to align the actions within our Planet pillar to support SDG 12: Responsible consumption and production. This is encapsulated by our 2030 target to reduce non-hazardous waste by 30%. We are focused on this area as it is a key step to becoming a more circular business, tackling our environment impact and supporting the objectives of SDG 13: Climate action through our target to reduce scope 1 and 2 emissions by 50% by 2030.

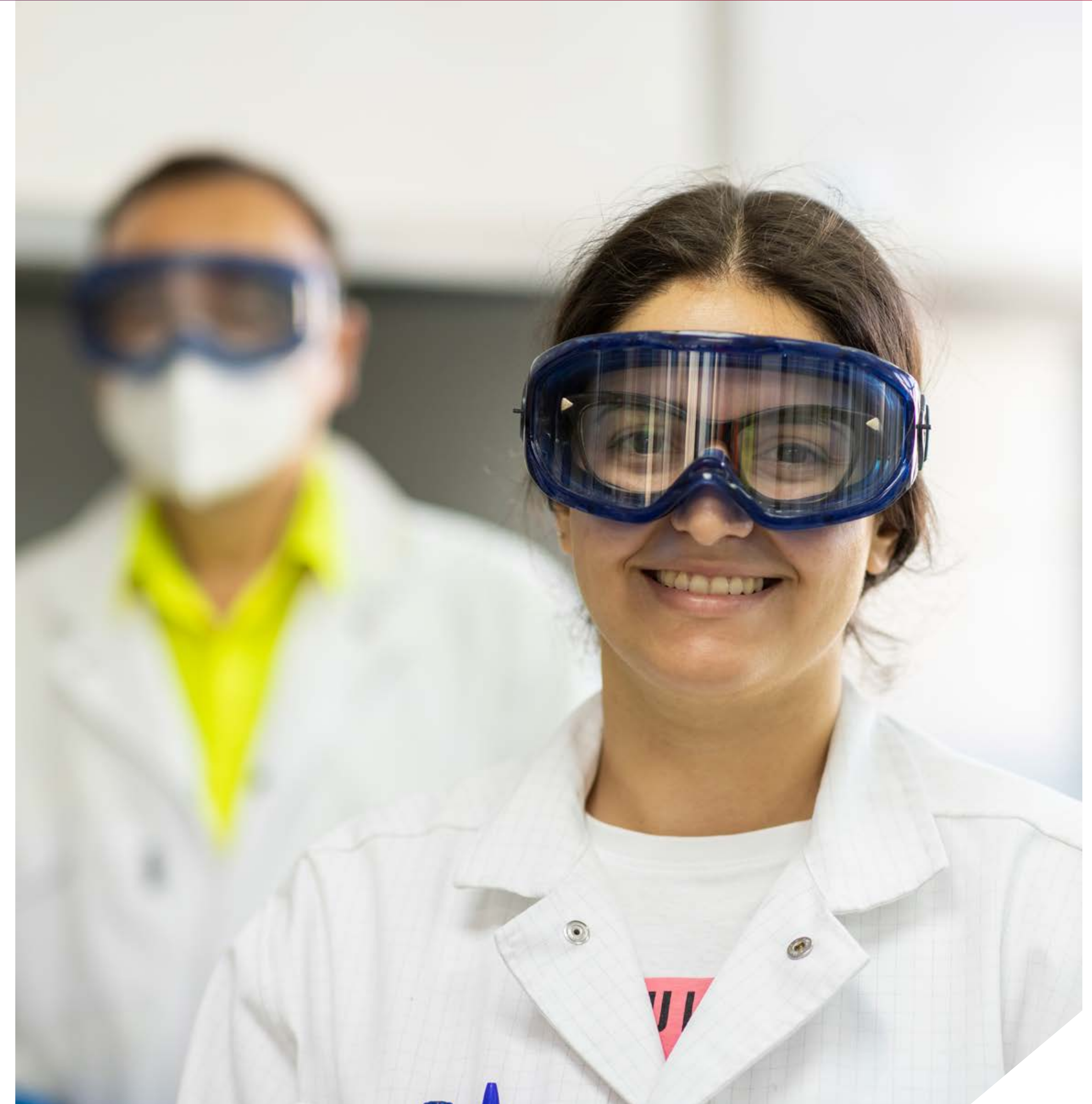
Our 2030 targets

Reduce non-hazardous waste by

30%

Reduce scope 1 and 2 emissions by

50%



Greenhouse gas emissions and energy management

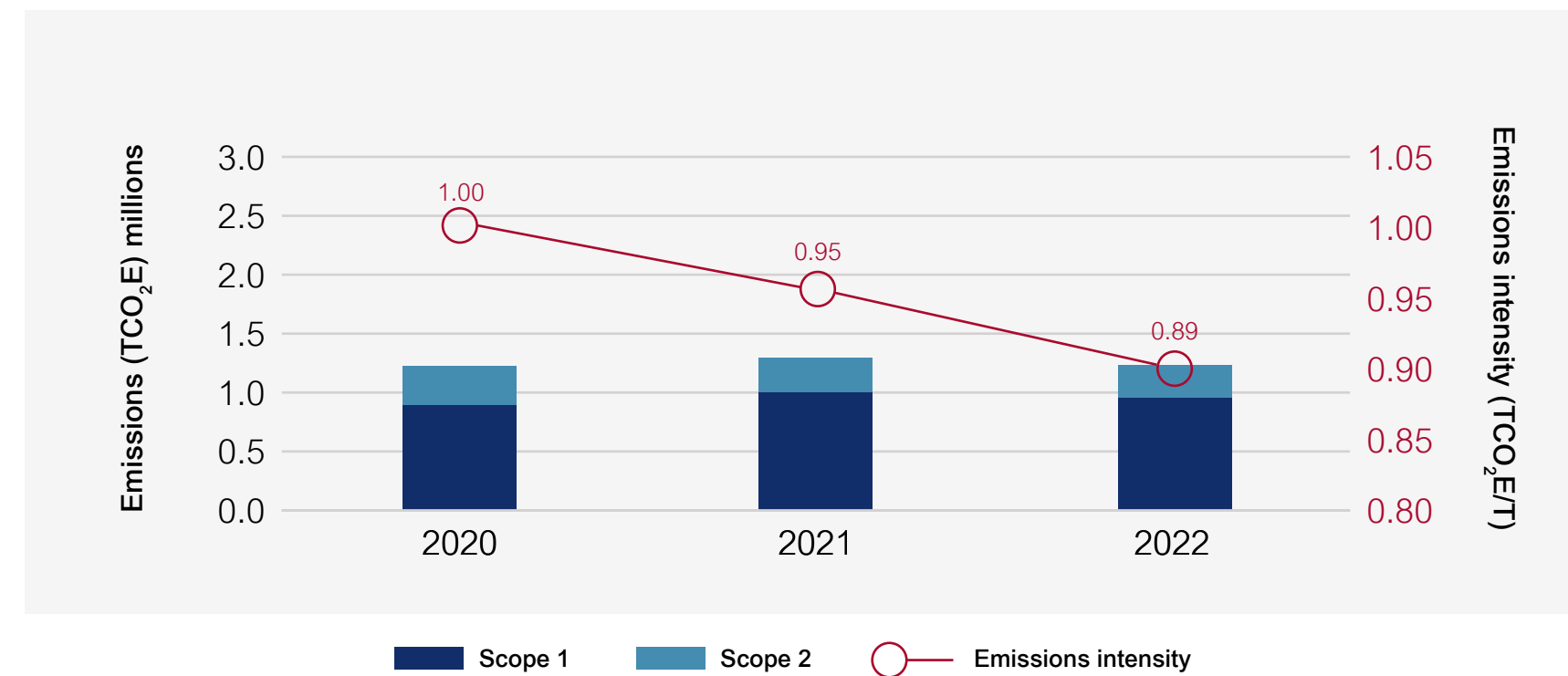
Greenhouse gas emissions

We take our responsibility to reduce greenhouse gas (GHG) emissions from our manufacturing operations very seriously. We calculate our global greenhouse gas emissions and the corresponding intensity ratio annually in line with the GHG Protocol Corporate Accounting and Reporting Standard. We are pleased to report an emissions intensity reduction of 11% since 2020, reducing our intensity from 1.00 to 0.89 tCO₂e per product produced.

In 2022 Venator engaged with Intertek Assuris to undertake independent limited assurance for Venator’s 2022 reported scope 1 and 2 Greenhouse gas (GHG) emissions.

In 2022, we set our ambition to lead the industry in the elimination of emissions from the manufacture of inorganic pigments. To achieve this, we sought the expert advice of KPMG to support us in the development of a robust, strategic decarbonization plan that will continue until 2040.

GHG emissions



The first step in developing the strategy was to undertake an in-depth review of the five largest scope 1 GHG-emitting sites across our European operations. Specifically, we reviewed the primary sources of carbon emissions at each site.

With this information we were then able to identify and assess the most appropriate low-carbon technologies that could be implemented to reduce these emissions. Due to the nuances in manufacturing process, location, and resources available, each site will require bespoke action plans to address their distinct decarbonization challenges. For example, while many sources of carbon emissions could be significantly reduced by fuel switching and electrification some sites will require further research and testing to unlock appropriate solutions.

The decarbonization strategy was built on the conclusions from the various site studies and with guidance by our decarbonization experts. The strategy has since been approved by the Executive Leadership team, including the headline target of reducing 50% of scope 1 and 2 emissions against a 2016 baseline, by 2030. Venator recognises the importance of value chain emissions and is in the process of evaluating its scope 3 value chain emissions. The 2020 scope 3 was calculated as 2,029,364 tCO₂e. As we implement our plans, we will undertake a detailed investigation and audit of our scope 3 emissions, according to the guidance of the Greenhouse Gas Protocol and World Business Council for Sustainable Development (WBCSD).

In 2023, we will be developing the detail of the decarbonization plans for each of our manufacturing sites and seeking opportunities to collaborate with companies that can support us to decarbonize our processes. An exciting example of a site-specific decarbonization plan is at our Greatham site. The Greatham site is located in the northeast of England, the industrial heartland of the UK and the region leading the development of hydrogen technology. The location of the site presents an exciting opportunity for the early adoption of hydrogen fuel switching.

