

OLIN 2023

ESG Factsheet

Company Overview

Olin is the global leader in chlor alkali products, epoxy materials, and small-caliber ammunition. We passionately focus on a resilient model to continue generating value for customers, investors, and our communities as we methodically, safely, and responsibly deliver innovative solutions that advance a sustainable future.



HQ

Clayton
Missouri US



25

manufacturing
sites in 8 countries



\$6.8

billion annual
revenue 2023



7,300
employees



15 countries
with offices

Our Approach to ESG



Protect

Protect our employees and communities through our industry-leading occupational and process safety programs.



Strengthen

Proudly strengthen United States defense, international defense, law enforcement, and conservation through our Winchester ammunition brand.



Reduce

Significantly reduce environmental impact by using technology and commercial innovation to lower our carbon footprint, net water usage, and resource consumption.



Advance

Develop and enable sustainable solutions within the value chain through our product and service offerings.



Uphold

Consistently uphold our Olin values and governance standards as we amplify our culture of inclusion and cultivate our diverse workforce.



Environmental PILLAR

Environmental Management

Around the world, teams at Olin sites are collaborating to reduce our environmental impact through technology and innovation. Driven by our culture of continuous improvement, we are finding new ways to reduce our power consumption, increase operating efficiency, recycle materials, and conserve natural resources. Olin outlines our approach to Environmental Management in our [EHS Policy](#). We currently have approximately 20% of our manufacturing facilities certified to ISO14001 standards and an additional 45% certified to ISO9001 standards. For more than 150 years, Winchester has been an industry leader in promoting conservation, the shooting sports and our hunting heritage. We actively engage and partner with organizations such as Ducks Unlimited for proactive wetland and waterfowl conservation.

GHG Emissions

We set GHG Emissions Scope 1 & 2 reduction targets of 25% and a carbon emissions intensity reduction target of 30% by 2030. Our progress towards these goals are shown below:

Olin Performance

2023

Scope 1

(includes trucking fleet) CO₂e emissions (millions mt CO₂e)

1.4 (-43%)

Scope 2

CO₂e emissions (millions mt CO₂e)

3.1 (-26%)

Carbon Emissions Intensity (mt CO₂e / tons sold)

0.469 (-5%)

() = Change from 2018 baseline



GHG Reduction

Olin undertook two major GHG reduction projects in 2023. The first, installation of solar panels, together with renewable hydrogen energy contracts at our Baltringen, Germany, laboratory will reduce GHG by 250 MT, annually, becoming the first Olin site to operate on 100% renewable energy. The second project at our Guaruja, Brazil, site increased renewable energy sources, resulting in a reduction of 407 MT of CO₂ emissions, annually.



Water

The fresh water we consumed in 2023 was 7.5 billion gallons, a 22% reduction from the 2018 baseline year and 12% reduction from 2022. Simultaneously, we decreased our total freshwater withdrawal from the 2018 baseline year by 33% to 45.9 billion gallons, a 7% reduction from 2022. This progress puts us in a great position to reach our target of a 15% reduction in freshwater consumed by 2030.



Energy

In 2023, we consumed 58.3 million GJ of total energy, a 39% reduction from the 2018 baseline year and 21% reduction from 2022. In 2023, renewable or low-carbon sources provided 6.2% of our electricity.

Olin formalized our designation as a U.S. EPA Energy Star program partner in late 2023 as we further assess the efficiency of all our plants and benchmark this with others in the industry.



Environmental Impact of Products

Reducing our operational footprint is not the only way Olin is supporting environmental progress. We believe that our products and services can have a significant positive environmental impact. In 2023, Olin sold 0.55 million kgs of Hydrogen into Carbon Abatement end uses.

Across Olin, many of our products contribute to the creation of a more sustainable planet. We make chlorinated organics for more environmentally friendly refrigerants. Our chlorine is critical to the creation and longevity of solar panels and keeps drinking water safe. Our epoxy systems protect infrastructure from erosion to improve lifespan and create the world's longest wind turbine blades. Just to name a few. Olin chemistries generate clean energy, improve our sustainable mobility, and deliver solutions to reduce landfill waste. Our small-caliber ammunition contributes to public safety and supports wildlife conservation.



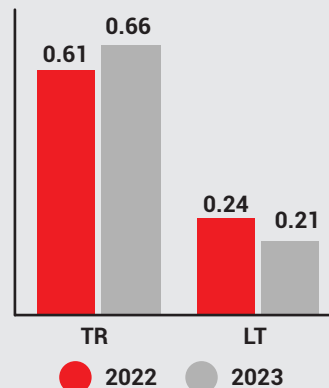
Social PILLAR

Health and Safety

At Olin, our highest priority is the Health and Safety of our employees and communities. From behavior-based safety to full EH&S engagement and training at every Olin site, Olin's Goal is Zero strategy drives our EH&S culture. Our ME Principles empower every employee to stop work to ensure the continued safety of our people, facilities, and environment.

Each Olin teammate is assigned role-specific environmental, health, and safety training. These ongoing interactive trainings raise awareness and understanding of potential risks as we strive for zero incidents and maintain our compliance with all regulatory requirements around the globe.

Our 2023 performance is strong with a Total Recordable Incident Rate (TRIR) of 0.66, well below our 2018 baseline rate of 0.91; and a Lost Time Incident Rate (LTIR) of 0.21, which is well below our 2018 baseline rate of 0.40. Both KPIs include employees and contractors. Continuous improvement is inherent for all Olin teammates. Biennially, we conduct a global Safety Culture Survey wherein all facilities personnel openly share their ideas for safety improvements and provide their perceptions of our safety culture as we all work toward our Goal is Zero target.



