

#### **S172 Statement - Venator P&A Holdings UK Limited - Reg : 03767080**

In discharging their duty to promote the interests of the company under section 172 Companies Act 2006, the directors of the company have regard to a number of factors and stakeholders' interests. These are described below.

Venator P&A Holdings UK Limited was formed as an intermediate holding company within the Venator Materials group and does not undertake any significant business activity. Venator P&A Holdings UK Limited is a wholly owned subsidiary and does not have any employees. Therefore, the directors do not consider the factors listed in section 172 (b) (the interest of the company's employees), section 172 (d) (the impact of the company's operations on the community and the environment) or section 172 (f) (the need to act fairly between members of the company) as relevant to the proper discharge of their duty under section 172.

Each of these factors are considered in relation to the Venator Group's wider operations as explained in the Corporate Governance Report within the annual report and financial statements of Venator Materials PLC (the ultimate parent company of Venator P&A Holdings UK Limited) for the year ending 31st December 2022

#### Long-Term consequences of business decisions and maintaining reputation for high standards of business conduct

The directors believe that the long-term interests of our shareholders are advanced by responsibly addressing the concerns of stakeholders and interested parties. The board and management recognise that it is their joint responsibility to ensure compliance with all applicable regulatory requirements and company compliance policies. The board also considers the principal risks and uncertainties facing the company when making its decisions. More information on the principal risks and uncertainties can be found in the Strategic Report on page 2.

Further information on Venator group's business strategy, capital projects, investment decisions, R&D can be found on Venator group's website at [www.venatorcorp.com](http://www.venatorcorp.com).

#### Identification of, and engagement with, stakeholder groups

As a holding company Venator P&A Holdings UK Limited and its subsidiaries uphold the same values and principles as Venator Materials PLC. Our passion for who we are and what we do gives us a competitive advantage in all our business endeavours. Our commitment to our values of integrity, zero harm, teamwork, innovation and performance unites us globally and fosters our high ethical standards. The Venator group's values are vitally important so that we continue to make the right decisions every day. The key values and principles that are part of the Venator group culture are cascaded down throughout to each of Venator's subsidiaries via the business conduct guidelines. These are available at <https://www.venatorcorp.com/site-services/codes-of-conduct>.

The company recognises the importance of maintaining strong relationships with its stakeholders to create sustainable long term value. Given the purpose of this company, the board views the relevant stakeholders to be the group's external lenders and the group's owners.

Further details regarding these groups and the main methods that the directors have used to engage with stakeholders during the course of the year is set out within the annual report and financial statements of Venator Materials PLC for the year ending 31st of December 2022.

#### The desirability of the company maintaining a reputation for high standards of business conduct

Similarly, the Venator group's pride in maintaining a reputation for high standards are also cascaded down throughout to each of Venator's subsidiaries using the same code of conduct guidance. Venator P&A Holdings UK Limited and its subsidiaries support and respect the protection of human rights around the world and work to ensure individual rights within their area of influence. In support of this commitment, the Venator group provides reasonable working hours and fair wages for those who work on its behalf and does not knowingly do business with anyone who engages in forced labour, human trafficking practices, nor the exploitation of children or slavery. All Venator group associates are expected to demonstrate this commitment by treating others fairly and consistently with proper regard to rights and obligations.

Venator is committed to the highest standards of health, safety, security and environmental protection. Every associate of the Venator group has a responsibility to meet Venator's commitment to these high standards by following all appropriate EHS standards, practices, processes and procedures, as well as applicable laws and regulations, to avoid risk to themselves and those around them.

Further information can be found in the Guidelines and Ethics section of Venator's website at [www.venatorcorp.com](http://www.venatorcorp.com). This includes Venator's Human Rights Policy, Modern Slavery Act Statement 2018 and Business Conduct Guidelines.

#### **S172 Statement - Venator International Holdings UK Limited - Reg : 10407671**

In discharging their duty to promote the interests of the company under section 172 Companies Act 2006, the directors of the company have regard to a number of factors and stakeholders' interests. These are described below.