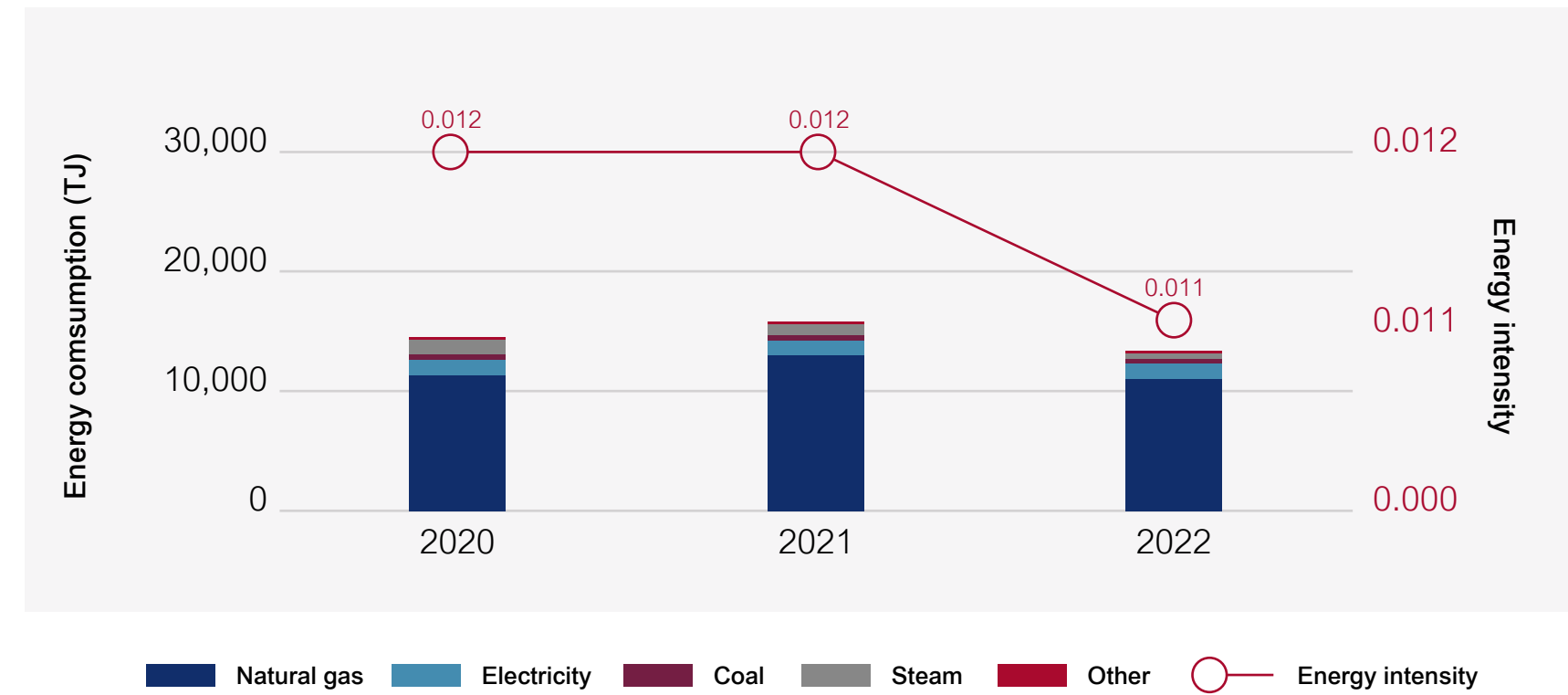
Energy management

The energy-intensive nature of our manufacturing processes is a key contributor to our overall carbon footprint. To address this, we have applied a range of tools and practices to increase the efficiency of energy use across our global sites. In 2022, our focus was to implement greater standardization in the reporting of energy across the business. This included introducing monthly reporting of energy performance data which allowed us to identify the most energy-efficient sites and facilitate idea sharing between sites to continuously improve operational efficiencies. This has been a key mechanism to reduce our carbon emissions and operational costs. To maximize the potential for energy efficiency across the business, we will utilize our learning and sharing culture to facilitate collaboration between our experts across our global business.

Our total energy consumption in 2022 came to 14,897 TJ, including 1,556 TJ in purchased electricity and 1,053 TJ purchased steam. The total energy consumption for 2022 has reduced by 4% compared to 2020 and the energy intensity has seen a decrease over the reporting period. Natural gas constituted 81% of the total energy consumed in 2022. We also saw a 40% reduction in total energy consumption from coal.

We are continuing our focus on reducing energy consumption and identifying areas we can improve efficiency across the business. As per SECR requirements, each of our sites details annually the efforts taken to reduce energy usage.

Energy consumption



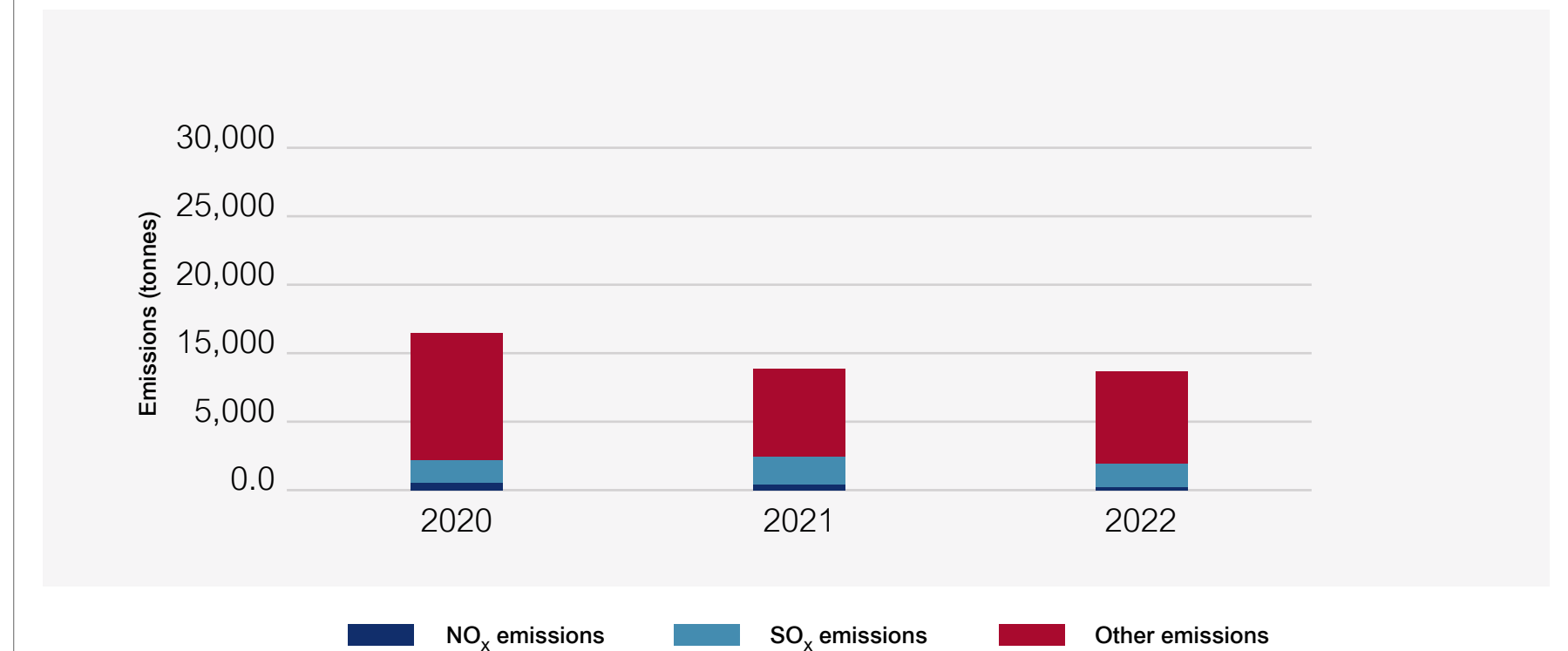
2022 Sustainability Report Calculations

| | |
|------------------------------------------------------------------------------|------|
| % change of total energy consumption between 2020 and 2022 | -4% |
| % of 2022 energy consumption that was natural gas | 81% |
| % of 2022 energy consumption that was steam | 7% |
| % of 2022 energy consumption that was electricity | 10% |
| % of 2022 energy consumption that was coal | 1% |
| % change of coal consumption between 2020 and 2022 | -40% |
| % of 2022 energy consumption that was steam, coal and other (grouped) | 8% |

Air quality

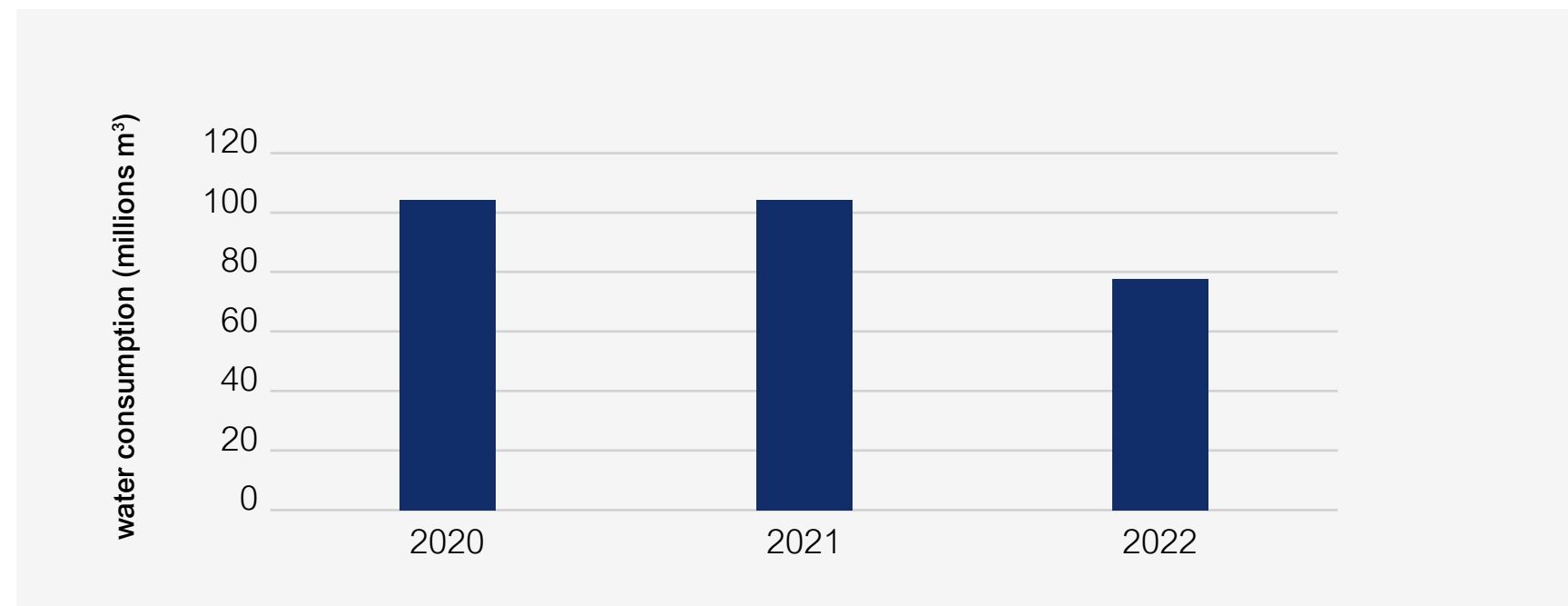
Globally, we track our air emissions, categorized as NO_x, SO_x and the 'other' following emissions: Hydrochloric acid (HCl), Chlorine (Cl₂), Carbonyl Sulfide (COS), Carbon Monoxide (CO), Hydrogen Sulfide (H₂S) and particulates.