Product Quality and Safety

Keeping our communities safe means Olin ensures that our products, their components, and packaging meet registration and regulatory requirements in the countries where they are produced, shipped, and sold. We empower Product Stewards and Product Regulatory Experts in each region to facilitate and uphold our standards. We actively engage in Product and Process Design improvement projects and, together with research scientists, work to make health, safety and environmental impacts, including energy and natural resources, key considerations in those projects.

Diversity, Equity, and Inclusion

We are committed to creating a culture where diverse perspectives and ideas of all employees are heard and valued. Sharing and celebrating employee successes and contributions, while enhancing transparency and trust, is key to building engagement, lifting our people, and fostering career and personal fulfillment. This commitment is demonstrated through the composition of our employees. In 2023, 28.9% of our U.S. employees identified as minorities, and 10.69% of our U.S. employee population identified as Military Veterans, with 8% of our Military Veterans holding senior positions. In 2023, through Olin's U.S. college recruiting program, we recruited a diverse pool of co-op and intern students for the talent pipeline that contributes to meeting and exceeding Olin's diversity footprint. 31.5% of the new recruits were female and 36.8% were considered minority. Olin's generational diversity in 2023 was 15% Baby Boomer, 40% Gen X, 43% Gen Y, and 2% Gen Z.



28.9%

Identified as minority

10.69%

Identified as Military Veteran

8%

Military Veterans in senior positions
* U.S. Only

Employee Well-Being & Satisfaction

Our Lifting People culture is woven into our organizational DNA through our robust network of Lifting People Ambassadors, our Voice of the Employee feedback tool, paid volunteerism, and much more. Our People Networks are voluntary, employee-led groups that foster a diverse & inclusive workplace. Outside of Europe, Olin offers tuition assistance programs for most full time employees. In 2023, Olin employees increased their volunteerism hours by more than 500% over 2022, committing more than 55,000 hours toward volunteerism for organizations in our communities.

Human Capital Development

At Olin, supporting our employees in their careers is of the utmost priority. 100% of our new-hire employees participated in our onboarding program where they learn key skills within their respective job function. In 2023, more than 46% of our open roles within the US Chemicals business were filled by internal candidates. We lift our people by encouraging ongoing dialogue, bringing people together, and building trust. Employee Training is key to success at Olin. Moreover, we offer employees a robust catalog of online trainings - more than 250 - in addition to our ongoing in-person trainings at every Olin manufacturing location around the globe.



Governance

PILLAR

Board Oversight of ESG

The Board has broad oversight of the Company's risk profile and risk management process, including monitoring our response to important public policy issues, and oversight of our environmental, health and safety performance. In this oversight role, the Board is responsible for satisfying itself that the risk management processes designed and implemented by management are functioning effectively. These processes and structures include the Company's Enterprise Risk Management (ERM) organization, Code of Conduct and related compliance program, internal control function and disclosure committee meetings and controls, and a robust internal audit function. The Company believes that this division of responsibilities achieves sound risk management and that the Board's involvement ensures effective oversight.

Key Board Metrics



88%

Board
Independence



38%

Board Diversity
(Women & Minorities)

To further support our efforts to promote a company culture responsive to the ongoing environmental, social, and governance ideals of our employees and shareholders, the Board of Directors approved non-financial objectives for the 2023 Short Term Incentive Plan including the following categories: Safety, Health & Environmental; Sustainability; People; and Valuation. Each division shared equally the accountability for the achievement of the non-financial objectives.

Business Ethics

Business ethics is a key aspect of upholding Olin's values. Each employee must complete Code of Conduct training upon sign on and annually thereafter. To encourage a transparent culture that enables employees to communicate ethical issues or concerns, we have an independent whistleblower hotline available 24/7 globally in more than a dozen native languages. Reports can be completed anonymously [without fear of retaliation](#). Olin expects our suppliers, customers, and other third parties to report any suspected violations of regulations, laws, and our Business Partner Code of Conduct. Issues or concerns can be reported to Olin's Ethics and Compliance Office at Ethics@olin.com or to Olin's 24-hour Help-Line service, operated by an independent third-party company to address confidentiality concerns, allowing individuals to make an anonymous report when that is preferred and allowed by law. 100% of all Olin Help-Line concerns are investigated and addressed. Find more information in our [Code of Conduct](#). In addition, Olin has a [Political Contributions Policy](#) and our annual [Political Contributions Report](#) can be found here.



100%

of all Olin Help-Line
concerns addressed

Data Privacy and Cybersecurity

Data Privacy and Cybersecurity are key to maintaining employee and company privacy while ensuring business continuity. We have an enterprise-wide cybersecurity risk management approach designed to identify, protect, detect, respond to, and manage cybersecurity and information technology risks and threats. This program is integrated into our enterprise risk management (ERM) framework, and the underlying controls leverage recognized best practices and standards for cybersecurity and information technology, including the NIST Cybersecurity Framework. Every identified cyber event is evaluated, ranked by severity, and prioritized for response and remediation in compliance with our global Security Incident Management Procedure. Significant events are evaluated for both quantitative and qualitative factors to determine materiality on a case-by-case basis. The Company regularly conducts penetration testing, both internally and by third parties, and conducts automated attacks simulating real-world cyber incidents. These tests and assessments are useful tools for maintaining a comprehensive cybersecurity program to protect our investors, customers, employees, vendors, and intellectual property. We continue to expand our cybersecurity risk mitigation strategies, including around-the-clock global network monitoring, using layered defenses, and identifying and protecting critical assets, including our manufacturing facilities. The Information Security team conducts annual cybersecurity awareness training, quarterly email phishing tests, and training for all employees. In 2023, Olin's annual Cybersecurity training completion rate for computer users was 95%.