

VENATOR

Expertise in action

For a cleaner, safer
and sustainable future

Sustainability Report 2020



A message from our President and CEO

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Venator is committed to working for a sustainable future. Our associates are instrumental in delivering our sustainability program through their innovative solutions to improve the way we work and introduce products and technologies that are better for our planet.

Our associates' expertise helps us strive for ZERO Harm to our people, assets, communities and the environment. They enable us to reduce our environmental footprint by eliminating and cutting waste and emissions at our manufacturing facilities. They develop innovative products to grow in sustainable markets and help our customers reduce their own environmental footprint.

Creating a sustainable future while posing ZERO Harm to people and the environment is our goal. Innovation and teamwork is how we get there.



“Sustainability represents a real opportunity for a business like ours to leverage our expertise and innovative capability against the challenges faced by society.”

While this year marks the first time that Venator is releasing a sustainability report, we have a long history of introducing innovative solutions in our operations and our product offerings to meet societal challenges. Over the next few pages, you will read about how our experts have helped Venator innovate solutions for a more sustainable future.

Sustainability represents a real opportunity for a business like ours to leverage our expertise and innovative capability against the challenges faced by society. Our products are used in a broad range of end markets, from paints that protect homes and infrastructure, to plastics that enable preservation of food and light-weighting of vehicles that reduces CO₂ emissions. They are also found in pharmaceuticals and cosmetic lines, like sunscreen, that help protect our skin from the damage that can be caused by the sun.

By applying our values of Innovation, Teamwork and Performance, we are delivering substantial benefits to society and the environment. Over the years, Venator has pioneered processes to convert more than 50% of our co-products into eco-products that bring benefits in applications as diverse as soil conditioning, cement and water treatment. Venator also helped the TiO₂ industry develop the carbon footprinting standards that are used today. By constantly looking at new ways of running our processes, we are able to save energy and reduce emissions.

Our ZERO Harm value ensures we care for our people, communities and our assets and our Integrity value steers all of our dealings in and outside of our company.

During 2020, our associates helped us weather the impacts of a global pandemic that challenged us to work in different ways to keep our people and operations safe, while continuing to meet our customers' needs. We also looked outward to our communities, supporting education efforts in local schools, local employment and environmental preservation activities near our manufacturing sites.

In December 2019, the European Commission presented its vision to tackle climate and environmental-related challenges in the form of the European Green Deal, which underpins work to implement the United Nation's 2030 Agenda and the sustainable development goals. With nearly half of our sales in European markets, the newly announced EU Green Deal enables us to explore new possibilities that will make our business more sustainable and help our customers achieve their sustainability goals.

The Green Deal provides a renewed growth strategy which aims to transform the EU into a society that is resource-efficient and has net zero greenhouse gas (GHG) emissions by 2050.

Venator has been closely following these developments since their inception and we will use these to inform our broader ESG (Environment, Social, Governance) program. From a sustainability perspective we are in the process of identifying the policy areas that impact Venator, and we will emerge with a refocused and stronger sustainability strategy that will help us deliver our ambition in this critical area.

We believe that the vision of the European Green Deal aligns with our values and presents significant opportunities for Venator to continue to produce products and technologies that link strongly to safe and sustainable design. We also see this as an avenue to continue reducing our GHG emissions, recycling waste and reducing energy consumption, whilst manufacturing safe and environmentally beneficial products.

During 2020 we kept our people safe, our manufacturing facilities operating, and we delivered our best safety performance for decades; we also delivered significant savings, all during a global pandemic. I am immensely proud of everyone who works for Venator, and this year clearly demonstrated the caliber and resilience of our Venator associates. I would like to thank them for their contribution and for living our Venator values.

Together, we will rise to the challenges and opportunities presented.

Simon Turner
President and CEO

About Venator

Venator is a global manufacturer and marketer of chemical products that comprise a broad range of pigments and additives that bring color and vibrancy to buildings, protect and extend product life, and reduce energy consumption.

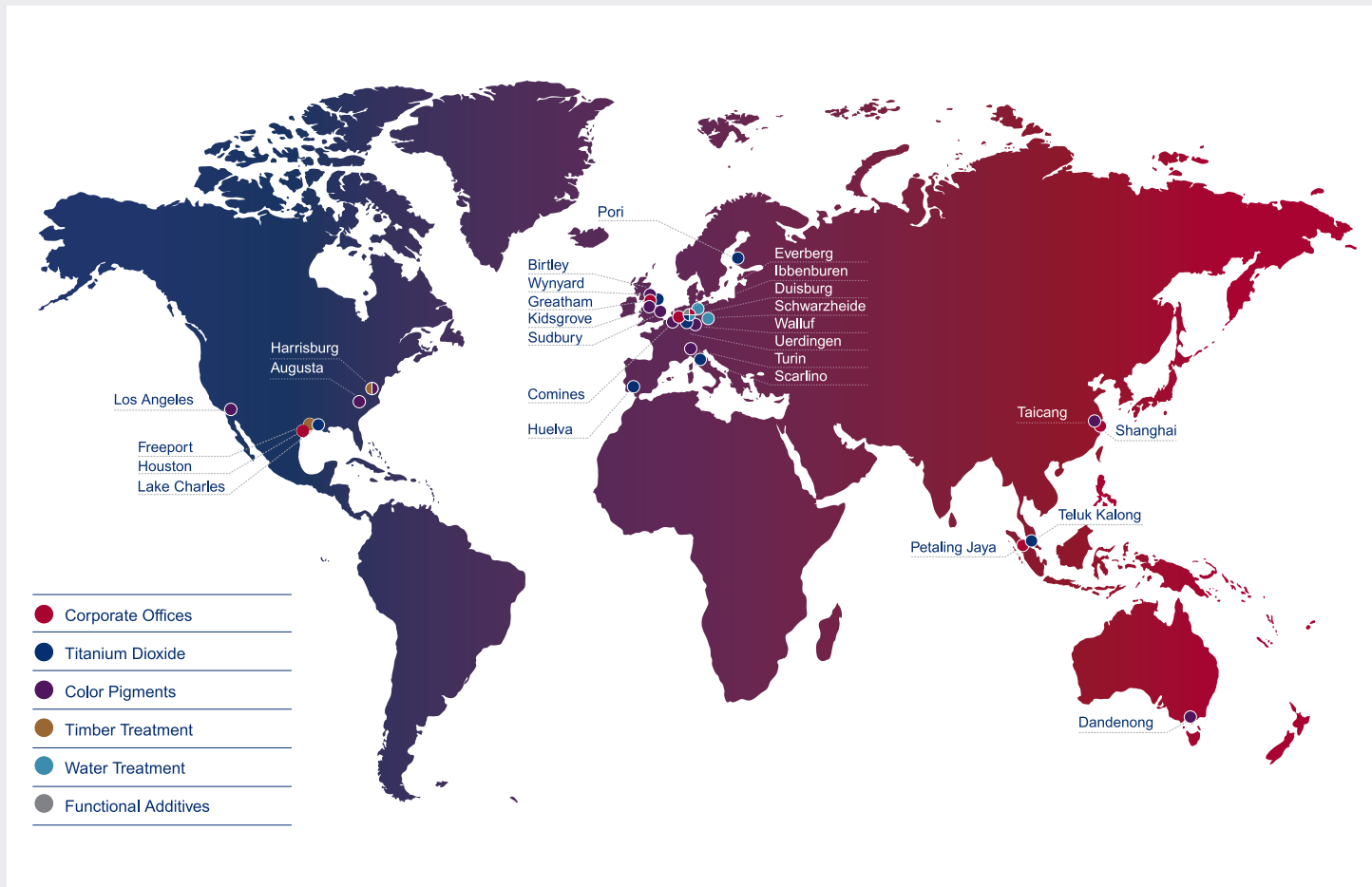
We market our products globally to a diversified group of industrial customers through two segments: Titanium Dioxide, which consists of our TiO₂ business, and Performance Additives, which consists of our functional additives, color pigments, timber treatment and water treatment businesses. With our headquarters in Wynyard, UK, we employ approximately 3,700 associates worldwide and sell our products in more than 120 countries.

Ownership Structure

Venator is a publicly-traded company and our shares are listed on the New York Stock Exchange under the ticker VNTR.

Industry Memberships

Venator is a member of 21 industry associations across the globe, covering Health & Safety, Technical, Commercial and Business Operations. Venator is also a signatory to the global 'Responsible Care' initiative.



World-class portfolio

Product Range:



Titanium Dioxide:

Substantial portfolio of specifically engineered titanium dioxide pigments with a variety of different chemical coatings, tailored for their specific actions.



Performance Additives:

Performance additives: iron oxide, ultramarines, barium sulfate, zinc sulfide, lithopone, chromium oxide, carbon black, complex inorganic pigments, pigment preparations, driers, water treatment chemicals, ferrous sulfate heptahydrate.

Circular Economy

The sustainability of materials is increasingly important in today's world. Whilst Venator works on reducing our environmental impact and minimizing the energy and resources we use as part of our ZERO Harm value; we are also mindful that our products play an important role in improving the sustainability of our downstream supply chain. The increasing awareness of sustainability has led to a greater demand for materials that are recyclable and reusable, therefore contributing to the circular economy. Venator is seeking to improve our products by actively increasing product life spans, improving product durability and continuing to invest in research and development in these core areas.