Total air emissions have decreased by 23% since 2020. The main contribution to this improvement in air quality is from CO reduction, which accounts for 80% of the total air emissions. CO has seen a reduction of 29% in 2022 when compared to 2020.



Water management

Water consumption



Water is a very precious resource, and we recognize our responsibility to protect water sources for current and future generations. The manufacturing process for our products can be water-intensive and we are therefore exploring ways to ensure our water consumption does not deplete vital sources in the communities in which we operate. Water consumption has decreased by 23% in 2022 when compared to 2020. Effluents created during production are carefully managed to ensure they meet regulatory requirements and do not negatively impact the surrounding environment.

Demonstrating Venator’s commitment to responsible water management is our Teluk Kalong, Malaysia site, where state-of-the-art water-quality monitoring and passionate environmental advocacy have been central to the plant’s 30-year operation.

Water quality management at Teluk Kalong site

Venator’s Teluk Kalong site has been an epitome of innovation, environmental stewardship, and community engagement since commencing operations in the early 1990s. Within the site, TiO₂ is extracted from raw material (ore), creating a gypsum co-product suspended in water. Following treatment within a series of ponds and lagoons, the water is released via an effluent pipeline.

The lagoons themselves are biologically rich, utilizing vegetation as a natural filtration mechanism. Freshwater shrimp, wild ducks, and monitor lizards inhabit the area, and eagles circle overhead as they search for food. State-of-the-art monitoring ensures that all water is compliant with regulatory requirements prior to its discharge near Tiger Bay, with direct feedback of analytical results to the Department of the Environment. Despite tightening regulations over a number of years, the Teluk Kalong site has maintained a consistent record of compliance and cooperation with the regulatory authorities.

With the increasing presence of industrial activity in the area, such as offshore oil rigs, scrutiny of the impact of external sources on water quality has increased. As a community advocate, Venator has worked with local authorities to assess the presence of foreign substances within Tiger Bay. By mapping out these substances, it has been shown that Venator’s activities have not contributed to their presence.

Engaging the local community in the environmental surveys at Tiger Bay has fostered confidence in Venator’s activities. During the environmental surveys, community members are invited to attend and witness for themselves the health of aquatic flora and fauna near the discharge sites. Underwater photographs are taken by divers, and coral health is monitored. The event is often kicked off with beachside camping and concluded with a beach barbecue, serving locally caught fish.



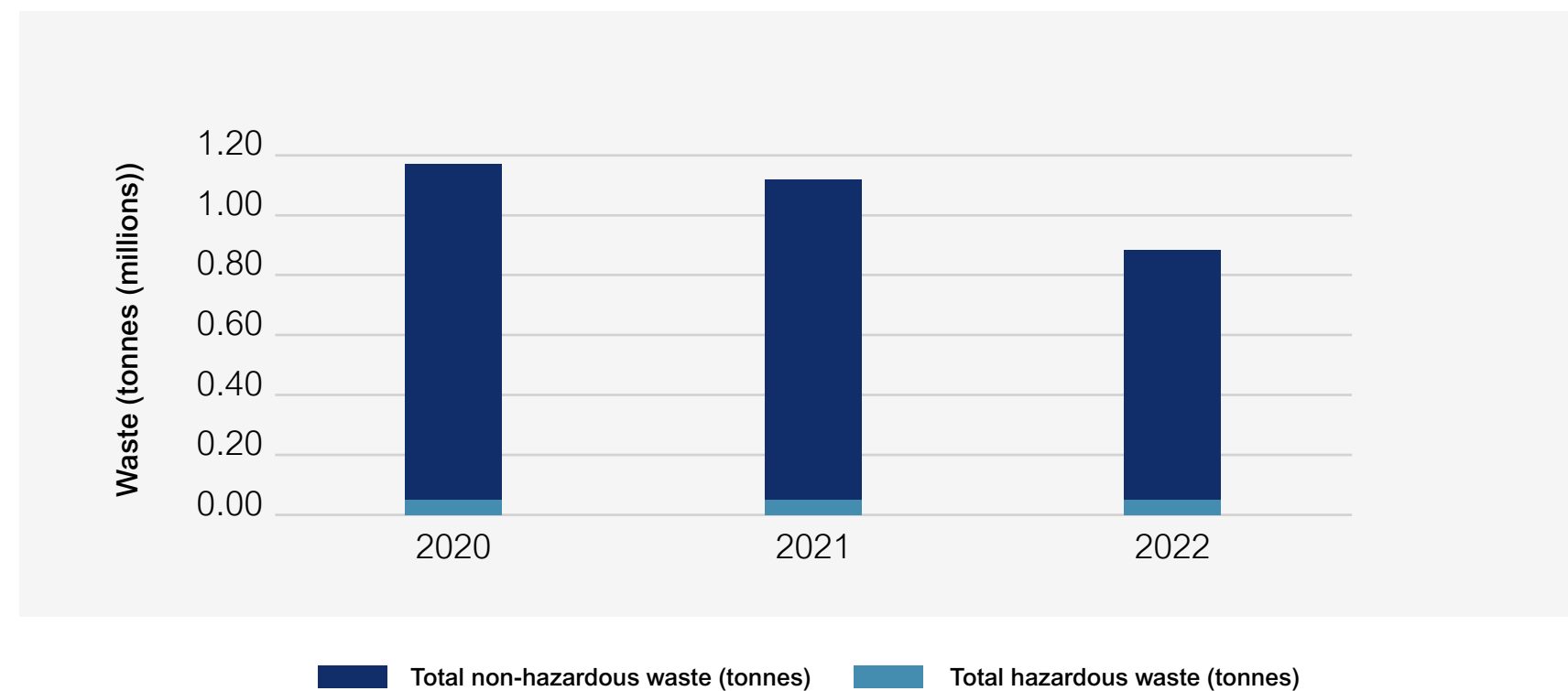
Circular economy and waste management

Preventing a “single linear use” mindset and reducing waste to a minimum is of critical importance to our business. This will form a central feature of our ambition to transition to a circular economy.

Venator’s waste management strategy focuses on alignment with the waste hierarchy and maintaining compliance with waste regulations across all sites worldwide. Hazardous waste has decreased by 7% in 2022 compared to 2020. Total waste has decreased by 24% since 2020 due to reduction in production resulting in a reduction in process and maintenance waste.

Producing TiO₂ from feedstock is largely dependent on non-renewable feedstock material; however, we handle all materials responsibly to minimize waste, and have an extensive co-product division focused on developing practical uses for the co-products from the TiO₂ production process. By designing out waste through the development of valuable, marketable products, we aim to increase the value we offer to our customers while improving our sustainability performance.

Waste management



Transforming co-products: gypsum

Agriculture

Gypsum is a versatile, non-hazardous mineral co-product of the TiO₂ production process. Despite its versatility, challenges regarding its use relate to its classification as a co-product and the economics of distributing it for end use applications. Venator's co-product business has focused on extensive research and development on solutions that benefit multiple stakeholders and reduce the waste destined for landfill. With varying regulations and markets across different countries, the solutions are bespoke and strategic.

Much work has been done in Italy, where gypsum has been used as an industrial soil and where gypsum is supplied as a fertilizer component. Gypsum has well-documented qualities as a soil improver and is commonly used in the agricultural sector.

Research has been ongoing with a fertilizer company in Italy to create a low-cost, competitive organo-mineral-based fertilizer. The formulation is low-energy relative to nitrogen-based fertilizers, providing a more sustainable option to enhance soil productivity. The fertilizer company is in the process of completing tests on the soil and will assess options for commercialization if successful. Similar projects have been undertaken in Spain and Malaysia, where fertilizer research has focused on how to improve productivity of marginal lands to allow livestock grazing in an area heavily reliant on imported meat.

Successful application of gypsum as a reclamation material has been showcased by our Scarlino site in Italy where the team has used gypsum for the environmental restoration of a former quarry. In particular, the use of gypsum as a reclamation material at the former quarry at Montioni in Tuscany resulted in a striking improvement in the landscape and biodiversity.

Construction: Gypsum aggregates

The use of gypsum in construction has been another focus area for Venator. Working with Contento Trade, a sustainability-focused construction research and development company in Italy, Venator has been trialling the use of gypsum in concrete blocks. Venator and Contento Trade have been successful in generating aggregates suitable for construction purposes and are now assessing the feasibility of larger-scale construction projects.

By up-scaling the production of aggregates derived from gypsum, energy-and resource-intensive mining of aggregates can be reduced. As such the benefits of this project are three-fold: reducing the waste associated with a co-product; creating a marketable product within Venator's portfolio; and reducing the requirement for virgin material usage in the construction industry.



Teluk Kalong's Pacific Iron Products celebrates 25 years in production

Venator's Teluk Kalong site in Malaysia, in conjunction with joint venture partner Coogee Chemicals, is celebrating the 25th anniversary of Pacific Iron Products Sdn Bhd (PIP). This joint venture is the largest producer of ferrous sulphate products in South-East Asia and was originally commissioned in 1997.

Venator's Teluk Kalong site produces copperas (ferrous sulphate heptahydrate), which is a co-product of the TiO_2 manufacturing process. The source of the iron is the ore feedstock from which TiO_2 is extracted. The copperas is supplied to the PIP plant where it is converted to ferrous sulphate monohydrate.

