



2024

SUSTAINABILITY REPORT

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On Our Cover

This beautiful photo of Barranco Forcos, Bergua, Spain by Jorge Pascual, Maintenance Manager in Barbastro, Spain appears on our cover. **Click to see more from our employee Earth Day 2024 Photo Contest**



Interactive PDF

Click on a listing in the contents to be taken directly to that page. For navigation within the report, use the previous or next page arrows on left and right of the page, or the navigation bar at the top.



Look for This Button Inside!

Click this button to visit our sustainability site for more topic information.



About Avient



Message from the CEO

**Our Purpose and
Strategic Framework**

Who We Are

What We Do

**Revenue: Business
Segments, Geography,
and End Markets**

2024 Message from the CEO



In 2024, we took a significant step in our company’s evolution by developing and beginning to execute a new strategic framework for the Avient of the future. Our overarching performance objective is to deliver organic topline growth with margin expansion on the bottom line. I’m very pleased that in 2024 we achieved both, along with other performance highlights as shown on the right.

While our strategic framework introduces many new and exciting focus areas, it also reinforces and builds upon the foundational strengths we have established throughout our 25-year history. Among these strengths, is our ongoing commitment to sustainability.

In fact, sustainability is so central to Avient and our stakeholders that we’ve embedded it into our new Purpose statement: to be an innovator of materials solutions to help our customers succeed, while enabling a sustainable world. This purpose isn’t just aspirational—it’s a practical commitment that guides our daily actions and long-term strategy.

Given our unique position in the value chain and our differentiated portfolio of materials solutions, we have a great opportunity to positively impact our planet and all its inhabitants. In addition to

operating global sustainable business practices, we also have the distinct privilege of leveraging materials science to help our customers enhance the sustainability of their own products.

These are responsibilities embraced by our more than 9,000 employees worldwide. We live a culture of safety and sustainability, which we extend to all those we do business with. The progress highlighted in this Sustainability Report reflects this mindset, as do the stories we share in our other communication channels throughout the year.

On the pages that follow, I invite you to explore the many ways we are enabling a sustainable world—by executing on the tenets of our new strategic framework, which in turn also helps our customers succeed on their own sustainability journeys.

Ashish Khandpur, Ph.D.

Chairman, President and Chief Executive Officer

Photos (L to R):
1) Exploring sustainable color innovations at our ColorWorks™ facility in Merate, Italy. 2) Inaugurating the Zero Liquid Discharge facility in Pune, India—a significant step in our water conservation journey. 3) Presenting United Way with the donations from Avient’s annual supplier golf outing, an example of our commitment to community engagement.



2024 Performance & Highlights

Sales: \$3.24B

+3%

GAAP EPS: \$1.84
Adjusted EPS⁽¹⁾: \$2.66

+13%

Adjusted EBITDA⁽¹⁾: \$526M

+5%

Adjusted EBITDA Margin⁽¹⁾: 16.2%

+20bps

Dividend Increase:

14 Consecutive Years

Great Place to Work® Certification

6 Consecutive Years

(1) Reconciliations of these measures to the most directly comparable generally accepted accounting principles (GAAP) financial measures are included in the 2024 Annual Report on a supplemental page that follows the 2024 Form 10-K.

Our Purpose and Strategic Framework

In 2024, as part of our evolution as a company, we developed and began executing our new strategy, shown on the right.

Our Purpose is to be an innovator of materials solutions to help our customers succeed, while enabling a sustainable world.

Our Strategy is to intersect high growth markets and secular trends with our technologies to create product platforms of scale. We have conducted extensive portfolio prioritization and identified growth vectors to both catalyze growth in our core and to build businesses in high growth markets supported by secular trends. Our strategy is enabled by our focus on four Drivers: portfolio prioritization, amplify innovation, digital for operational excellence and growth, and leadership, talent and culture for the Avient of the future.

All of this is built upon Avient’s proven Foundational Strengths, which we have worked to establish and refine over the last 25 years.

PURPOSE ►

Innovator of materials solutions to help our customers succeed, while enabling a sustainable world

STRATEGY ►

Intersecting high growth markets and secular trends with our technologies to create product platforms of scale

Catalyze the core

GROWING AT
GDP+

Build new platforms of scale

GROWING AT
10% PLUS CAGR

DRIVERS ►



STRENGTHS ►

Unwavering customer focus
Global reach with a local touch

Diverse technology portfolio

Commercial excellence, financial rigor & prudence

Culture of safety and sustainability

Who We Are

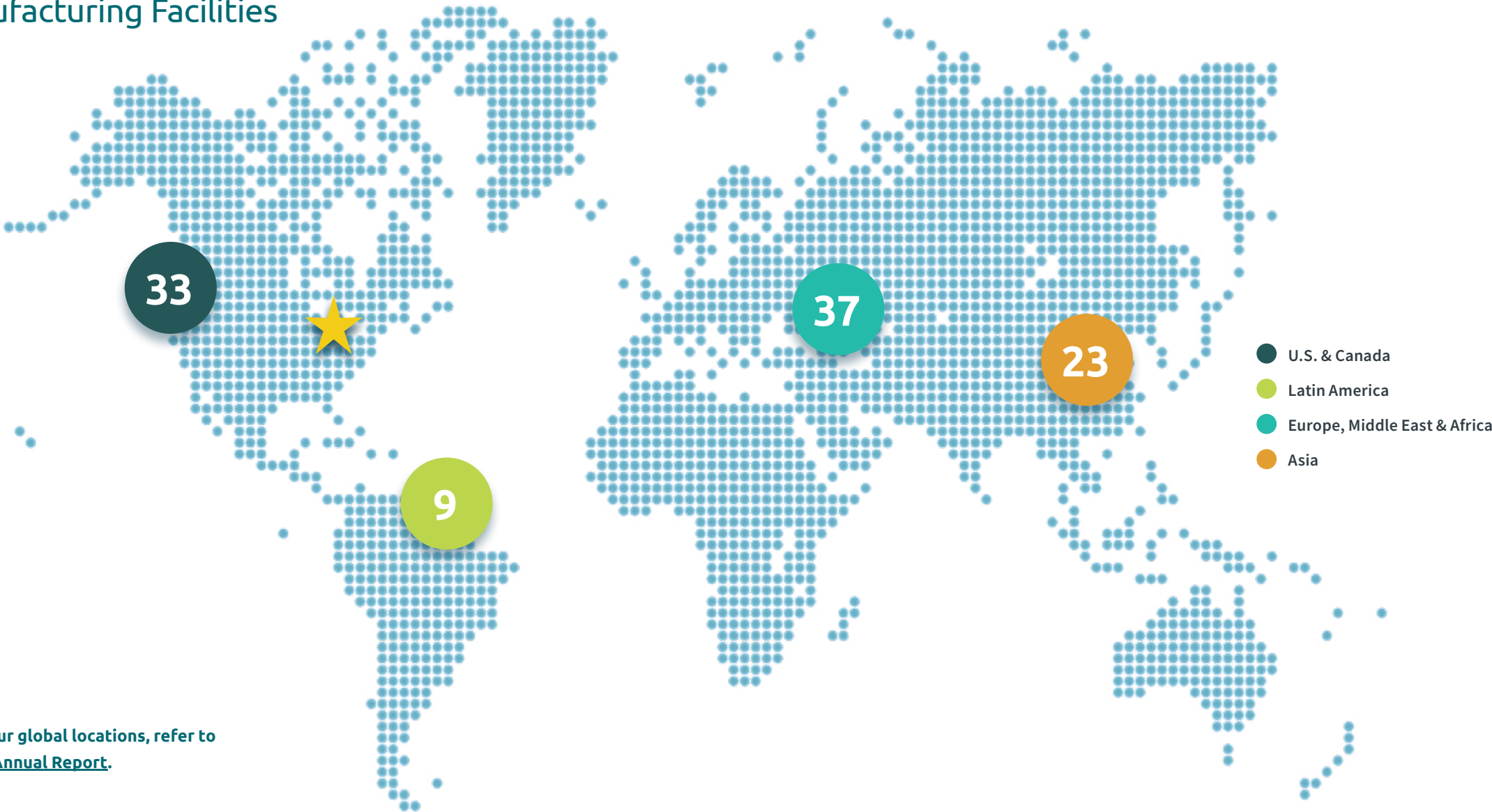
Avient Corporation (NYSE:AVNT) is an innovator of materials solutions to help our customers succeed, while enabling a sustainable world. Our products include specialty engineered materials, performance fibers, advanced composites and color and additive solutions. We are also a highly specialized developer and manufacturer of performance enhancing additives, liquid colorants and silicone colorants.

Our local touch and customer engagement, combined with our global presence, allow us to serve customers with agility. We harness the collective strength of more than 9,000 employees worldwide to

collaborate and build on each other’s ideas. In doing so, we innovate solutions that help our customers overcome their challenges or capitalize on opportunities provided by the fast-changing world and secular trends.

By intersecting our broad portfolio of technologies with the product roadmaps of our customers, we help create differentiated and high-performance products that make the world better and more sustainable.

Our Manufacturing Facilities



For a full list of our global locations, refer to the [Avient 2024 Annual Report](#).