Every day, around the world, you'll find our pigments and additives hard at work in a range of applications. See a small selection below:

<p>Agriculture Helping to boost farming productivity and efficiency.</p>	<p>Paint and coating formulations Delivering color, gloss and better overall coverage.</p>
<p>Batteries Boosting the performance of batteries to help them last longer and charge more efficiently.</p>	<p>Paper Improving the processing, performance and appearance of paper products, including labels, laminates, stamp and smart ID cards.</p>
<p>Cars Reducing nitrogen oxides from engine exhausts.</p>	<p>Plastics Providing color, heat-resistance and weather-proofing attributes.</p>
<p>Clothes De-lustering man-made fibers.</p>	<p>Smelting Extending the lifetime of blast furnaces and increasing efficiencies in the production of hot metals.</p>
<p>Cosmetics and skin care products Adding opacity, color, radiance, staying power and UV protection.</p>	<p>Water Supporting a smarter approach to water management.</p>
<p>Inks Creating a high-quality opaque film for printing inks.</p>	
<p>Mobile devices Improving the performance of tiny ceramic components.</p>	

Without our pigments and additives, the world would be a very different place. Our novel ingredients are trusted to bring color, vibrancy and a long-lasting, flawless finish to all kinds of ordinary objects. They can improve product appearance and performance. They can also make industrial processes and manufacturing methods more effective and efficient.

About Venator
Continued

Expertise in action

200

More than 200 years of industry knowledge and expertise

20

Globally connected with 20 sites worldwide

100+

Over 100 specialized world-class products



Just like the products we make, our people are unique, innovative and brilliant. Our global team is made up of thousands of individuals, who have one thing in common – a passion for producing high-performance pigments and additives. Experts in their respective fields, our people are the driving force behind our business. They have an in-depth understanding of customers' needs in different market sectors. This collective wisdom, combined with our product platform, and our eagerness to take on new challenges sets us apart – and enables the delivery of pigments and additives that make a difference in the world.

Making a difference in our communities

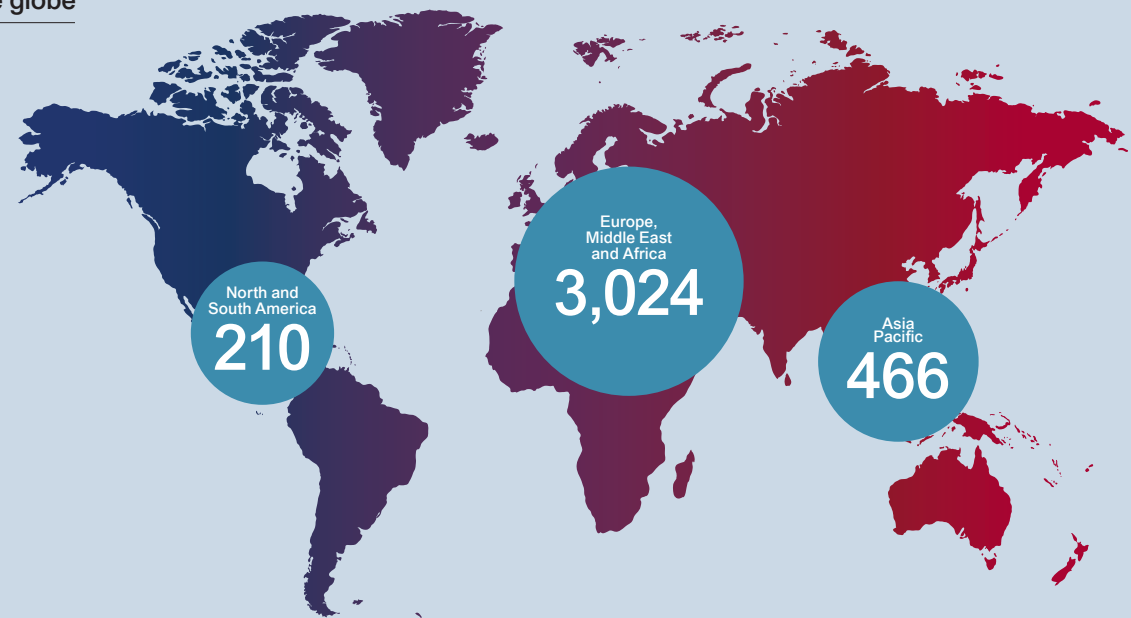
At Venator, we recognize the importance of forming positive relationships with the communities in which we operate. That's why you'll find our associates volunteering in local schools or contributing to a variety of organizations where they live and work.

We offer several different ways our employees can give back to their communities. Our Together Fund supports grassroots sports clubs, recognized education providers and other community-based and nonprofit groups. Our Bright Ideas Fund inspires learning in the fields of science, technology, engineering and math (STEM).

Together, these two funds provide our employees with the opportunity to support local community organizations. Over the past two years, we've funded 150 community projects with £30,750 in grants.

We also have a Match Funding program, which allows our associates to make double the impact of financial support to the causes that are most important to them.

Associates across the globe



Governance, ethics and culture

Diversity and inclusion

Venator is committed to building a diverse and inclusive workforce. We see great benefit in having people with different perspectives, cultures and languages, who feel accepted and valued as part of Venator.

Venator has approximately 3,700 permanent associates, of which 18% are female and 82% are male. 97% of our associates work full-time and the majority of those working part-time are women. Venator is working towards improving the gender diversity of its workforce.

Developing and promoting from within our workforce is an important part of delivering our people strategy. We have assembled a globally diverse team at our Wynyard headquarters. Venator conducts annual performance reviews with associates to discuss achievements and career aspirations and development needs. This information is used in both local and global talent management processes and succession planning.

Shaping our culture

At Venator, we are committed to building a positive, consistent and compelling culture – one that aligns the passion, efforts and behaviors of our people and one that will make us a stronger and more successful business, building on our five core values. To enable this, we have established an internal Culture Team, which is responsible for leading the design, development and implementation of our global cultural change.

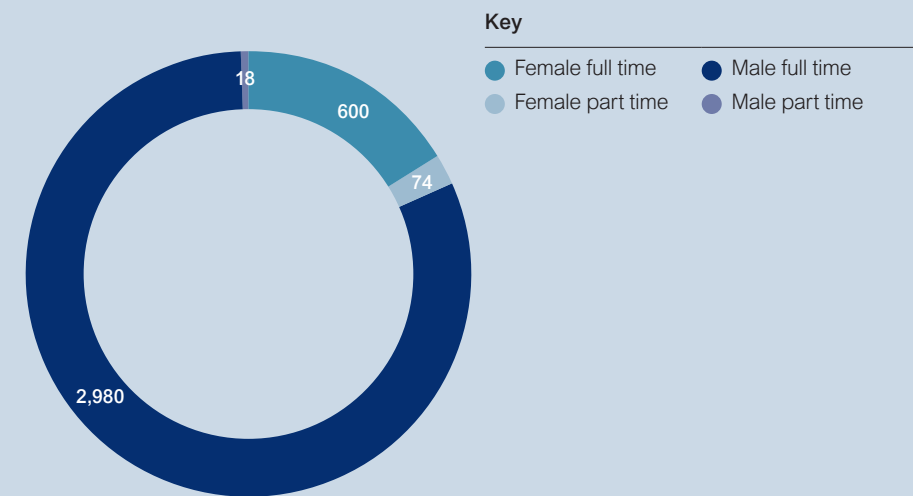
In 2018, we developed our Culture Program to help shape a positive and consistent culture across Venator. In 2019, more than 3,000 associates attended over 100 "One Venator" culture workshop sessions across our global sites as we started our transformation journey. These customized and focused workshops delivered a series of tools and concepts to use in the workplace and at home. Additional emphasis is placed on improving outside of the workplace through building deeper connections with those around us.

Workshops offered a common language and practical tools to help our people take greater accountability, focus and prioritize work, understand their influence on others, unlock creativity, leverage each other's strengths and work effectively within teams. The workshop format allowed the time and space for people to reflect on learnings and share personal insights.

In 2021, we are placing emphasis on ensuring that our culture is embedded and evident in everything that we do, from our systems and processes to our institutional practices.

Gender Status

Indicating the split of employees by gender and full-time or part-time status. These figures included permanent and fixed-term employees.



"Key concepts such as blue chips, shadow of influence and mood elevator made me understand more about priorities, the way I behave at work and how that can be received by others. I work with various business functions, so I particularly appreciate the tools that promote collaboration and teamwork."

Alan Johnson, Venator Product EHS Expert.

Governance, ethics and culture

Continued

Our Values

Our values reflect behaviors that will help us to grow and deliver the greatest value to our customers, shareholders and our associates. They unite and guide us and reflect the culture of our business. Evidence of our values is easy to recognize in all of our day-to-day work and in every one of our associates. Our values reflect the way we want everyone to work and the things that are important to us.



Corporate Governance

Our Corporate Governance Guidelines detail procedures taken in relation to conflicts of interest, Board leadership and general oversight, communications between shareholders and directors, annual performance reviews of the board and an annual review of governance policies.

