



A SUSTAINABLE TOMORROW

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Olin is committed to excellence in protecting the environment, health, safety, and security of our employees and our neighbors who live and work around our plants. Our operations around the world comply with all local requirements and implement other standards as required to safeguard the environment, health, safety, and security of our operations.

Look for United Nations Sustainable Development Goals icons throughout this report that show our activities, products, policies, and strategies that align with these goals.

“

Integrity and accountability are fundamental to our success. As a responsible corporate citizen, we operate sustainably. Operating safely and reliably positively impacts our environmental footprint and ultimately leads to better economic outcomes.

”



Marc Ehrhardt
Vice President and
President of Corporate Development
and Business Services



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ABOUT OLIN



HQ

Clayton, Missouri, U.S.A.

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Manufacturing sites
in six countries

\$6.8B

2025 annual sales revenue

7,850

Employees

15

Countries with offices

Olin generates value for customers, investors, and our communities as we safely and responsibly work toward a sustainable future. Olin Corporation is a leading vertically integrated global manufacturer and distributor of chemical products and ammunition. We are the leading global producer of chlor alkali and derivatives, one of the largest producers of epoxy in the world, and are among the largest producers of ammunition in the U.S.

PURPOSE

At Olin, our purpose is simple. We deliver the essential materials and solutions that enhance and protect lives.

VALUES

Olin is ALL IN:

We safely and reliably deliver essential materials

We act with integrity, always doing what is right

We empower our employees to take ownership in everything we do

We create value for our customers, shareholders, employees, and communities

CORE BUSINESS SEGMENTS

Chlor Alkali Products and Vinyls

Percent of 2025 Sales: 54%

Products

- Bleach
- Caustic Soda
- Chlorinated Organics
- Chlorine
- Hydrochloric Acid
- Hydrogen
- Potassium Hydroxide
- Vinyls

End Markets Served

- Agriculture
- Automotive
- Chemical Manufacturing
- Consumer Goods
- Energy Storage
- Housing and Construction
- Paper
- Pharmaceutical
- Renewable Energy
- Water Treatment

Epoxy

Percent of 2025 Sales: 20%

Products

- Allylics
- Aromatics
- Curing Agents and Hardeners
- Formulated Solutions
- Liquid Epoxy Resins
- Reactive Diluents
- Solid Epoxy Resins

End Markets Served

- Civil Engineering
- Coatings
- Construction
- Consumer Goods
- Electronics
- Energy (including Wind)
- Energy Generation and Storage
- Transportation

Winchester

Percent of 2025 Sales: 26%

Products

- Ammunition and Components for:
- Pistol
 - Rifle
 - Rimfire
 - Shotshell
 - White Flyer® Clay Targets

End Markets Served

- Commercial
- Defense
- Industrial
- Law Enforcement



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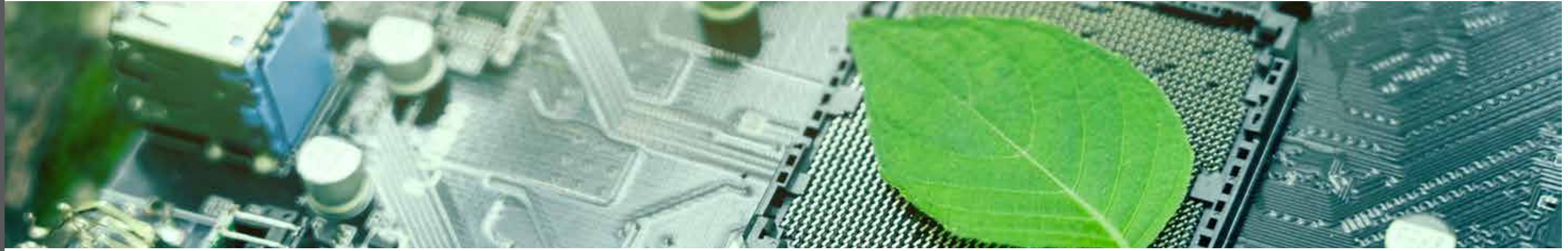
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OUR SUSTAINABILITY APPROACH

MESSAGE FROM LEADERSHIP

At Olin, we are deeply aware and proud that our products and solutions play a critical role in building a more sustainable and resilient future for everyone. Our products are the basic building blocks for a lot of the end products that we require in a modern world. That’s the power behind Olin’s Essential Solutions: our ability to deliver value that intentionally combines ongoing business success and commitment to long-term sustainability.

We are dedicated to creating realistic solutions that benefit our customers, stakeholders, and the world around us. In 2025, we brought our Sustainability Team under the umbrella of Corporate Development. We are shifting the focus from reporting and compliance to actively address customer transparency requirements and low-carbon product offerings. Our Sustainability Team now reports directly to a member of the Executive Leadership Team. This way, we can ensure alignment with our corporate strategy and service the sustainability needs of our customers across all three Divisions.

Throughout this report, we highlight many of the innovative ways Olin advances company-wide initiatives that strengthen our products, workplaces, communities, safety, regulatory compliance, and sustainability. Olin Sustainaline® Epoxy products are an excellent example of how our commitment to a sustainable future also creates added value for our customers as they define their own sustainability journeys.

A sustainable future is rooted in our intentional, positive actions today and unwavering focus on tomorrow.

Kenneth T. Lane

Kenneth T. Lane
President and Chief Executive Officer





OUR SUSTAINABILITY STRATEGY

At Olin, our approach to sustainability ensures that our actions are meaningful and lasting. We focus on creating real value that positively impacts our employees and communities, while also protecting the environment.

Our actions reflect our long-standing commitment to sustainability, and we continue to adapt as the world changes. For example, in 2024, we joined the Environmental Protection Agency’s (EPA) ENERGY STAR® program as an industrial partner. We’ve also implemented an organizational design that anchors our Sustainability Team under an Executive Leadership Team member.



Sustainability Strategy Statement and Commitments

As a responsible corporate citizen, we make sure that sustainability is part of everything we do. We value and respect employees, the communities in which we operate, our customers, and the environment. We also help protect the world and its future through the safety and efficiency of our business practices, from supply and manufacturing to the delivery and end use of our products.

Within our sustainability strategy, we strive to increase value for our investors, employees, and customers through actions that include:

- Protecting our employees and communities through our industry-leading occupational and process safety programs
- Proudly strengthening United States defense, international defense, law enforcement, and conservation through our Winchester Ammunition brand
- Significantly reducing our environmental impact by using technology and commercial innovation to lower our carbon footprint, net water usage, and resource consumption
- Developing and enabling sustainable solutions through our product and service offerings
- Consistently upholding our values and governance standards within a culture of high performance and engagement

Sustainability Management and Oversight

Olin’s business strategy is founded on sustainable operations and accountability. This approach is essential to the management and oversight of all our locations and operations, and we advance these priorities through collaboration across functions and teams.

- **Board of Directors** – provides governance oversight that strengthens accountability, transparency, and ethical conduct, which are key components of sustainability governance
- **Executive Leadership Team** – imparts direct and structured oversight of sustainability through defined roles, strategic governance, and integration of environmental, health, safety, and corporate responsibility into decision-making
- **Sustainability Team** – provides direction and establishes priorities that align with our business objectives while addressing evolving regulatory requirements and stakeholder expectations
- **Specialized Teams** – manage sustainability initiatives in all areas of operation, including environmental and legal compliance, safety, responsible sourcing, financial reporting, people, and innovation

Executive Leadership Team Committed to Sustainability

Olin’s Executive Leadership Team (ELT) provides direct and structured oversight of sustainability through defined roles, strategic governance, and integration of environmental, health, safety, and corporate responsibility into enterprise decision-making. The team includes a dedicated Vice President of Manufacturing and Environmental, Health, Safety & Security (EHS&S) Center of Excellence, who oversees environmental stewardship, safety performance, and operational excellence across global sites, ensuring sustainability priorities are embedded in day-to-day operations, and the President for Corporate Development and Business Services, who oversees the Sustainability Team and its services directly. More broadly, Olin’s leadership drives our sustainability strategy by reinforcing our long-standing commitment to continuous improvement, reducing environmental impact, upholding governance and ethical standards, and strengthening the communities in which we operate. These commitments are guided from the top and form a core part of Olin’s corporate values and performance culture. Our ELT ensures sustainability is aligned with corporate strategy, embedded across business units, and supported through strong governance practices that drive environmental, social, and operational progress.

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PRODUCTS IMPROVING OUR WORLD



Olin's products enable a healthier, safer, and more productive world.

Drinking Water



Nearly 98 percent of public water treatment facilities use essential chlorine-based disinfectants from Olin.

Agriculture



Crop protection solutions that help control pests, manage plant diseases, and improve water quality in irrigation systems are supported by Olin's chlorine-based chemistries.

Healthcare



Life-saving medications, sterile medical environments, and durable healthcare equipment that support modern healthcare depend on Olin's chlorine products.

Sustainable Products



Ingredients used in sustainable materials, such as wind turbine blades and environmentally friendly hydrofluoroolefin (HFO) refrigerants, feature Olin epoxies and chlorinated organics.

Product Lifespans



The corrosion resistance, durability, and longevity of electronics and other products are strengthened by Olin epoxy resins and halogen-free resins.

Safety



From body armor and night-vision glasses to ammunition, Olin products are integral to the manufacture of protective gear used by military and law enforcement personnel.

Transportation



Solutions for cleaner, more efficient transportation – including electric vehicle batteries, de-icing fluids, and lightweight vehicle frames – depend on caustic soda and other chemistries from Olin.

Clean Energy



Olin is supporting the shift to sustainable energy by providing low-carbon hydrogen fuel to customers and formulated epoxy solutions to wind blade manufacturers.

“At Olin, we are dedicated to shaping a more sustainable future through innovative epoxy solutions. Our Olin Sustainaline® Epoxy products enable lightweight vehicles and aerospace applications, boost renewable energy and advanced electronics, and enhance satellite internet. This reduces emissions, supports connectivity, and improves daily living. By combining innovation with responsible sourcing and eco-profiling, we help create materials that make a lasting, positive impact on the world.”