2024 Company Overview



Global Headquarters:
Avon Lake, Ohio
United States



Over **9,000**
employees



102
manufacturing
facilities



35,000+
solutions



15,000+
customers

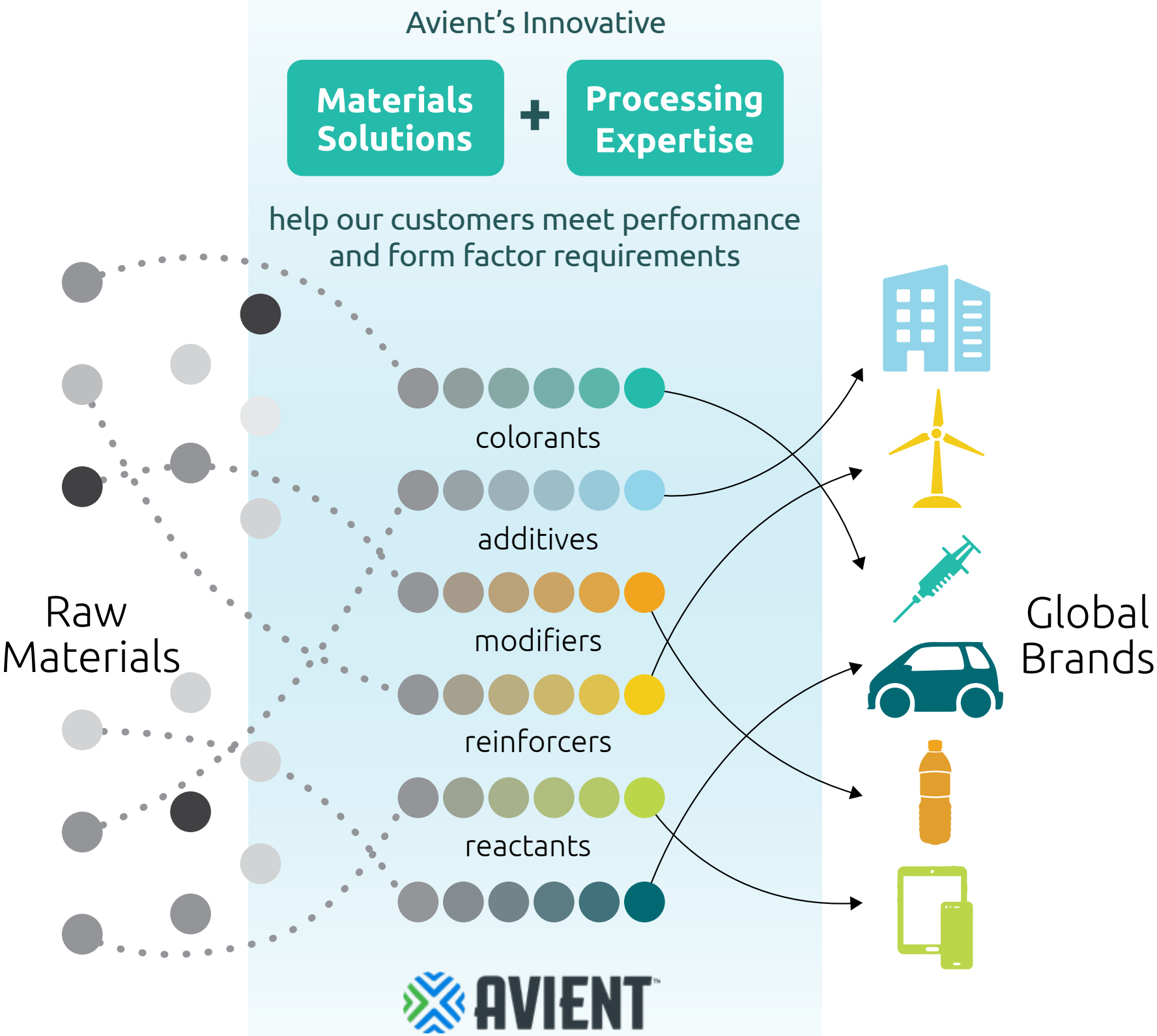
What We Do

Our expanding portfolio of offerings includes colorants, composites, functional additives, engineered materials, and performance fibers. By intersecting our broad portfolio of technologies with the product roadmaps of our customers, we create differentiated and high-performance products that help make the world better and more sustainable.

To fulfill our purpose, we leverage our unique position in the value chain to offer leading materials solutions and services around the world.

For us, innovation starts with understanding the needs of our customers and our markets. For raw materials, we source high quality polymers, reinforcers, additives, modifiers, fillers, and pigments. Our deep materials science knowledge combined with our advanced processing expertise helps our customers meet their robust performance and form factor requirements. Our experienced scientists are focused on providing unique innovations to help our customers succeed.

We sell our materials solutions to Brand Owners/OEMs, converters, processors and assemblers to enable their performance and sustainability goals in applications like consumer, packaging, healthcare, defense, building & construction and transportation.



Revenue

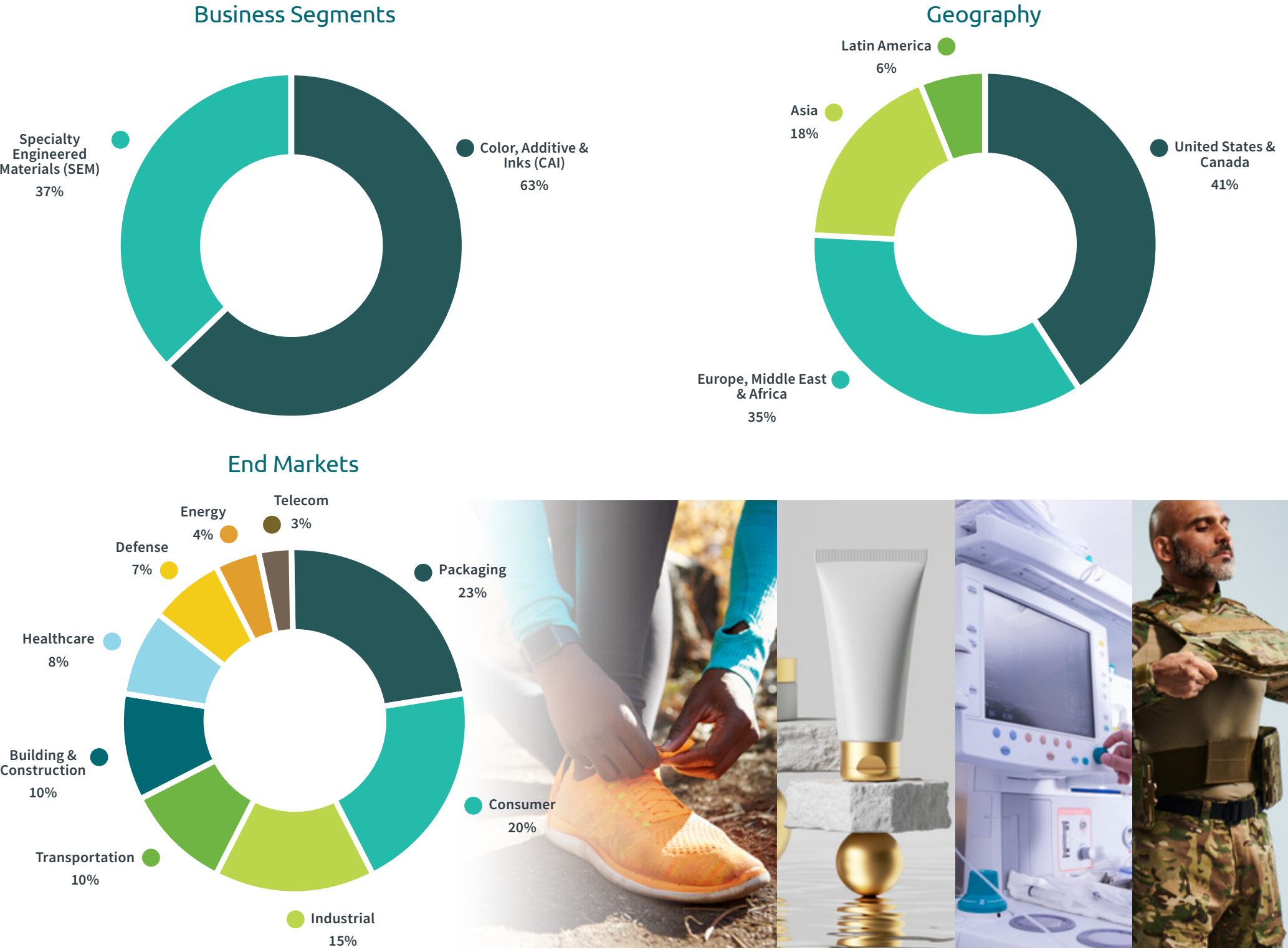
Business Segments, Geography and End Markets

For our customers, the importance of sustainability is not limited by geography or end market. As an innovator of materials solutions, with a diverse technology portfolio and unwavering customer focus, Avient is in a position to enable sustainability for our customers.

Our global footprint offers both state-of-the-art facilities and talented commercial employees that enable quick collaboration with our customers—where they need us, when they need us. Whether it’s a large multi-national OEM, or a regional product manufacturer launching a localized product, Avient is there to serve.

From healthcare to transportation to packaging, and everything in between, we help our customers meet their materials innovation, product design and sustainability goals.

2024 Revenue Breakdown



Sustainability at Avient

**Message from Avient's
VP of Sustainability**

**Avient Reaffirms
Commitment to U.N.
Global Compact**

**Engaging with Our
Stakeholders**

**2030 Sustainability
Goals & Current
Progress**

**Sustainability
Performance &
Recognition**

Message from Avient’s VP of Sustainability



Avient introduced a new [Purpose and Strategic Framework](#) in 2024, outlining an exciting new growth strategy for our company. It leverages our foundational strengths that we have built up over our 25-year history, like our unwavering customer focus, diverse technology portfolio, commercial excellence, and our strong culture of safety and sustainability.

Innovation and sustainability remain at the core of Avient’s strategy, as sustainability is deeply embedded in our culture and business practices and a strong growth driver for our company. In fact, Avient’s strategy is focused on intersecting high growth markets and secular trends—many of which require sustainability benefits—to drive organic top and bottom-line growth. Our innovative materials solutions help our customers to grow while enabling them meet their sustainability goals, navigate a complex regulatory landscape, and satisfy increasingly environmentally conscious consumers.

We are proud of the progress we have made towards our ambitious [2030 Sustainability Commitments](#), including goals related to climate change, waste reduction, and sustainable sourcing. We’ve reduced our greenhouse gas emissions by over 50% since 2019, consistently beat our annual waste to landfill targets, and have assessed 75% of our supplier spend on their

sustainability performance. For 2025 we are introducing 3 new goals—safety, water stewardship, and community engagement—targets which are closely aligned with our customers’ sustainability commitments. Our commitment to sustainability and progress in our initiatives have earned Avient recognition from prestigious [third party sustainability rankings organizations](#), including Newsweek’s America’s Most Responsible Companies, Barron’s 100 Most Sustainable Companies, and the Newsweek’s America’s Greenest Companies in its inaugural year.

This progress would not be possible without the passion and dedication of our global employees, who work tirelessly across businesses, regions, and functions to achieve these challenging targets.

We invite you to read our 2024 Sustainability Report, which not only highlights our achievements but also outlines our plans for the future. Together, we can make a significant and positive impact in enabling a sustainable world.

Walter Ripple

Vice President of Sustainability

A Few Highlights from 2024:

- Sustainability performance recognized with a Silver Medal for EcoVadis, and with an A- Ranking for CDP Climate Change
- Ranked as one of America’s Most Responsible Companies by Newsweek, 100 Most Sustainable Companies by Barron’s, and America’s Greenest Companies by Newsweek
- Received a Department of Energy 2025 Better Practice Award for innovative and industry-leading accomplishments in energy management
- Made strong progress in reducing company’s Scope 1 & 2 GHG emissions, exceeding a 50% reduction in 2024 vs. 2019
- Avient achieved its best safety performance to date in 2024 with a total recordable incident rate (TRIR) of 0.40 per 100 employees

The Avient Sustainability Promise

- We will provide a safe workplace for our employees and will protect our communities by continuously improving our world-class environmental, health and safety performance.
- We will put our customers first by helping them grow their businesses with innovative, safe and environmentally sound solutions following the principles of trust and environmental stewardship established in our groundbreaking [No Surprises PledgeSM](#).
- We will strive to minimize our environmental impact and maximize our conservation of the earth’s resources by using energy-efficient technologies, recycling more, reducing waste, continuously improving operating efficiencies and driving operational excellence.
- We will create opportunity for our employees by growing our business, investing in world-class training and development, and making Avient the employer of choice.
- We will be involved in the communities in which we operate by building closer relationships with charitable and public service organizations and encouraging our people’s engagement in local sustainability initiatives.
- We will work collaboratively with our suppliers to lessen the environmental impact of logistics across our global supply chain.
- We will build strong relationships with providers of leading-edge sustainable technologies that affect our businesses.