Financial Ethics

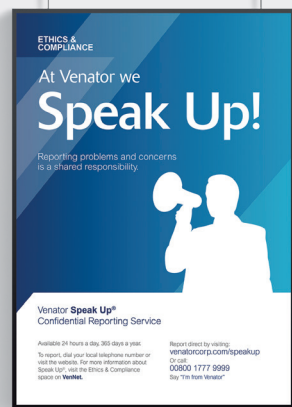
Our Financial Code of Ethics details compliance procedures, ethical principles and our approach to any violations of these standards. We operate an Ethics and Compliance reporting service called "Speak Up" that allows all associates and external stakeholders to anonymously raise any questions or concerns directly with our Ethics and Compliance Team. Topics raised are thoroughly investigated, with the findings reported to the Board of Directors each quarter.

Human Rights

Our centralized Human Rights policy is disseminated through training within our Business Conduct Guidelines training and is raised during our Global Integrity Week.

The results of our employee survey confirms that our associates are happier being part of an organization that promotes ethics and values and where there is a strong culture of compliance. We believe our approach is also attracting companies to want to partner and work with us.

Ethics and Compliance Communications



Business Conduct

Our Business Conduct Guidelines and corporate policies affirm our commitment to do the right thing and act with integrity, transparency and honesty in all circumstances. Everyone at Venator is responsible for acting in compliance with laws and regulations, maintaining high ethical standards and conducting business with integrity.

Venator's Business Conduct Guidelines apply across our operations and geographical locations. We hold annual training sessions with our associates to discuss and promote the strong ethics and compliance practices that should be upheld.

Acting with Integrity

Integrity is one of the cornerstones of our business. Each year we host a 'Global Integrity Week' involving all associates across every office and manufacturing facility.

In 2020, our Global Integrity Week discussed real world scenarios focussed on 'Living our Values and following our standards.' Associates attended interactive training sessions with their managers to discuss integrity and how we embody this value in our work.

Supply Chain

Venator's suppliers are expected to reflect our commitment to integrity, transparency and honesty. Supplier reviews are conducted to ensure they operate in a manner consistent with our culture and our values.

Global Integrity Week 2020



Associates from our Taicang site



Posters

Governance, ethics and culture

Continued

Supporting student career choices

As a company built on innovation, science and technology, Venator is doing its part to encourage youth to study Science, Technology, Engineering and Maths (STEM) subjects.

Venator has a team of STEM ambassadors who attend careers fairs and panel events at schools. Their goal is to break down industry stereotypes and highlight the ways STEM-related skills benefit everyday life. Representing a range of business functions— including innovation, finance, manufacturing and marketing—these ambassadors take part in activities at local schools, on our Venator campus and at local exhibitions to inspire and attract more young people to STEM careers.

At our Wynyard headquarters, we sponsored our first STEM Fest aimed at inspiring young people to pursue careers within the STEM sector. The event welcomed a diverse group of 170 secondary school students from across the North of England to take part in engineering and math challenges. Students were given a virtual tour of Venator’s Innovation Centre and were introduced to the types of technology used at Venator sites.

Our Scarlino site in Italy opened its doors to local students to hear from our experts on the science behind Venator’s operations. And we partnered with the High Tide Foundation to increase awareness of career opportunities across the Tees Valley, UK. Several of our associates represented Venator at “Bring it on,” an event in Sunderland, UK, aimed at inspiring, educating and motivating young people to explore STEM careers.

In addition to raising the profile of STEM careers, Venator also provides employment opportunities through apprentices and graduate schemes at many of our sites.

Promoting health through a global challenge

Recognizing the health benefits of exercise, Venator launched a global 100-day walking challenge. Eight of our sites took part and despite Covid-19 disruptions the teams collectively walked over 44 thousand miles. Our walkers reported feeling less stressed, had better sleep, lost weight and saw increased productivity.

“When I was at school, I loved STEM subjects, but had no idea what types of jobs I could do with those subjects or the number of non-STEM roles available in STEM organizations. I became a STEM Ambassador because I wanted to give young people, particularly young girls, more information about STEM careers, so they could make informed decisions about their school, university and career choices. We also have a huge STEM skills shortage in the UK so it’s really important we are able to attract more young people into this sector.”

**Dr. Jo Douglas-Harris, Venator Product Development Scientist
Venator STEM Ambassador**

External recognition

As a company, we are often recognized for our efforts. We have showcased three recent examples.

Our Taicang site was recognized as “Healthy Enterprise of Suzhou City” and “Healthy Enterprise of Jiangsu province” by the local authorities in 2019.

The Taicang site focused on employee health care, including setting up a personal health care station, organizing personal health training, introducing specific spaces for reading and sport and providing personal health-related tools. The site has received positive feedback from associates and the local authorities. Venator will continue to focus on associates occupational health and personal health in the future.

Our associates at our Greatham, UK, site achieved silver status at the North East Better Health at Work Awards. The award recognizes the efforts of local employers in addressing health issues within the workplace.

Our Comines site, France, received the Association Interprofessionnelle de France (AINF) award, a health and safety association, for most

innovative industrial company championing safety initiatives in the Northern France region. AINF was particularly impressed by the site’s focus on ZERO Harm initiatives both inside and outside of the workplace.



Associates from our Taicang site

A message from our Sustainability Management



“We are making significant progress with our sustainability actions.”

Venator formed in 2017 after Huntsman Corporation separated its pigments and additives business through its initial public offering. Between 2010 and 2016, the progress made by the pigments and additives business formed part of the annual Huntsman sustainability reports.

This is Venator’s first sustainability report, and we’re pleased to present data from 2017 to 2020. It covers performance across key health, safety and environmental areas and highlights how our associates are helping us introduce innovations to make the world safer, cleaner and more sustainable.

We are making significant progress with our sustainability actions. In 2019, we conducted our first sustainability materiality assessment, and we continued to develop our systems for reporting site environmental and energy emissions. We also invested significant efforts into developing and rolling out an extensive culture program to unite our workforce around our shared values of Integrity, ZERO Harm, Teamwork, Innovation and Performance.

During 2020, Venator has driven sustainability in all aspects of our business, underpinned by an ESG (Environment, Social, Governance) framework. It is our intention to continuously develop this framework going forward, and we are particularly mindful of fast-emerging international sustainability strategies, standards and reporting regimes.

This includes the UN Sustainable Development Goals (SDGs), the European Green Deal and Chemical Strategy for Sustainability (CSS) as examples. Looking ahead, the company will continue to keep abreast of developments and build these into our programs.

Several major developments in 2020 are likely to have a significant impact on our sustainability approach going forward.

In February 2020, the European Commission changed the classification of titanium dioxide (TiO₂) under the Classification, Labeling and Packaging Regulation of Substances and Mixtures.

Venator will comply with the regulation set by the European Commission and will work with the authorities and the Titanium Dioxide Manufacturers Association (TDMA) to ensure TiO₂ is safe for workers, customers and the environment.

We stand by the safety of our product in all its intended applications, and we will continue to ensure its safe use. We already apply strict occupational hygiene measures to limit dusts, and we operate our TiO₂ plants to remain below the regulatory exposure limits that are set by the authorities.

We are also aligned with the European Green Deal and its action plan to move to a clean, circular economy – one that eliminates wastes and promotes the reuse of resources.

As we move forward, Venator will continue to develop our reporting principles to track and disclose more sustainability data, including setting targets for improvement.

Robert Bird
Senior Manager Product EHS

Our approach to sustainability

At Venator, sustainability is part of our business strategy and is integrated into all that we do. Our sustainability approach is driven by our commitment to uphold high ethical standards and ensure product and environmental compliance at all times.

In 2019, we conducted our first materiality assessment to identify the sustainability issues that are of highest priority to our business and matter most to our stakeholders.

The process used the SASB standards to identify a base topic list for the assessment. These topics were then grouped into economic, environmental and social dimensions, as recommended in the GRI reporting standards.

Our assessment drew on a wide range of inputs including:

- interviews with associates across our business; and
- desk-based research, which included a peer benchmark, a review of investor indices and questionnaires and a review of sustainability thought leadership from industry associations, NGOs and other external stakeholder groups.

The results of the assessment can be seen in the matrix below.