Venator International Holdings UK Ltd was formed as an intermediate holding company within the Venator Materials group and does not undertake any significant business activity. Venator International Holdings UK Ltd is a wholly owned subsidiary and does not have any employees. Therefore, the directors do not consider the factors listed in section 172 (b) (the interest of the company's employees), section 172 (d) (the impact of the company's operations on the community and the environment) or section 172 (f) (the need to act fairly between members of the company) as relevant to the proper discharge of their duty under section 172.

Each of these factors are considered in relation to the Venator group's wider operations as explained in the Corporate Governance Report within the annual report and financial statements of Venator Materials PLC (the ultimate parent company of Venator International Holdings UK Ltd) for the year ending 31st December 2022.

#### Long Term consequences of business decisions and maintaining reputation for high standards of business conduct

The directors believe that the long-term interests of our shareholders are advanced by responsibly addressing the concerns of stakeholders and interested parties. The board and management recognise that it is their joint responsibility to ensure compliance with all applicable regulatory requirements and company compliance policies. The board also considers the principal risks and uncertainties facing the company when making its decisions. More information on the principal risks and uncertainties can be found in the Strategic Report on page 2-3.

Further information on Venator group's business strategy, capital projects, investment decisions, R&D can be found within Form 10-K on Venator group's website at [www.venatorcorp.com](http://www.venatorcorp.com).

#### Identification of, and engagement with, stakeholder groups

As a holding company Venator International Holdings UK Ltd and its subsidiaries uphold the same values and principles as Venator Materials PLC. Our passion for who we are and what we do gives us a competitive advantage in all our business endeavours. Our commitment to our values of integrity, zero harm, teamwork, innovation and performance unites us globally and fosters our high ethical standards. The Venator group's values are vitally important so that we continue to make the right decisions every day. The key values and principles that are part of the Venator group culture are cascaded down throughout to each of Venator's subsidiaries via the business conduct guidelines. These are available at <https://www.venatorcorp.com/site-services/codes-of-conduct>.

The company recognises the importance of maintaining strong relationships with its stakeholders to create sustainable long term value. Given the purpose of this company the board views the relevant stakeholders to be, the group's external lenders and the group's owners.

Further details regarding these groups and the main methods that the directors have used to engage with stakeholders during the course of the year, is set out within the annual report and financial statements of Venator Materials PLC for the year ending 31st December 2022.

#### The desirability of the company maintaining a reputation for high standards of business conduct

Similarly, the Venator group's pride in maintaining a reputation for high standards are also cascaded down throughout to each of Venator's subsidiaries using the same code of conduct guidance. Venator International Holdings UK Ltd and its subsidiaries support and respect the protection of human rights around the world and work to ensure individual rights within their area of influence. In support of this commitment, the Venator group provides reasonable working hours and fair wages for those who work on its behalf and does not knowingly do business with anyone who engages in forced labour, human trafficking practices, nor the exploitation of children or slavery. All Venator group associates are expected to demonstrate this commitment by treating others fairly and consistently with proper regard to rights and obligations.

Venator is committed to the highest standards of health, safety, security and environmental protection. Every associate of the Venator group has a responsibility to meet Venator's commitment to these high standards by following all appropriate EHS standards, practices, processes and procedures, as well as applicable laws and regulations, to avoid risk to themselves and those around them.

Further information can be found in the Guidelines and Ethics section of Venator's website at [www.venatorcorp.com](http://www.venatorcorp.com). This includes Venator's Human Rights Policy, Modern Slavery Act Statement 2018 and Business Conduct Guidelines.

## S172 Statement - Venator Materials UK LTD - Reg : 00832447

In discharging their duty to promote the interest of the Company under Section 172 Companies Act 2006, the directors of the Company have regard to a number of factors and stakeholder interest. These are described below.