Copperas has a wide range of uses including specialty animal feed where it is used as a micronutrient. It is also used for chromium reduction in cement, a regulatory requirement for safe handling, with applications in construction, water treatment, and mining industries.

The PIP site has also successfully completed its FAMI-QS surveillance audit (SV2), retaining its external accreditation from LRQA, a global assurance provider, for safety and quality. This accreditation means PIP has implemented and maintained all the required safety and quality management systems, including good manufacturing practice (GMP) for specialty feed ingredients in accordance with FAMI-QS code version 6.

The team is also celebrating PIP's sales office (located at The Pinnacle, Sunway, Malaysia) securing FAMI-QS site certification which recognizes the expertise and processes required for trading of specialty feed ingredients. The certification covers the buying, handling, storage, transporting and selling of goods and services.

“Our successes are a reflection of our great people, and we congratulate the PIP team on this outstanding achievement, wishing them a very happy 25th anniversary and continued success while maintaining the highest standards of product quality and feed safety.”

These innovative applications of manufacturing process co-products exemplify our vision to place circular economy and waste reduction at the centre of our products' value proposition.”

Bilal Tai

Pacific Iron Products Sdn Bhd, General Manager and Venator's Eco Business Director



Supply chain engagement

Venator recognizes that meaningful sustainability initiatives need to extend beyond our business and throughout our value chain. Our approach to supply chain management has evolved along with our company's maturity, increasing the prioritization of environmental, social, and governance issues in our purchasing decisions.

The issues of importance vary among supplier categories, and as such our approach to sustainable supply chain management is strategic and bespoke. For example, purchase of ore feedstocks would focus largely on greenhouse gas emissions and materials sourcing, whereas service contracts for our offices would be more centred around human rights and training opportunities. As our procurement strategy evolves, we will remain focused on the most material ESG topics across the wide range of suppliers we work with.

We understand that sustainability is a journey and we are committed to working with our suppliers to improve our impact together. Collaboration and education will be a key part of how we achieve our supply chain sustainability goals. Regional maturity is also considered: different geographies bring varying regulations and expectations with respect to sustainability's role in business.

Venator entered a commitment with EcoVadis on this journey with our suppliers. A defined international standard of performance on all ESG topics, efficient risk-managed based supplier outreach, clear KPI dashboard progress reporting and tailored organizational maturity development will provide the needed support on our journey.

In 2023 Venator intends to commence the translation of commonly accepted CSR/ESG developments and our Vendor Code of Conduct into improved contractual clauses for sales and purchasing.

Feedstock ESG management

Operating out of Mozambique, Kenmare is one of Venator's ilmenite suppliers, and our insights from them will help Venator establish strategies to improve sustainability performance across our supply chain.

"Kenmare invested in low-carbon operations from the outset, building a 170km power line to connect to the nearest sub-station to take advantage of Mozambique's hydro-electric power. This clean power source provides over 90% of the company's electricity requirements and over 50% of its overall power requirements. In pursuit of its ambition to achieve zero scope 1 and 2 emissions by 2040, Kenmare commissioned the implementation of a rotatory uninterrupted power supply. This negates the need to continuously use diesel generators during the stormy summer months by providing a stable supply of electricity, saving 12,000 tons of CO₂ per year.

Kenmare is working to find ways to use power more efficiently and to displace diesel. These investigations include potential electrification of the driers and heaters used in its product processing and replacing diesel with biofuels. In addition, Kenmare works to improve the resilience of its operations and communities to extreme weather events. The community schools and medical clinics constructed by Kenmare's not-for-profit association, KMAD, are designed to withstand category 4 cyclones and, therefore, provide a communal place to shelter from storms. It also invests in conservation agriculture programs where communities learn techniques to grow their crops so that they will be more resilient to drought and flooding, improving food security."

Anna Brog
Head of Sustainability, Kenmare Resources PLC

5. Performance and reporting



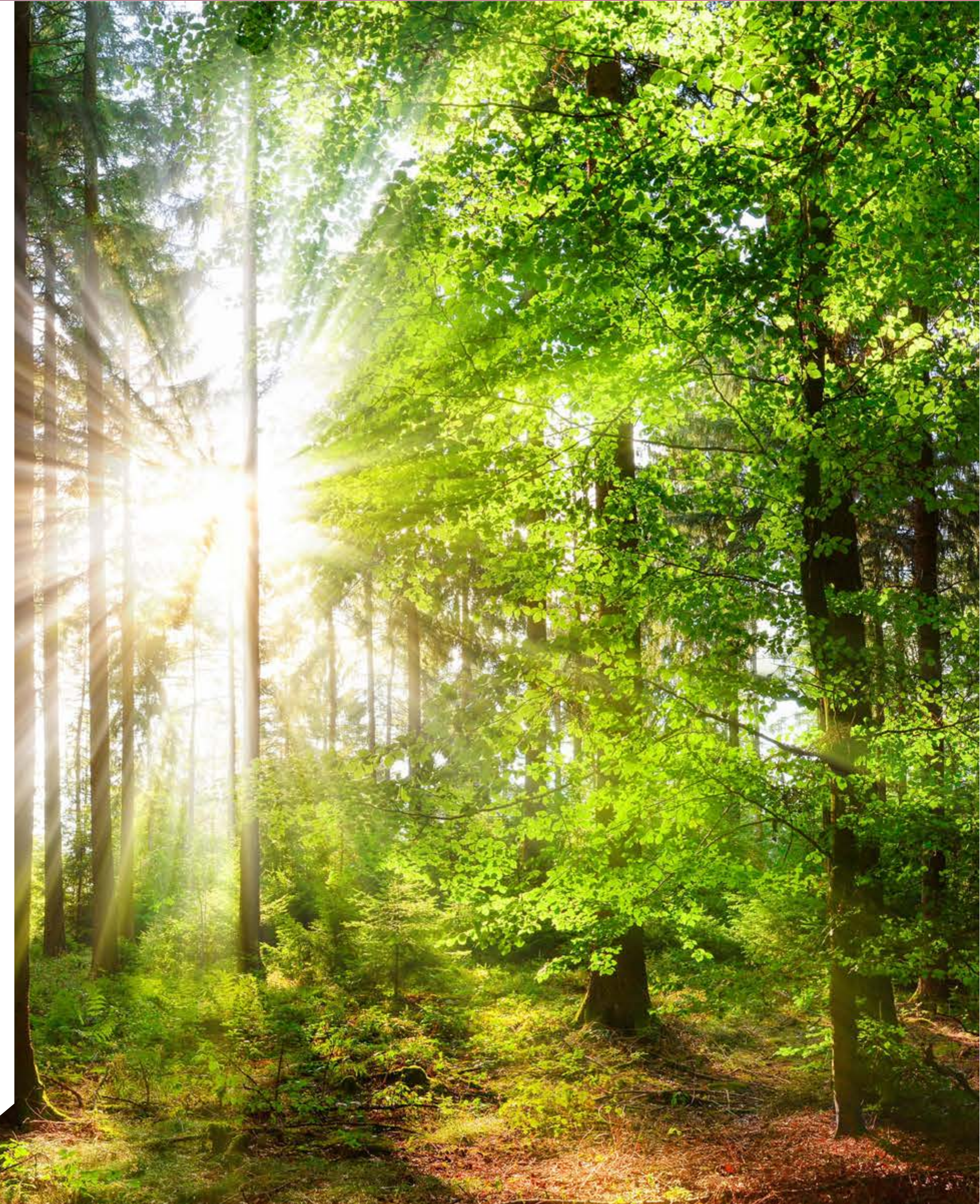
Performance and reporting

Consistent and accurate management of performance underpins the People, Products and Planet pillars of our approach to sustainability. Using comprehensive, comparable metrics informed by best practice frameworks, is how we ensure we communicate our sustainability performance with integrity and credibility.

In 2022, we focused our efforts on expanding our alignment to the applicable GRI disclosures. The response across the business has been very encouraging and we are pleased with the notable increase in the completeness of our sustainability data collection and use of performance indicators. While we are proud of our progress in expanding the scope of our data collection across our global sites, we recognize we are on a journey and will seek continual improvement in our reporting of relevant sustainability metrics.

To provide our stakeholders with helpful information on how we are becoming more resilient to the potential impact of climate change, we have been working with external experts to align the business with the principles of the Task Force on Climate-Related Financial Disclosures (TCFD) which will be included in our 2024 reporting.

We aim to continually improve the quality and scope of information we provide to our stakeholders, ensuring it is insightful and provides clear evidence of our sustainability performance. To this end, we are immensely proud to be submitting our first Communication on Progress report to the UN Global Compact as part of our signatory requirements. We also believe it is important for our approach to sustainability not to be restricted to industry-specific issues, but to also consider global challenges. As such, our sustainability program aligns with the targets of the following SDGs:



EcoVadis

EcoVadis is a highly trusted independent corporate sustainability ratings provider, assessing organizations' ESG performance against a full range of sustainability topics. In addition to assessing our internal performance, we are using EcoVadis as a robust framework to assess our current vendors and suppliers against a set of ESG criteria. We identified 72 vendors as key in the first phase of this program and have invited them to complete an EcoVadis questionnaire. In addition, we will be commencing an assessment of 37 additional suppliers. In 2022 our focus was to level up our performance. We set out to do this by engaging and mobilizing key individuals across the business to work together as a team on our EcoVadis submission. A key feature of this process has been to deliver extensive internal buyer training to ensure that our associates understand the overall objectives of using EcoVadis and help to engage our suppliers.

The response from the team has been outstanding and we are proud to have been awarded a silver rating for 2022. Not only does this represent an improvement in score from our bronze rating in 2021, but also a ten-point rating increase. This rating placed us in the top 20% of rated businesses, with demonstrable performance improvements across the areas of environment, labour and human rights, ethics, and sustainable procurement. Our rating was bolstered by the progress we have made in our wider sustainability program, including our endorsement of the UN Global Compact, advancements in our carbon management and the launch of our strategic approach to sustainability.

Looking ahead, we will focus on efforts to increase our annual score on the management and engagement of our supply chain.



UN Global Compact

Venator celebrated a key milestone in our sustainability journey in 2022 when we became signatories to the UN Global Compact. We saw this as an opportunity to align with global standards on sustainability disclosure and a commitment that intrinsically complements the expansion of our GRI reporting. We are currently in the process of producing our first Communication on Progress report, which we will submit to the UN Global Compact later this year, and we encourage all our stakeholders to read the report for further details on how we are becoming a more holistically sustainable business.





Climate change resilience

As a responsible business in an energy intensive industry, we recognize our duty to invest time and resources into understanding, responding to, and communicating the climate-related risks and opportunities facing our business. In 2022, we took strides toward integrating considerations of climate change into the fabric of the business when we initiated a climate impact assessment and reporting project with a third-party partner. Through this project, we have begun to identify and assess the priority climate-related risk and opportunity areas for the business, with an initial focus on the physical risk areas. This assessment will help us to prepare for mandatory climate-related financial reporting.

Simultaneously, we have examined our current risk assessment and control processes at a company and site level in preparation for integrating and operationalizing the outcomes of the assessment into our existing frameworks.

A key outcome of the project is to produce our first report in alignment with the guidance of the TCFD. In our report we aim to provide accurate information to our financial stakeholders. We will demonstrate how consideration of climate impacts has been integrated into our governance structures, strategic and financial planning, and our business impact measurement and management processes. Our Form 20-F provides a description of our approach to managing climate-related impacts and our disclosures against the TCFD recommendations (governance, strategy, metrics and targets, risk management).

Given the scale and complexity of climate-related impacts, we recognize that raising awareness and understanding is crucial to successfully managing the associated risks and capitalizing on the business opportunities. As such, in 2023 we intend to create a range of engaging training materials to enhance the knowledge and skillset of our colleagues across the business.

Reporting with reference to the GRI Standards

Venator Materials PLC presents its reporting against the Global Reporting Initiative (GRI) content index. We have reported in reference to the GRI Universal Standards 2021 for the period January 1, 2022 – December 31, 2022. Our content index provides information and data for topics that are material to our operations and sites. We present performance data wherever possible. We will continue to refine our reporting and establish a robust approach to GRI disclosures.



GRI 2: Organization and Reporting Practices

Disclosure 2-1

Organizational details

- A. The legal and commercial name of our Company is Venator Materials PLC.
- B. On April 28, 2017, we were incorporated under the laws of England and Wales as a public limited company as a wholly-owned subsidiary of Huntsman. We became an independent publicly traded company following our IPO and separation from Huntsman in August 2017.
- C. Our principal place of business is at Titanium House, Hanzard Drive, Wynyard Park, Stockton-On-Tees, TS22 5FD, United Kingdom. Our telephone number is +44 (0) 1740 608 001.
- D. Venator Sustainability Report 2022, About Venator, p. 6.

Disclosure 2-2

Entities included in the organization's sustainability report

- A. Venator Sustainability Report 2022, About Venator, p. 6.
- B. [Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p. 2.
- C. Venator Sustainability Report 2022, About Venator, p. 6.

Disclosure 2-3

Reporting period and frequency of sustainability reporting

This is an annual report and covers the reporting period from January 1, 2022 to December 31, 2022 which is in line with our financial reporting. Any questions relating to the report are to be sent to media@venatorcorp.com

Disclosure 2-4

Restatements of information

For Venator Sustainability Report 2022, the methodology for reporting has been amended to align with other external reports, this uses data for the reporting period stated above. As a result, data for a three-year period within this report and Content Index, has been reworked.

Disclosure 2-5

External assurance

Venator is committed to sound principles of corporate governance in order to enhance the long-term value of the company. The company believes that the long-term interests of the company are advanced by responsibly addressing the concerns of stakeholders and interested parties. The Board and management recognize that it is their joint responsibility to ensure compliance with all applicable regulatory requirements and company compliance policies.

GRI 2: Activities and workers

Disclosure 2-6

Activities, value chain and other business relationships

Venator Sustainability Report 2022, About Venator, p. 6.

Disclosure 2-7

Employees

A.

| Reporting year | Total employee headcount | By gender | | | By region | | |
|----------------|--------------------------|------------------------|----------------------|--------------------------|-------------------------|--------------------------------|--------------|
| | | Total female headcount | Total male headcount | Total undisclosed gender | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | 3413 | 640 | 2772 | 1 | 222 | 2726 | 465 |
| 2021 | 3521 | 667 | 2853 | 1 | 201 | 2863 | 457 |
| 2020 | 3685 | 672 | 3012 | 1 | 198 | 3035 | 452 |

B.

| Reporting year | Total permanent headcount | By gender | | | By region | | |
|----------------|---------------------------|------------------------|----------------------|--------------------------|-------------------------|--------------------------------|--------------|
| | | Total female headcount | Total male headcount | Total undisclosed gender | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | 3324 | 619 | 2704 | 1 | 222 | 2647 | 455 |
| 2021 | 3409 | 646 | 2762 | 1 | 201 | 2761 | 447 |
| 2020 | 3575 | 655 | 2919 | 1 | 198 | 2928 | 449 |

ii.

| Reporting year | Total temporary headcount | By gender | | | By region | | |
|----------------|---------------------------|------------------------|----------------------|--------------------------|-------------------------|--------------------------------|--------------|
| | | Total female headcount | Total male headcount | Total undisclosed gender | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | 89 | 21 | 68 | 0 | 0 | 79 | 10 |
| 2021 | 112 | 21 | 91 | 0 | 0 | 102 | 10 |
| 2020 | 110 | 17 | 93 | 0 | 0 | 107 | 3 |

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

iv.

| Reporting year | Total full time employee headcount | By gender | | | By region | | |
|----------------|------------------------------------|------------------------|----------------------|--------------------------|-------------------------|--------------------------------|--------------|
| | | Total female headcount | Total male headcount | Total undisclosed gender | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | 3315 | 561 | 2753 | 1 | 222 | 2629 | 464 |
| 2021 | 3429 | 589 | 2839 | 1 | 200 | 2773 | 456 |
| 2020 | 3584 | 595 | 2988 | 1 | 198 | 2935 | 451 |

v.

| Reporting year | Total part time employee headcount | By gender | | | By region | | |
|----------------|------------------------------------|------------------------|----------------------|--------------------------|-------------------------|--------------------------------|--------------|
| | | Total female headcount | Total male headcount | Total undisclosed gender | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | 98 | 79 | 19 | 0 | 0 | 97 | 1 |
| 2021 | 92 | 78 | 14 | 0 | 1 | 90 | 1 |
| 2020 | 101 | 77 | 24 | 0 | 0 | 100 | 1 |

C. Our headcount has been calculated at December 31, 2022 for each year reported. We have amended the approach taken in this report to follow the standard approach used in our external reporting.

D. We are a global manufacturing business with a high concentration of our operations in EMEA. The industry we operate in has a long tradition of being a male dominated manufacturing environment, and our associates based on manufacturing sites make up 89% of our 2022 headcount.

E. Over the three-year reporting period, our headcount has reduced by 7%. The main reasons for this are:

1. Business improvement projects involving reorganization at our manufacturing facility in Duisburg, Germany.
2. Wind down of operations at our manufacturing site in Pori.

Disclosure 2-8

Workers who are not employees

A.

| Reporting year | Total contingent worker headcount | By region | | |
|----------------|-----------------------------------|-------------------------|--------------------------------|--------------|
| | | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | 317 | 25 | 273 | 19 |
| 2021 | 350 | 27 | 301 | 22 |
| 2020 | 307 | 22 | 268 | 17 |

- i. Workers contracted to perform specific tasks via an agency or 3rd party, which can either be for a defined period of time or indefinite, known as ‘contractors’.
 - ii. Contractors provide support to our manufacturing sites and office locations in maintenance, security, manufacturing operations and some administrative areas.
- B. Headcount has been calculated at December 31 for each year reported. We have amended the approach taken in this report to follow the standard approach used in our external reporting.
- C. Contingent worker headcount has fluctuated over the three years reported mainly due to shutdowns at some manufacturing sites, but between 2021 and 2022 the number has adjusted back to usual levels.

GRI 2: Governance

Disclosure 2-9

Governance structure and composition

Venator Sustainability Report 2022, About Venator, p. 6.

Disclosure 2-10

Nominating and selecting the highest governance body

Venator Sustainability Report 2022, About Venator, p. 6.

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p.25.

Disclosure 2-11

Chair of the highest governance body

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p. 56.

Disclosure 2-12

Role of highest governance body in setting purpose, values, and strategy

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p. 56.

Disclosure 2-13

Delegation of responsibility for managing impacts

Venator Sustainability Report 2022, Sustainability governance, p. 9.

Disclosure 2-14

Role of the highest governance body in sustainability reporting

Venator Sustainability Report 2022, Sustainability governance, p. 9.

Disclosure 2-15**Conflicts of interest**

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p.23.

Venator Business Conduct Guidelines, p. 30

([venator-business-conduct-guidelines-en.pdf](#) ([venatorcorp.com](#)))

Disclosure 2-16**Communication of critical concerns**

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p.88.

Disclosure 2-17**Collective knowledge of highest governance body**

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p.88.

Venator Sustainability Report 2022, Sustainability governance, p. 9.

Disclosure 2-19**Remuneration policies**

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p.59-61.

Disclosure 2-20**Process to determine remuneration**

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p.59-64.

Disclosure 2-21**Annual total compensation ratio**

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p.59-61.

Note: Venator Materials PLC Directors' Remuneration Report 2022 will detail the CEO compensation ratio with comparison to the median paid associate in the UK upon publication.

GRI 2: Strategy, Policies and Practices

Disclosure 2-22**Statement on sustainable development strategy**

Venator Sustainability Report 2022, p. 5.

Disclosure 2-26**Mechanisms for seeking advice and raising concerns**

A. The Speak Up® helpline is staffed by an outside company and is available in appropriate multiple languages, 24 hours a day, 7 days a week. If requested, the caller's identity will be kept confidential where allowed by local law, and the concern will be relayed to Venator for investigation.

Disclosure 2-28

Membership associations

A. Our products are regulated by a number of chemical protocols including multiple national chemical safety inventories and the REACH regulations in Europe, Korea, UK and Turkey. As of 2022, we are REACH lead registrant for 22 substances in the EU. Venator participates in numerous global and national associations that help us to ensure our products remain safe, compliant and sustainable. Our associates hold leadership positions in the Titanium Dioxide Manufactures Association (TDMA), Eurocolour, the American Chemistry Council’s Titanium Dioxide Stewardship Council (ACC), the Titanium Dioxide Industry Consortium (TDIC), CEFIC, CIA and the German VCI.

GRI 2: Stakeholder engagement

Disclosure 2-29

Approach to stakeholder engagement

Venator Sustainability Report 2022, p. 5.