The assessment highlighted nine sustainability issues that emerged as highest priority:

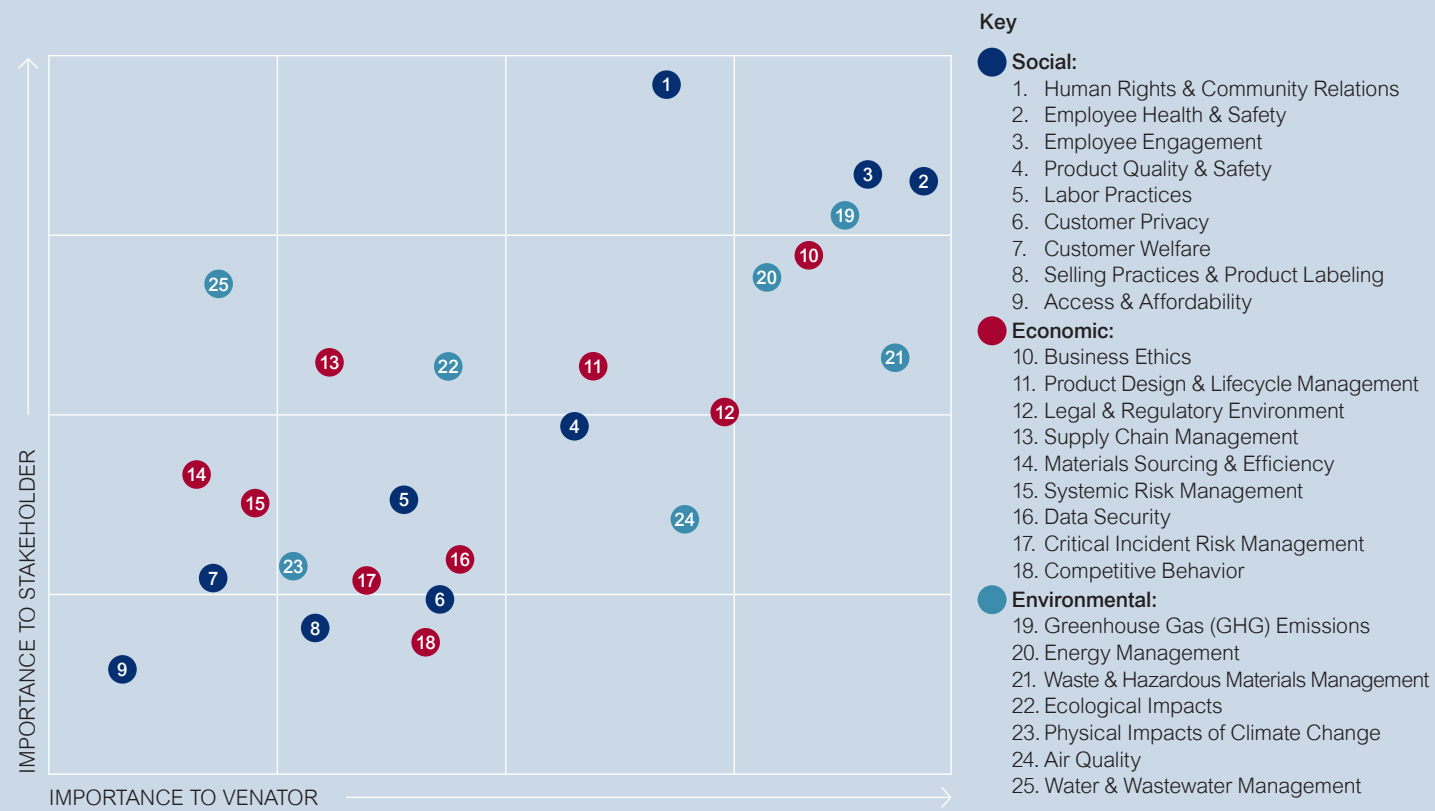
1. **Employee Health & Safety**
2. **Employee Engagement, Diversity & Inclusion**
3. **GHG Emissions**
4. **Human Rights & Community Relations**
5. **Business Ethics**
6. **Waste & Hazardous Materials Management**
7. **Energy Management**
8. **Product Stewardship & Regulatory Landscape**
9. **Product Design & Lifecycle Management**

The results of our materiality assessment are helping to evolve our approach to our sustainability strategy, and you will see many of these areas covered in the following sections of this sustainability report.



Materiality Assessment

Identify the sustainability issues that are of highest priority to our business and matter most to our stakeholders.



Our approach to sustainability

Continued

Supply chain

Our Supply Chain includes raw materials and feedstocks, manufacturing equipment and finished product packaging.

We use all modalities of transport (truck, barge, train and seagoing vessels), depending on requirements, with larger volumes being transported by bulk vessels. Our feedstocks are globally sourced from areas where ores are mined, including North America, Africa, India, Australia, Scandinavia and Ukraine. Trucks and trains are used to supply export terminals and seagoing vessels supply to import terminals, with final transport made by truck.

Equipment needed at our manufacturing sites and finished product packaging are regionally sourced and transported by trucks.

Compliance with chemical regulations

Our products are regulated by a number of chemical protocols including multiple national chemical safety inventories and the REACH regulations in Europe, Korea and Turkey. We are REACH lead registrant for 23 substances in the EU (2020). 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 Manufacturers Association (TDMA) and the American Chemical Council's Titanium Dioxide Stewardship Council.

During February 2020, the European Commission changed the classification of Titanium Dioxide (TiO₂) to a category 2 suspected carcinogen by inhalation under the Classification, Labeling and Packaging Regulation of Substances and Mixtures. This means that some forms of the pigment will need to be labeled as 'hazardous' when the classification comes into effect towards the end of 2021. Venator stands by the safety of its product in all its intended applications and we will continue to ensure its safe use. Venator will comply with the regulation set by the European Commission and will work with the authorities and the TDMA to ensure TiO₂ is safe for workers, customers and the environment. On 13 May 2020, Member Companies of the Titanium Dioxide Manufacturers Association (TDMA) as a part of a wider group of titanium dioxide (TiO₂) producers and users submitted an action in annulment to the General Court of the European Union against the harmonized classification

of TiO₂ as a suspected carcinogen (cat 2.) by inhalation. The appeal challenges the legality of the classification adopted by the European Commission on 4 October 2019 and requests its annulment. The appeal demonstrates that there is no reliable, acceptable or available data to suggest that TiO₂ causes cancer. It also shows that the classification was adopted in breach of the Commission's duty of care and several principles of EU law, including the principles of legal certainty, proportionality and the right of interested parties to be heard. The decision of the General Court is expected to take two to three years and therefore will be after the classification comes into force on 1 October 2021. In the meantime, Venator will focus on finding a way to implement the regulation from that date despite the uncertainties of the classification.

Environmental reporting

On behalf of Venator, ERM undertook a materiality assessment of six environmental categories, aligned to the topics in the UK Environmental Reporting Guidelines. To comply with the regulatory obligations Venator need only report GHG emissions. However, water consumption, hazardous and non-hazardous waste and NOx & SOx emissions were considered material, therefore we will focus on these in the future.

Sustainable development goals

As we evolve our approach to sustainability and reporting, Venator intends to align its sustainability priorities and actions with the UN's Sustainable Development Goals (SDGs) to ensure that we understand the ways in which we can contribute to wider sustainability development.

Stakeholder engagement

Venator actively listens to stakeholder groups including our associates, customers and those that live in the communities where we operate. We also regularly hold investor events so we can update them on what we are doing as a business.

We speak with our associates regularly; formally through surveys, and informally through our internal channels such as Yammer, email and our intranet, all of which promote two-way communication.

Sustainability governance

Venator's values reflect behaviors that will help us to deliver the greatest value to our customers and shareholders. They unite and guide us and reflect the culture of our business. We need to live our values – Integrity; ZERO Harm; Teamwork; Innovation and Performance. To achieve this, Venator will continue to develop systems to measure, report, identify improvement opportunities and implement necessary actions to deliver improvement across the business and throughout the supply chain.

Product stewardship

Venator takes great care in ensuring its products are of high quality and safe to use. Our management approach includes the continuous review of new regulations and guidelines which affect our products and applications. Venator is reactive to these changes and ensures full compliance across its product range. We have a management process in place to track restricted or unauthorized products globally, and we take action to avoid any noncompliance and to find alternatives when restrictions do occur.

Senior Executive Leadership Team oversight

Our progress with our sustainability strategy is reviewed regularly by the executive leadership team as part of our regular management reviews and is led by a Senior Vice President.

Our Sustainability Strategy

Our strategy consists of four key objectives:

Being responsible via our commitment to ZERO Harm

Ensuring our people return home safely at the end of their working day and that our operations pose no harm to the environment or communities where we operate

1

Minimizing our environmental impact

Making effective use of resources to minimize waste and landfill

2

Growth through innovative, sustainable solutions

Ensuring the business grows by developing products and technologies with a "life cycle" approach to ensure sustainability

3

Measuring our footprint

Making sure we evolve our operations to reduce our environmental footprint

4



The following pages showcase how the company is leading in innovation in four key areas.



Striving for

ZERO Harm

1

At the heart of our business is a commitment to ZERO Harm

That means ensuring our associates return to their families unharmed each day and striving continuously to improve the safety of our operations to protect the environment and to enhance the communities where we operate.

To realize our ZERO Harm vision, we have a robust framework in place to manage Environment, Health & Safety (EHS) and reduce risk. The foundation of this framework is the Venator EHS Standards. These cover all aspects of EHS and apply to all facilities and business functions. Facility Managers are responsible for ensuring full implementation at their facility and for assigning appropriate resource to key EHS programs. We have seven EHS Standards – these define our expectations for EHS Management. They are approved by the Venator board:

- Standard EHS-100: Leadership and Management of EHS.
- Standard EHS-200: Risk and Emergency Management.
- Standard EHS-300: Safe Systems of Work.
- Standard EHS-400: Process Safety Management.

- Standard EHS-500: Occupational Health and Industrial Hygiene.
- Standard EHS-600: Environmental.
- Standard EHS-700: Product EHS Management.

Each standard is supported by a set of detailed procedures, guidance notes and templates.