Venator Materials UK Limited was formed as a trading company within the Venator Materials Group and as such upholds the same principles and values as every entity within the Venator Materials Group. Further information on these principles and the factors that are considered in relation to the Venator Materials Group's wider operations are explained in the Corporate Governance Report within the annual report and Financial Statements of Venator Materials PLC (the ultimate parent company of Venator Materials UK Limited) for the year ending 31st December 2022.

### Long-term consequences of business decisions and maintaining reputation for high standards of business conduct

The directors believe that the long-term interests of our shareholders are advanced by responsibly addressing the concerns of stakeholders and interested parties. The board and management recognise that it is their joint responsibility to ensure compliance with all applicable regulatory requirements and company compliance policies. The board also considers the principal risk and uncertainties facing the Company when making its decision. More information on the principal risk and uncertainties can be found in the Strategic Report on pages 4 - 6.

Further information on Venator's business strategy, capital projects, investment decisions, R&D can be found on the Company's website at [www.venatorcorp.com](http://www.venatorcorp.com).

### Identification of, and engagement with, stakeholder groups

As a subsidiary Venator Materials UK Limited upholds the same values and principles as Venator Materials PLC. Our passion for who we are and what we do gives us a competitive advantage in all our business endeavours. Our commitment to our values of integrity, zero harm, teamwork, innovation and performance unites us globally and fosters our high ethical standards in our relationships with each other, our customers and all with whom we do business. It is important for all associates to support our Company's values so that we continue to make the right decisions every day. The key values and principles that are part of the Venator Group culture are cascaded down throughout to each of Venator's subsidiaries via the business conduct guidelines. These are available at <https://www.venatorcorp.com/site-services/codes-of-conduct>.

The Company recognises the importance of maintaining strong relationships with its stakeholders to create sustainable long-term value. Given the purpose of this Company the board

- its customers
- its employees
- its suppliers
- the group's external lenders
- the group's owners

Further details regarding these groups and the main methods that the directors have used to engage with stakeholders during the course of the year, is set out within the annual report and Financial Statements of Venator Materials PLC for the year ending 31st of December 2022.

The employees of Venator Materials UK Limited are fundamental to the delivery of its success, and so the company takes the time to recruit the right people in the right job. The company regularly invests in its employee's professional development to ensure each employee reaches their full potential. The Venator Group will continue to be a responsible employer with regards to the pay and benefits its employees receive. The Venator Group with the aim to better understand the needs of its employees has spent time investing in their mental health and wellbeing. The Greatham site (main production site for Venator Materials UK Limited) has spent time investing in the health of its associates and has been accredited Silver Status in the Better Health at Work award scheme run by Trade Union Congress and the NHS.

The Venator Group uses quarterly communication cascades with all employees to provide them with information regarding matters of concern to them and also to make all employees aware of financial and economic factors affecting the performance of the Company. The directors also engage with employees by regular communication updates, town hall meetings and site visits where employees are welcomed to ask questions of the directors. Directors regularly consult with and consider employee views, so they can take these views into account when making decisions which then affect their employees. Employee representatives are also consulted in certain geographies, through either staff councils, works councils or trade unions.

### The desirability of the company maintaining a reputation for high standards of business conduct

Similarly, the Venator Group's pride in maintaining a reputation for high standards are also cascaded down throughout to each of Venator's subsidiaries using the same code of conduct guidance. Venator Materials UK Limited supports and respect the protection of human rights around the world and work to ensure individual rights within their area of influence. In support of this commitment, the Venator Group provides reasonable working hours and fair wages for those who work on its behalf and does not knowingly do business with anyone who engages in forced labour, human trafficking practices, nor the exploitation of children or slavery. All Venator Group associates are expected to demonstrate this commitment by treating others fairly and consistently with proper regard to rights and obligations.

Venator is committed to the highest standards of health, safety, security and environmental protection. Every associate of the Venator Group has a responsibility to meet Venator's commitment to these high standards by following all appropriate EHS standards, practices, processes and procedures, as well as applicable laws and regulations, to avoid risk to themselves and those around them.