Disclosure 2-30

Collective bargaining agreements

A. Approximately 67% of global Venator employees were covered by collective bargaining agreements. Approximately 68% of global Venator employees were covered by formally elected employee representatives.

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

[Venator Form 20-F](#), Annual and Transition Report (foreign private issuer) 2023, p.66.

GRI 202: Market presence

Disclosure 3-3

Management of material topic

Venator Sustainability Report 2022, p. 5.

Disclosure 202-1

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

A.

| Location | Female ratio | Male ratio |
|----------|--------------|------------|
| UK | 4 : 3 | 5 : 3 |
| Germany | 3 : 2 | 3 : 2 |

B.

UK: In this location we follow the UK Agency Workers Regulations which entitles our contingent workers to equal working conditions from day 1 and equal pay from week 13 of a contract. This also includes pension provision, paid holiday and family leave.

Germany: Although we did not have a significant number of other workers in our sites in Germany at 31 December 2022, we follow the national minimum wage requirements in that country at all times. The obligation to pay the workers rests with the agency provider, and we ensure to only engage with reputable suppliers who confirm they pay this rate as a minimum.

C.

UK: The UK has an age-related minimum wage structure covering the following age groups: Under 18, 18-20, 21-22, 23 and over. The ratio we have reported on is for the age 23 and over bracket, which covers the majority of our workforce in this country. Our salary entry points are the same regardless of age, therefore the lower age groups will have a more favourable ratio when compared with the in-country national minimum wage.

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

D.

UK: 20% of our workforce is based in the UK. This covers 4 manufacturing sites and 1 corporate headquarters. Within the sample of entry level grades, which for this location is across G27-29, there are 9 females and 122 males. The females are in administration roles and the males are predominantly in production technician roles, with those in the highest pay bracket working on a top tier COMAH site.

Germany: 37% of our workforce is based in Germany. This covers 3 manufacturing sites, and a number of corporate roles. Within the sample of entry level grades, which for this location is G25, there are 2 females and 14 males. Across both genders the roles are within site services roles such as cleaning maintenance.

GRI 302: Energy

Disclosure 3-3

Management of material topic

Venator Sustainability Report 2022, Energy management, p. 33.

Disclosure 302-1

Energy consumption within the organization

Venator Sustainability Report 2022, Energy management, p. 33.

F., G. Standards and conversions used: Ecoinvent version 2, US EPA eGrid 2020, UK Defra 2021, DEFRA.

Disclosure 302-2

Energy consumption outside the organization

A. Venator Sustainability Report 2022, Greenhouse Gas emissions, p. 32.

B., C. The company conducts a Scope 3 audit as per the GHG Protocol and WBCSD. 2019 and 2020 reporting years have been measured and 2020 data has gone through a pre-assurance readiness check, the 2021 data is currently being evaluated.

Disclosure 302-3

Energy intensity

Venator Sustainability Report 2022, Product carbon footprint, p. 27.

A. Energy Intensity: 0.01 TJ/tonne of product.

B. 3.17 MWh/tonne of product.

C. Types of energy used: all types accounted for in this ratio.

D. This is the ratio that uses energy consumption within the organization.

Disclosure 302-4

Reduction of energy consumption

Venator Sustainability Report 2022, Greenhouse Gas emissions, p. 32.

Disclosure 302-5

Reduction in energy requirements of products and services

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

GRI 305: Emissions

Disclosure 3-3

Management of material topic

Venator Sustainability Report 2022, Greenhouse Gas emissions, p. 32.

Disclosure 305-1

Direct (Scope 1) GHG emissions

Venator Sustainability Report 2022, Greenhouse Gas emissions, p. 32.

Disclosure 305-2

Energy indirect (Scope 2) GHG emissions

Venator Sustainability Report 2022, Greenhouse Gas emissions, p. 32.

Scope 2 emissions calculated using the location-based approach.

Disclosure 305-3

Other indirect (Scope 3) GHG

Venator Sustainability Report 2022, Greenhouse Gas emissions, p. 32.

2021 and 2022 data are still under evaluation.

Disclosure 305-4

GHG Emissions intensity

Venator Sustainability Report 2022, Greenhouse Gas emissions, p. 32.

2022 GHG Emissions intensity using Scope 1 & 2 including all gasses: 0.89 tCO₂e/tonne of product.

Disclosure 305-5

Reduction of GHG emissions

Venator Sustainability Report 2022, Greenhouse Gas emissions, p. 32.

Disclosure 305-6

Emissions of ozone-depleting substances (ODS)

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

Disclosure 305-7

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

| NOx | SOx | Particulates | Total Other (aside from NOx and SOx) |
|------------|--------------|--------------|--------------------------------------|
| 458 tonnes | 1,673 tonnes | 151 tonnes | 10,529 tonnes |

GRI 306: Waste

Disclosure 3-3

Management of material topic

Venator Sustainability Report 2022, Circular economy and waste management, p. 35.

Disclosure 306-1

Waste generations and significant waste related impacts

Venator Sustainability Report 2022, Circular economy and waste management, p. 35.

Disclosure 306-2

Management of significant waste-related impacts

Venator Sustainability Report 2022, Circular economy and waste management, p. 35.

Disclosure 306-3

Waste generated

| Total waste | Hazardous waste | Non-hazardous waste |
|----------------|-----------------|---------------------|
| 899,725 tonnes | 39,357 tonnes | 860,368 tonnes |

Disclosure 306-4

Waste diverted from disposal

Venator Sustainability Report 2022, Circular economy and waste management, p. 35.

Total waste diverted from disposal: 263,448 tonnes

| Hazardous waste | | Non-hazardous waste | |
|------------------------------------|--------------------------------------------|------------------------------------|--------------------------------------------|
| Total | 24,473 tonnes | Total | 238,975 tonnes |
| i. Reused | 81 tonnes | i. Reused | 6,415 tonnes |
| ii. Recycled | 2,912 tonnes | ii. Recycled | 2,156 tonnes |
| iii. Treated Reclaimed Other | 2,779 tonnes 84 tonnes 18,616 tonnes | iii. Treated Reclaimed Other | 694 tonnes 342 tonnes 229,365 tonnes |

Disclosure 306-5

Waste directed to disposal

Venator Sustainability Report 2022, Circular economy and waste management, p. 35.

Total waste directed to disposal: 636,276 tonnes

| Hazardous waste | | Non-hazardous waste | |
|----------------------------------------------|----------------------|----------------------------------------------|-----------------------|
| Total | 14,883 tonnes | Total | 621,392 tonnes |
| i. Incinerated (with energy recovery) | 0 tonnes | i. Incinerated (with energy recovery) | 66 tonnes |
| ii. Incinerated (without energy recovery) | 106 tonnes | ii. Incinerated (without energy recovery) | 178 tonnes |
| iii. Landfilled | 14,777 | iii. Landfilled | 621,148 tonnes |
| iv. Other | 0 tonnes | iv. Other | 0 tonnes |

*Due to rounding, numbers presented throughout this document may not add up precisely to the totals provided.

GRI 308: Supplier Environmental Assessment

Disclosure 3-3

Management of material topic

Venator Sustainability Report 2022, EcoVadis, p. 41.

Disclosure 308-1

New suppliers that were screened using environmental criteria

Venator Sustainability Report 2022, EcoVadis, p. 41.

GRI 401: Employment

Disclosure 3-3

Management of material topic

Venator Sustainability Report 2022, Valuing our team, p. 14.

Disclosure 401-1

New employee hires and employee turnover

A. Total number and rate of new employee hires during the reporting period.

By gender

| Reporting year | New hires by gender | Total | Rate of new hires | By region | | |
|----------------|---------------------|-------|-------------------|-------------------------|--------------------------------|--------------|
| | | | | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | All | 283 | 100% | 60 | 189 | 34 |
| | Female | 75 | 26.5% | 21 | 48 | 6 |
| | Male | 208 | 74.5% | 39 | 141 | 28 |
| 2021 | All | 245 | 100% | 39 | 170 | 36 |
| | Female | 73 | 30% | 15 | 49 | 9 |
| | Male | 172 | 70% | 24 | 121 | 27 |
| 2020 | All | 143 | 100% | 11 | 102 | 30 |
| | Female | 28 | 20% | 5 | 17 | 6 |
| | Male | 115 | 80% | 6 | 85 | 24 |

By age

| Reporting year | New hires by age | Total | Rate of new hires | By region | | |
|----------------|------------------|-------|-------------------|-------------------------|--------------------------------|--------------|
| | | | | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | All | 283 | 100% | 60 | 189 | 34 |
| | <30 years | 113 | 40% | 17 | 85 | 11 |
| | 30-50 years | 134 | 47% | 32 | 83 | 19 |
| | >50 years | 36 | 13% | 11 | 21 | 4 |
| 2021 | All | 245 | 100% | 39 | 170 | 36 |
| | <30 years | 106 | 43% | 10 | 81 | 15 |
| | 30-50 years | 110 | 45% | 17 | 74 | 19 |
| | >50 years | 29 | 12% | 12 | 15 | 2 |
| 2020 | All | 143 | 100% | 11 | 102 | 30 |
| | <30 years | 50 | 35% | 2 | 35 | 13 |
| | 30-50 years | 72 | 50% | 6 | 52 | 14 |
| | >50 years | 21 | 15% | 3 | 15 | 3 |

Number of internal recruitment moves by region.

| Reporting year | Total number successful internal applicants | Internal success rate as % of total filled vacancies during year | By region | | |
|----------------|---------------------------------------------|------------------------------------------------------------------|-------------------------|--------------------------------|--------------|
| | | | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | 123 | 30% | 8 | 106 | 9 |
| 2021 | 136 | 35% | 10 | 97 | 29 |
| 2020 | 66 | 31% | 9 | 56 | 1 |

Note: total filled vacancies defined as number of new hires and number of internal moves.