Avient Reaffirms Commitment to U.N. Global Compact

The [U.N. Sustainable Development Goals \(SDGs\)](#) address global environmental, social and economic issues and blueprint the path to a more sustainable future. The SDGs include specific progress targets for 2030, and encourage strong commitment by all stakeholders to implement the global goals. Customers, societies and communities look to Avient to develop solutions that address these sustainability challenges. We identified and mapped the SDGs that are most relevant to Avient and align with our business model and [sustainability goals](#). There are five SDGs (as shown on the right) where we believe Avient’s innovation capabilities can make the greatest impact.



Avient Aligns with Five Sustainable Development Goals



Engaging with Our Stakeholders

We respond to customer and shareholder inquiries directly, including requests for information regarding key sustainability topics related to health and safety, environment and social policies, programs and performance. Our Sustainability Report is intended to provide updates to our many stakeholder groups on the performance and outcomes in these areas annually. The additional channels for engagement, described in the table on the right, vary in type and frequency, and are focused on the topics most relevant to each group.

Our leaders and their teams assess and identify material topics to our stakeholders, and work to ensure our channels of engagement support ongoing collaboration.

Stakeholder	Engagement	Topics
Customers	Sales and technical meetings, plant visits, trade publications, social media, surveys and feedback	Business performance, materials solutions innovation, sustainability, customer service and satisfaction, technical problem solving, product safety and regulatory information
Employees	Quarterly global employee communications, employee engagement surveys, ongoing intranet communication, team meetings and town hall presentations, Employee Resource Groups	Safety, business and individual performance, engagement action plans, sustainability, policy and organizational information, career development and training, benefits and compensation
Communities*	Employee community service , site management touchpoints with community leaders, Avient website, social media, Chamber of Commerce and other memberships	Business performance, philanthropic and volunteer opportunities, emergency preparedness, safety and environmental protection, employment opportunities
Shareholders	Quarterly earnings calls, conference calls, shareholder meetings, Avient Investor Relations webpage	Business strategy and execution, financial performance, sustainability
Suppliers	Contract negotiations, sustainability assessments, business reviews, individual meetings, Annual Supplier Summit	Growth and sustainability opportunities, quality, cost, innovation
<u>Industry Associations</u>	Associations such as American Chemistry Council, collaborative initiatives such as the Plastics Recyclers Europe and Association of Plastics Recyclers	Business performance, sustainability, health & safety, supply chain, regulation, community action, various industry-specific initiatives
Government and Other Regulatory Agencies	Avient Political Action Committee, regular communications and outreach	Business performance, sustainability, regulations

* Based on ongoing assessment of our footprint, Avient does not operate on indigenous lands. In the event that Avient operations should operate on indigenous lands in the future, we would leverage our existing community stakeholder engagement programs as outlined above to consult with indigenous people.

2030 Sustainability Goals & Progress

Avient first announced our 2030 Sustainability Goals five years ago to share our commitment to enabling sustainability for our stakeholders. Internal sustainability teams drive initiatives and workstreams to meet these targets, and we remain committed to pursuing their attainment through internal rigor, investment and innovation.

In 2024 we met our renewable energy goal, decreased our scope 1 & 2 greenhouse gas emissions by over 50% vs. 2019, and continue to be on track to meet our other 2030 targets.

Alignment with Our Stakeholders

For 2025 we are introducing 3 new goals—safety, water stewardship, and community engagement—furthering our commitment to enabling a sustainable world. Our goals address key sustainability topics for Avient and for our stakeholders, and are closely aligned with our customers’ sustainability commitments.

In fact, over 71% of our top 25 customers with sustainability goals have greenhouse gas (GHG), energy, water, and waste environmental commitments as well. Success in achieving our goals drives value for our customers by supporting them in achieving their sustainability commitments.

Learn more about our approaches to accomplishing these commitments throughout this report.



GOAL		2024 ACHIEVEMENT	BUSINESS DRIVER
	55% 2030 Greenhouse Gas Emissions Reduction in Scope 1 & 2 emissions vs. 2019	52% Energy efficiency improvements and green energy procurement	Delivers energy efficiency & cost savings outcomes Alignment with stakeholder expectations and commitments
	3% Annual Waste to Landfill Reduction in waste to landfill intensity	5% 50 “landfill free” sites	Drives operational efficiencies and cost savings Enables circular economy and resource conservation
	60% 2030 Renewable Energy Source electricity from renewable sources	61% Green electricity purchase agreements	Decreases reliance on fossil fuel-driven energy sources Reduces scope 2 emissions in support of our GHG reduction target
	90% 2030 Suppliers Assessed Assess supplier spend for alignment with our Sustainability objectives	75% EcoVadis to facilitate assessments	Mitigates supply chain risk for Avient and our customers Drives transparency and accountability throughout the value chain

NEW FOR 2025	GOAL		BUSINESS DRIVER
		75% 2030 Environmental, Health & Safety Management Systems Sites achieving the ACC RC14001® certification* to support our culture of safety and sustainability	A culture of safety and sustainability is a foundational strength of our company The ACC RC14001 certification drives business performance through ethical leadership, operational excellence, safety, and stakeholder trust Currently 47% of our sites are certified in 2024
		100% 2030 Water Stewardship Sites implementing water stewardship plans in extremely high-risk areas as assessed using WRI Aqueduct Water Risk Atlas**	Water stewardship plans enable proactive management of water-related risks, help safeguard operations, reduce environmental impact, and build stakeholder trust—turning environmental responsibility into a competitive advantage Currently 26% of our manufacturing sites are located in extremely high-risk water locations
		100% Annual Community Engagement Sites actively engaged with their local communities	Actively engaging in communities builds trust, fosters collaboration, and creates long-term value through trusted local partnerships 100% of our sites engaged with their communities in a positive way in 2024

*The [American Chemistry Council's](#) RC14001® standard is a 3rd party certification that provides a framework for companies to implement a comprehensive environmental, health, safety, and security management system, particularly within the chemical industry

**[World Resources Institute \(WRI\) Aqueduct Water Risk Atlas](#)

Sustainability Performance & Recognition

Building on our culture of sustainability, Avient continues to be recognized by third party rating agencies and awards.

Sustainability Ratings

[EcoVadis](#)
[CDP](#)
[Sustainalytics](#)⁽¹⁾
[MSCI ESG Ratings](#)⁽²⁾
[ISS ESG Quality Score](#)



22nd
PERCENTILE
in Specialty
Chemicals



ISS ESG	Quality Score
ENVIRONMENTAL	1
SOCIAL	2
GOVERNANCE	4

Sustainability Awards & Certifications

[UN Global Compact](#)⁽³⁾
[Responsible Care](#)[®]
[Newsweek Most Responsible Companies](#)
[Newsweek Greenest Companies](#)
[Barron's 100 Most Sustainable Companies](#)
[Forbes Net-Zero Leaders](#)
[Great Place to Work Certified](#)



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⁽²⁾ The use by Avient of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks of index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Avient by MSCI.
⁽³⁾ For more information on Avient's recommitment to the UN Global Compact and alignment with UN Sustainable Development Goals, see page 11.

Enabling a Sustainable World

**Amplifying Innovation
for a Sustainable World**

**Our Sustainability
Portfolio**

**Enabling Sustainability
for Our Customers**

Product Stewardship

**Supplier Collaboration
& Evaluation**

**Strategic Partnerships
& Alliances**

Amplifying Innovation for a Sustainable World

Sustainability is at the core of Avient’s purpose as an Innovator of materials solutions to help our customers succeed, while enabling a sustainable world. Amplifying Innovation is a key driver of Avient’s strategy.

Our proven ability to innovate materials solutions that enable our customers’ sustainability goals is a differentiator for our company. Avient’s strategic approach is intersecting high growth markets and secular trends—including the move to sustainability solutions, addressing a tightening regulatory environment, and enabling energy infrastructure—with technologies that create product platforms of scale.

Avient partners with our customers to develop materials solutions that help them achieve their sustainability goals, navigate complex regulatory challenges, and catalyze their growth.

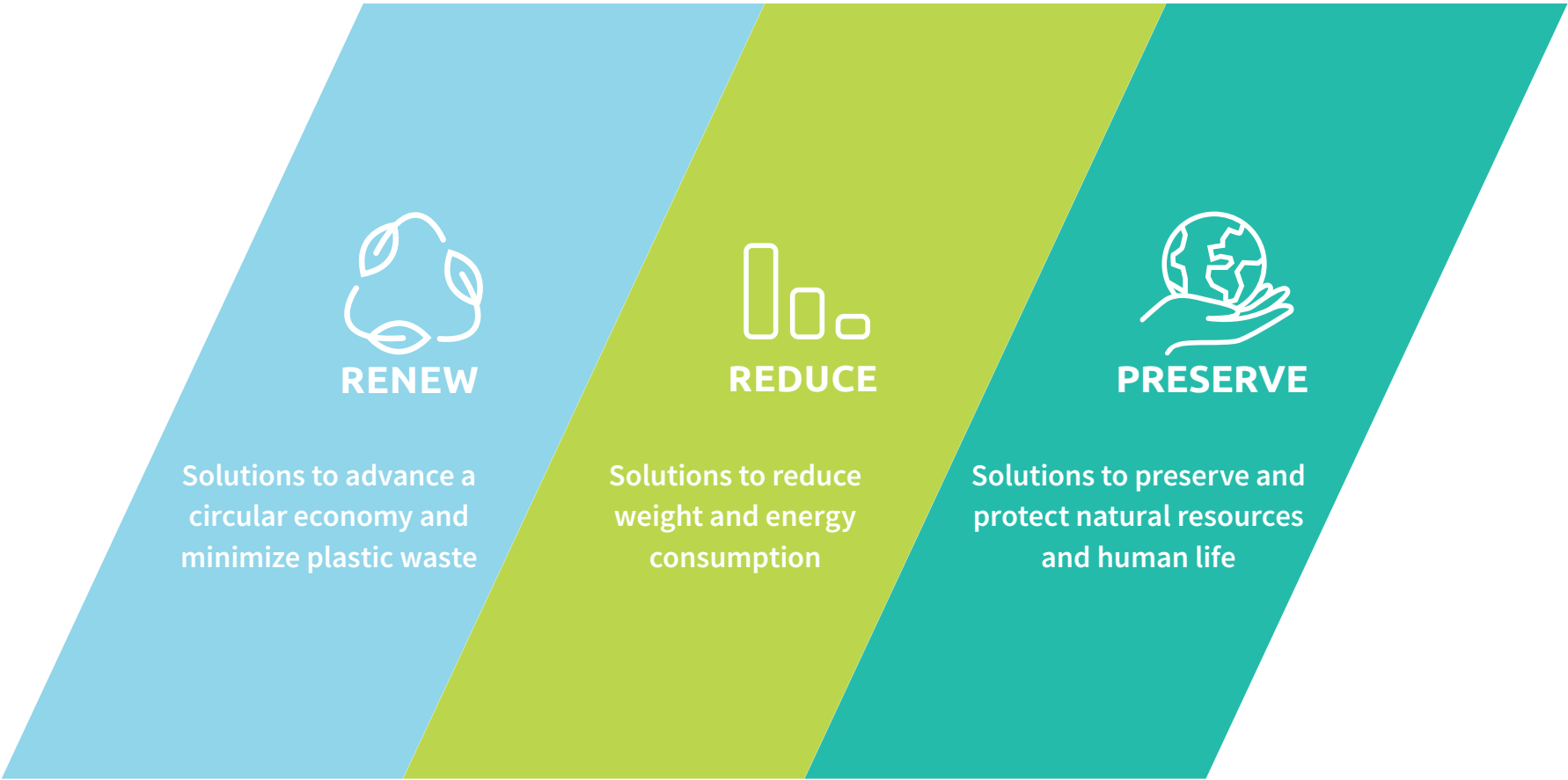


Our Sustainability Portfolio

Avient’s diverse technology portfolio and design expertise enables our customers to meet their business and sustainability goals through materials science.

We work closely with our customers to understand their needs and address the challenges of evolving consumer demands, market trends, and regulatory requirements.

As the world continues to shift from operating in a linear economy to a circular economy, and reducing greenhouse gas emissions continues to be a focal point, Avient is proud to be a part of the solution. We have categorized our portfolio of solutions and services into three drivers of sustainability—RENEW, REDUCE and PRESERVE.



Enabling Sustainability for Our Customers

Through our materials science and formulation expertise, design capabilities, and deep market knowledge, we collaborate with our customers to develop solutions and services that can achieve the desired sustainable attributes while maintaining the performance levels needed for their applications. Key areas of focus include advancing a circular economy, reducing carbon footprint, and developing more sustainable alternatives.



Advancing a Circular Economy

As the world shifts towards a more [circular economy](#), Avient is committed to being a part of the solution. A circular economy aims to design out waste and pollution, keep products and materials in use, and regenerate natural systems. We innovate materials solutions that help our customers reduce material usage, enable recyclability, and improve aesthetics and physical performance. In addition, resources like our [Cycleworks™ Innovation Center for Plastic Recycling](#) and [Color Prediction Service](#) are integral to strengthening our expertise and enabling our customers to meet their sustainability commitments. We are also dedicated to advancing a circular economy through global investments and projects, as well as aligning with key [alliances and partnerships](#) around the globe.



Reducing Carbon Footprint

What is carbon footprint?
Carbon footprint is the total amount of greenhouse gases (including carbon dioxide and methane) generated by individual actions.

A company's carbon footprint includes all emissions from the supply chain, logistics, usage and disposal of all products.

How does Avient help reduce carbon footprint?
Understanding and reducing carbon footprint is a critical aspect of sustainability efforts for Avient and our customers. We help our customers understand the carbon footprint of their existing materials through Avient's [product carbon footprint calculator](#), certified by TÜV Rheinland. By collaborating across the value chain—from suppliers to converters and brand owners—we identify opportunities to help our customers meet their sustainability goals. We enable a lower carbon footprint through technologies that promote lightweighting and design, improved recyclability, increased recycled content, and bio-derived solutions. For more information visit the [Product Carbon Footprint](#) section of this report.



Developing More Sustainable Alternatives

The need for more sustainable solutions to existing materials is driven by a range of factors, from increased performance requirements to meeting consumer preferences to addressing a tightening regulatory environment. Avient has developed technologies to address these needs, including composites that are lightweight to decrease carbon emissions, functional additives that lightweight or improve the recycle content of plastic packaging, and biobased solutions that lower product carbon footprint.

Regulations related to chemicals are also evolving globally. As certain chemicals are required to be replaced, our customers need more sustainable alternatives to meet or exceed the performance requirements of their applications. Avient's product stewardship team monitors the status of various chemistries and works with our R&D teams to drive the innovation pipeline with these alternative solutions.

RENEW



Avient’s portfolio of RENEW materials solutions and services are designed to advance the circular economy. These solutions increase the use of post customer recycled (PCR) and post industrial recycled (PIR) content, enable recyclability, increase adoption of biopolymers and minimize plastic waste.



Dyneema® from Bio-circular Feedstocks

Dyneema fiber sourced from bio-circular raw materials and ISCC-certified offers reduced carbon footprint than traditional high molecular weight polyethylene fibers.

[LEARN MORE](#)



ColorMatrix™ Capture™ Oxygen Scavenger

Enables bottle to bottle circularity through a novel oxygen scavenging technology for the PET beverage packaging market. This fully recyclable solution has APR Critical Guidance recognition for use in PET.

[LEARN MORE](#)



Cesa™ Nox A4R Additive for Enhanced Recycling

Designed for recycling and to enhance circularity, this additive enables increased use of PCR by stabilizing polyolefins against degradation during recycling and processing.

[LEARN MORE](#)



reSound™ REC Recycled Content Thermoplastic Elastomers AF 7210 grades

Designed for automotive interior applications and contain a minimum of 37% PCR content, enabling customers to meet end-of-life vehicle (ELV) requirements.

[LEARN MORE](#)

Key Markets



Packaging



Consumer



Transportation

Key Customer Challenges

- Meet aggressive sustainability goals
- Develop strategies to minimize plastic waste
- Increase post consumer recycle (PCR) utilization & PCR availability
- Meet legislation requirements

Avient Solutions & Services

- Solutions enabling recyclability and increased use of PCR or biobased content
- Functional additive solutions for lightweighting plastics
- PCR Color Predictive Service, enabling increased use of recycled content
- CycleWorks™ Innovation Center for Plastics Recycling

[LEARN MORE](#)

Avient Sustainability

REDUCE

Avient’s portfolio of REDUCE solutions include design and materials solutions that promote reducing carbon footprint, decreasing emissions, or utilizing less material in design. Solutions in this portfolio can enable customers to reduce weight, energy consumption, and overall product carbon footprint.



Hydrocerol™ Chemical Foaming Agents

Reduces part weight without compromising stiffness or mechanical properties. This functional additive enables processors to use up to 10-20% less plastic.

[LEARN MORE](#)



ColorMatrix™ SmartHeat™ Reheat Clear (RHC)

Reduces energy to manufacture PET packaging while enabling increased rPET content with minimal impact on final product color or aesthetics. This liquid dispersion process aid has APR Critical Guidance recognition.

[LEARN MORE](#)



Complēt™ Long Fiber Reinforced Structural Thermoplastics

High strength to weight ratio of long fiber technology offers a lighter weight alternative to metal, without compromising performance.

[LEARN MORE](#)



Polystrand™ Thermoplastic Composite Panels

Lighter weight alternative to traditional materials like steel and aluminum in garage door applications. Offers higher impact resistance, which improves durability and extends the product life.

[LEARN MORE](#)

Key Markets



Consumer



Transportation



Building & Construction

Key Customer Challenges

- Improve fuel economy
- Reduce energy consumption
- Reduce carbon footprint
- Lessening environmental impact

Avient Solutions & Services

- Solutions designed to replace traditional materials (e.g. metal, wood) at lower weight
- Lightweighting solutions to reduce material usage or weight
- Solutions that decrease energy required to manufacture parts
- Avient Design services to reduce weight or energy consumption

[LEARN MORE](#)

Avient Sustainability

PRESERVE



Avient’s portfolio of PRESERVE sustainable solutions are designed to preserve natural resources like water, protect human health and safety, and enable sustainable infrastructure.

Mevopur™ Bio-Based Polymer Solutions

Color and additive concentrates based on bio-polymers developed to enable sustainability into the design of medical devices and pharmaceutical packaging.

[LEARN MORE](#)

Versaflex™ Healthcare (HC) TPEs for Biopharmaceutical Tubing

Developed for demanding requirements of bio-pharma tubing applications. Solutions provide combination of weldability, kink resistance, and tensile strength performance, and comply with USP VI and ISO 10993-4, -5, -11 certifications.

[LEARN MORE](#)

Fiber-Line™ Engineered Fibers

Innovative carbon fiber reinforcement material enables pipeline infrastructure to be retrofitted for hydrogen energy distribution.

[LEARN MORE](#)

ECCOH™ XL Cross-Linkable Solutions

Developed for use in photovoltaic cable applications. For long-term external use, they have high weather and UV resistance while maintaining mechanical performance over a wide range of temperatures.

[LEARN MORE](#)

Key Markets



Healthcare



Energy



Consumer

Key Customer Challenges

- Preserving key natural resources
- Increasing healthcare regulations
- Enabling connectivity & alternative energy
- Increasing regulatory compliance

Avient Solutions & Services

- Specialty formulations and additives for drug delivery devices
- Non-PFAS containing functional additives
- Advanced composite and fiber solutions for energy infrastructure
- Regulatory compliance expertise

[LEARN MORE](#)

Avient Sustainability

Product Stewardship

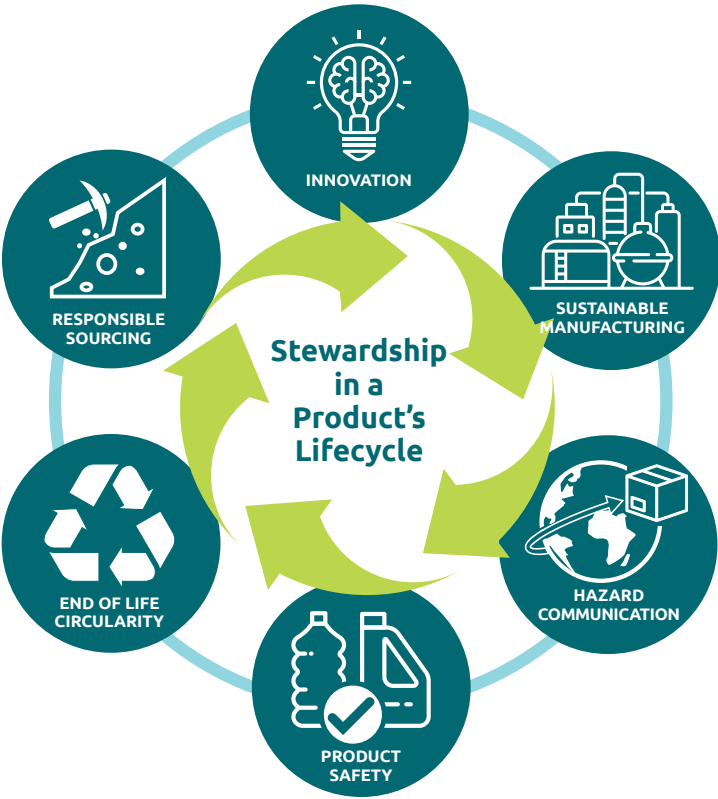
Management Approach

At Avient, our culture of safety—including our product portfolio—is a foundational strength that drives everything we do. We rigorously assess the health, safety, and environmental impacts of our products across all stages of their life cycle—from the safe and responsible use of raw materials through product development and manufacturing, to end-use applications and beyond.

Our expert Product Stewardship team is a key differentiator that sets us apart from our competitors. This team plays a critical role in supporting both our product portfolio and our customers by ensuring the safe use and handling of our products. They provide comprehensive

hazard communication and maintain compliance with global and local regulations. Ongoing communication with customers regarding product safety—whether for new or existing applications—is essential to understanding and managing the health and safety implications of our product portfolio.

We are proud to maintain certification under the [American Chemistry Council's \(ACC\) Responsible Care®](#) 14001 management system and to adhere to the ACC's [Product Safety Code](#), which exceeds basic legal requirements.



Strategy



Avient is actively involved in various associations including the [ACC](#), [European MasterBatchers and Compounders \(EuMBC\)](#), [European Plastics Converters \(EuPC\)](#) and [Titanium Dioxide Manufacturers Association \(TDMA\)](#). Industry best practices and efforts to minimize impacts of our products on human health and the environment are based on a combination of lessons learned through these outreach programs and compliance.

Product Stewardship uses the ACC prioritization tool and associated risk assessment methodology to identify, document and communicate environmental, health and safety impacts of our products. Five percent or less of our products by total sales revenue are classified as category 1 or 2 health hazards in accordance with the Globally Harmonized system (GHS) for classification. These classifications and others, such as, environmental classifications and physical form contribute to the overall prioritization. Substances are encapsulated in our solid polymers and not biologically available for exposure when used as intended, therefore do not present a hazard. While the majority of our products are not labeled or transported as hazardous materials, we are committed to the process of risk assessments on hazardous materials.

As a result of these assessments, we have published additional substance safety summaries on our Avient website and will continue to update internal and external stakeholders on material handling and environmental considerations. We maintain data related to the environmental, health and safety of our products in our product stewardship database. The information is reviewed and updated continuously. Through this data, we create safety data sheets and customer certification statements for intended use and product safety improvements.

Product Excellence

Management Systems

Avient subscribes to several third party management systems and standards at our 102 manufacturing facilities across the globe, including ISO and [Responsible Care®](#) to ensure continual improvement. External third-party certification is an important part of ensuring our products are both compliant and produced in alignment with industry standard best practices. To find more details about our certifications, visit the [ISO Certifications Library](#) on the Avient website.

International standards cover areas of Quality, Environmental, Health and Safety, Automotive, Medical Device, Responsible Care® and Energy Management. Avient successfully achieved a Global Central Certification for RC14001 Management System for 48 locations. The certification allows all locations on the certification to maintain a Responsible Care® Certification and ISO:14001 certification. Avient has facilities certified to other ISO standards, including ISO:50001, ISO:22000, ISO:45001, ISO:9001. Individual Avient sites have obtained additional certification specific to the products and customers they serve. These certifications include International Sustainability & Carbon Certification (ISCC) Plus*, Global Recycled Standard (GRS) 4.0, bluesign® SYSTEM, and others.

For our sensitive applications we have implemented Good Manufacturing Processes (GMP) and ISO 13485. 100% of our facilities producing for the healthcare market are GMP or ISO audited within a 3–year period. There were no significant audit findings preventing manufacturing in this reporting period.

ZERO

Major Non-Conformances
at ISO Sites

3,100+

Product Carbon Footprint
Calculations Completed in 2024

Product Carbon Footprint

Decarbonization continues to be a priority across Avient’s value chain. As an innovator of materials solutions, Avient is well positioned to enable sustainability for our customers. We have established a methodology to standardize our approach to calculating product carbon footprint (PCF) in accordance with ISO 14067:2018 for product carbon footprint and aligned with ISO 14040/140440 for life cycle analysis (LCA). This methodology is available for Avient’s product portfolio and receives [third party certification from TÜV Rheinland](#) annually. We partner with [Carbon Minds](#) and our supply chain to generate the data. In 2024, we completed over 3,100 product carbon footprint calculations for our customers globally. The next phases of this program are to automate the PCF calculation process, creating a digital tool for our teams, and to expand our capability to calculate LCA inventory data.



*International Sustainability & Carbon Certification (ISCC) Plus is a voluntary sustainability certification for bio-based, recycled, and renewable raw materials that ensures transparency throughout the supply chain.

**As of December 31, 2024, Avient had 6 sites certified to ISCC Plus

LEARN MORE
Avient Sustainability

No Surprises PledgeSM

At Avient, we are committed to helping you grow your business with safe and environmentally sound solutions. This commitment is exemplified by our No Surprises PledgeSM which we make to all customers and markets, across the globe.

You can be confident that, in formulating and manufacturing our materials, we use sustainable practices to provide long-term product viability and sound environmental stewardship.

- You can expect that the materials we produce contain only ingredients that conform to accepted legal and regulatory compliance guidelines.
- You can trust that Avient materials meet the rigorous quality and safety management standards required across the globe.
- You can be certain that Avient meets or exceeds the material safety data reporting requirements of your country or region.
- When you choose Avient, you can be confident our products will help you meet or exceed today’s stringent compliance standards.

Global Chemical Management

At Avient, global chemical management is focused on Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) assessments, reclassifications and communication on the safe use and handling of these substances. Globally, many other countries are following the EU REACH chemicals regulation and implementing similar frameworks. We continuously monitor these global emerging regulations and the impact to our product portfolio.



As part of the management and monitoring of Global Chemical Control Laws, the Product Stewardship team continuously monitors regulatory lists that identify hazardous substances of concern and compares the substance lists published by the authorities to our product portfolio. Our team utilizes digital tools, which enables us to identify any substances coming under review as soon as possible and take appropriate action. This includes working with suppliers and other departments within Avient to identify suitable alternatives and drive innovation towards sustainable solutions. Such lists include REACH Substances of Very High Concern (SVHC) candidate list, U.S. Toxic Substances Control Act (TSCA), International Agency for Research on Cancer (IARC) and California Prop 65, amongst others.

We update Poison Center notifications associated with our European portfolio and monitor risk assessments associated with the U.S. Environmental Protection Agency's (EPA) Toxic Substance

Control Act (TSCA) inventory reset rule. We continue to actively monitor the developing regulatory activities at state, national and global levels with respect to per and polyfluoroalkyl substances (PFAS). PFAS covers thousands of different substances and definitions of PFAS differ across organizations, states, and countries. Under the broad definition, PFAS includes fluoropolymers which are large, stable, inert polymeric molecules. Polymeric, high molecular weight fluoropolymers are too large to cross biological membranes. Avient does currently purchase and use a small amount of fluoropolymers and PFAS- containing additives as raw materials which represent less than 3% of our global product portfolio. Avient does not use perfluorooctanoic acid (PFOA) or perfluorooctane sulfonic acid (PFOS) in its product formulations.

Management and monitoring of global inventory regulations and other emerging issues by our regional product stewardship experts and supported by a global digital platform ensures a quick evaluation and proactive response to potential regulatory risks. Avient's commitment to managing and monitoring the impact of global regulatory requirements on our businesses is demonstrated through our [Global Chemical Management Policy](#).



Supplier Collaboration Management Approach

To succeed as an innovator of materials, we strive to develop multi-faceted collaborative relationships with our suppliers, who value the importance of assessing compliance risk, delivering industry leading performance and embodying a sustainable mindset.

Our [Supplier Code of Conduct](#) drives interactions with our suppliers and expectations for doing business and is aligned closely with [International Labor Organization \(ILO\) standards](#). It includes requirements for child and forced labor, the right to collective bargaining, non-discrimination, employee health and safety, conflict minerals Organisation for Economic Co-operation and Development (OECD) due diligence, and ethical treatment of the environment.

Avient includes in its [Code of Conduct](#) and [Supplier Code of Conduct](#) internal accountability standards related to slavery and human trafficking to which all employees, agents and consultants are required to adhere. Where required by law, we also have specific disclosures and processes in place, including a supplier audit program that focuses on human trafficking. To our knowledge no suppliers have been found to engage in such activity.



Supplier Evaluation

In 2024, Avient partnered with Resilinc to strengthen our Sustainable Sourcing Program, improving our supply chain resilience. Through this partnership, we can effectively address quality, value, and reliability requirements, as well as sustainability, social responsibility, and environmental considerations with our partners. By enhancing our program, we have gained deeper insights into supply chain compliance, empowering us to make informed business allocations and sourcing decisions with a holistic view on partner performance.

Sustainable Sourcing Program

Avient’s Sustainable Sourcing Program integrates sustainable practices into our supply chain decisions and aims to improve our global resiliency. Last year, we completed the second phase of the program, focusing on the implementation of Resilinc as our third-party risk management partner. Through this initiative, our team members received training on the program and learned how to assess supply partners based on key risk areas: quality, raw material profile, and ESG performance. Avient continues to partner with EcoVadis to conduct ESG evaluations. In 2024, Avient gathered sustainability assessments covering 75% of our total direct sourcing spend. Among the assessed suppliers, 94% received an EcoVadis medal rating in their overall scorecard evaluation. Additionally, we request supplier self-assessments—aligned with ISO 9001/IATF 16949 standards—to gain insights into the core components of their Quality Management Systems (QMS). These assessments serve as approval criteria for Avient’s most sensitive end applications.

Looking forward, Avient’s Sustainable Sourcing Program continues to build a robust framework to hold our partners accountable to improve upon their sustainable supply chain, including analyzing areas of risk such as quality, environmental, social, geopolitical, financial, conflict minerals and more. We seek to be an innovator of materials solutions to help our customers succeed, while enabling a sustainable world through the partnership of our suppliers.

Goals and Progress

Plan for 2025

Evaluate Supplier Performance: Assess 80% of suppliers to support achievement of Avient’s Sustainability Goals.

Expand Supplier Collaboration: Connect supplier sustainability performance to overall supplier segmentation to drive continuous improvement and foster more strategic relationships that will support the business strategy.

Through the Sustainable Sourcing Program, we expect our suppliers to continuously assess and evaluate their sustainability efforts, improving their performance over time. Avient is committed to continue partnerships with suppliers who align with the following policies:

- [Environmental Policy](#)
- [Health and Safety Policy](#)
- [Supplier Code of Conduct](#)
- [Human Rights Policy](#)
- [Quality Policy](#)
- [Global Supplier Quality Manual](#)

Conflict Minerals Process

Avient’s business objective is to use conflict free materials and components in our products and expects our global supply chain partners to do the same. Avient has elected to utilize the reporting template provided by the [Responsible Minerals Initiative \(RMI\)](#) formerly Conflict-Free Sourcing Initiative, which facilitates the transfer of information through the supply chain regarding mineral country of origin as well as smelters and refiners being utilized. The template also facilitates the identification of new smelters and refiners to potentially undergo an audit via the RMI Conflict-Free Smelter program. Avient holds this process as a standard with all suppliers, thus reducing third-party supply chain risk. It is part of our policy and partnership with our suppliers that they follow the responsibilities and procedure of RMI and are obliged to our [Conflict Mineral Policy](#).



Strategic Partnerships and Alliances

Our Industry and Value Chain Sustainability Partners

- [American Composites Manufacturers Association \(ACMA\)](#)
- [Association of Plastic Recyclers \(APR\)](#)
- [Bio-based Industries Consortium](#)
- [Circular Plastics Alliance](#)
- [Cosmetics, Packaging and Toxicology \(CosPaTox\) Consortium](#)
- [National Association for PET Container Resources \(NAPCOR\)](#)
- [Operation Clean Sweep](#)
- [PETCORE EUROPE](#)
- [Plastics Recyclers Europe](#)
- [RecyClass](#)
- [The Microfibre Consortium](#)



Preserving the Planet



Protecting the Environment

Climate Change

Reducing Emissions Across Our Value Chain

Waste: Preventing, Minimizing, Eliminating

Water Stewardship and Biodiversity

Conventional Air Emissions

Protecting the Environment

Avient is fully committed to protecting the environment by addressing climate change, conserving natural resources and preventing pollution. Through our environmental aspect and impact assessments within our [RC14001 EH&S Management System](#), we have focused on the following key topics: energy, emissions and climate change, as well as effluents and waste from our operations.

The EH&S Committee of the Board of Directors provided oversight of the systems in place to monitor and mitigate risk associated with these key topics in 2024*. Avient’s Corporate EH&S Department defines the strategy and monitors performance against related management system standards. Full operational responsibility for execution lies within each business unit and operating site. To ensure performance expectations are met, each site has trained management personnel to oversee their systems. To drive engagement at all levels of the organization, financial incentives for all salaried personnel are partially tied to energy intensity and waste intensity targets.

To ensure the ongoing prioritization of capital projects that drive energy, waste, and water efficiency, Avient has implemented a system to identify and centrally fund projects with the greatest impact on our sustainability goals.

*For more information on changes to the EH&S Committee in 2025, refer to page 43.

Climate Change

Energy and Greenhouse Gas (GHG) Emissions

Our Paths to Carbon Neutrality

Climate change is a pressing issue facing the world today and is creating risks and opportunities for businesses across all industries.

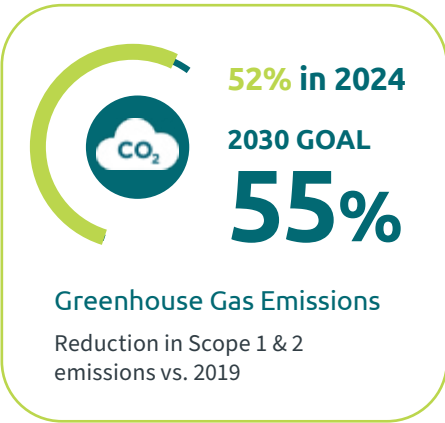
At Avient, we recognize that sustainable business practices can positively impact the issue of climate change. We are committed to doing our part in what must be a multi-faceted, global approach throughout supply chains and across stakeholders to successfully address the issue. While we remain focused on achieving our 2030 GHG emission and energy goals, we believe further actions and strong leadership are critical to addressing climate change and ensuring a stable and sustainable planet.

That is why, in support of the objectives of the Paris Agreement, it is our ambition to achieve operational carbon neutrality by 2050 and we have goals aligned with our [RE100 commitment](#). We know the path to achieving carbon neutrality will not be easy. We are working with internal and external stakeholders to understand how we can achieve our goal to become carbon neutral in line with climate science. And, we are finding new ways of operating, adopting new technologies, and innovating more sustainable products. Some technologies needed are not yet available at scale, which limits our ability to take certain actions in the short term. However, by taking advantage of developments in longer-term carbon management and removal technologies and circularity, we are committed to enabling positive climate impacts across our value chain.



In support of this climate transition, Avient has focused its continuous improvement efforts on:

- Investing in resources and existing technologies to optimize operations, including improvements in energy efficiency and waste reduction
- Maximizing the use of renewable energy in our operations
- Adopting new technologies in our global network of facilities
- Continuing to develop new and innovative products that have sustainability attributes that decrease GHG emissions and enable the world’s transition to a lower-carbon economy
- Advancing circularity in our operations and our customers’ products
- Partnering with our suppliers to enhance the eco-efficiency of our supply chain



The transition to a carbon neutral world is a shared responsibility that requires innovation, collaboration, new partnerships, and the support of effective policymaking. We value collaboration and partnership across the value chain to drive change, and are committed to engaging with our customers, suppliers, and other partners to encourage collective action and help promote the innovations needed to enable a sustainable world.

Electricity from Renewable Resources

PROGRESS

61%
in 2024
GOAL MET



GOALS

60% in 2030
100% in 2050



Climate Change

Energy and Greenhouse Gas (GHG) Emissions *(continued)*

To drive progress toward carbon neutrality, Avient’s low carbon transition plan targets intermediate (2030) goals around Scope 1 (direct) and Scope 2 (indirect) sources of greenhouse gas emissions. These targets are in line with prevailing climate science limits that keep global warming below 2 degrees Celsius, as detailed by the Paris Agreement and [Science-Based Target Initiative](#) (SBTi).

To better reflect the actual price of CO₂ to society, and ensure costs are within the ranges of the scenarios we use for assessing climate transition risks, Avient has instituted an internal cost of carbon. This tool encourages investments in low-carbon and carbon-free technologies while increasing the visibility of, and encouraging accountability for, the impact of carbon emissions on the business.

Avient’s approach to reducing our greenhouse gases and other emissions is focused on four main areas:

- Improving equipment and building energy efficiency;
- Process transformation;
- Expanding the use of renewable or low-carbon energy, and;
- Supporting technology breakthroughs by meeting our customer’s sustainable solution needs.

The overall management strategy for our emission reduction program is led by Avient’s Planet Sub-Committee of the Sustainability Council. This committee is comprised of global operations and sourcing leaders and ensures continual progress towards our sustainability goals and operational efficiency goals. Execution of this strategy is achieved by our business units working closely with individual facilities, the EH&S team, and the Planet Sub-Committee.

Most of Avient’s Scope 1 and 2 GHG emissions are attributed to the consumption of energy. The primary energy source at our facilities is electric power, followed by natural gas. Details of our energy sources can be found in the [Metrics](#) section. Strategic plans at the facility and business unit level include planned efforts to achieve sustainability and operational goals. In 2024, we were able to further optimize energy consumption by executing 103 energy reduction projects around the world. Additionally, Avient introduced Energy Project Awards for projects completed in 2024 in categories such as Most Creative Solution, Best Low- or No-Cost, People’s Choice, and Best Overall.

For detailed information on these projects, our energy and third party verified carbon emissions performance, risks and opportunities presented by climate change, and associated governance systems, we invite you to read our most recent [Climate Change Report](#) submitted to CDP.



Better Plants

Avient proudly announced its partnership with the U.S. Department of Energy’s Better Plants Program in 2023. This represented another step in our commitment to enhancing our operational energy efficiency.

As part of our alignment with Better Plants, we have pledged to reduce our energy intensity by 25% over the course of 10 years, demonstrating our dedication to sustainable practices and bolstering our competitiveness in the industry.



As part of the Better Plants Program, Avient received a [2025 Better Practice award](#), which recognizes partners for innovative and industry-leading accomplishments in implementing and promoting practices, principles and procedures of energy management.

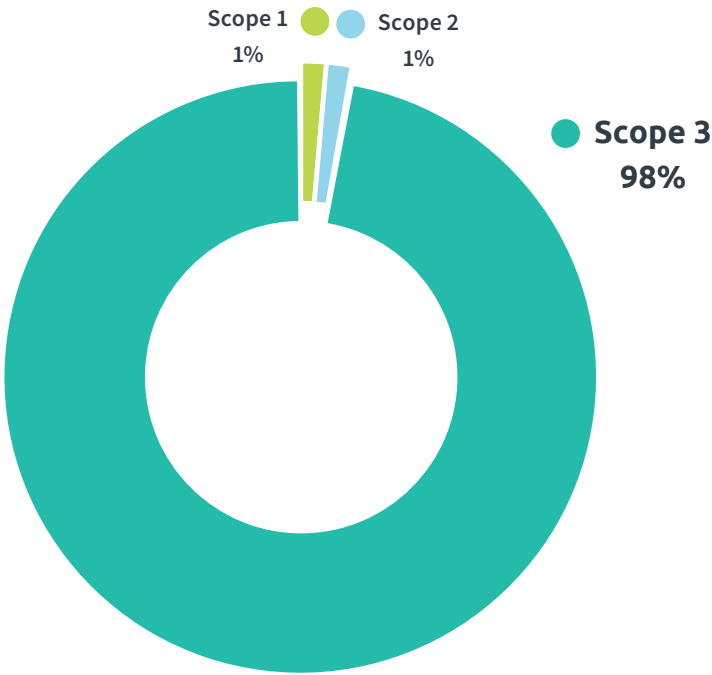
Avient received this award as a result of our annual incentive plan metrics, which included a 3% waste-to-landfill intensity reduction target to drive increased employee and site-level engagement for our 2030 sustainability commitments. Since the launch of this incentive program in 2023, Avient has reduced waste-to-landfill volume by over 25% and total waste volume by over 6%. We have completed over 100 waste minimization projects globally, driving site-specific and innovative solutions.

Reducing Emissions Across Our Value Chain

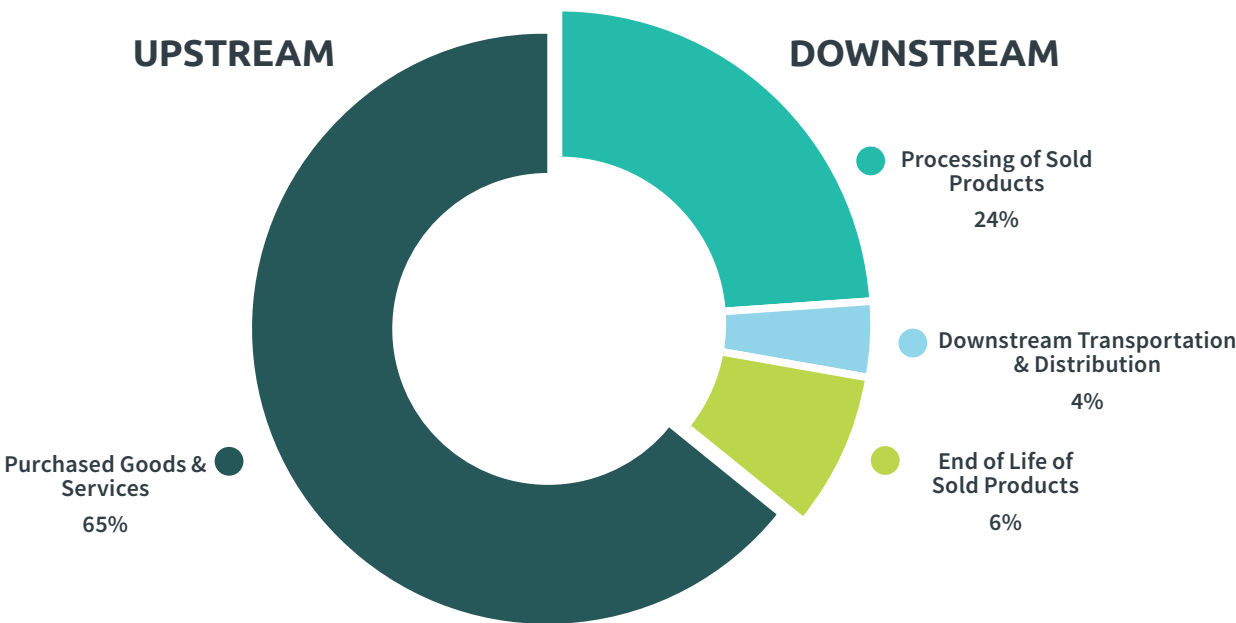
Scope 3 emissions include upstream emissions from products and services we procure from suppliers, as well as downstream emissions from the transportation of our products and the emissions generated from the use and disposal of our sold products. Avient captures information related to all fifteen categories of these emissions. Understanding these emissions is important to Avient. Scope 3 emissions are many times greater than our combined Scope 1 and 2 emissions. Approximately 90% of our Scope 3 emissions come from purchased goods and services and downstream processing of sold products (65% and 24% respectively). This highlights how critical it is to collaborate with suppliers and customers across our value chain to reduce emissions.

Continuous improvement efforts led Avient to initiate a targeted assessment of 568 suppliers and our 20 largest customers to assess availability of carbon emissions data and reduction plans. Our latest assessment identified that less than 50% of our suppliers have existing Scope 3 greenhouse gas commitments. This data is being utilized to define our capabilities to influence these stakeholders and initiate mutually beneficial partnerships. These partnerships will be leveraged to further improve the accuracy of our Scope 3 values along with our ability to take action and track progress toward future emissions reduction goals.

Avient Emissions by Scope



Avient Scope 3 Emissions



*Avient emissions data is based on 2023 analysis

Climate Risks & Opportunities

By acknowledging the implications of climate change, it becomes critical that related risks and opportunities be fully recognized. Avient utilizes the company’s [Enterprise Risk Management](#) assessment to assist in the identification and monitoring of our management physical risks that may be associated with climate change including extreme weather events, supply chain disruptions, and technology changes, as well as transitional climate risks associated with legal, regulatory, policy, low carbon energy transition and liability issues.

We additionally expanded our existing risk management practices to incorporate the analysis of short to long-term climate-related risks and opportunities under various climate scenarios. A summary of the analysis can be found on the [Avient website](#) and full details are attached to our [CDP Climate Change Report](#).



Waste: Preventing, Minimizing, Eliminating

Avient is committed to eliminating or reducing waste generated by our operations and enabling our customers to meet their waste minimization goals.

Our efforts are aimed at reducing the quantity of hazardous and non-hazardous waste generated. Our waste management approach adds value by reducing the risk of environmental harm, as well as costs associated with waste management. These efforts are in line with our commitment to sustainability and strengthen the health of our communities and operations worldwide.

The majority of our waste is non-hazardous process scrap and purge materials. Other wastes may be generated from sources such as periodic construction and demolition projects, packaging from raw materials and products, laboratory waste from quality assurance activities, and routine office-based activities.

Expectations for the management of hazardous and non-hazardous waste are governed by Avient’s internal waste management standards which are applicable to all facilities. These waste standards have established a hierarchy of waste management with the elimination of waste as the highest priority, followed by disposal with beneficial reuse, and disposal without any beneficial reuse as the lowest priority. We implement programs to identify reuse opportunities for off-quality products and other waste streams and improve facility resource efficiency to reduce waste generation. Compliance with these expectations is regularly evaluated through our comprehensive EH&S audit program.

Our annual goal of reducing waste to landfill intensity by 3%, as well as annual incentives, are designed to encourage facilities to eliminate waste generation and identify beneficial uses for their remaining waste streams. To monitor progress against these goals, we track waste data from each site on a monthly basis. Beyond quantities of waste generated, this monthly data includes information on positive and negative influences that impact performance.

It is this granular information that Avient utilizes to drive improvement projects. In 2024, we were able to further optimize operations through executing over 70 waste minimization projects around the world. Additionally, 50 of our manufacturing sites globally sent no waste to landfills in 2024. Additionally, Avient introduced Waste Project Awards for projects completed in 2024 in categories such as Most Creative Solution, Best Low- or No-Cost, People’s Choice, and Best Overall.

While our goal focuses on waste impacts from our direct operations, we also seek opportunities along our value chain to work with suppliers to reduce waste associated with shipping materials and with customers by offering products that incorporate recycled content or extend the useful life of a product.

We regularly conduct risk-based audits to inspect external waste disposal and recycling companies to ensure the proper disposal of waste. In this way, we also keep today’s waste from becoming tomorrow’s contamination.

45%
of Avient
facilities

Sent no waste
to landfills in
2024

Waste Partnerships and Impact

Avient’s global operations participate in [Operation Clean Sweep](#). Operation Clean Sweep’s overarching goal is to ensure that every plastic resin handling operation achieves zero loss of pellet, flake, and powder. This greatly helps to protect the environment and save valuable resources. Operation Clean Sweep companies help to prevent plastics from making their way into the ocean, promoting safety, health and cleanliness for marine life. We recognize the importance of responsibly managing plastic pellet loss within our operations.

In addition to ongoing operator training, we conduct regular assessments of our management system procedures to ensure they are effective, and implement improvement measures if needed. On a daily basis, plant personnel monitor structural controls and work practices at our facilities via routine daily rounds.

When a loss of containment is discovered, loose pellets are promptly contained and cleaned up. Pellet recovery equipment, such as skimmers and sieves, are in place to recover pellets captured in our drainage systems.



Water Stewardship

Avient’s commitment to responsible water stewardship is exemplified by our conscientious approach to water management across our operations. Unlike other industrial sectors, our processes are inherently less water-intensive, with normal manufacturing procedures being predominantly “dry.” Water usage is primarily confined to essential sanitary applications and process cooling, with a notable emphasis on closed-loop recycling to minimize consumption. Despite the modest water requirements of our operations, Avient recognizes the importance of water as a finite and precious resource.

Clean and accessible water is vital for healthy and thriving communities around the world. Avient recognizes the indispensable role water plays in sustaining life and promoting well-being. Our commitment to sustainable water management extends beyond compliance with regulatory requirements—we proactively seek opportunities to enhance water efficiency and maximize the reuse of wastewater across our facilities. Through diligent monitoring and tracking of water usage and wastewater discharges, we identify areas for improvement and implement targeted initiatives to reduce consumption and mitigate risks. Our global approach to water management integrates strategies for tracking legal obligations, assessing management costs, and prioritizing efficiency projects to optimize resource utilization and minimize environmental impact.

Building upon our commitment to sustainable water management, Avient has standardized our water stream definitions and reporting frequency, our Position on Water Stewardship and our

water stress evaluation framework. While we have collected water data from our manufacturing facilities since 2012, increased water data accuracy allows us to better understand our water sources, withdrawal rates, and discharges. Our [Position on Water Stewardship](#) reinforces our commitment to minimize water consumption, maximize reuse opportunities, and mitigate risks employed with water scarcity and pollution. We leverage the [World Resources Institute \(WRI\) Aqueduct Water Risk Atlas](#) to develop our water stress evaluation framework, which identified that 62% of our facilities are located outside of extremely high or high water stress areas. This enables us to identify priority areas for intervention and resource allocation.

For 2025, we are introducing a new sustainability goal to implement water stewardship plans for all facilities in extremely high-risk sites as assessed by the WRI Aqueduct Water Risk Atlas by 2030. These plans will provide a roadmap for identifying sources, recycling, alternative uses, and tracking for sites where we can have the biggest impact.

Additionally, Avient introduced Water Project Awards for projects completed in 2024 in categories such as: Most Creative Solution, Best Low- or No-Cost, People’s Choice, and Best Overall.

Information on water stress, water withdrawal, recycling/reuse, and discharge is provided in the [Metrics section](#) of this report or in [Avient’s CDP Water Security Report](#).

GOAL
 **100%**

Water Stewardship Plans

For extremely high-risk sites as assessed using the WRI Aqueduct Water Risk Atlas*

Biodiversity

Biodiversity is a cornerstone of ecosystem health and plays a fundamental role in sustaining life on Earth. While the vast majority of Avient sites are in urban and suburban areas, we recognize the critical importance of biodiversity not only for ecological balance, but also within the context of sustainable business practices. In line with our commitment to conserve biodiversity, Avient has developed a biodiversity risk assessment framework that draws upon data from the [World Wildlife Fund \(WWF\) Biodiversity Risk Filter](#).

We understand that nature-related risks are highly location-specific, so each of our sites globally is assigned a biodiversity risk level based on the WWF Biodiversity Risk Filter (more details of the analysis in [Metrics section](#)). By assessing the potential impacts of our operations on local biodiversity, we can identify areas of heightened risk and implement targeted measures to minimize our ecological footprint. [Our Position on Biodiversity](#) underscores our dedication to minimizing biodiversity impact and ensuring the long-term sustainability of our operations.

*World Resources Institute (WRI) Aqueduct Water Risk Atlas



Conventional Air Emissions

Our atmospheric protection activities are based on a comprehensive analysis of our emissions. Efforts to reduce air emissions—particulate matter, nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOCs) and hazardous air pollutants (HAPs)— are supported by capital investments, integration of cost-effective technologies and innovative operating practices. Regular monitoring of our emissions to air from all of our sites is a part of environmental management at Avient. All Avient manufacturing facilities comply with applicable regulatory requirements regarding emissions limits and hold valid air permits where required. While conventional air emissions are a critical and a highly influential topic in some industrial sectors, as a materials solutions company utilizing purchased materials, Avient’s conventional air emission levels from legacy operations are de minimis and not material.

Details on conventional air emissions can be found in the [Metrics section](#) of this report.

Culture of Safety & Sustainability

**Environmental,
Health & Safety**

**Performance: Metrics
and Monitoring**

Occupational Safety

Security

Training & Development

**Employee Resource
Groups & Inclusion**

Benefits Programs

Human Rights

**Becoming an Even
Better Place to Work**

**Community Service &
Charitable Contributions**

Environmental, Health & Safety

Management Approach

At Avient, a culture of safety is a foundational strength.

At the highest level, Avient’s Board of Directors has had a long-standing Environmental, Health & Safety (EH&S) Committee overseeing and monitoring environmental, health, safety, security, and product stewardship standards—including oversight of climate-related risks*.

Avient’s [EH&S Management System \(EH&S MS\)](#) is managed by its Corporate Environmental, Health, Safety and Product Stewardship Department, and by degreed technical experts employed in all regions and businesses. Avient’s Vice President of EH&S and Senior Vice President of Global Operations and Process Improvement are responsible for reporting performance to the EH&S Committee of the Board of Directors.

Our management approach to EH&S is rooted in the [American Chemistry Council’s \(ACC\) Responsible Care® Standard](#). We established a comprehensive EH&S MS to systemically identify and address any risks, which is externally certified and based on the [ACC Responsible Care 14001® Standard](#). This management system applies to all Avient sites and our contractors globally. In 2025, we are introducing a new goal that further emphasizes our commitment to safety and sustainability by expanding that certification to 75% of our facilities by 2030.

Avient’s EH&S MS is comprised of global standards for safety, health, security, product safety, and environmental protection. It addresses every aspect of our operations, including material

transportation, site and warehouse activities, product distribution, customer usage, and our ongoing commitment to be a positive influence in the communities where we operate. It covers both regulatory requirements and voluntary actions, and incorporates the principle of continuous improvement.

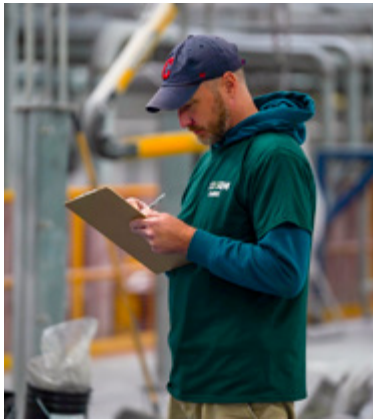
The policies and codes that are included in the EH&S MS are:

- [Responsible Care® Policy](#), which outlines our overarching commitment to the Responsible Care® Guiding Principles;
- [Safety & Health Policy](#), which focuses on providing a safe and healthy workplace for our employees, contractors and visitors through building an actively caring culture;
- [Security Policy](#), which focuses on protecting the security of our people, all information related to our operations, and our supply chain;
- [Avient Code of Conduct](#), which focuses on putting forth guidelines for ethical behavior;
- [Environmental Policy](#), which focuses on ensuring enduring operations that contribute positively to our employees’ wellbeing and the well-being of the communities in which we operate;
- [Product Stewardship Policy](#), which covers the sustainable and ethical management of our products to protect our employees, customers and communities in which we operate.

2030 GOAL
 **75%**

Environmental, Health & Safety
Management Systems

Sites achieving the ACC RC14001®
certification** to support our culture
of safety and sustainability



Culture of Safety

At Avient, safety is not just a priority—it’s a core value and the foundation of our organization. Our culture of safety permeates every facet of our operations, building a foundation of trust, integrity, and collective accountability that empowers each employee to act with vigilance every day. We believe that the pursuit of excellence in safety starts with the right inputs: proactive risk reduction, dynamic employee engagement, and relentless continuous improvement.

Our strength is evident in the strategies we deploy. Initiatives such as our RAPID ergonomic events—conducted at 39 sites—demonstrate our commitment to identifying and mitigating potential risks before they escalate into incidents. These events, alongside comprehensive training and onboarding, ensure that every team member is not only prepared but inspired to contribute to a secure working environment.

Safety engagement is a shared responsibility, embraced across all levels. Through our site-specific EHS Road Map tool, we provide each location clear guidance to pinpoint high-risk opportunities and develop tailored preventive measures. This systematic approach transforms data and actionable insights into strategies that continuously safeguard our people, our communities, and the environment.

Our commitment to these core values is reflected in our outstanding performance metrics. With a total recordable incident rate (TRIR) of 0.40 for 2024—our best performance to date—Avient demonstrates that embedding a culture of safety at its core truly drives superior outcomes and sets new benchmarks for excellence.

In essence, by prioritizing proactive risk management, fostering robust employee engagement, and streamlining continuous improvement efforts, Avient’s enduring culture of safety not only meets but exceeds modern industry standards, forming the very foundation of our enduring success.

*For more information on changes to the EH&S Committee in 2025, refer to page 43.

**The American Chemistry Council’s RC14001® standard is a 3rd party certification that provides a framework for companies to implement a comprehensive environmental, health, safety, and security management system, particularly within the chemical industry.

Performance: Metrics & Monitoring

To quantify and reduce risk over time, Avient monitors several key performance indicators on a regular basis: Total Recordable Incident Rate (TRIR), Lost Time Injury/Illness Rate (LTIR), Severity Rate (SR) and Injuries of High Consequence (IOHC). These rates are compiled globally and reported on a monthly basis to all leadership personnel in the company. As Avient is focused on its ultimate goal of zero recordable injuries and our ongoing desire to integrate safety into all aspects of our operations, we track annual reduction goals measured at the business unit and regional levels. Progress toward zero recordable injuries is communicated globally.

Leading indicators are also tracked to ensure efforts to identify and eliminate risk proactively continue. These leading indicators include the continuous monitoring of progress on corrective and preventive actions, the number of risk assessments performed, details on the amount of risk eliminated or mitigated, the number of safety improvements submitted and implemented, the participation rate in safety engagement activities, the number of internal audits conducted and participation rates of Global Safety Day activities.

Sustainability Metrics & Employee Incentive Compensation

Sustainability performance metrics were included in all salaried employees' Annual Incentive Plan in 2024, including management. Metrics included employee safety engagement, waste to landfill intensity and energy intensity.

Safety Milestones 2024



Occupational Safety & Health

Occupational safety, health and well-being are paramount at Avient because we understand the value of good performance in these areas to our people, their families, collective morale, operational costs, our contractors, the communities in which we operate, and our reputation. As such, we ensure that our operations meet both legal and best-in-class standards.

Our culture of safety was built not through words, but through dedication, continuous improvement, and action. Throughout Avient’s history, systems have been in place that underscore our commitment to the occupational health, safety, and well-being of our employees.

Avient believes that participation of employees at all levels of the organization is required to reduce risk to acceptable levels. For this reason, we have built an actively caring and attentive culture, where input on safety and health topics is encouraged and expected. To enhance employee participation in our safety & health systems, the 2024 Annual Incentive Plan included a safety-based metric that measured the percentage of employees that participate in a safety engagement. These safety engagement activities can range from submitting a safety suggestion, identifying a hazard, to leading a safety meeting or helping a customer with a safety issue.

Each employee has the freedom and expectation to communicate hazards and remove themselves from unsafe situations, without the fear of reprisal. Safety committees exist at our manufacturing sites and represent all employees employed in production. Where there is a need for new internal standards or updates to existing ones, working groups comprised of regional and corporate EH&S experts are established. We then develop and communicate the draft to internal stakeholders, soliciting feedback, and considering revisions before the standard is finalized and approved. All standards are then published in the EH&S information management system and made available to all employees.

Under our EH&S MS, Avient has rolled out multifaceted trainings and tools to achieve our ultimate goal of zero recordable injuries in the workplace. Examples include Global Safety Days, Residual Risk Reduction (R3), and our Ergonomics Rapid Events designed to identify and correct ergonomics risks. These programs incorporate improvements to safety leadership, behavioral safety, various safety suggestion mechanisms, internal and external audit systems, and measurable performance indicators. The importance of employee participation in safety management systems is a common thread throughout our systems at Avient.

Security

Keeping Avient’s operations, infrastructure, and employees protected is a vital task, as a breach in physical security at sites could lead to risks to stakeholders and the sustainability of our enterprise.

Governance

Avient’s robust security measures are designed to protect our personnel and facilities from operational threats and keep our business safe. Our security programs are risk-based, flexible and responsive to the environments in which we operate. The security management system module in the [EH&S MS](#) is based on the [Responsible Care® Security Code](#) which seeks to continuously improve our processes and systems related to security performance and implement management practices consistent with its guidance.

The Board oversees our annual enterprise risk assessment, where we assess key risks within the company, including security. We are also a member of the [U.S. Customs Trade Partnership Against Terrorism \(CTPAT\)](#), the supply chain security program under U.S. Customs and Border Protection, and a member of the [Canadian Border Services Agency Partners in Protection \(PIP\)](#) program. Avient’s Global Trade and EH&S departments share responsibility for supply chain security.

Physical Security

Avient has a committee focused on the physical security of our supply chain and operations. Our facilities undergo periodic analyses to address potential threats. Each assessment considers geographic location, relationships with communities and applicable laws. In higher-risk areas, we maintain detailed security preparedness plans. Our security personnel continuously improve our risk management methodologies, threat-assessment capabilities and technical security management processes through drills, training programs and industry forums.

Emergency Preparedness

As part of security at our sites, we prioritize comprehensive emergency preparedness and response to protect our employees, communities, and the environment.

The emergency response plan is implemented as required by the standard, site activities, and regulatory obligations. Annual training is mandatory, including classroom instruction, exercises, and appropriate drills for affected personnel, ensuring that all personnel are knowledgeable and prepared to respond effectively in emergency situations. We also participate in community emergency preparedness plans and maintain mutual aid resource agreements where necessary.



Training & Development Management Approach

As we build for the Avient of the future, Leadership, Talent and Culture is a strategic driver of our strategy. Development and training of our workforce is a priority for Avient, as it influences our culture while enabling our teams to accomplish business goals. At Avient, we provide meaningful learning engagements and skill development opportunities to all full and part-time global employees. