



VENATOR

**GENDER
PAY
REPORT
2021**

Welcome

Welcome to our **Gender Pay Report 2021**, this report measures the difference in average pay between men and women, regardless of their role in the organization, length of service or any other differentiating factors. At Venator, we're proud of our people and committed to ensuring that we pay men and women equally for the same work and also offer opportunities so that they can reach their career ambitions.

We take our commitment to equality seriously and for the first time have chosen to share global gender data of our entire workforce. We know as an employer and industry we have work to do to attract more women into the sector and ensure we support them to progress and develop their careers and we are committed to making Diversity, Equity, and Inclusion a priority in 2022 and beyond. Our action plan detailed in this year's report outlines the key focuses to help us close the gap in the long-term.

Post Pandemic we look forward to getting our Science, Technology, Engineering and Maths (STEM) programme back on the map with renewed energy to showcase the career potential and opportunities the chemical industry has to offer future generations.



A handwritten signature in white ink, appearing to read 'Kevin Wilson', with a long, sweeping underline.

Kevin Wilson

Senior Vice President, Human Resources

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A message from our President and CEO

Our people make us

At Venator, we know harnessing the full potential of our people and creating a workplace that reflects society is good business, but most importantly, is the right thing to do. Our integrity value ensures we listen to everyone in our company, and it drives us to do more, ultimately, we want everyone to thrive at work.

In this report you will see global gender data as well as data and insights from Venator Materials UK Ltd which represents two very different working environments. Firstly, our Greatham site, which is a manufacturing facility largely populated by men; whereas at our global HQ in Wynyard we have a more balanced demographic, but with fewer women in higher paid leadership roles.

It's a fact that our results are representative of an industry that has been over-represented by male workers for many decades resulting in most senior roles within Venator being filled by men. However, it's positive to see that our current gender pay gap for Venator Materials UK Ltd has improved marginally since last year, thanks to activities we have put in place and our action plan will help us to improve further.

It really is our people who make us, and we're proud to have a diverse and exceptionally talented workforce. We also know that by placing a greater focus on Diversity, Equity & Inclusion across our entire business will drive a faster pace of change and ultimately deliver a better and a more sustainable business performance.



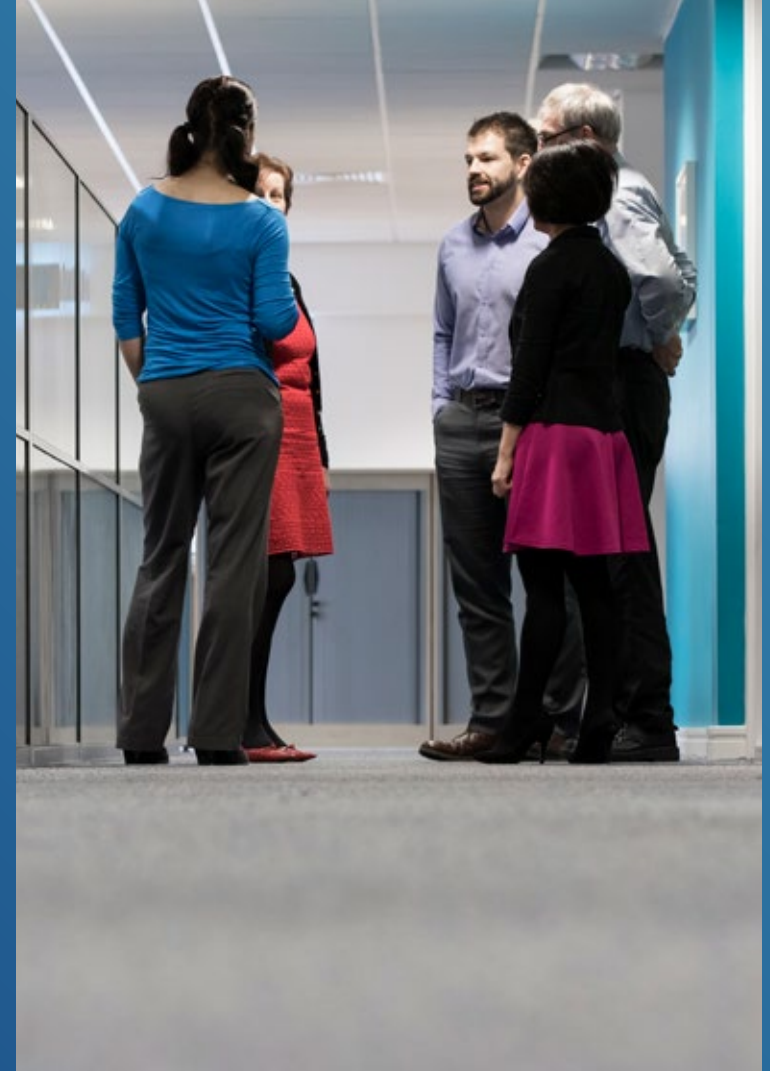
A white, handwritten signature of Simon Turner on a dark blue background. The signature is fluid and cursive, starting with a large 'S' and ending with a long, sweeping underline.