Dr. Florian Kohl
Vice President and President,
Epoxy & International



Learn more about how our products – from chlorine to epoxy to Winchester ammunition – define industries and improve everyday life.

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SUSTAINALINE EPOXY PRODUCTS OFFER SUSTAINABILITY QUALIFICATIONS

Olin Sustainaline Epoxy products offer proven materials solutions that also support our customers' sustainability journeys.

Challenge: Create value for our customers by providing a portfolio of high-quality epoxy products that help them reach raw material qualifications for Scope 3 carbon emissions targets.

Olin's Essential Solution: In 2024, we updated the Life Cycle Assessment (LCA) for our epoxy products made at the Stade, Germany, site following the guideline set by ISO 14040. The results showed that Olin Epoxy resins can contribute to our customers' emission reduction goals when compared to most alternative supply options. By using a mass balance approach to achieve ISCC+ certification for reduced carbon footprint content, Olin Sustainaline Epoxy products give our customers more than materials, they also offer credible documentation of carbon-reduced raw material Scope 3 emissions.



Integrated Impact on Sustainability

Olin's voluntary participation in U.S. government programs adds even more impact to our sustainability strategy. These programs provide critical external validation that supports the continuous improvement of our sustainability performance.



ENERGY STAR® Industrial Partnership – Olin remains a committed industrial partner in the EPA's ENERGY STAR® program, helping strengthen energy performance across our operations. In addition, Olin is part of the program's Chlor Alkali focus group.

Participation in this trusted program reinforces the credibility and transparency of our energy and emissions performance while contributing to our long-term cost competitiveness.



Department of Energy (DOE) EII Assistance Initiative – In 2025, Olin joined the U.S. Department of Energy's Energy Intensive Industries (EII) Assistance Initiative. By

working alongside DOE experts and national labs, we anticipate collaborative access to technical evaluations, specialized training, and new technologies. This engagement is expected to support the validation, prioritization, and acceleration of our efficiency initiatives over time.

Beyond 250 Initiative

In 2025, Olin initiated our Beyond 250 asset management strategy to become more efficient by applying disciplined operational excellence practices. Within this strategy, our All In for Olin Excellence (Ai4OE) framework enables teams to identify process improvements, reduce variability, and optimize how assets are operated across sites and functions. As a result, operations are better positioned to use energy and raw materials more efficiently while supporting ongoing reductions in emissions. By embedding structured processes and continuous improvement into everyday work, Beyond 250 and Ai4OE reinforce our focus on efficiency, reliability, and long-term sustainability performance.



In 2025, Olin supported 200 customer requests as they worked to meet their sustainability requirements and strategies. Our customers are invited to email their sustainability-related requests to Olin's Sustainability Team at sustainability@olin.com.



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PROTECTING THE ENVIRONMENT



At Olin, responsible environmental stewardship is built into all our operations. Our teams around the world use innovation and technology to reduce our environmental impact. We are always looking for and implementing new ways to reduce power consumption, increase operating efficiency, recycle materials, and conserve natural resources. This approach also helps our operations align with regulatory requirements and industry best practices.

Our Environmental, Health, Safety & Security (EHS&S) Policy defines our approach to Environmental Management and guides our sustainable operations, risk management, and accountability across our facilities.

SPOTLIGHT



ECO-PROFILING VERIFIES ENVIRONMENTAL PERFORMANCE

Olin’s Sustainability Team is leading a new “cradle-to-gate” eco-profiling study across all our North American Chlor Alkali operations. Study results will be available to our customers in 2026, providing them with verifiable environmental performance data for Olin products.

Challenge: Meet growing customer expectations for Product Carbon Footprint (PCF) and environmental data for the products they buy to help them meet the tighter regulatory requirements their businesses are facing.

Olin’s Essential Solution: Olin’s eco-profiling study applies the Life Cycle Assessment’s (LCA) “cradle-to-gate” method to measure the environmental effects of raw materials up to the point products leave our facilities. This structured, data-driven approach clarifies impacts from manufacturing, such as greenhouse gas emissions, water use, and waste. When completed, the eco-profiling study will quantify environmental impacts, giving Olin and our customers information vital to developing innovative and sustainable solutions.

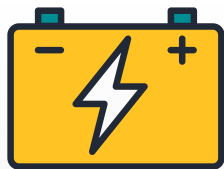


ENERGY USE

We are continually working to reduce power consumption and increase operational efficiency across our global operations by using energy-efficient technologies, renewable energy, process optimization, and the phase-out of older, high-power-consuming systems. We also use innovative methods to improve our energy efficiency and continue to explore renewable energy opportunities, such as zero-gap technology, and zero-carbon hydroelectric power, which support our long-term business priorities.

Supporting Olin and Customer Carbon Goals

By purchasing renewable energy credits (RECs), Olin actively advances sustainability by supporting the growth and ongoing operation of clean energy sources, including wind and solar. This commitment facilitates a reduction in reliance on fossil fuels, lowers greenhouse gas emissions, and fosters a healthier environment. Through investment in RECs, we demonstrate leadership in sustainability, encourage responsible energy consumption, and help drive widespread adoption of renewable technologies.



In 2025, Olin’s total energy consumption was 62.8 million gigajoules (GJ), a five percent increase compared to 2024 due to higher production volume.



Renewable and low-carbon sources accounted for 5.3 percent of the electricity used across our operations.

SPOTLIGHT

CME PLANT SAVES ENERGY AND REDUCES CO₂

With a clever new piping design, Olin’s Chlorinated Methane plant now runs its process without the use of hydrochloric acid (HCl) compressors.

An Olin engineer developed this new reaction route that avoids using a gas-phase reactor. The result is an energy savings of 588 MWh/year, providing a reduction of 192 metric tons of CO₂ annually.



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GREENHOUSE GAS EMISSIONS



We continue to reduce our greenhouse gas (GHG) emissions through our focus on asset optimization and strategic consolidations, transition to more energy-efficient membrane technology in chlor alkali production, and execution of our chemical asset strategy. Since 2018, we have significantly reduced our Scope 1 and Scope 2 emissions and remain on track to achieve our 35 percent reduction target by 2030.

Our emissions reduction efforts are progressing ahead of schedule. In 2025, we achieved a 42 percent reduction in combined Scope 1 and Scope 2 emissions compared to our 2018 baseline. Year-over-year total emissions increased by four percent relative to 2024, primarily due to higher operating rates across our assets.

Prior-year GHG emissions have been restated to reflect improved data quality and the correction of previously identified inconsistencies, enhancing the accuracy and comparability of our emissions data over time.

GHG EMISSIONS

	2023	2024	2025	2025 Change from Baseline	Target
Scope 1 CO ₂ e Emissions (Million MT CO ₂ e)	1.5	1.3	1.2	-42%	35% Reduction in Scope 1+2 (2030)*
Scope 2 CO ₂ e Emissions (Million MT CO ₂ e)	2.7	2.8	3.1		

*Although achieved, demand volumes significantly impact aggregate emissions and therefore we will continue to monitor as we move through economic cycles.

By integrating sustainability measures across our operations—from growing low-carbon hydrogen sales to reducing greenhouse gas emissions—we are enhancing our environmental stewardship while delivering products essential for clean water, sustainable agriculture, and energy innovation. These actions not only support our customers’ climate goals, but also strengthen the foundation for our long-term growth and resilience.



Deon Carter
Vice President and President, Chlor Alkali Products & Vinyls

SPOTLIGHT



HIDROGENII FACILITY BEGINS HYDROGEN PRODUCTION

Hydrogenii is an innovative joint venture between Olin and Plug Power, Inc. located in St. Gabriel, Louisiana. Our facility is designed to promote clean hydrogen production for low-carbon end uses. In April 2025, the facility started operations, marking a key milestone in our goal of transitioning to sustainable energy.

Challenge: Expand hydrogen capabilities to improve energy efficiency and reduce Scope 1 emissions in industrial, energy, transportation, and aerospace sectors.

Olin’s Essential Solution: The Hydrogenii facility now produces 15 tons of liquid hydrogen per day, creating low-carbon fuel supply for industrial mobility applications. Through our partnership with Plug Power, Inc., the hydrogen produced at St. Gabriel is delivered to major customers, including Amazon, Walmart, and NASA, to advance hydrogen fuel usage. The successful start-up of Hydrogenii reinforces our commitment to promoting clean hydrogen solutions, advancing decarbonization, and supporting our customers in meeting their climate objectives.



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WATER MANAGEMENT



Water is essential to our products and manufacturing processes, so responsible water management is a clear priority for us. We met our 2030 goals of reducing fresh water consumption by 15 percent in 2023 and have since increased that target to 25 percent. We also implemented water management processes at all our manufacturing facilities in 2022. In 2025, we increased fresh water consumption by 10 percent compared to 2024, bringing our total reduction since 2018 to 19 percent. We continue to find ways to optimize water use through recycling, improved discharge profiles, and advanced water management systems.

WATER CONSUMPTION

	2023	2024	2025	2025 Change from Baseline	Target
Fresh Water Consumed (Billions Gallons)	7.5	7.1	7.8	-19%	25% Reduction*

*Although achieved in 2024, demand volumes significantly impact aggregate emissions and therefore we will continue to monitor as we move through economic cycles.

WASTE MANAGEMENT



Olin continually looks for ways to reduce waste and optimize resource recovery at all our facilities. Our day-to-day operations don't generate significant waste, but events like maintenance shutdowns or facility upgrades can impact our waste volume. So, we have waste management plans in place to handle these situations. Our successful waste management efforts include:

At Winchester:

- Reprocessing and reusing 100 percent of metal and plastic from shotgun shells and metal from rifle and pistol components
- Recycling off-specification products
- Phasing out polystyrene packaging and optimizing cardboard use

Throughout Olin:

- Embracing digital record-keeping
- Recycling securely shredded paper



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WATER STEWARDSHIP IN ACTION: FREEPORT PRESSURE RELIEF SYSTEM SOFT WATER OPTIMIZATION

In 2025, Olin adjusted the flow of soft water to the pressure relief system during standby mode at our Freeport, Texas, site. This change significantly reduced annual water consumption while preserving system performance. Strengthening our commitment to sustainable resource management and operational efficiency, our Freeport facility has saved 9.7 million gallons since we made the adjustment to our water management system.



