



Olin 2022 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 USA



\$9.4 billion
annual revenue
2022



25 manufacturing sites in **8** countries



8,000
employees



Offices in **15**
countries

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.

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	2022	2021
Scope 1 (includes trucking fleet) CO2e emissions (millions mt CO2e)	1.9 (-26%)	2.1
Scope 2 CO2e emissions (millions mt CO2e)	3.4 (-20%)	3.6
Carbon Emissions Intensity (mt CO2e / tons sold)	0.477 (-3%)	0.445

() = Change from 2018 baseline

Energy

In 2022, we consumed 74.1 million GJ of total energy, a 23% decrease from the baseline year and 11% decrease from 2021. In 2022, renewable or low-carbon sources provided 7.1% of our electricity.



Water

The fresh water we consumed in 2022 was 8.5 billion gallons, a 12% reduction from the baseline year and 7% decrease from 2021. Simultaneously, we decreased our total freshwater withdrawal from the baseline year by 28% to 49.2 billion gallons, a 16% decrease from the 2021. This progress puts us in a great position to reach our target of a 15% reduction in freshwater consumed by 2030.

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 2022, Olin sold 2.172 million kgs of Hydrogen into Carbon Abatement end uses, an increase of 67% since 2020.



2.172 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.



Me as a Person



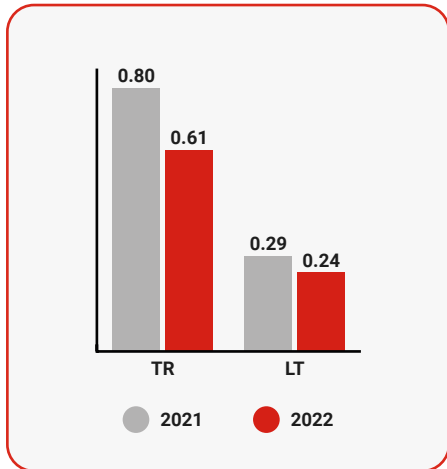
Me Owning



Me Interacting



Me Elevating



Our 2022 performance is strong with a Total Recordable Incident Rate (TRIR) of 0.61, well below our 2021 rate of 0.8; and a Lost Time Incident Rate (LTIR) of 0.24, which is below our 2021 rate of 0.29. 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 2022, 29.7% of our U.S. employees identified as minorities, and 10.36% of our U.S. employee population identified as Military Veterans, with 2.86% of our Military Veterans holding senior positions. In 2022, through Olin's U.S. college recruiting program, we recruited a diverse pool of candidates for the entry-level talent that contributes to meeting and exceeding Olin's diversity footprint. 23% of the new recruits were female and 36% were considered minority.

29.7%
Identified as minority

10.36%
Identified as Military Veteran

2.86%
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.

Human Capital Development

At Olin, supporting our employees in their careers is of the utmost priority. 100% of our employees participated in our onboarding program where our employees learn key skills within their respective job function. In 2022, 28% 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, and in 2021, Olin launched an Assignment Based Opportunities (ABO) platform wherein any employee could offer to support a submitted project to gain insight and experience or offer their expertise in a subject area. In 2022, 12 ABOs were initiated with 35 Olin employees participating. 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, including 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



90%

Board Independence



40%

**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 2022 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**



95%

**2022 Cybersecurity
training completion**

Data Privacy and Cybersecurity

Data Privacy and Cybersecurity are key to maintaining employee and company privacy while ensuring business continuity. Olin maintains a crisis management plan, cybersecurity incident response plan, and cybersecurity incident response playbooks to appropriately identify, assess, contain, eradicate, recover, and report material cyber incidents. In addition to response capabilities, numerous proactive cybersecurity tools for monitoring and alerting are utilized, along with a security operations center that is staffed around the clock. Annually, Olin senior management reviews and discusses with the Board of Directors its assessment and management of risks and exposures related to cybersecurity and information technology, including steps taken to mitigate and manage the same. We report cybersecurity incidents to all appropriate authorities and law enforcement agencies, as applicable, to meet disclosure requirements. Vulnerability assessments are an operational activity that the Olin cybersecurity team conducts on an ongoing basis. In addition to ongoing vulnerability assessments conducted internally by Olin, penetration testing by an external third party is conducted on an annual basis. We follow leading third-party standards and best practices outlined by the NIST Cybersecurity Framework. In 2022, Olin's annual Cybersecurity training completion rate for computer users was 95%.