Further information can be found in the Guidelines and Ethics section of Venator's website at [www.venatorcorp.com](http://www.venatorcorp.com). This includes Venator's Human Rights Policy, Modern Slavery Act Statement 2018 and Business Conduct Guidelines.

#### S172 Statement - Venator Materials International UK Limited - Reg : 10408218

In discharging their duty to promote the interests of the company under section 172 Companies Act 2006, the directors of the company have regard to a number of factors and stakeholders' interests. These are described below.

Venator Materials International UK Ltd was formed as an intermediate holding company within the Venator Materials group and does not undertake any significant business activity. Venator Materials International UK Ltd is a wholly owned subsidiary and does not have any employees. Therefore, the directors do not consider the factors listed in section 172 (b) (the interest of the company's employees), section 172 (d) (the impact of the company's operations on the community and the environment) or section 172 (f) (the need to act fairly between members of the company) as relevant to the proper discharge of their duty under section 172.

Each of these factors are considered in relation to the Venator group's wider operations as explained in the Corporate Governance Report within the annual report and financial statements of Venator Materials PLC (the ultimate parent company of Venator Materials International UK Ltd) for the year ending 31st December 2022.

#### Long Term consequences of business decisions and maintaining reputation for high standards of business conduct

The directors believe that the long-term interests of our shareholders are advanced by responsibly addressing the concerns of stakeholders and interested parties. The board and management recognise that it is their joint responsibility to ensure compliance with all applicable regulatory requirements and company compliance policies. The board also considers the principal risks and uncertainties facing the company when making its decisions. More information on the principal risks and uncertainties can be found in the Strategic Report on page 2.

Further information on Venator group's business strategy, capital projects, investment decisions, R&D can be found within Form 10-K on Venator group's website at [www.venatorcorp.com](http://www.venatorcorp.com).

#### Identification of, and engagement with, stakeholder groups

As a holding company Venator Materials International UK Ltd and its subsidiaries uphold the same values and principles as Venator Materials PLC. Our passion for who we are and what we do gives us a competitive advantage in all our business endeavours. Our commitment to our values of integrity, zero harm, teamwork, innovation and performance unites us globally and fosters our high ethical standards. The Venator group's values are vitally important so that we continue to make the right decisions every day. The key values and principles that are part of the Venator group culture are cascaded down throughout to each of Venator's subsidiaries via the business conduct guidelines. These are available at <https://www.venatorcorp.com/site-services/codes-of-conduct>

The company recognises the importance of maintaining strong relationships with its stakeholders to create sustainable long term value. Given the purpose of this company the board views the relevant stakeholders to be, the group's external lenders and the group's owners.

Further details regarding these groups and the main methods that the directors have used to engage with stakeholders during the course of the year, is set out within the annual report and financial statements of Venator Materials PLC for the year ending 31st of December 2022.

#### The desirability of the company maintaining a reputation for high standards of business conduct

Similarly, the Venator group's pride in maintaining a reputation for high standards are also cascaded down to each of Venator's subsidiaries using the same code of conduct guidance. Venator Materials International UK Ltd and its subsidiaries support and respect the protection of human rights around the world and work to ensure individual rights within their area of influence. In support of this commitment, the Venator group provides reasonable working hours and fair wages for those who work on its behalf and does not knowingly do business with anyone who engages in forced labour, human trafficking practices, nor the exploitation of children or slavery. All Venator group associates are expected to demonstrate this commitment by treating others fairly and consistently with proper regard to rights and obligations.

Venator is committed to the highest standards of health, safety, security and environmental protection. Every associate of the Venator group has a responsibility to meet Venator's commitment to these high standards by following all appropriate EHS standards, practices, processes and procedures, as well as applicable laws and regulations, to avoid risk to themselves and those around them.

Further information can be found in the Guidelines and Ethics section of Venator's website at [www.venatorcorp.com](http://www.venatorcorp.com). This includes Venator's Human Rights Policy, Modern Slavery Act Statement 2018 and Business Conduct Guidelines.