“ At Winchester, we are proud to support the safety and effectiveness of military and law enforcement personnel while advancing sustainable solutions in ammunition manufacturing. Our commitment to responsible innovation ensures that we not only deliver reliable performance but also minimize our environmental footprint, creating a safer and more sustainable future for those who depend on us. ”



Brett Flaughter
Vice President and President, Winchester

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PEOPLE & COMMUNITY



Olin supports people and the communities where we operate through our culture of accountability, high performance, engagement, professional growth, and social responsibility. We strive to positively impact our workplace and communities by focusing on health and safety, employee development programs, community partnerships, and volunteer initiatives.

EMPLOYEE AND COMMUNITY HEALTH AND SAFETY



Safety is a core value at Olin. We believe that if a process or task can't be performed safely, it won't be done at all. By maintaining rigorous safety standards and continuously improving our workplace practices, we ensure the health and safety of our employees, contractors, and communities where we live and work.

We are proud of our Targeting Zero strategy that gives every individual in our facilities the authority to stop work if they perceive a risk.

Comprehensive Training and Risk Management

To enhance our workplace safety, every Olin teammate has role-specific environmental, health, and safety training, which includes interactive sessions to raise their awareness of and ability to identify potential risks. In 2025, Olin employees completed nearly 100,000 hours of safety training.

Olin conducts targeted Field Engagements to boost in-person interactions at operating sites, reinforcing safety and identifying safe behaviors proactively. Safety observations from these engagements are documented and tracked, providing valuable indicators that enhance safety performance. Participation and observation quality are linked to site goals and factored into annual performance evaluations.

To further strengthen our safety culture, we:

- Conduct annual training, knowledge checks, and face-to-face workshops to reinforce safe work practices
- Use extensive Management of Change (MOC) and Process Hazard Analysis (PHA) systems to assess and manage operational risks and ensure all work is performed in the safest manner possible
- Incorporate Energy-Based Hazard Recognition to help our employees identify and mitigate energy-related risks
- Continuously improve contractor safety protocols, requiring our contractors to complete extensive pre-job training, site orientation, and hazard identification before working in our facilities
- Consistently uphold our values and governance standards within a culture of high performance and engagement

“ At Olin, our unwavering commitment to health, safety, and operating responsibly is at the heart of everything we do. We believe that excellence in environmental, health, and safety performance is not just a goal, it's a fundamental responsibility that drives us to protect our people, our communities, and our environment every day. By empowering every employee to prioritize safety and continuously improving our practices, we ensure that our operations uphold the highest standards and contribute to sustainable solutions companywide. ”

Jerry Lebold
Vice President, Manufacturing and Environmental, Health, Safety & Security Center of Excellence



HEALTH AND SAFETY PERFORMANCE



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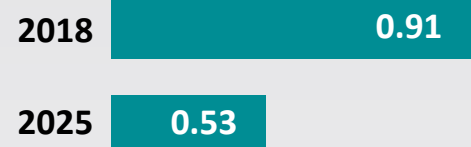


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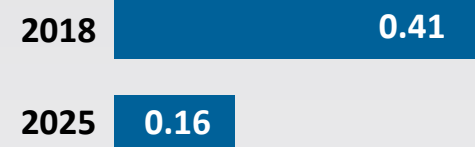
At Olin, we want everyone to return home safe every day. Our focus on safety and product quality helps protect employees, customers, and the communities where we operate. In addition, our robust product stewardship, regulatory compliance, and continuous improvement initiatives help ensure that our products and processes meet the highest safety and performance standards. For example, as a member of the Responsible Care® Global Charter, we uphold the highest standards for safe management of chemicals throughout their life cycles.

In 2025, we achieved a Total Recordable Incident Rate (TRIR) of 0.53, a 20.9 percent decrease compared to 2024. Our Lost Time Incident Rate (LTIR) in 2025 was 0.16, down from our 2018 baseline of 0.40 and a 23.1 percent increase since 2024. And in 2025, we achieved zero distribution-related incidents, continuing a key milestone in our logistics efforts.

TOTAL RECORDABLE INCIDENT RATE (TRIR)



LOST TIME INCIDENT RATE (LTIR)



Emergency Preparedness and Response

We know that a safe and responsible work environment helps protect our employees, communities, and the environment. We proactively assess potential risks and then make sure comprehensive emergency and response protocols and plans are in place at all our facilities. Our manufacturing sites have dedicated emergency response teams who are trained to handle medical situations, chemical releases, and other critical incidents. We conduct annual drills with local response teams at all our chemical manufacturing sites to enhance preparedness. And to encourage transparency, we actively invite dialogue and engagement with our neighboring communities through our Community Advisory Panels (CAPs).

Olin’s Immediate Response Training features live scenario-based simulations using real incidents, helping teams practice decision-making and response in realistic conditions. This approach improves our safety program by better preparing operations personnel to recognize hazards, respond promptly, and manage emergencies confidently.

Olin also offers annual customer training so those handling our products know essential safety protocols and best practices.

Safe Handling and Product Stewardship

Olin is dedicated to supporting safe handling and responsible stewardship of all our chemical products. Comprehensive Safety Data Sheets (SDSs) and product stewardship literature are readily available, ensuring employees, customers, and partners have access to essential safety information and best practices. Olin also hosts free annual seminars designed specifically for drivers and customers, providing hands-on training, expert guidance, and practical tips. We want everyone who uses and interacts with our products to confidently maintain product safety standards.

At Winchester, we work closely with the National Shooting Sports Foundation (NSSF) to provide specialized training for the safe use and handling of firearms. This partnership enhances community safety and responsible product use. For detailed information on these efforts and more, consult the [Winchester Corporate Social Responsibility report](#).

Tracking Progress and Continuous Improvement

Knowledge is powerful, especially when it comes to health and safety. To identify and address potential hazards before incidents can occur, we closely monitor safety indicators, including near-miss reporting.

Our global teams get together annually for Olin’s Targeting Zero conference to review performance data, best practices, and targeted action plans. This valuable input helps drive our year-over-year improvement.

A CULTURE OF ENGAGEMENT AND OPPORTUNITY



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Olin strives to create a supportive and rewarding workplace by prioritizing the well-being of employees. We are proud to offer employees:

- Comprehensive benefits and recognition programs
- Employee Assistance Programs (EAPs) to support personal and work-related challenges
- Financial rewards and recognition programs, with more than 4,500 awards given in 2025
- Peer-to-peer recognition program called Impressions
- Flexible work arrangements
- Infertility support and Paid Parental Leave policies
- Voluntary employee health benefits and financial wellness services that allow employees to “personalize” their benefits
- Olin Employee Disaster Relief Fund that allows employees to support their colleagues facing natural disasters with Olin matching contributions up to \$250,000 annually
- Paid Volunteer Time Off program (VTO) (see page 15 for details)



Commitment to Employee Engagement

At Olin, we invite, welcome, and respect every employee’s unique perspective, which helps build trust and understanding. We know that employee engagement and shared experiences boost morale, retention, leadership skills, innovation, and problem solving while enhancing our ability to serve customers, communities, and shareholders. We are proud that employees enjoy working at Olin and share their positive experiences with prospective new hires. In fact, employee referrals accounted for 44 percent of our hires in 2025.

Employee Career Opportunities and Personal Development

Olin employees have access to meaningful career development opportunities and the resources needed to grow both personally and professionally. We offer fulfilling career paths and provide communication and connection opportunities, creating an environment of trust. Olin also provides:

- **Tuition reimbursement** of up to \$10,000 annually for undergraduate and graduate education
- **Mentorship programs**, including the GRO (Great Relationships @ Olin) initiative that provides personalized mentoring opportunities for new employees, professionals planning their careers, and those looking to strengthen their leadership skills
- **Performance Management Process** that encourages ongoing feedback, annual reviews, and regular development discussions



“At Olin, we are committed to treating all employees fairly and equitably from day one, promoting growth and a positive experience. Through our All In Together culture and purposeful engagement, we attract and retain top talent. Our development programs support, empower, and reward team members throughout their careers.”



Valerie Peters
Vice President and
Chief Human Resources Officer



Remuneration

At Olin, we are steadfast in our commitment to ensure all employees receive fair and equitable compensation for their contributions. Our compensation practices are designed to not only be market competitive but also to provide a living wage to all employees, regardless of position or location. We regularly review and update our pay structures to reflect changes in the cost of living and industry standards, and we are dedicated to maintaining fairness in all compensation-related decisions. This approach shows our belief that every employee deserves respect, dignity, and the financial resources necessary to support themselves and their families.



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Access and Opportunity

Creating a workplace where every person is treated with dignity, fairness, and respect is a priority at Olin. Every employee, at every level, has the right to work in an inclusive environment that:

- Values, recognizes, and celebrates the talented people who work at every Olin facility
- Has zero tolerance for harassment or discrimination
- Upholds individual human rights, native rights, and respect for human dignity
- Rejects child and forced labor
- Complies with all laws and regulations regarding the protection of at-risk individuals

In addition, we encourage employees at all levels to offer suggestions, seek guidance, and promptly raise concerns without fear of retaliation as defined in Olin’s No Retaliation Policy. We have several ways that employees can share their concerns, including going to heads of departments, contacting the Human Resources Department, and calling the Help-Line, Olin’s 24-hour/7-days-a-week confidential resource. Our Ethics & Compliance Office investigates 100 percent of the issues and concerns reported directly to them or through our Help-Line service.

Olin Communication and Connection Networks

- **Voice of the Employee** facilitates open communication between employees and leaders
- **Olin People Network** chapters lead site-specific initiatives that support belonging, connection, engagement, and workplace culture at every level of the organization. Each of our seven networks offers programming, events, and discussions that enhance employee development and community engagement
- **All In Together** global teams nurture strong connections at every site, creating forums for employees to engage, share perspectives, and communicate business strategy and priorities, strengthening collaboration and company-wide alignment

POSITIVELY IMPACTING OUR COMMUNITIES

We strive to be a positive member in the communities where we live and work. So we encourage employee volunteerism, community engagement initiatives, and partnerships that help build lasting, constructive change. Through our Volunteer Time Off (VTO) program, employees can take up to 40 hours of paid volunteer time annually. In 2025, Olin employees volunteered nearly 57,000 hours globally, benefiting local organizations and initiatives.