B. Total number and rate of employee turnover during the reporting period.

By gender

| Reporting year | Leavers by gender | Total | Rate | By region | | |
|----------------|-------------------|-------|--------|-------------------------|--------------------------------|--------------|
| | | | | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | All | 379 | 11.10% | 36 | 317 | 26 |
| | Female | 100 | 15.62% | 16 | 79 | 5 |
| | Male | 279 | 10.06% | 20 | 238 | 21 |
| 2021 | All | 405 | 11.50% | 33 | 340 | 32 |
| | Female | 75 | 11.24% | 10 | 57 | 8 |
| | Male | 330 | 11.56% | 23 | 283 | 24 |
| 2020 | All | 386 | 10.47% | 40 | 303 | 43 |
| | Female | 94 | 13.98% | 10 | 76 | 8 |
| | Male | 292 | 9.69% | 30 | 227 | 35 |

By age

| Reporting year | Turnover by age | Total | Rate | By region | | |
|----------------|-----------------|-------|--------|-------------------------|--------------------------------|--------------|
| | | | | North and South America | Europe, Middle East and Africa | Asia Pacific |
| 2022 | All | 379 | 11.10% | 36 | 317 | 26 |
| | <30 years | 61 | 17.28% | 12 | 47 | 2 |
| | 30-50 years | 143 | 9.45% | 13 | 111 | 19 |
| | >50 years | 175 | 11.30% | 11 | 159 | 5 |
| 2021 | All | 405 | 11.50% | 33 | 340 | 32 |
| | <30 years | 61 | 16.57% | 7 | 49 | 5 |
| | 30-50 years | 140 | 8.97% | 12 | 111 | 17 |
| | >50 years | 204 | 12.80% | 14 | 180 | 10 |
| 2020 | All | 386 | 10.47% | 40 | 303 | 43 |
| | <30 years | 92 | 23.71% | 4 | 75 | 13 |
| | 30-50 years | 152 | 9.22% | 19 | 117 | 16 |
| | >50 years | 142 | 8.60% | 17 | 111 | 14 |

Disclosure 401-2

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

Venator Sustainability Report 2022, Associate health, safety and well-being, p. 15.

A.

- i. life insurance. ii. health care. iii. disability and invalidity coverage.
- iv. parental leave. v. retirement provision. vi. stock ownership. ii. others.

Disclosure 401-3

Parental leave

Reporting on this standard is limited to one significant location of operation – the UK, which accounts for 20% of our 2022 headcount. The types of leave available include maternity, paternity, shared parental, adoption, and parental leave. We strive to follow all legal requirements in all countries we operate within and support and encourage our associates to use parental leave available to them.

A.

| Reporting year | Total UK employees | Total UK employees entitled to parental leave | Female UK employees entitled to parental leave | Male UK employees entitled to parental leave |
|----------------|--------------------|-----------------------------------------------|------------------------------------------------|----------------------------------------------|
| 2022 | 677 | 677 | 200 | 477 |
| 2021 | 671 | 671 | 202 | 469 |

B.

| Reporting year | Total employees who took parental leave | Female UK employees who took parental leave | Male UK employees who took parental leave |
|----------------|-----------------------------------------|---------------------------------------------|-------------------------------------------|
| 2022 | 29 | 16 | 13 |
| 2021 | 21 | 17 | 4 |

C. D.

| Reporting year | Total employees returning in reporting period | Female | Male | Number who left immediately following leave | | Employees remaining on leave in the reporting period | | Number still employed 12 months after return | |
|----------------|-----------------------------------------------|--------|------|---------------------------------------------|------|------------------------------------------------------|------|----------------------------------------------|----------|
| | | | | Female | Male | Female | Male | Female | Male |
| 2022 | 25 | 12 | 13 | 0 | 0 | 4 | 0 | TBC 2023 | TBC 2023 |
| 2021 | 7 | 5 | 2 | 0 | 1 | 13 | 0 | 15 | 2 |

E.

| Reporting year | Return to work rate | | Retention rate | |
|----------------|---------------------|------|----------------|----------|
| | Female | Male | Female | Male |
| 2022 | 100% | 100% | TBC 2023 | TBC 2023 |
| 2021 | 100% | 75% | 88% | 50% |

GRI 403: Occupational health and safety

Disclosure 3-3

Management of material topic

Venator Sustainability Report 2022, Associate health, safety and well-being, p. 15.

Disclosure 403-1

Occupational health and safety management system

Venator Sustainability Report 2022, Associate health, safety and well-being, p. 15.

A. i. Venator has its own internal EHS management system based on seven Corporate Standards, each one covering a separate aspect of EHS management e.g., Process Safety, Safe Systems of Work, Risk Management, Health & Hygiene etc. These Standards expand on the objectives within the Venator EHS Protection Policy (the ‘Policy’) and specify the high-level expectations that apply throughout the company. The Standards are supported by detailed procedures, around 65 in total, that provide the mandatory requirements that sites must comply with. Guidance notes are available for many of the procedures – these provide practical advice on how specific requirements of the procedures can be achieved. The Standards, Procedures are Guidance Notes are written by subject matter experts from Venator’s corporate EHS team and are approved by Senior EHS management. Each site is required to implement a process for Self-Audits and Process Confirmations (a type of field audit), to monitor compliance with the procedures. In addition, the Corporate EHS Assurance program includes periodic full or partial audits, performed by the corporate EHS team, on each site with a typical audit frequency of 3-5 years. These corporate audits evaluate compliance with the corporate Standards and assess EHS capability, leadership, and accountability. Actions from corporate audits are tracked by the corporate EHS team and performance in resolving audit issues is a company metric.

A corporate procedure, EHS-101, EHS Standards & Procedures, which describes the management system and how it is managed, is available. In addition to the Venator EHS management system many sites are certificated to one or more external management system standards such as ISO 9001, ISO 45001, and ISO 14001.

- A. ii.** The Venator EHS Protection Policy, EHS Standards and EHS Procedures apply at all Venator locations. They apply to all Venator associates, contractors, and visitors. Where Venator is involved in joint ventures, the standards that apply at the JV are specified in the contract. Implementation of the corporate procedures at a facility is the responsibility of the Facility Manager and they are responsible for assigning EHS roles and responsibilities to suitably qualified associates. Each facility has an appointed EHS manager, most of whom hold formal professional qualifications in occupational safety and health or environmental management. The corporate EHS team (Central EHS) comprises qualified and experienced EHS professionals and provides guidance and practical support in all aspects of EHS management. This team also manages the corporate audit program, as well as tracking and trending EHS leading and lagging indicators and metrics, identifying trends, specialist training and implementing companywide initiatives to drive continuous improvement.

Disclosure 403-2

Hazard identification, risk assessment and incident investigation

Venator Sustainability Report 2022, Associate health, safety and well-being, p. 15.

- A.** A range of hazard identification and risk assessment techniques are used across the company. These include Process Hazard Analysis (PHA), Layer of Protection Analysis (LOPA), Safety Integrity Level (SIL) assessments, Fire Risk Assessment, Management of Change (MOC) and Bowtie assessment for process safety risks. For operational activities, Job Safety Analysis (JSA) is required for routine and non-routine activities – JSAs for the latter link into the permit to work systems. Corporate and site level procedures exist for all risk assessment programs (see 403-1). All risk assessments are performed by a multidisciplinary team and led by trained practitioners in the respective technique being used. Teams must include representatives of the team who perform the activity being assessed. Companywide training has also been rolled out on hazard identification and risk acceptance, as well as human factors. Each site has a requirement to perform EHS Self-Audits of their EHS management program, such as JSA and permit to work systems to ensure the effectiveness of their program (see 403-1). All training provided in risk assessment is recorded and refresher training is required at least every 3 years. JSA will record any actions which are required to reduce the risk to an acceptable level prior to the job starting. Regular reviews, results of exposure monitoring or health surveillance, incidents or near misses, result of investigations locally as well as companywide (such as via 'Early Learning Shares') as well as workers being able to raise concerns without fear of reprisal also ensure that all tasks are continually assessed, and risk reduced.

- B.** Several systems exist across Venator and at individual sites which allow workers to raise incidents, near misses or other safety concerns. This includes a 60 Second Check prior to starting an activity which actively encourages workers to stop, question and resolve any residual safety concerns prior to working. Venator also has a companywide anonymous reporting system through which Associates can anonymously raise concerns to a senior level within the business, either via phone or online submission.
- C.** Venator operates under a philosophy of ZERO Harm, which is embedded with all associates and contractors on all sites. A core principle of this is the ability for workers to stop, think, question and action anything necessary to make work safe before starting (or during) an activity. Additionally, sites employ "ZERO Harm Champions" and often have works council or union safety reps which can be contacted in case of safety concern, without fear of reprisal, in addition to their line manager or site EHS responsible person. The use of 60 Second Checks and near miss reporting are seen as positive indicators of a healthy EHS culture on sites and are actively tracked and recorded as leading rather than lagging indicators.
- D.** Venator corporate procedure EHS-105 (Incident Reporting & Investigation) describes the processes we follow for incident investigation and root cause analysis, peer review, action resolution and communication of learning across Venator. A recent development has been the promotion of High Potential Incident (HPI) reporting and investigation. This ensures that near miss incidents with the highest potential are investigated to the same degree as an incident that has resulted in actual harm.

Disclosure 403-3

Occupational health services

Venator has a specific corporate standard (EHS-500) relating to occupational health and hygiene. This is supported by a set of detailed corporate procedures which define the requirements for occupational health management, including health surveillance (EHS-505) and the management of health records (EHS-506). Where local legal requirements are more stringent, they must be followed in preference.

The procedures include the requirements for appointing qualified and accredited occupational medical doctors or third-party service providers and define the types and frequencies of medicals undertaken, specific to the roles (which are updated prior to any change in role). Investigations are undertaken when any work (or non-work) related health effects are seen to either ensure hazards are correctly assessed and controlled or to undertake additional steps to safeguard or adjust for employees and their individual medical needs. These investigations are conducted in a confidential manner.

Additionally, sites are encouraged to provide locally applicable health promotion initiatives on a regular basis to help improve the general wellbeing of associates and their families both inside and outside of work – these have recently included prostate cancer promotions and testing, skin cancer, men's and women's health and mental health. Many sites now have trained mental health first aiders.

Disclosure 403-4**Worker participation, consultation and communication on occupational health and safety**

- A. At most sites, there are formal and informal routes for participation, consultation, and communication. These include Safety Committees (these are particularly robust within Europe), regular Safety Cross meetings, typically held at least daily on production sites, EHS and PSM Leader's Forums, ZERO Harm Champion networks etc.
- B. Regular EHS promotions and 'Themes of the Week/Month' are produced by the corporate and site teams and cover a wide range of issues relating to EHS both at work, while travelling and at home. Feedback and questions are welcomed, and the company uses a Yammer chat platform to circulate promotional material, EHS messages and to gather feedback.

Disclosure 403-5**Worker training on occupational health and safety**

The Venator EHS procedure EHS-113 (EHS Training) requires that each site performs and maintains a Training Needs Analysis (TNA) and a subsequent training plan. These analyses are based on role and include the EHS and technical aspects of the role. The TNA has links to the Management of Change (MOC) and Organizational Change Management (OCM) systems so that any new or revised training needs can be captured.

EHS-113 defines how training should be defined, delivered, and validated to ensure maximum effectiveness. In some roles, particularly those involved in the permit to work system, a process of mentoring is required to ensure that classroom training is supported with practical training in the field where job holders are closely supervised for a defined period by a more experienced colleague.

All training and refresher training is provided free of charge and if held outside of regular hours workers are compensated through additional pay or time in lieu.

Some roles require certain medical criteria to be met before the training can take place e.g., forklift truck drivers and emergency response team members who wear breathing apparatus.

Disclosure 403-6**Promotion of worker health**

Venator Sustainability Report 2022, Associate health, safety and well-being, p. 15.

- A. Venator procedure, EHS 505 on health surveillance and the more detailed guidance EHS(G)-505 on health promotion detail both mandatory (procedure) and best practices/examples (guidance) that sites must do to identify the most relevant types of health promotion – based on site hazards, local demographics and the results of health surveillance.
- B. These are made available (voluntarily) during medical surveillance or during targeted campaigns and may take the form of advertised walk-in sessions, information provided in electronic or paper form, seminars, or Q&A sessions. Time for attendance at specific screening or assessment exams or costs for screening or tests are paid for wholly by the business and workers are recommended to attend, not mandated and results of which are only shared with the Associates and not the business – though data may be provided on numbers attending or to be able to gauge effectiveness or uptake of specific programs.

Disclosure 403-7**Prevention and mitigation of occupational health and safety impacts directly linked by business relationships**

Venator is a member of the CEFIC TDMA groups on Titanium Dioxide and Titanium Tetrachloride and actively engages its stakeholders in the safe and sustainable use of our products, this has included webinars on the health hazards associated with our products as well as safe use guidelines and recommendations of good practices when handling our products (in addition to our legal requirements in terms of MSDS, exposure scenarios and other customer and sales support).

Disclosure 403-8**Workers covered by an occupational health and safety management system**

Venator Sustainability Report 2022, Associate health, safety and well-being, p. 15.

See disclosure 403-1.

Disclosure 403-9

Work-related injuries

Venator Sustainability Report 2022, Associate health, safety and well-being, p. 15.

Disclosure 403-10

Work-related ill health

Venator Sustainability Report 2022, Associate health, safety and well-being, p. 15.

In 2022, we recorded no instances of work-related ill-health.

GRI 404: Training and education

Disclosure 3-3

Management of material topic

Venator Sustainability Report 2022, Associate development, retention, and talent acquisition, p. 18.

Disclosure 404-1

Average hours of training per year per employee

Venator Sustainability Report 2022, Associate development, retention, and talent acquisition, p. 18.

A. During 2022 approximately 35% of associates participated in career or job-related skills training and development. This is an area for possible future review.

Disclosure 404-2

Programs for upgrading employee skills and transition assistance programs

Venator Sustainability Report 2022, Associate development, retention, and talent acquisition, p. 18.

A. Venator has a structured general training programme for all associates globally that includes ongoing refresher training, regular communication and/or updates.

This covers areas such as:

- Our Values and Culture
- Ethics and compliance (including discrimination)
- ZERO Harm
- Information security

Disclosure 404-3

Percentage of employees receiving regular performance and career development reviews

| Reporting year | % of total employees eligible | % of total employees with a completed PDP | % of total female employees eligible | % of total female employees with a completed PDP | % of total male employees eligible | % of total male employees with a completed PDP |
|----------------|-------------------------------|-------------------------------------------|--------------------------------------|--------------------------------------------------|------------------------------------|------------------------------------------------|
| 2022 | 45% | 34% | 64% | 51% | 41% | 30% |
| 2021 | 46% | 44% | 64% | 56% | 42% | 41% |
| 2020 | 47% | 36% | 62% | 55% | 44% | 32% |

GRI 405: Diversity and equal opportunity

Disclosure 3-3

Management of material topic

Venator Sustainability Report 2022, Diversity, equality and inclusion, p. 17.

Disclosure 405-1

Diversity of governance bodies and employees

Venator Sustainability Report 2022, Diversity, equality and inclusion, p. 17.

A.

| Total number of directors on Board | 8 |
|------------------------------------|-------|
| By gender | |
| Female | 12.5% |
| Male | 87.5% |
| By age | |
| <30 years | 0% |
| 30 – 50 years | 12.5% |
| > 50 years | 87.5% |

B. i. Gender

| Reporting year | Employee headcount by category and gender | Category | | | |
|----------------|-------------------------------------------|----------|------------|-------------------|---------------------------|
| | | Employee | Management | Senior Leadership | Executive Leadership team |
| 2022 | Total | 77% | 19% | 3.25% | 0.25% |
| | Female | 73.5% | 23.5% | 3% | / |
| | Male | 77.5% | 18.5% | 3.75% | 0.25% |
| | Undisclosed | 100% | / | / | / |
| 2021 | Total | 77.5% | 18.5% | 3.75% | 0.25% |
| | Female | 72.5% | 24.25% | 3.25% | / |
| | Male | 78.5% | 17.5% | 3.75% | 0.25% |
| | Undisclosed | 100% | / | / | / |
| 2020 | Total | 77.25% | 18.75% | 3.75% | 0.25% |
| | Female | 72.75% | 24.5% | 2.75% | / |
| | Male | 78.5% | 17.5% | 3.75% | 0.25% |
| | Undisclosed | 100% | / | / | / |

A., B. ii. Age group: under 30 years old, 30-50 years old, over 50 years old.

| Reporting year | Employee headcount by category and age | Category | | | |
|----------------|----------------------------------------|----------|------------|-------------------|---------------------------|
| | | Employee | Management | Senior Leadership | Executive Leadership team |
| 2022 | Total | 77% | 19.75% | 3% | 0.25% |
| | <30 years | 94% | 6% | / | / |
| | 30 – 50 years | 76% | 21% | 3% | / |
| | > 50 years | 73.5% | 21% | 5% | 0.5% |
| 2021 | Total | 77.5% | 18.75% | 3.5% | 0.25% |
| | <30 years | 95.5% | 4.5% | / | / |
| | 30 – 50 years | 76.5% | 20.25% | 3.25% | 0.06% |
| | > 50 years | 74.5% | 20.5% | 4.75% | 0.25% |
| 2020 | Total | 77.5% | 18.75% | 3.75% | 0.1% |
| | <30 years | 96% | 4% | / | / |
| | 30 – 50 years | 76% | 20.5% | 3.5% | / |
| | > 50 years | 74.5% | 20.25% | 5% | 0.25% |

Disclosure 405-2

Ratio of basic salary and remuneration of women to men

A. Venator Materials UK Ltd – Gender Pay Gap 24.2% (As at April 5, 2022).

Venator P&A Spain S.L – Gender Pay Gap 20% (Jan 2017 – Dec 2020).

B. Significant locations of operation are defined by legal entities. Each legal entity follows local legislation for the relevant country. In addition, the pay gap at Huelva site was audited by an external company, providing additional assurance on the detail.

Independent Limited Assurance Statement to Venator on Their Sustainability Report 2022

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 its Sustainability Report for 2022 ('the Report'). The Report is prepared by Venator based on Global Reporting Initiative (GRI) Standards 'in-reference' option for sustainability reporting. 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 Report.

Responsibilities

The management of Venator is solely responsible for development of the Report and its presentation. 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

The 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 2022 to 31st December 2022 for the operations in 19 sites i.e. Greatham, Huelva, Augusta, Birtley, Comines, Dandenong, Duisburg, Freeport, Harrisburg, Los Angeles, Scarlino, Taicang, Kidsgrove, Sudbury, Teluk Kalong, Turin, Uerdingen, Walluf and Wynyard in reference to GRI Standards 2022. 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: 2-1,2-2,2-3,2-4,2-5
- Activities and Workers 2021: 2-6,2-7,2-8
- Strategy 2021: 2-22
- Governance 2021: 2-9,2-11,2-13, 2-15
- Strategies, Policies & Practices 2021: 2-28
- Stakeholder engagement 2021: 2-29, 2-30

Topic Specific Disclosures

Environmental Disclosures

- Emissions 2016: 305-7
- Waste 2020: 306-3, 306-4, 306-5
- Supplier Environmental Assessment 2016: 308-1

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: 405-1

Assurance Criteria

Intertek conducted the assurance work in accordance with 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 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology

Intertek performed assurance work using 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 2022. Data and information supporting the Statement were historical in nature and proven by evidence. Our assurance task was planned and carried out during Mar-Apr 2023. The assessment included the following:

- Assessment of the Report that it was prepared in reference to the Sustainability Reporting Standards of the Global Reporting Initiative.
- 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 sample basis for the duration from 1st January 2022 to 31st December 2022 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 selected sustainability disclosures provided by Venator in the Report for the reporting period from 1st January 2022 to 31st December 2022. Based on the data and information provided by Venator, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not accurate, complete, consistent, transparent, materially correct, and thus is a fair representation of sustainability disclosures in line with the identified material topics and is in-reference with the sustainability reporting standards of the GRI Standards to the best of our knowledge.

Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 44,000 people. The Intertek assurance team included Certified 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.



Sumit Chowdhury, Verifier
Technical Manager-Sustainability
Intertek Assuris



Elizabeth Mielbrecht, Reviewer
Project Director
Intertek Assuris

21th April 2023

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 presentation contains financial measures that are not in accordance with generally accepted accounting principles in the US ('GAAP'). Unless otherwise indicated, the information contained in this report has not been audited.

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 or under US securities laws or regulations. 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 US securities laws and regulations. Certain statements contained in this communication constitute "forward looking statements" within the meaning of the US Private Securities Litigation Reform Act of 1995, 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. When considering these forward-looking statements, you should keep in mind the risk factors and other cautionary statements in Venator's filings with the US Securities and Exchange Commission, including Venator's Annual Reports on Form 20-F and other reports on Form 6-K.

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.



VENATOR

Contact details

Titanium House
Hazard Drive
Wynyard Park
Stockton-on-Tees
TS22 5FD, UK

Tel: +44 (0)1740 608 001



For more information about Venator, please visit www.venatorcorp.com or follow us on social media:

 @venatorcorp

 @venatorcorp

 @linkedin.com/company/venator-corp