Simon Turner
President and CEO

Our action plan

We have identified five key areas that will form our action plan for 2022 and beyond. These are as follows:

1. Increase focus and awareness on our gender split through regular KPI reporting. This will provide data at both a top level and also at a team level so we can make informed decisions
2. Monitor gender as standard in our key people related business decisions, from recruitment and onboarding through the entire associate experience and use the data to ensure fairness and opportunity for all
3. Ensure our talent and succession programme is identifying the leaders of the future and providing clear development paths with tailored support based on the individual
4. Enhance links with the community, schools, colleges and universities to encourage more females into STEM careers
5. Actively seek opportunities to enhance and promote flexibility for all, supporting associates to achieve a better balance between their career and daily lives and remove potential barriers to progression



What is the Gender Pay Gap?

The Gender Pay Gap is an equality measure used to show the difference in average earnings between women and men regardless of their roles. It's not the same as equal pay, which is about a man and woman receiving the same pay for performing the same or a similar job.

The data is based on calculations set by the UK government and is influenced by the difference in the number of men and women at various levels within the organization.

Gender pay reporting came into force in UK legislation in April 2017, businesses (legal entities) with 250 or more employees are required to report gender pay gap details. For Venator, this covers our Venator Materials UK Ltd legal entity and the data we report in our UK gender pay results reflects the snapshot year as at April 5, 2021.

In this year's report we've added some additional data to demonstrate the impact our differing work environments has on this data across the world, not just in the UK.

How is the Gender Pay Gap calculated?

► The Mean

The mean (average) gender pay gap figure uses hourly pay of all full-pay employees to calculate the difference between the mean (average) hourly pay of men, and the mean (average) hourly pay of women.

► The Median

The median gender pay gap figure you must report is the difference between the hourly pay of the median full-pay relevant man and the hourly pay of the median full-pay relevant woman (average) hourly pay of women.

UK Gender Pay Results as at April 5, 2021

Here you can see a snapshot of our data for **Venator Materials UK Ltd**, which includes two UK sites at Greatham and Wynyard in the North East of England

Mean overall Gender Pay Gap

based on hourly rate

27.8%

Median overall Gender Pay Gap

based on hourly rate

24.9%

Mean Gender Bonus Gap

78%

Median Gender Bonus Gap

-165%

On quick glance, this figure could suggest men are paid lower bonuses than women. This is not the case and its why it's often important to look behind the numbers. Our Greatham site operates a recognition scheme, where a significant number of lower value payments (classed as bonuses) are paid to men, which distorts the numbers and results in this negative figure

Proportions of male and female employees receiving bonuses

19%

This figure is different to prior years as, during this snapshot year, we were navigating the early stages of the Covid pandemic. As a business protection measure in 2020 we did not operate our standard discretionary bonus scheme which has impacted the overall number of employees receiving bonuses

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Lower quartile

41% male
59% female

Lower middle quartile

77% male
23% female

Upper middle quartile

84% male
16% female

Upper quartile

82% male
18% female

Understanding our data

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Understanding our data

A snapshot of our global gender split

The following provides a snapshot of our global gender split and also illustrates what this looks like in our differing work environments in manufacturing locations versus our corporate offices across Venator

Global



Male 82% **Female 18%**

- ▶ Total global headcount as at April 5, 2021 - 3,642
- ▶ 670 out of 3,642 employees are female
- ▶ Globally we have significantly more males in senior leadership positions

Manufacturing locations



Male 86% **Female 14%**

- ▶ Our manufacturing sites are where the majority of our associates are based
- ▶ 441 out of 3,171 employees based at our manufacturing facilities are female

Office locations



Male 52% **Female 48%**

- ▶ Our corporate offices have a more even balance of gender representation
- ▶ 229 out of 471 employees based in these locations* are female

*Corporate offices - Everberg, Kuala Lumpur, The Woodlands, Wynyard - Duisburg covered in manufacturing for purposes of the report

Understanding our data

Take a look at our workforce gender split

Our reporting entity - **Venator Materials UK Ltd** - contains two locations, one manufacturing site and one corporate office. Breaking the data out by site clearly shows each site has a different profile

Venator Materials UK Ltd



Male 70% Female 30%

▶ The reporting entity figures show an average of two completely different locations and working environments



Note: Headcount data as at snapshot date April 5, 2021

**By nature our corporate
office location has a
more even balance of
gender representation**

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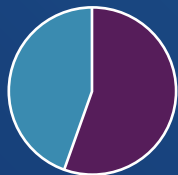
Wynyard headquarters, UK

Our headquarters and global innovation centre

Location: Wynyard, UK **Employees:** 333 associates

Site overview: Titanium House is our global headquarters and home to a number of corporate teams

Gender split insights:



Male 55% Female 45%

- ▶ This site contains **70%** of our corporate roles globally
- ▶ **151** females on a site of 333
- ▶ The **main location** of our female workforce within the Venator Materials UK Ltd entity



Note: Headcount data as at snapshot date April 5, 2021

**Our Greatham site
is a traditionally
male dominated
manufacturing
environment**



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Greatham site, UK

One of our biggest manufacturing sites

Location: Hartlepool, UK **Employees:** 227 associates

Plant overview: The Greatham site manufacturers titanium dioxide, a brilliant white pigment that is predominantly used in plastics and coatings

Gender split insights:



Male 92% **Female 8%**

- ▶ 18 females on a site of 227
- ▶ Roles held by females are predominantly **non-manufacturing** areas - HR, Finance, Supply Chain, Admin and Labs



Note: Headcount data as at snapshot date April 5, 2021

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Assurance statement

I confirm that the gender pay gap data contained in this report is accurate.



Kevin Wilson

Senior Vice President, Human Resources