We also recognize the invaluable contributions of military veterans and actively engage with veteran communities through recruitment efforts, mentorship programs, and transition support. To support veterans and their families, we proudly work with the Folds of Honor Foundation, providing scholarships and financial assistance to the families of fallen and disabled service members. We have also added the Folds of Honor logo to packages of Winchester’s USA Valor™ ammunition to highlight its important mission.



volunteered

57,000 hours



SPOTLIGHT

DELIVERING SUPPORT IN TIMES OF NEED

The Olin Employee Disaster Relief Fund is a company-backed program that helps U.S. employees who experience unexpected hardships from natural disasters or other major events. Supported mainly by employee donations matched dollar-for-dollar by Olin up to \$250,000 annually, the fund offers financial aid for urgent needs like housing, medical costs, and basic living expenses. This initiative gives employees valuable support in tough situations and reinforces our caring and supportive culture.





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OVERSIGHT & GOVERNANCE

At Olin, integrity defines how we act. Our [Principles of Corporate Governance](#) and [Code of Conduct](#) define our ethical decision-making, accountability, and responsible leadership. By upholding the highest standards in all aspects of our business, we encourage transparency and sound governance practices that support innovation, empower our people, and create long-term value for our stakeholders.

At Olin, our commitment to integrity and accountability begins at the very top with our Board of Directors and extends to every site and location across the organization. We believe that strong governance and ethical leadership are the foundation for empowering our people, driving responsible innovation, and building trust with our stakeholders—every day, everywhere we operate.



Angela Castle
Vice President and Chief Legal Officer

BOARD OVERSIGHT AND TRANSPARENCY

The Board of Directors (Board) plays a critical role in Olin’s governance and commitment to integrity, accountability, and ethical business practices. Our Board provides strategic oversight of the business, advises the CEO and senior management, reviews corporate performance, and approves significant actions and transactions. They also provide oversight for our environment, health and safety, social and governance, and human resources strategies and goals. The Board helps ensure Olin has effective leadership, veracity in decision-making, and alignment of corporate governance with stakeholder expectations.

In 2025, our Board consisted of nine Directors, each elected annually for a one-year term until the next annual meeting or until a successor is appointed. The Board reviews our sustainability advancements twice a year.

Olin’s Board has four standing committees:

- **Audit Committee:** plays a key role in risk oversight, reviewing the internal audit process, the Enterprise Risk Management (ERM) process, and cybersecurity measures
- **Nominating and Governance Committee:** assists the Board in selecting and nominating executive officers and Board members, and regularly evaluates the skills, experience, and expertise of members
- **Compensation Committee:** responsible for evaluating risks related to management compensation and reports its findings to the Board
- **Executive Committee:** acts with the full power and authority of the Board, when the Board is not in session, to guide and define policy based on information provided by the other committees

Each committee operates under a written charter adopted by the Board. They play a critical role in providing oversight and guiding strategic directions. For additional information about our Board of Directors, see our [2025 Proxy Statement](#).



RISK MANAGEMENT

Olin’s Board oversees the risk assessment and management process, providing a structured approach for identifying and addressing key risks across our business. This vital risk oversight is supported by Olin’s ERM process, [Code of Conduct](#), compliance program, internal control functions, disclosure controls, and internal audit program.

Using insights from the ERM process, the Board also periodically reviews risk management strategies, helping to maintain a proactive and informed approach to our risk oversight.

At Olin, ethics are embedded within our culture and extend beyond formal policies. Each site benefits from dedicated ethics advisors, and all employees receive thorough training on ethical conduct. Integrity remains the cornerstone of every facet of our operations.



Todd Slater
Senior Vice President and Chief Financial Officer

BUSINESS ETHICS POLICIES

Upholding Olin’s values starts with a strong commitment to business ethics and a culture of transparency. Our dedication is lived through our:

<p style="text-align: center;">Employees</p> <p>All employees complete Code of Conduct training upon hiring and annually thereafter.</p>	<p style="text-align: center;">Corporate Integrity</p> <p>A 24/7 independent whistleblower hotline, available globally in multiple languages, allows employees to make reports anonymously and without fear of retaliation.</p>	<p style="text-align: center;">Suppliers, Customers, and Third Parties</p> <p>Everyone we do business with is expected to report any suspected violations of laws, regulations, or our Business Partner Code of Conduct.</p>
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Concerns can be submitted to Olin’s Ethics & Compliance Office at ethics@olin.com or through our independent hotline. Every report is thoroughly investigated and addressed. More details can be found in our [Code of Conduct](#) and [Business Partner Code of Conduct](#).

In addition to our Code of Conduct, we maintain a [Political Contributions Policy](#) and publish an annual [Political Contributions Policy Report](#) to provide additional transparency to our corporate governance and public policy management.

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DATA PRIVACY AND CYBERSECURITY

Protecting data privacy and cybersecurity are essential to safeguarding employee, company, and partner information while maintaining business operations. Our enterprise-wide cybersecurity risk management strategy identifies, protects against, detects, responds to, and mitigates cyber and information technology threats, following industry-recognized best practices, including the National Institute of Standards and Technology Cybersecurity Framework.

To enhance our security efforts, we participate in risk assessments, trainings, awareness programs, and audits, leveraging both in-house expertise and third-party services. Every identified cyber event is assessed for severity and prioritized for response and remediation under our global Security Incident Management Procedure. Significant incidents undergo both quantitative and qualitative evaluations to determine impact. Security is further strengthened through regular evaluations against industry standards, third-party reviews, and more.

We continuously monitor our global networks for security threats through a 24/7 Security Operations Center. All critical assets, including manufacturing facilities, are monitored around the clock and protected by layered security defenses. Our Information Security Team leads annual cybersecurity training, quarterly phishing simulations, and ongoing awareness programs for all employees. In 2025, 95 percent of our applicable employees completed our annual cybersecurity training.

Olin's Global Data Protection Officer and individuals dedicated to cybersecurity priorities regionally are responsible for data privacy matters. In addition, Olin's Artificial Intelligence (AI) Governance Committee is committed to establishing and executing strategies, policies, and standards that emphasize fairness, accountability, and transparency in the development and application of AI technologies. By fostering collaboration and proactively managing risks, the committee supports innovation while ensuring operational excellence and compliance with evolving regulatory requirements.

The Olin AI Center of Excellence enhances our collective utilization of AI by offering expert guidance and valuable insights across all business units and functions. When an AI suggestion is submitted through the Olin Idea System, this team works in close partnership with the review team to ensure thorough evaluation and, where appropriate, implementation.

Areas of Focus

- Evaluate proposed AI technologies and solutions
- Establish AI security standards and acceptable use protocols
- Provide advisory support and assistance on AI-related inquiries and implementations
- Develop tools and reusable frameworks for AI projects
- Conduct research and build an AI technology knowledge base
- Collaborate with external experts to advance AI standards and solutions



SUPPLIER AND PARTNER OVERSIGHT

Olin's [Business Partner Code of Conduct](#) outlines our ethical standards and expectations for distributors, suppliers, and business partners when conducting business with or on behalf of Olin. It reinforces our core values by setting clear guidelines for compliance, anti-corruption practices, fair labor standards, environmental responsibility, and data security. In addition, we expect our partners and suppliers to adhere to our [Human Rights Policy](#) and our [Conflict Minerals Policy](#).

Olin demonstrates a strong commitment to sustainable procurement practices by actively integrating environmental, social, and ethical considerations into our purchasing decisions. We strive to work with suppliers who uphold responsible sourcing, minimize environmental impact, and promote fair labor standards. By prioritizing sustainability throughout our supply chain, we help ensure that our operations support long-term ecological balance and social well-being while maintaining compliance with industry regulations and standards.



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ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) TARGETS AND PROGRESS

Metric	Target	Progress	Variance from Baseline	2025 FYE	Baseline Value	Baseline Year
Environmental: Energy and Emissions						
Scope 1+2 CO ₂ e Emissions (Million Mt CO ₂ e)	35% Reduction in Scope 1+2 (2030)*		-42%	4.3	7.4	2018
Environmental: Water						
Fresh Water Consumed (Billions Gallons)	25% Reduction (2030)*		-19%	7.8	9.6	2018
* Both targets were increased in 2024, from 25 percent to 35 percent for Scope 1 and 2 emissions and 15 percent to 25 percent for fresh water consumed. Although achieved for certain targets, demand volumes significantly impact emissions and water consumption and therefore we will continue to monitor as we move through economic cycles.						