Despite the challenges of a global pandemic, in 2020, Venator delivered our best performance in decades in both process and personal safety. In the area of process safety, Venator used industry-leading techniques in systemically evaluating our processes to identify potential hazards, and each of our operating sites developed plans to reduce the likelihood of process safety events. In personal safety, we have focused on identifying hazards that are present in our daily work tasks, developing a culture where we exercise personal accountability for reducing risks in the workplace.

Our improvements in 2020 came about through collaboration and teamwork. To continue this trend, we remain open to change and innovation. Our value of ZERO Harm means that we never become complacent in this journey.

Case Studies:
Innovation in Action

Shifting mindsets to prevent common injuries

At Venator’s manufacturing plant in Teluk Kalong, Malaysia, workers produce titanium dioxide pigments for use in plastics, coatings and ink applications.

Historically, the plant has experienced at least one first-aid case due to hand injury each year. But after recording several first aid incidents due to finger and hand injuries, in 2020, an awareness campaign was launched to stem the tide and prevent future injuries.

Leadership set out to shift the mindset of hand injury, which is often taken lightly, despite being the most common injury in the industry.

In June 2020, the facility conducted a survey of its 250 associates and 200 contractors focused on hazard identification and mitigation. A Hand Injury Prevention program was introduced to educate associates and contractors on the risks of hand injuries and included a series of awareness sessions and direct coaching. The campaign focused on risk acceptance and the importance of identifying hazards before beginning work.

As a result of the initiative, no hand injuries have been recorded to date, and TK is committed to sustain this result for the longer term.

From boardroom to shop floor – everyone is responsible for Process Safety

“Keep it in the pipe” is a simple way to describe the complex concept of process safety. It means having a disciplined framework with a focus on the prevention and control of incidents that have the potential for human injury, damage to property or to the environment. This could be through the release of hazardous materials or energy, in the form of fire, explosion, toxicity or corrosivity.

While Venator has placed a huge focus on improving personal safety performance over recent years – seeing recordable injury performance improvement of 60% since 2015 – our efforts in process safety were not delivering the desired improvement. So in early 2019, the company took a new approach to address the issue.

The objective was to simplify the understanding of process safety and engage and educate all associates on its importance, emphasizing the key role each person plays in preventing process safety events. After all, the people who can have the biggest impact on process safety on a daily basis are our plant operators and maintenance experts.

Venator developed a back-to-basics workshop that was presented to more than 250 key leaders at 15 sites over a three-month period. Engaging and interactive, the one-and-a-half-day workshop was designed to share key processes and practices to prevent process safety incidents. It also included a site health check for all attendees to help them understand their strengths and areas for process safety management improvements.

As a result, Venator sites developed their own two-year Process Safety Improvement plans and are cascading the workshop to the rest of the site teams. Key activities to reinforce the goals of the initiative include leadership visibility, daily safety discussions and encouragement of all workers to raise near misses as opportunities to learn and share with others.

In 2020, Venator delivered the best process safety performance in two decades.

“In 2020, Venator delivered the best process safety performance in two decades.”

Gary Conroy, Director EHS



Making effective use of resources to reduce waste and landfill

Environmental impact is an important component of a sustainable future. With fast-paced regulatory developments and changes occurring globally, it is critical that we keep track of and continue to improve our environmental emissions to land, water and air. Our stakeholders, including customers, regulators and business partners, demand it. And as a global corporate citizen, we believe it is the right thing to do.

Reducing our impact on the environment aligns closely with our values of Integrity, Innovation and ZERO Harm. Using innovation, we are engaged in a variety of long- and short-term projects to minimize our environmental impact. We're transforming co-products into valuable products that can be used in environmental restoration and improvement projects.

We're investing in effluent treatment capability at our manufacturing facilities to reduce the impact on the natural environment around our facilities, and we're developing detailed climate change strategies for our sites to decarbonise to comply with net zero targets being implemented worldwide.

In addition to the practical work going on around the company, we are developing our existing environmental liability management system to be compliant with the Taskforce on Climate-related Financial Disclosures' (TCFD) requirements that will allow investors and customers to understand our advanced strategies and initiatives firsthand.

Minimizing our environmental

impact



“As a result of its efforts to create new products, the site has almost halved the waste it sends to landfill and our ambition is to reduce it to zero.”

Miguel Angel Fonseca, ECO Products Manager, Huelva

Case Studies:
Innovation in Action

Using co-products to reclaim land

Venator's manufacturing site in Scarlino, Italy is using a material produced during its manufacturing process for an environmental reclamation project. By taking gypsum produced during the production of TiO₂ and using it at a nearby former quarry, the company has helped recreate a landscaped and forested environment that's now teeming with biodiversity.

To further reduce waste to landfill and to contribute to the circular economy, the Scarlino site annually reuses approximately 200,000 tons of 'marmettola', a co-product from the marble industry, to produce its red gypsum.

The Scarlino site also supplies excess CO₂ to the food industry, which is then predominantly used in carbonated drinks and it produces iron sulphate that is used in numerous chemical and industrial applications.

To further reduce its waste, the team at Scarlino has been collaborating with an external third party to develop a new gypsum drying and granulation plant that will create gypsum for a wider range of applications.

Zero waste equals increased business for Huelva site

Venator's Huelva, Spain, manufacturing facility is a global supplier of TiO₂ to major polymer producers.

Over the years, the Huelva site has eliminated its landfill waste by improving processes, processing co-products to create new ecoProducts that address environmental megatrends by helping to provide clean water, fertilize crops and feed animals.

In one such project aimed at reducing landfill waste, the Huelva site transformed 55kt of a co-product into a commercial product called Ironcal. The product is used in water treatment, combined heat and power plants, steam boilers, air compressors, vacuum compressors and as reagents.

The site also increased sales of ferric sulfate, with more than 3 million people benefitting from the sale of these co-products to several utilities that use it to convert wastewater into clean drinking water.

As a result of its efforts to create new products, the site has almost halved the waste it sends to landfill, and our ambition is to reduce it to zero.

Innovative,

Sustainable solutions

3

Addressing the environmental challenges

As society faces growing environmental challenges due to climate change, governments are introducing regulations to limit greenhouse gas emissions and seeking ways to move from fossil fuel energy sources to low or zero carbon fuels. Equally, elected leaders are looking to find better ways to preserve scarce resources and use materials in a "circular" manner by recycling or repurposing products.

Venator is committed to addressing these challenges. We're making differentiated pigments for thinner plastic film to help our customers reduce the amount of packaging used to protect our food. We're producing products that help to reduce energy consumption when blended with polymers. Our TiO₂ portfolio is helping make vehicles lighter and windows and doorframes more energy efficient to reduce the environmental footprints of homes. Our catalysts strip pollutants out of power station exhaust gases and convert potential domestic waste into fuel.

We are mindful that our products play an important role in improving the sustainability of our downstream supply chain. When developing our products and technologies, we take a "life cycle" approach, applying a rigorous risk assessment process to consider their environmental impact.

Venator is seeking to future-proof our products by actively increasing product life spans, improving product durability and investing in research and development to meet the demand for materials that are recyclable and reusable, therefore contributing to a circular economy.

Case Study:
Innovation in Action

DELTIO™ 48X offers customers multiple benefits

Titanium dioxide (TiO₂) is the world's most widely used inorganic pigment. It is used extensively as a bright white opacifier in surface coatings, plastics, paper, inks, food, fibre and pharmaceutical applications. However, the product can be difficult to handle, especially where complex networks of piping exist to transport the powder from its storage place to the final usage point.

Venator developed a new technology to help overcome the handling problem by generating a micro-granulated free-flowing form of TiO₂. The DELTIO™ product range helps customers streamline their processes, reduce energy consumption and make the work environment cleaner and more manageable.

In 2020, Venator introduced DELTIO 48X pigment, which provides a low-dust, free-flowing solution for masterbatch producers and compounders who want to improve material flow through their system. The product, manufactured at our Greatham, UK, plant, offers continuous flow without costly interruptions and blockages for increased extruder throughput and lower extruder downtime. It improves the operator environment when compared to standard TiO₂ pigments through low dust levels whilst in addition offers a more economic solution through lower levels of TiO₂ being left in the packaging.



“In 2020, Venator introduced DELTIO 48X pigment, which provides a low-dust, free-flowing solution for masterbatch producers and compounders who want to improve material flow through their system.”

Stéphane David, Senior Commercial Director

Driving efficient energy use to reduce CO₂ emissions

Reducing environmental impact starts with us. We're looking internally to improve the efficiency of our operations at manufacturing sites to reduce emissions and lower energy and water usages.

Over the years, our sites have implemented many energy-saving projects. While some have involved major construction expenditures, many are on a smaller scale – such as managing

office heating and lighting that help generate a culture of energy conservation at our worksites. Together, they add up to significant environmental benefit.

By constantly looking at new ways of running our operations and processes more efficiently, we are able to save energy and reduce emissions to lower our own operational footprint.

Measuring our footprint

“The new boilers will see Greatham’s annual consumption of natural gas decrease by 2.1 million cubic meters, which is approximately the equivalent energy needed to power 800 UK houses.”

