



OLIN'S COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

January 2026

To All Olin Employees:

Olin Corporation is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to any characteristic protected by law.

Olin Corporation is committed to providing equal employment opportunities to all employees and job applicants. As President and Chief Executive Officer, I reaffirm both the commitment of the company and my personal commitment to fair employment practices. I believe that we draw strength and competitive advantages from a diverse workforce. This means everyone must be afforded equal opportunities to learn, excel, and make meaningful contributions to Olin and our customers. Our commitment to creating work environments where all Olin people are connected and engaged is embedded within our business strategies and every Olin leader is responsible for supporting and championing our purposeful engagement actions.

Fundamentally, equal opportunity means that every employment-related decision and action must be based on qualifications, performance, potential, or other legitimate business-related factors. This applies to every phase of the employment process -- from hiring and training to compensation, promotion, and disciplinary action.

Valerie Peters, Vice President, Chief Human Resources Officer, has the overall responsibility for monitoring fair employment practices within Olin. In addition, all members of management and those who supervise others are required to comply with equal opportunity principles and guidelines. This commitment to equal employment opportunities, however, cannot rest with management alone. Each of us has a responsibility to help maintain an environment in which everyone is treated fairly and with respect.

As we focus on growing Olin's businesses and working together to extract the value for our products and brands, we will also continue to demonstrate our commitment to equal opportunity to ensure that our greatest strength – Olin's People – have equal opportunities to be personally and professionally fulfilled at Olin.

Ken Lane
President & CEO