Legend

-  Progress to-date represents completion or trend to completion based on current year reporting
-  Progress to-date represents significant trend towards completion or tangible actions are expected to achieve our targets
-  Progress to-date represents trend towards completion or tangible actions are expected to partially achieve our targets
-  Progress to-date represents a positive trend, actions are being developed or planned to partially achieve our targets
-  Progress to-date represents a trend in which we are off-track

Carbon Dioxide Equivalent (CO₂e)

CO₂e is a standard unit used to measure the impact of all greenhouse gases in terms of the amount of CO₂ that would have the same global warming effect

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) METRICS ⁽¹⁾

ENVIRONMENTAL							
Energy	Olin Corporation, Global Operations ⁽²⁾		2025	2024	2023	2022	2021
	Total Energy (Direct and Indirect) (MM GJ)		62.8	59.6	62.5	77.6	88.2
	Percent of Electricity from Renewable Energy/Low Carbon Sources		5.3	6.1	6.2	7.1	7.2
	Scope 1 CO ₂ e Emissions (Million Mt CO ₂ e)		1.2	1.3	1.5	1.9	2.1
	Scope 2 CO ₂ e Emissions (Million Mt CO ₂ e)		3.1	2.8	2.7	3.2	4.1
	Scope 1+2 CO ₂ e Emissions (Million Mt CO ₂ e)		4.3	4.1	4.2	5.1	6.2
	Carbon Emissions Intensity (Mt CO ₂ e/Production Tons)		0.40	0.44	0.42	0.43	0.45
	Carbon Emissions Intensity (Thousand Mt CO ₂ e/Million \$USD Revenue)		0.63	0.63	0.61	0.55	0.70
	Hydrogen Sold into Carbon Abatement End Uses (Million Kgs)		2.590	1.349	0.550	2.172	1.526
	Renewable Energy Certificates Purchased (MWhrs)		750,000	450,000	836,000	0	0
Water	Olin Corporation, Global Operations		2025	2024	2023	2022	2021
	Fresh Water Withdrawn (Billions Gallons)		49.9	48.5	45.9	49.2	58.6
	Fresh Water Consumed (Billions Gallons)		7.8	7.1	7.5	8.5	9.1
Waste	Olin Corporation, Global Operations		2025	2024	2023	2022	2021
	Hazardous Waste (Millions lbs)		(3)	115.1	95.8	109.7	127.0
	Non-hazardous Waste (Millions lbs)		(3)	65.5	68.8	82.7	71.6
GOVERNANCE							
Governance	Board Composition and Corporate Contributions ⁽⁴⁾		2025	2024	2023	2022	2021
	Board of Directors up for Re-election (%)		100	100	100	100	100
	Board of Directors Independence (%)		89	89	88	90	91
	Board of Directors Diversity – Women and Minorities (%)		44	44	38	40	36
	Political Contributions – PACs, Trade Association, Lobbying (% of Annual Sales)		<0.1	<0.1	<0.1	<0.1	<0.1

⁽¹⁾ All data includes materially significant sites based on management judgment. Olin actively reviews and updates the methodologies for calculating the metrics set forth in this report. From time to time, metrics reported for prior periods may change due to acquisitions or changes in comparability, enhanced data availability, or methodological adjustments.

⁽²⁾ Prior-year greenhouse gas emissions have been restated to reflect improved data quality and the correction of previously identified inconsistencies. These updates enhance the accuracy and completeness of our reported emissions and do not reflect changes in underlying operations.

⁽³⁾ Waste will be reported on a one-year lag as Olin works to automate and accelerate our reporting timeline.

⁽⁴⁾ Board of Directors member data reflects composition at close of Annual Shareholder Meeting in 2025.



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ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) METRICS ⁽¹⁾ (CONTINUED)

SOCIAL						
Safety	Tier 1 and Tier 2 Process Safety Incident Rate, Global Chemicals Only	2025	2024	2023	2022	2021
	Tier 1 (# Release Events)	5	5	1	4	4
	Tier 2 (# Release Events)	5	16	8	11	14
	Tier 1 + Tier 2 PS Incident Rate (Events x 200,000/Total Hours Worked)	0.19	0.40	0.18	0.27	0.35
	Olin Corporation, Global Operations (Employees and Contractors)	2025	2024	2023	2022	2021
	Total Recordable Rate – Chemicals	0.31	0.37	0.22	0.31	0.42
	Total Recordable Rate – Winchester	0.78	1.08	1.28	1.04	1.34
	Total Recordable Rate – Company Wide	0.53	0.67	0.66	0.61	0.80
	Lost Time Incident Rate – Chemicals	0.12	0.08	0.08	0.11	0.19
	Lost Time Incident Rate – Winchester	0.20	0.24	0.38	0.44	0.43
Lost Time Incident Rate – Company Wide	0.16	0.13	0.21	0.24	0.29	
Human Capital	Scope as Noted	2025	2024	2023	2022	2021
	Employees – Global	7,849	7,676	7,326	7,780	7,750
	Employees – U.S.	6,760	6,614	6,206	6,600	6,555
	Employees – Foreign	1,089	1,062	1,120	1,180	1,195
	Percent of U.S. Employees Covered by Collective Bargaining Agreements	36	37	35	34	35
	Employees – Chemicals	3,369	3,406	3,423	3,719	3,720
	Employees – Winchester	4,169	3,979	3,639	3,794	3,765
	Employees – Corporate	311	291	264	267	265
	Voluntary Employee Health Benefits – Participation	4.5	1.9	n/a	n/a	n/a
Voluntary Employee Financial Wellness Services – Participation	9.8	8.7	n/a	n/a	n/a	
Community Care	Scope as Noted	2025	2024	2023	2022	2021
	Olin Charitable Giving – U.S. Only (\$000)	545	649	423	561	672
	Manufacturing Facilities with Formal Community Outreach Activity	100	100	91	88	84
	Employee Volunteerism (Hours)	56,882	73,650	56,320	9,552	3,500
	Value of Volunteer Hours (\$000)	2,038	2,478	1,652	n/a	n/a
Volunteering Employees	3,134	3,266	3,121	n/a	n/a	

⁽¹⁾ All data includes materially significant sites based on management judgment. Olin actively reviews and updates the methodologies for calculating the metrics set forth in this report. From time to time, metrics reported for prior periods may change due to acquisitions or changes in comparability, enhanced data availability, or methodological adjustments.



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ENERGY

Scope 1 Emissions (Million Mt CO ₂ e)	2025	2024	2023	2022	2021
Carbon Dioxide (CO ₂)	1.2	1.3	1.5	1.9	2.1
Methane (CH ₄)	0.001	0.001	0.001	0.001	0.001
Nitrous Oxide (N ₂ O)	0.001	0.001	0.001	0.001	0.001
Hydrofluorocarbons (HFC)	(1)	(1)	(1)	(1)	(1)
Perfluorocarbons (PFC)	(1)	(1)	(1)	(1)	(1)
Sulphur Hexafluoride (SF ₆)	(1)	(1)	(1)	(1)	(1)
Total Scope 1 Emissions	1.2	1.3	1.5	1.9	2.1

⁽¹⁾ According to the 2018 baseline assessment, HFC, PFC, and SF₆ are de minimis.

Carbon Emissions Intensity - Chemicals	2025	2024	2023	2022	2021
Carbon Emissions Intensity (Mt CO ₂ e/Production Tons)	0.40	0.43	0.41	0.43	0.44
Carbon Emissions Intensity (Thousand Mt CO ₂ e/Million \$USD Revenue)	0.81	0.81	0.76	0.64	0.82

Carbon Emissions Intensity - Winchester	2025	2024	2023	2022	2021
Carbon Emissions Intensity (Mt CO ₂ e/Production Tons)	0.88	0.96	0.96	0.92	0.91
Carbon Emissions Intensity (Thousand Mt CO ₂ e/Million \$USD Revenue)	0.09	0.10	0.11	0.10	0.10

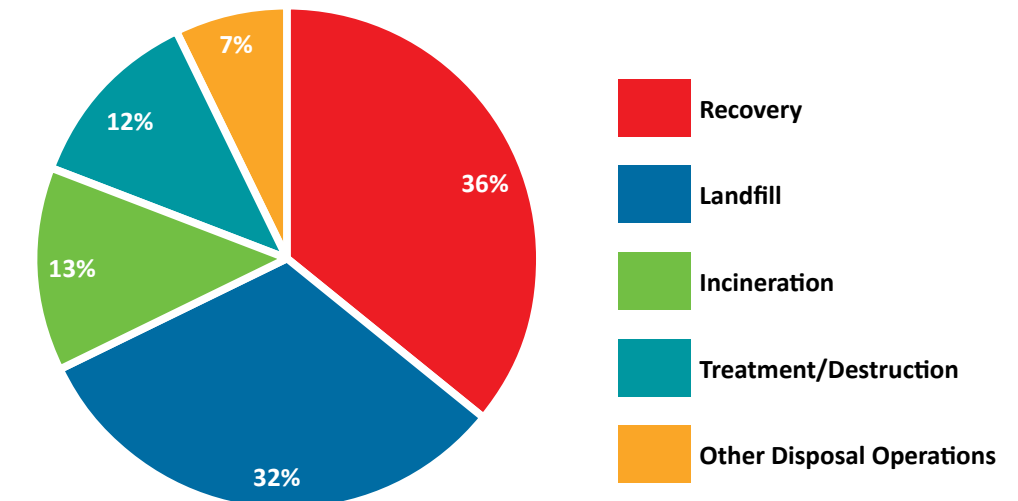
WASTE

Hazardous Waste (Millions lbs)	2025	2024	2023	2022	2021
Recovery	(1)	61.7	59.6	63.4	87.4
Incineration	(1)	21.9	19.9	24.5	25.6
Landfill	(1)	2.8	2.5	5.3	6.6
Treatment/Destruction	(1)	17.6	5.9	0.5	0.4
Other Disposal Operations	(1)	11.1	7.9	16.0	7.0
Total Hazardous Waste	(1)	115.1	95.8	109.7	127.0

Non-Hazardous Waste (Millions lbs)	2025	2024	2023	2022	2021
Recovery	(1)	3.7	9.4	12.6	11.2
Incineration	(1)	0.8	1.2	4.8	1.5
Landfill	(1)	56.0	56.2	58.1	46.6
Treatment/Destruction	(1)	3.9	0.3	6.7	8.9
Other Disposal Operations	(1)	1.1	1.7	0.5	3.4
Total Non-Hazardous Waste	(1)	65.5	68.8	82.7	71.6

⁽²⁾ Waste will be reported on a one-year lag as Olin works to automate and accelerate our reporting timeline.

PERCENTAGE TOTAL WASTE PER WASTE MANAGEMENT METHOD (1)



DETAILED ENVIRONMENTAL METRICS (CONTINUED)



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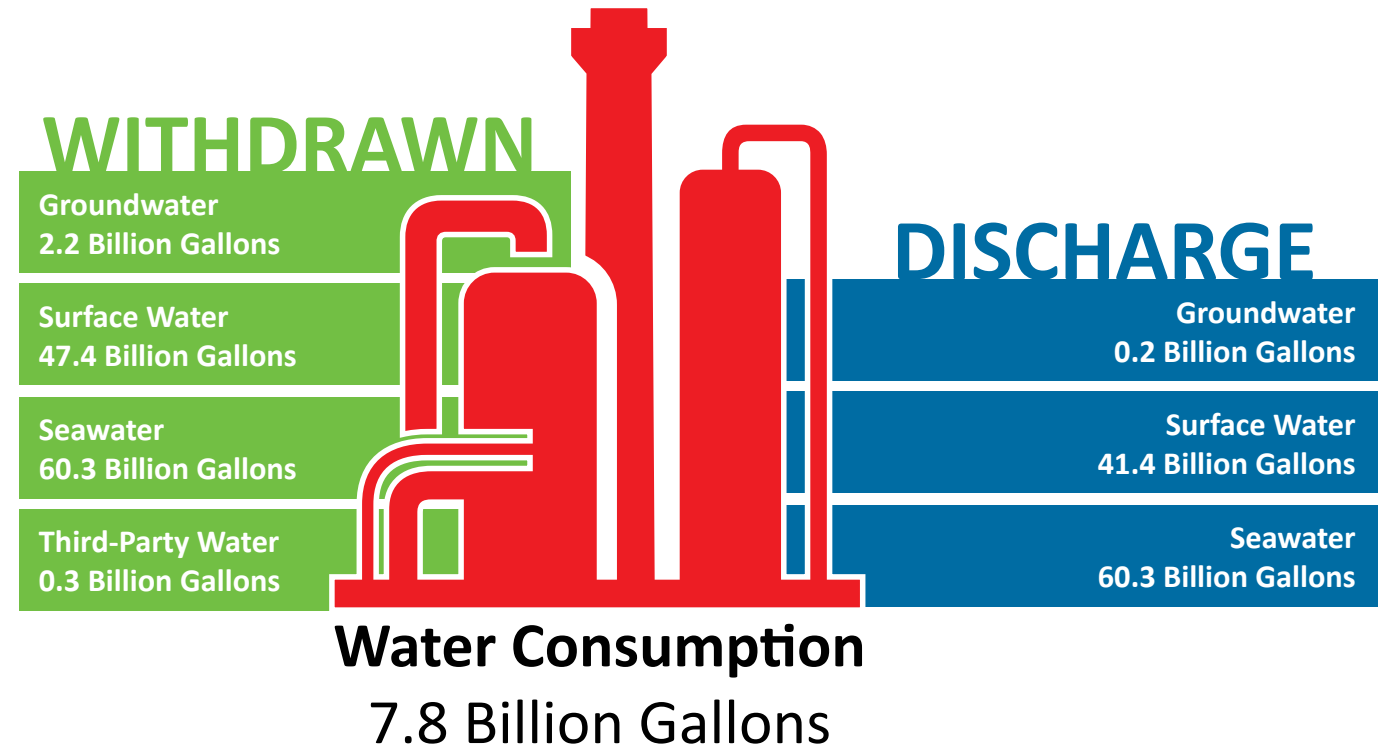
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WATER					
Water Withdrawn (Billions Gallons)	2025	2024	2023	2022	2021
Groundwater	2.2	2.5	2.8	2.5	2.8
Surface Water	47.4	45.8	42.8	46.3	55.3
Seawater	60.3	(1)	(1)	(1)	(1)
Third-Party Water	0.3	0.2	0.3	0.4	0.5
Total Water Withdrawn	110.2	48.5	45.9	49.2	58.6
Water Discharged (Billions Gallons)	2025	2024	2023	2022	2021
Groundwater	0.2	0.2	0.2	0.2	0.3
Surface Water	41.4	49.7	47.9	49.7	58.0
Seawater	60.3	(1)	(1)	(1)	(1)
Third-Party Water	n/a	n/a	n/a	n/a	n/a
Total Water Discharged	101.9	49.9	48.1	49.9	58.3
Water Consumed (Billions Gallons)	2025	2024	2023	2022	2021
Groundwater	2.0	2.2	2.6	2.2	2.6
Surface Water	5.5	4.7	4.6	5.9	6.0
Seawater	0	(1)	(1)	(1)	(1)
Third-Party Water	0.3	0.2	0.3	0.4	0.5
Total Water Consumed	7.8	7.1	7.5	8.5	9.1

⁽¹⁾ Seawater data collection began in 2025. Historical totals do not include seawater.



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)*



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Throughout our more than 130-year history, Olin has been committed to excellence in protecting the environment and health, safety, and security of our employees and those who live and work around our plants.

Our published Sustainability Report shares our targets and progress in those areas in which we believe Olin can make the most impact. Olin's Board of Directors (Board) reviews and approves our Sustainability Strategy Statement.

Olin will increase value for our investors, employees, and customers by enhancing our operating model through focused actions, which include:

- Protecting our employees and communities through our industry-leading occupational and process safety programs
- Proudly strengthening United States defense, international defense, law enforcement, and conservation through our Winchester Ammunition brand
- Significantly reducing our environmental impact by taking impactful steps through technology and commercial innovation to lower our carbon footprint, net water usage, and resource consumption
- Developing and enabling sustainable solutions within the value chain through our product and service offerings
- Consistently upholding our values and governance standards as we amplify our culture of high-performance and engagement

We believe Olin's industry leadership, focused actions, and our engaged workforce will create a positive, long-lasting impact on our communities and the environment. We recognize the importance of transparency with our stakeholders, including how we share our data, milestones, and aspirations along our sustainability journey. To further this commitment, Olin issues the following disclosures under the TCFD framework to provide investors and other stakeholders with information on our climate-related governance, strategy, and risk management framework, which complements our published sustainability reports, metrics, and targets. Additional information and resources relating to our sustainability strategy and related progress can be found on our website at olin.com/sustainabilitysuccess.

GOVERNANCE**BOARD OVERSIGHT OF RISK**

The Board has broad oversight of Olin's risk profile and risk management process, including monitoring our response to important public policy issues and oversight of our Environmental, Health, Safety & Security (EHS&S) performance. In this oversight role, the Board is responsible for substantiating that the risk management processes designed and implemented by management are functioning effectively. These processes and structures include our 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. Olin believes this division of responsibilities provides for sound risk management and the Board's involvement ensures effective oversight.

Our Board primarily oversees Olin's short-, intermediate-, and long-term risks through regular communication with management. At each Board meeting, members of management are asked to report to the Board and, when appropriate, to specific committees. These presentations provide members of the Board with direct access to management to facilitate an open dialogue and support a collaborative approach to mitigating risk. The Board is able to obtain the information necessary for a full understanding of Olin's risk profile, including information regarding our specific risk environment, potential operational exposures, and plans to mitigate any such risks. In carrying out its oversight responsibility, the Board has delegated certain elements of its oversight function to individual Board committees, as described on page 26. Each Board committee (Audit, Compensation, Nominating and Governance, and Executive) acts under a written charter adopted by our Board. Our committee charters are available on our website at www.olin.com/investors/leadership-governance/committees. Our Principles of Corporate Governance and Code of Conduct are also available on our website at www.olin.com/investors/leadership-governance/governance-documents.

** The TCFD framework provides a structure for companies to disclose climate-related financial information and its pillars are governance, strategy, risk management, and metrics and targets. Although the TCFD was fully integrated within the International Sustainability Standards Board (ISSB), we believe the recommendations of the TCFD provide an informative baseline for stakeholders to understand our climate-related risks and opportunities.*



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COMMITTEE RESPONSIBILITIES & RISK OVERSIGHT

	AUDIT COMMITTEE	COMPENSATION COMMITTEE
Key Responsibilities	Oversee Olin’s Enterprise Risk Management (ERM) program, including climate-related risks	Set policies, develop and monitor strategies for, and administer the programs that are used to compensate our CEO and other senior executives and our non-employee directors
	Review reporting from Olin’s Environmental, Health, Safety & Security Audit, and Internal Audit functions	Executive compensation and benefit plans including incentive programs and performance metrics (including stated ESG metrics)
	Integrity of financial statements and other public reporting, including Environmental, Social, and Governance (ESG), and the application of relevant accounting standards	Annually evaluate CEO performance
	Independent auditor qualifications and independence	Oversee Olin’s human capital management
	Monitor significant litigation and other legal matters	

Risk Oversight	Effectiveness of accounting, auditing, external reporting, ethics, compliance, information technology, and cybersecurity	Executive compensation policies, practices and disclosures, succession planning, work environment, and culture
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	EXECUTIVE COMMITTEE	NOMINATING & CORPORATE GOVERNANCE COMMITTEE
Key Responsibilities	Amend Olin’s Bylaws and Articles of Incorporation	Selecting and nominating executive officers and directors
	Designate committee responsibilities and amend committee charters	Review plans for management development and succession
	Fill vacancies on the Board	Oversee Olin’s governance practices and benchmark to corporate governance trends
	Provide recommendations to Olin’s stockholders, including acquisitions and dissolutions	Board structure and function, including annual evaluation of Board and committee performance
	Declare dividends and authorize the issuance of stock	Confirm qualifications of director nominees
	Oversee Olin’s risk management practices	

Risk Oversight	Overall Board effectiveness, corporate governance trends	Director succession and independence, executive officer succession
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BOARD OVERSIGHT OF ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG)*

Our sustainability and corporate social responsibility strategy is overseen by our Board as a part of its oversight of our overall strategy and risk management. Management reports on key sustainability topics and initiatives at regularly scheduled Board meetings, if applicable, and directors participate in a review of our sustainability strategy and actions at least annually. The Board’s Committees provide guidance regarding specific ESG issues in accordance with their charters and responsibilities.

Human capital and talent management are key areas related to sustainability that our Board reviews. Our Board recognizes the importance of a workforce that is enriched by different backgrounds, experiences, and ideas at all levels of our organization strengthens our company, drives innovation, and enhances our ability to serve customers, communities, and shareholders. Our Board provides oversight of our human capital strategy, initiatives, and progress. The Board’s Compensation Committee has structured our compensation program to balance financial results with Olin’s achievement of annual goals relating to our environmental impact, safety record, sustainability, and ethical conduct. Our Board delegated to our Compensation Committee basic responsibility for oversight of management’s compensation risk assessment. 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 committee approved non-financial objectives for the 2025 Short-term Incentive Plan including the following categories: Safety, Health & Environmental Goals and Strategic Goals. Additional discussion can be found within Olin’s proxy statement. Each division shared equally the accountability for the achievement of the non-financial objectives.