Gareth Williams, Environmental Manager, Greatham site

Case Studies:
Innovation In Action



Investment in sustainable technology at Greatham

For almost 50 years, Venator’s Greatham manufacturing site in the United Kingdom has been a leading global supplier of a wide range of titanium dioxide pigment grades. Greatham’s 240 Venator associates and 100 on-site contractors work together to produce world-class pigments used in paints and plastics.

In 2018, the site began a multimillion-dollar construction project to replace original boiler equipment with four fuel-efficient boilers that reduce NOx emissions by 75% and significantly reduce the site’s consumption of natural gas to improve its already world-class performance.

The new boilers will see Greatham’s annual consumption of natural gas decrease by 2.1 million cubic meters based on current pigment production, the equivalent of 4.4kt of CO₂ – which is approximately the equivalent energy needed to power 800 UK homes. In addition, more than 90% of finished materials used in the construction project were sourced in the UK, greatly reducing the carbon footprint of the construction process. The expertise used in the design and construction of the new facility was also more than 90% local.

Plant construction, temporarily delayed due to the global pandemic, got back on track in September 2020, with the plant expected to be online during 2021.

The Greatham upgrade is a sign of Venator’s commitment to investment in sustainable technology that not only improves our energy efficiency but also sets the site up for future operations that continue to reduce our environmental impact.

Small change, big impact

At our Sudbury site in England, Venator manufactures liquid dispersions for the coatings industry, producing a range of products for various water- and solvent-based applications.

In September 2019, the site began an initiative to reduce its energy use. The team discovered it could use intelligent software to communicate with site services to shut down power when processing equipment stops, thereby eliminating unnecessary energy use and cutting energy costs.

As a result, site electricity consumption has been reduced by 26 megawatts per year, a 2.4% decrease, for annual savings of £4,000, proving that even the smallest adjustments can have a meaningful impact.

Performance data

Injuries and Incidents

Focusing on our ZERO Harm value, we are continuously looking for innovative ways to improve the safety of our processes and reduce the risk of injuries and safety incidents.

We are pleased to report that our injury performance continues to improve. In 2020, all of our facilities saw continued progress in improving our EHS management programs resulting in a further decline in the total number of injuries to Venator associates and contractors.

- All Injuries (any injury requiring at least first aid treatment) have almost halved since 2017.
- Recordable Injuries (those requiring more than first aid treatment) have also fallen by almost 50% in the same period.

Leadership is an area of great importance that underpins our approach to health and safety. In 2019, we introduced a new program to improve Hazard Awareness and Risk Assessment across all our facilities. Significant progress has been made in improving the definition, reporting and oversight of our leading EHS indicators for personal safety. Monthly reviews are held with all facilities to analyse EHS metrics against targets

for 60-Second Checks, Process Confirmations, Self-Audits, Leadership EHS Interactions and Near-Miss reporting.

In addition, changes have been made to the incident investigation process to ensure that learning from significant incidents is maximized.

The implementation of the Venator EHS Standards and Procedures, launched in 2018, has continued with priority given to the procedures that relate to workplace risk management (e.g. Work Permits, Hot Work, Energy Isolation, Confined Space Entry, Working at Height, Lifting Operations). We have an active assurance program to review the implementation and use of our safety standards which revealed that the average implementation of these corporate procedures was 90% at the end of 2020.

Based on an analysis of injury root causes from 2017-2019, a major initiative to improve task hazard awareness and the understanding of the human factors that influence behavior and the acceptance of risk was launched in 2020. The roll-out of this program continues into 2021 and includes several new tools to improve the identification and management of workplace hazards.

94%

average implementation of EHS Standards & Procedures by end of 2020 for our titanium dioxide manufacturing sites

50%

Nearly 50% decrease in recordable injuries since 2017

Process Safety

We invest significant resource and effort in managing our approach to process safety having observed that our global performance had not improved in the period 2017-2019. In response to this, an improvement program for Process Safety Management (PSM) was completed in mid-2020. Key activities included:

- PSM Leadership workshops with all facility teams to ensure the leaders' roles in managing process risks were understood.
- Development of a PSM Improvement Plan for each facility.
- Updating of plant Hazard Studies to ensure that all potential high-risk scenarios are identified and actions to reduce or eliminate the risk agreed upon.
- Revalidation of PSM Qualified Persons at each facility.
- Robust definition and tracking of critical PSM metrics with monthly site reporting.

The PSM initiative has been a rewarding experience, and we are pleased to see that the data shows a significant improvement in performance, with only a single Tier 1 process safety event occurring in 2020.

Revised Venator Process Safety procedures will be launched in 2021. These procedures will be supported by a series of PSM refresher training packages to reinforce operational teams' understanding of the underlying principles of effective process safety management and to ensure understanding of the practical application of the procedures.

1

Tier 1 process safety event in 2020

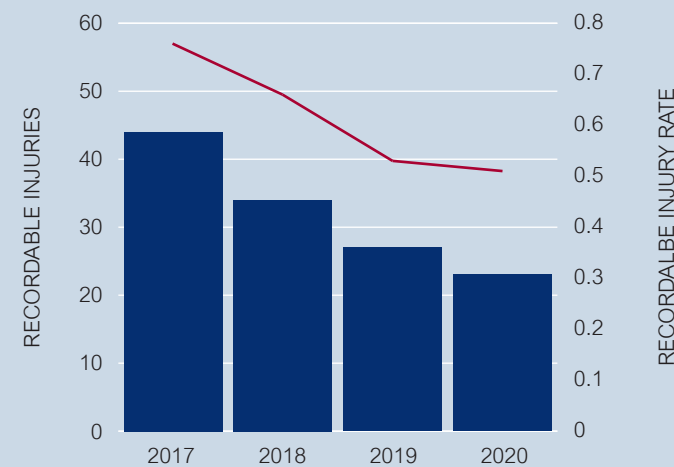
250

leaders trained as part of Process Safety Workshops

Recordable Injuries

Key

- Recordable injuries
- Recordable injury rate

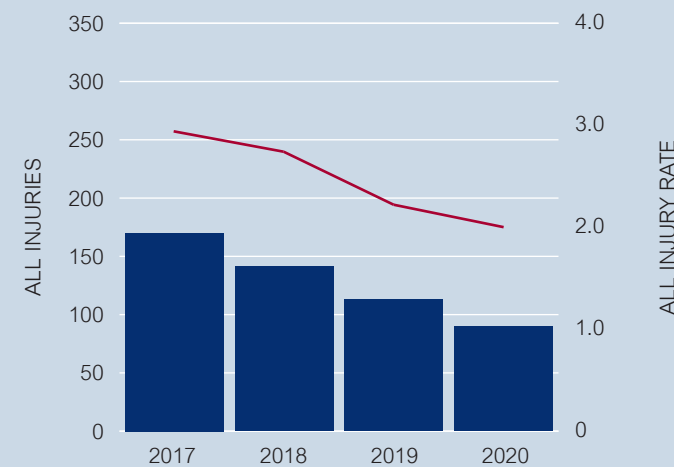


All Injuries

Key

- All injuries
- All injury rate

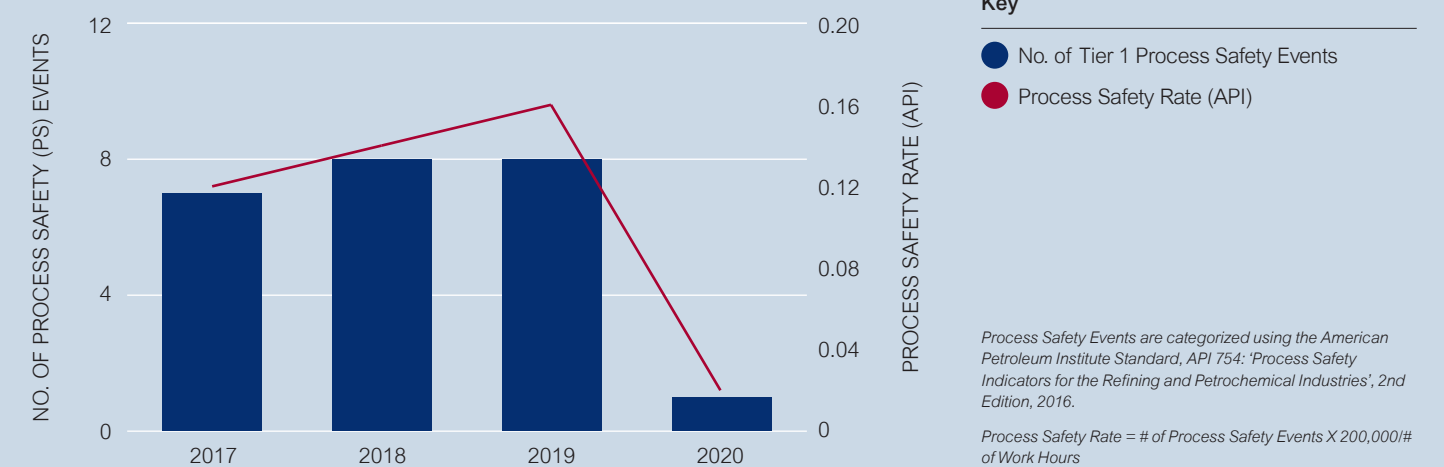
Incident rates are calculated using the US Occupational Health and Safety Administration (OSHA) formula: Injury Rate = # of Injuries & Illnesses X 200,000/# of Work Hours



Process Safety Events (Tier 1)

Key

- No. of Tier 1 Process Safety Events
- Process Safety Rate (API)



Process Safety Events are categorized using the American Petroleum Institute Standard, API 754: 'Process Safety Indicators for the Refining and Petrochemical Industries', 2nd Edition, 2016.

Process Safety Rate = # of Process Safety Events X 200,000/# of Work Hours

Performance Data

Continued

Greenhouse Gas Emissions (GHG)

Our global scope 1 and 2 GHG emissions have reduced by 23% since 2017. In 2020, scope 1 emissions accounted for 69% total emissions. GHG emission intensities range between 0.92 and 1.04 tCO₂e per tonne of product during this period.

At present, Venator does not report its scope 3 value chain emissions. However, we are assessing all sources in our supply chain and aim to publish in future reports.

23%

reduction in global scope 1 and 2 GHG emissions since 2017

Energy Usage

Our total energy consumption has decreased by 21% since 2017, whilst our product energy intensity has remained steady.

Natural gas was responsible for 74% of total energy consumption in 2020, with electricity and steam each contributing 12%.

We will continue to focus on how we can reduce our energy usage and improve efficiency.

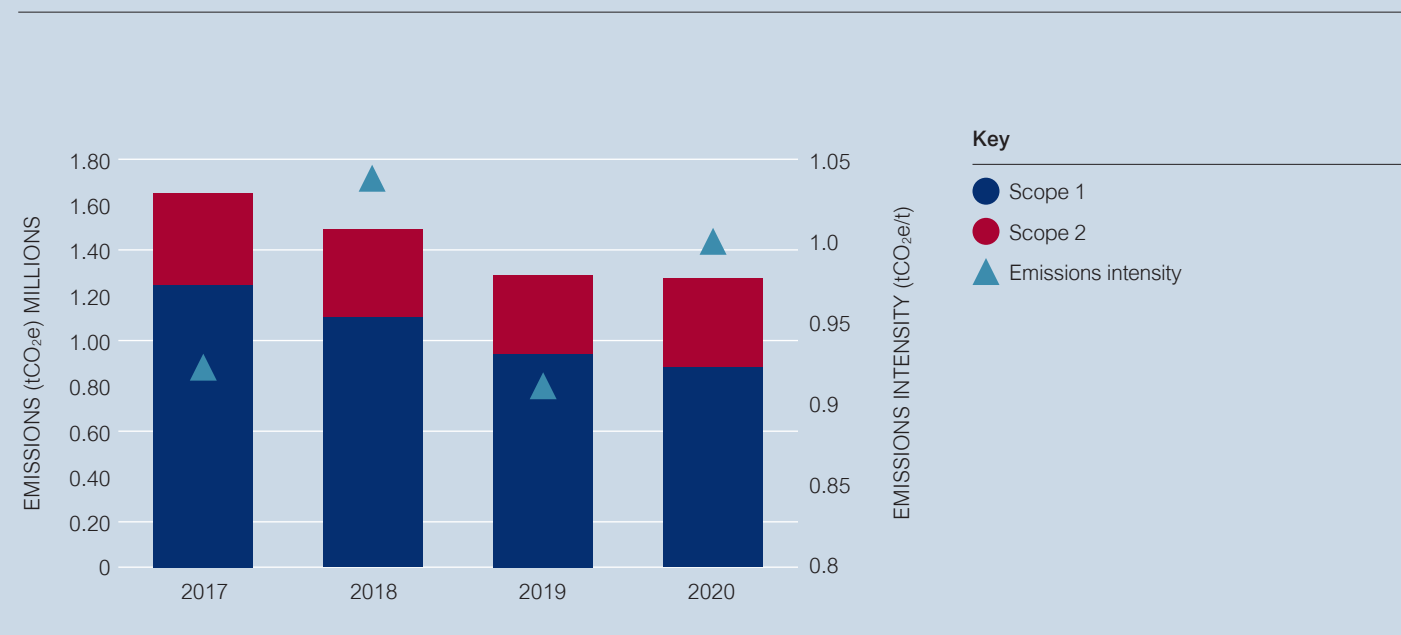
21%

decrease in total energy consumption since 2017

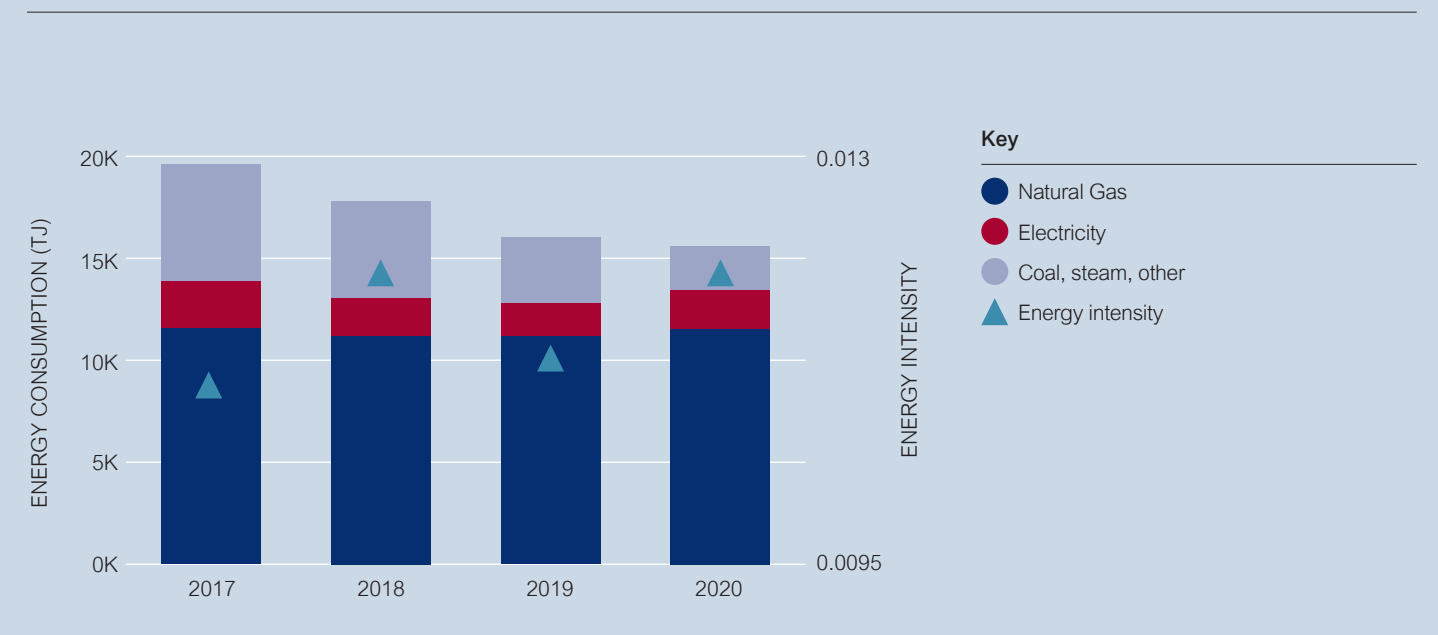
74%

of total energy used in 2020 was natural gas

Greenhouse Gas Emissions



Energy Usage



Performance Data

Continued

Air Emissions

Across our sites, 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.

Venator's total air emissions have increased by 5.2% since 2017. The main contributor to this was carbon monoxide, which dropped significantly in 2020 following an improvement program to specifically address this issue.

2020

saw a significant drop in air emissions following an improvement program

Chemical Waste

Although total waste produced by our operations has fluctuated, we are pleased to report that the level of hazardous waste remains low and continues to decrease. Non-hazardous waste is predominantly gypsum, and all efforts are made to convert this material into salable eco-product and reclamation materials.

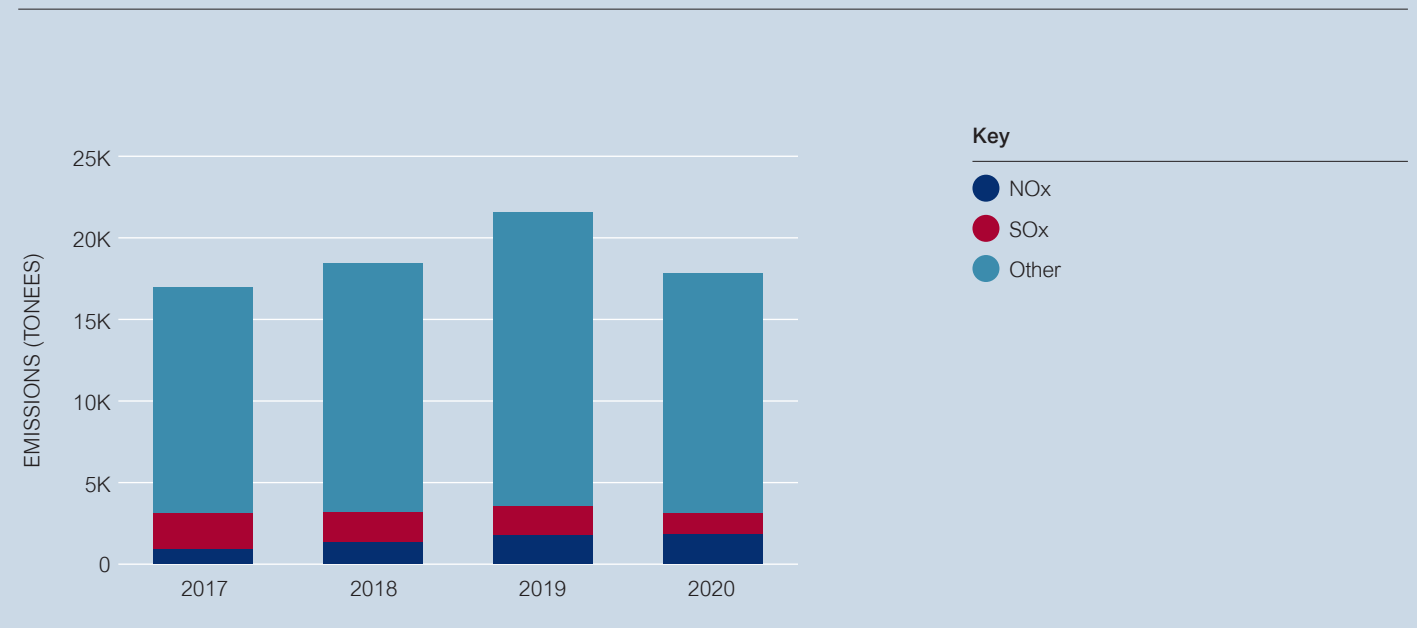
Total waste increased by 10% between 2019 and 2020; however, hazardous waste decreased by 13% in that period.

Waste reduction and recycling remains a high priority for Venator, and improvement program are in place across the business.

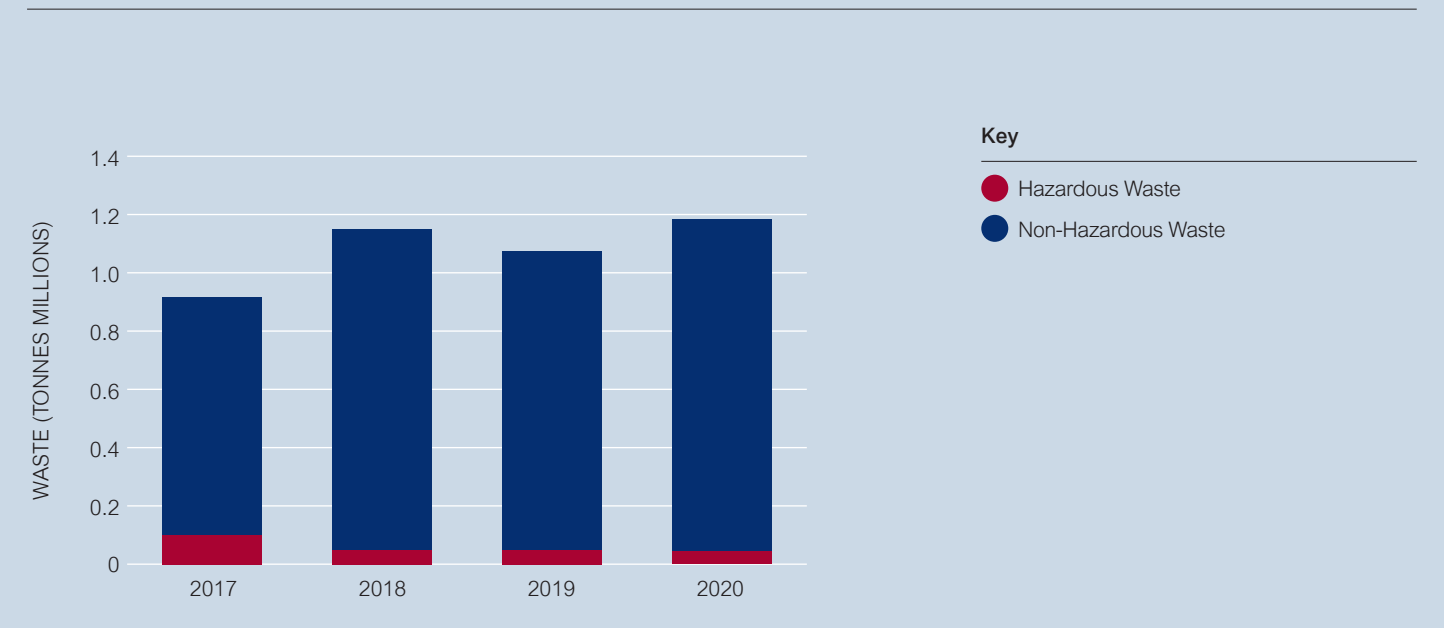
13%

decrease in hazardous waste since 2019

Air Emissions



Chemical Waste



Performance Data

Continued

Packaging Materials Reclamation

In 2020, a number of Venator sites reused recovered materials from our recovery partner, including FIBCs (bulk bags) and timber pallets, resulting in significant material savings against the purchase of new materials.

111t

Approx. 111 tonnes of polypropylene saved by using recovered packaging

Water

It is our intention to reduce Venator's consumption of water where possible. We take responsible sourcing of water very seriously and adhere to all regulations regarding water use across our sites.

Venator has reviewed the water risk across each of our sites. We monitor our use and implement measures to sustainably source and reduce water consumption where possible.

Total water consumption has fallen by 10% between 2019 and 2020, an overall reduction of 15% since 2017. We also record chemical oxygen demand in the water that we discharge, and in 2020 this is at its lowest recorded level of 280 tonnes.

10%

drop in water consumption since 2019

15%

overall water use reduction since 2017

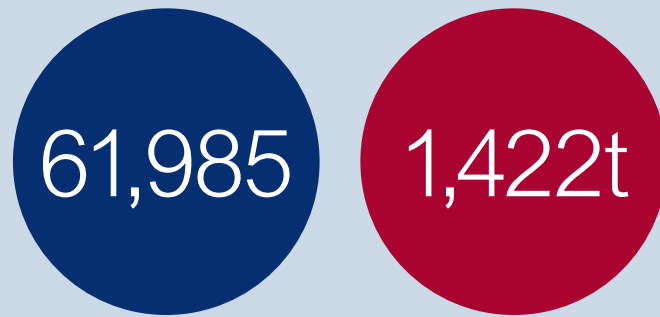
FIBCs (Bulk bags)



Key

- Purchased
- Recovered Bags = approx. saving in tonnes polypropylene

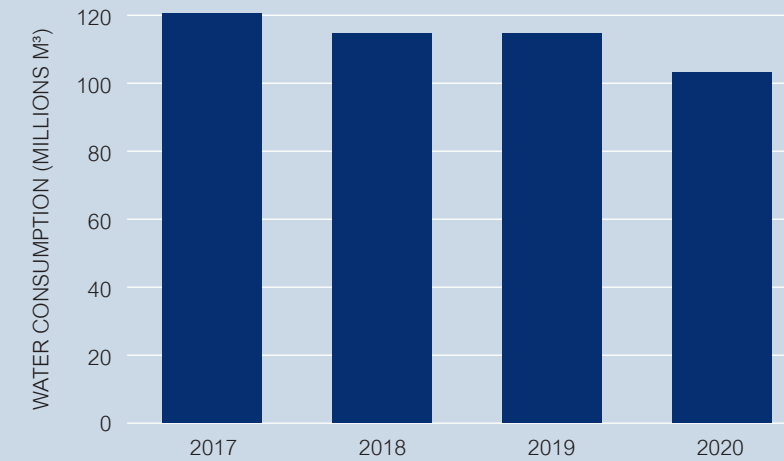
Timber Pallets



Key

- Purchased
- Recovered Pallets = approx. saving in tonnes wood

Water



Statements

External assurance statement

ERM has been supporting Venator as its expert sustainability advisor since the company was formed in 2017. This support initially began with compliance to the environmental reporting obligations under the UK Companies Act, including the latest Streamlined Energy and Carbon Reporting requirements, which came into force on 1st April 2019. Venator has collected a wide range of data from its global sites, including fuel consumption, refrigerant usage, water consumption, waste production and air emissions. ERM has undertaken annual calculations of Venator's scope 1 and 2 greenhouse gas emissions using the GHG Protocol Corporate Accounting and Reporting Standard.

In addition, in 2018, ERM undertook a materiality assessment of environmental KPIs for inclusion in Venator's annual UK company filings. As a result, Venator reports data on waste production, water consumption and air emissions, in addition to its greenhouse gas emissions. In 2019, ERM worked with Venator to develop a materiality matrix and identify top priority topics for reporting. In 2020, ERM supported Venator to collate information for an internal sustainability communication, before undertaking a gap analysis of this document against peers, and GRI and SASB standards, to identify key areas to develop for its first sustainability report. ERM has continued to be involved in Venator's sustainability strategy, although not directly involved in the drafting of this report.

Cautionary Statement Concerning Forward-Looking Statements

Certain statements contained in this communication constitute "forward looking statements" within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. 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. 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. Any forward looking statement speaks only as of the date on which it is made, and, except as required by law, 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 10-K and Quarterly Reports on Form 10-Q.

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