Our Board also delegated tasks related to risk process oversight to our Audit Committee, which reports the results of its review process to our Board. Our Audit Committee’s process includes:

- Review, at least annually, of our internal audit process, including the organizational structure and staff qualifications, as well as the scope and methodology of the internal audit process

- Review activity and special reports of the Corporation’s Internal Audit and Environmental, Health, Safety & Security (EHS&S) Audit functions, including management responses and corrective action plans for significant findings
- Review, at least annually, our ERM program to ensure that an appropriate ERM process is in place, including discussion of the major risk exposures identified by Olin, the key strategic plan assumptions considered during the assessment, and steps implemented to monitor and mitigate such exposures on an ongoing basis
- Review and discuss, at least annually, with senior management regarding our assessment and management of risks and exposures related to cybersecurity and information technology, including steps taken to mitigate and manage the same

We regularly audit our Environmental, Health, Safety & Security performance against applicable legal requirements and our own internal standards, the results of which are regularly reviewed with the Audit Committee of our Board.

In addition to the reports from our Audit and Compensation Committees, our Board periodically discusses risk oversight, including as part of its annual detailed corporate strategy reviews.

MANAGEMENT OVERSIGHT OF RISKS

Olin proactively identifies, assesses, and manages risks across all aspects of our business. Olin’s Chief Executive Officer (CEO) is responsible for assessing and managing our day-to-day risks and related control systems.

Olin’s Executive Leadership Team (ELT) oversees sustainability and the integration of environmental, health, safety, and corporate responsibility into decision-making. The team includes a dedicated Vice President of Manufacturing and Environmental, Health, Safety & Security (EHS&S) Center of Excellence, who ensures sustainability priorities are embedded in day-to-day operations, and the President of Corporate Development and Business Services, who leads the Sustainability Team and its services directly. Our ELT ensures sustainability is aligned with corporate strategy, instilled across business units, and guides our sustainability ambitions and reporting.

To implement Olin’s ESG strategy across functions and business areas, our Sustainability Team sets direction and coordinates activities related to assessing and managing climate-related risks and opportunities. The team also helps lead efforts in human capital management, legal and regulatory compliance, environmental, health, safety, and other key areas, providing regular updates to the ELT.

Through our ERM program, which is led by our ELT, management evaluates risks and mitigation strategies across the company, including new, emerging, or evolving risks. Other groups within the company, such as business continuity, operational resiliency, and supply chain management, have specialized practices in place for additional risk identification, assessment, and management. Olin integrates climate-related risks and opportunities in its ERM program. The results of the risk management processes and updates on material risks are reported to the Board and its committees on a regular basis. There is, in addition, a Climate Change Risk Management Process that is a derivative of the overall ERM program. Climate-related risks and opportunities are generally identified at an enterprise level but may be isolated to a business, site, or departmental level, where appropriate. For identification of risks and opportunities that could have a substantive financial or strategic impact, we analyze the nature of the risk and determine the level of risk exposure (both the likelihood of the risk occurring and the impact if it occurs) against specific time horizons (short-, medium- and long-term). The method to identify risks are undertaken through semi-structured risk interviews, workshop brainstorming with a range of participants, and input from external subject matter experts, if necessary.

* ESG (Environmental, Social, and Governance) encompasses the framework used to assess and measure our performance on specific sustainability indicators.



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CLIMATE-RELATED RISKS & OPPORTUNITIES

PHYSICAL RISK

We are exposed to climate-related risks and uncertainties, many of which are outside of our control. We have a substantial presence near the U.S. Gulf Coast and a significant portion of our manufacturing facilities, similar to our competitors and customers, are structured near major bodies of water. Major hurricanes and other weather-related events have caused significant disruption in our operations on the U.S. Gulf Coast, logistics across the region, and the supply of certain raw materials, which have had an adverse effect on volume and cost for some of our products. Climate change could result in more frequent severe weather events, potential changes in precipitation patterns and extreme variability in weather patterns, which could disrupt our operations in the U.S. Gulf Coast, or elsewhere, as well as those of our customers and suppliers. Severe weather conditions or other natural phenomena in the future could have a material adverse effect on our business.

Due to the integrated nature of our large chemical sites, an event at one plant could affect production across multiple plants at a facility. We maintain risk management strategies including, but not limited to, levels of insurance associated with property, casualty, and business interruption. Such insurance may not cover all of the risks associated with the hazards of our business and is subject to limitations, including deductibles and maximum liabilities covered. We may incur losses beyond the limits, or outside the coverage, of our insurance policies. We may also be unable to continue to maintain our existing insurance or obtain comparable insurance at a reasonable cost.

TRANSITIONAL RISK

Companies across many industries are navigating a shifting landscape related to sustainability expectations. As stakeholders continue to focus on topics such as climate change, resource use, greenhouse gas emissions, and broader sustainability considerations, these perspectives may influence customer preferences, market dynamics, or the types of products and solutions that are in demand.

Evolving environmental policies and climate-related regulations may also introduce new requirements aimed at reducing or mitigating environmental impacts. Meeting these requirements could lead to additional compliance costs, including capital investments, higher energy or raw material expenses, or the need to align with updated emissions standards. These factors may affect how we manufacture our products or influence our operating costs.

Any failure to effectively respond to new, or updated, legal or regulatory requirements concerning environmental or other sustainability matters, or increased operating or manufacturing costs due to increased regulation or efforts to mitigate environmental impacts could have a material adverse effect on our business.

The following table summarizes Olin’s climate-related risks, including examples of potential financial implications and the impacted value chain stage. The value chain stage refers to the life cycle of a product, process, or service, including material sourcing, production, consumption, and disposal or recycling.


- **Upstream Activities** – Include operations that relate to the initial stages of producing a good or service (e.g., material sourcing, material processing, supplier activities)
- **Direct Operation Activities** – Include operations that relate to manufacturing a good or service within a facility owned by Olin (e.g., manufacturing)
- **Downstream Activities** – Include operations that relate to processing the materials into a finished product and delivering it to the end user (e.g., transportation, distribution, and consumption)

The table outlines the time horizon and magnitude of impact that each risk could have on Olin. We define short-, medium-, and long-term time horizons as follows:

- Short-term = a zero to five-year timeframe
- Medium-term = between five- and 10-year timeframe
- Long-term = longer than 10 years

Olin also assesses the potential for a material financial statement impact over a ten-year range and applies a magnitude of impact as either high, medium, or low, based on the financial and non-financial implications. Beyond financial impacts, we also consider environmental, legislative, reputational, and people-related risks as part of our assessment. Additional discussion regarding risks of the company can be found within [Olin’s Form 10-K](#).


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PHYSICAL & TRANSITIONAL RISKS

	RISK/OPPORTUNITY TYPE	DESCRIPTION/DRIVER	EXAMPLES OF POTENTIAL FINANCIAL IMPACTS	VALUE CHAIN STAGE(S) COVERED	TIME HORIZON (TERM)	MAGNITUDE OF IMPACT
PHYSICAL RISK	Acute	Increasing frequency of severe weather events	Reduced revenue from decreased production capacity (e.g., transport difficulties, supply chain interruptions)	Upstream	Short	Medium
			Increased operating costs, asset impairments, and/or early retirement of existing assets (e.g., equipment and facility damage)	Direct Operations	Medium Long	
	Chronic	Changes in precipitation patterns leading to water scarcity or water displacement	Increased operating costs or reduced revenue from lower sales/output	Direct Operations	Long	Medium
TRANSITIONAL RISK	Technology	Cost of transition to technologies which are less environmentally impactful	Capital investments in technology development	Upstream Direct Operations	Short	Medium
			Research and development expenditures in new or alternative technologies		Medium	
			Costs to adopt and implement new practices and processes		Long	
	Markets	Increased costs of raw materials	Increased production costs due to changing input prices (e.g., energy, water) and output requirements (e.g., waste treatment)	Upstream	Short	Low
			Abrupt and unexpected shifts in energy costs	Direct Operations	Medium	
	Policy	Increased pricing of GHG emissions	Asset impairments and/or early retirement of existing assets due to policy changes	Upstream	Medium	Low
Direct Operations			Long			
	Enhanced emissions-reporting obligations	Increased operating costs (e.g., higher compliance costs)	Direct Operations	Short Medium	Low	

OLIN'S CLIMATE-RELATED OPPORTUNITIES

RISK/OPPORTUNITY TYPE	DESCRIPTION/DRIVER	EXAMPLES OF POTENTIAL FINANCIAL IMPACTS	VALUE CHAIN STAGE(S) COVERED	TIME HORIZON (TERM)	MAGNITUDE OF IMPACT
Resource Efficiency	Ability to access grants, incentives, or subsidies, either in the public or private sector, which promote energy-efficient technologies	Reduced operating and capital costs of new technologies	Direct Operations	Short	Medium
				Medium	
				Long	
Products and Services	Development of new products or services through R&D and innovation	Increased revenue through demand for lower emissions, products, and services	Direct Operations	Short	Medium
		Shift in market dynamics that could result in new product demand	Downstream	Medium	
				Long	

We believe the chemical sector can contribute to a lower-carbon economy by facilitating longer product lifecycles, increasing the durability and flexibility of products, and utilizing more renewable energy, while making materials more lightweight and efficient across a vast number of industries. We see opportunities in all our businesses to be catalysts for improving energy efficiencies and reducing emissions across our entire value chain. Olin businesses regularly present their key strategies for the future to the full Board, which are increasingly incorporating sustainability considerations. The following table summarizes Olin's climate-related opportunities, including examples of potential financial implications and the impacted value chain stage. The table also outlines the time horizon and magnitude of impact that each opportunity could have on Olin.

MANAGEMENT OF RISKS AND OPPORTUNITIES

Olin assesses climate-related risk as part of our annual ERM process (see Governance section). Under this process, the Board gathers input from all relevant internal and external stakeholders, including executive management, investors, subject matter experts, and other regional and functional business leaders, to assess both physical and transitional risks to Olin. The Board, alongside management, develops an action plan to mitigate risk, assess the time horizon (i.e., short-, medium-, or long-term) and quantify the impact on Olin (i.e., low, medium, or high). See the table outlining the physical and transitional risks in the Physical Risk section on page 29, along with the value chain stage covered, time horizon, and magnitude of impact. To determine the potential magnitude associated with an identified risk, we look at the potential impact on revenue, operating costs, and research and development expenses, as well as future capital expenditure requirements and the impact on our capitalized asset values.

Olin's ELT is responsible for managing our climate-related risk, developing our risk mitigation plan, implementing the plan, and tracking its progress. The Vice President of Manufacturing and EHS&S

Center of Excellence and the President for Corporate Development and Business Services receive regular updates from the Sustainability Team about risk mitigation initiatives, progress reports, and time horizon and magnitude of impact for the risks and opportunities identified by the Board and prioritized by management. For additional information, please refer to the Governance section.

Olin's ERM program embeds responsibility for risk management, including identifying, assessing, and managing climate-related risks, into all layers of the organization, from the Corporate Board of Directors to all plant-level locations. We utilize both a top-down and bottom-up approach to identify and manage risk.

The Governance and Strategy sections in this report outlined the top-down approach to risk management. In short, the Board has broad oversight of Olin'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. Our Board oversees our ESG and corporate social responsibility strategy as a part of its oversight of our overall strategy and risk management.

Management reports on key sustainability topics and initiatives at regularly scheduled Board meetings, if applicable, and directors participate in a review of our sustainability strategy and actions at least annually. These presentations sometimes include updates on relevant risks from U.S. state level, national, and international policies addressing climate and energy transition. The Board's Committees guide specific ESG issues per their charters and responsibilities. Our Board delegates tasks related to risk process oversight to our Audit Committee, which reports the results of its review process to our Board.

Olin also utilizes a bottom-up approach to identify and mitigate risks, including climate-related risks, at our operational locations. As an international business, Olin recognizes that risk management occurs not only at a strategic corporate level, but also must be customized to each site and location. As such, management of site-specific risk must be at the local level. For example, the physical or transitional risks in our Freeport, Texas, facility may differ from those at our Stade, Germany, site and thus require knowledge from stakeholders at the local site with mitigation strategies specific to the respective location. Each operational site has a designated Environmental,



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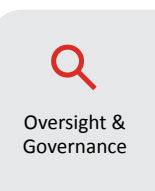
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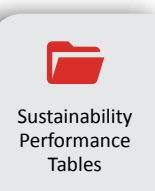
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Health, Safety & Security Lead (EHS&S Lead) responsible for identifying, communicating, and monitoring site-specific risks. The EHS&S Leads regularly report to senior leadership, discussing significant internal and external events that may impact the business, including climate-related risks.

IMPACT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON OUR STRATEGIES

Olin’s broad portfolio of products and solutions, including chlorine, bleach, epoxy, and chlorinated organics, play a vital role in protecting people and the planet and strategically position us to benefit from global climate change initiatives. See our Sustainability Strategy section within this report.

Olin continues to develop strategies to address climate-related risks and opportunities relevant to our business, including but not limited to:

Product and Application Development – Olin invests in product and application development, which includes investments in climate-related innovations as they relate to sustainable product development, investments, and operations.

Climate-Related Management Systems – Olin has developed management systems for the environment, including climate, energy, water, and waste considerations. These management systems incorporate relevant climate-related considerations and compliance with applicable laws into our decision-making processes, while helping us manage our impact on water, waste, air, and ecosystems.

Capital Expenditures and Investments – Our capital expenditures have been and may continue to be influenced by climate-related risks and opportunities. We strive to find opportunities to invest in sustainable materials and technologies along with enabling our facilities to be more efficient with resources, including energy.

METRICS & TARGETS

Metrics and targets are critical for tracking progress toward our climate goals and holding ourselves accountable to our stakeholders and investors. Our current progress is disclosed within the Sustainability Performance Tables within our 2025 Sustainability Report. These reports are available to the public on [Olin’s sustainability site](#) and our [investor relations site](#) in an effort to provide timely and transparent data to all of our stakeholders.

TARGETS

Olin reset and published the current set of sustainability goals in December 2024. By the end of 2030, Olin has committed to:

- Reduce combined Scope 1 and Scope 2 emissions by 35 percent, measured against 2018 as a baseline year. Olin measures Scope 1 and Scope 2 emissions in metric tons of carbon dioxide equivalent (Mt CO₂e)
- Reduce our freshwater consumption by 25 percent, measured against 2018 as a baseline year. Olin measures freshwater consumption in billions of gallons consumed

FORWARD-LOOKING STATEMENTS



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This report includes forward-looking statements. These statements relate to analyses and other information that are based on management's beliefs, certain assumptions made by management, forecasts of future results, and current expectations, estimates, and projections about the markets and economy in which we and our various segments operate. The statements contained in this report that are not statements of historical fact may include forward-looking statements that involve a number of risks and uncertainties.

We have used the words "anticipate," "intend," "may," "expect," "believe," "should," "plan," "outlook," "project," "estimate," "forecast," "optimistic," "target," and variations of such words and similar expressions in this report to identify such forward-looking statements. These statements are not guarantees of future performance and involve certain risks, uncertainties, and assumptions, which are difficult to predict and many of which are beyond our control. Therefore, actual outcomes and results may differ materially from those matters expressed or implied in such forward-looking statements. We undertake no obligation to update publicly any forward-looking statements, whether as a result of future events, new information, or otherwise.

The risks, uncertainties, and assumptions involved in our forward-looking statements, many of which are discussed in more detail in our filings with the SEC, including without limitation the "Risk Factors" section of our Annual Report on Form 10-K for the year ended December 31, 2025, and our Quarterly Reports on Form 10-Q and other reports furnished or filed with the SEC, include, but are not limited to, the following:

Business, Industry, and Operational Risks

- Sensitivity to economic, business, and market conditions in the United States and overseas, including economic instability or a downturn in the sectors served by us
- Declines in average selling prices for our products and the supply/demand balance for our products, including the impact of excess industry capacity or an imbalance in demand for our chlor alkali products
- Unsuccessful execution of our operating model, which prioritizes Electrochemical Unit (ECU) margins over sales volumes

- Failure to control costs and inflation impacts or failure to achieve targeted cost reductions
- Availability of and/or higher-than-expected costs of raw material, energy, transportation, and/or logistics
- Our reliance on a limited number of suppliers for specified feedstock and services and our reliance on third-party transportation
- The occurrence of unexpected manufacturing interruptions and outages, including those occurring as a result of labor disruptions and production hazards
- Exposure to physical risks associated with climate-related events or increased severity and frequency of severe weather events
- The failure or an interruption, including cyber-attacks, of our information technology systems
- Risks associated with our international sales and operations, including economic, political, or regulatory changes
- Weak industry conditions affecting our ability to comply with the financial maintenance covenants in our debt agreements
- Our indebtedness and debt service obligations
- Failure to identify, attract, develop, retain, and motivate qualified employees throughout the organization and ability to manage executive officer and other key senior management transitions
- Adverse conditions in the credit and capital markets, limiting or preventing our ability to borrow or raise capital
- Our inability to complete future acquisitions or joint venture transactions or successfully integrate them into our business
- The effects of any declines in global equity markets on asset values and any declines in interest rates or other significant assumptions used to value the liabilities in, and funding of, our pension plans
- Our long-range plan assumptions not being realized, causing a non-cash impairment charge of long-lived assets;

Legal, Environmental, and Regulatory Risks

- Changes in, or failure to comply with, legislation or government regulations or policies, including changes regarding our ability to manufacture or use certain products and changes within the international markets in which we operate

- New regulations or public policy changes regarding the transportation of hazardous chemicals and the security of chemical manufacturing facilities
- Unexpected outcomes from legal or regulatory claims and proceedings
- Costs and other expenditures in excess of those projected for environmental investigation and remediation or other legal proceedings
- Various risks associated with our Lake City U.S. Army Ammunition Plant contract and performance under other governmental contracts

All of our forward-looking statements should be considered in light of these factors. In addition, other risks and uncertainties not presently known to us or that we consider immaterial could affect the accuracy of our forward-looking statements.



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RESOURCES & DOCUMENTS

- Bylaws [Governance Documents - Olin® Corporation](#)
- [Disclosure Statement For The California Transparency In Supply Chains Act Of 2010 And The UK Modern Slavery Act 2015](#)
- Olin Business Partner Code of Conduct [Business Partner Code of Conduct - Olin® Corporation](#)
- Olin Code of Conduct [Governance Documents - Olin® Corporation](#)
- Olin Conflict Minerals Policy [Conflict Minerals Policy Statement_2018](#)
- Olin Corporation Shareholder Rights Plan Policy [Governance Documents - Olin® Corporation](#)
- [Olin Energy and Natural Resource Management Policy](#)
- [Olin Environmental, Health, Safety & Security Policy Statement](#)
- [Olin Equal Employment Opportunity](#)
- Olin Human Rights Policy [Olin-Human-Rights-Policy.pdf](#)
- Olin ISO and Responsible Care® Certificates [Certificate Olin Chlor Alkali Products and Vinyls](#)
- [Olin Quality Policy](#)
- Olin Values [Olin® Corporation - Our Purpose. Our Values.](#)
- Olin Zero Tolerance Policy on Harassment [Harassment - Olin® Corporation](#)
- Political Contributions Policy [Governance Documents - Olin® Corporation](#)
- Political Contributions Policy Report [Governance Documents - Olin® Corporation](#)
- Principles of Corporate Governance [Governance Documents - Olin® Corporation](#)
- Responsible Care® Global Charter [Responsible-Care-Global-Charter.pdf](#)
- Services of Independent Public Accountants [Governance Documents - Olin® Corporation](#)
- Sustainability Success [Sustainability Responsibility - Olin® Corporation](#)

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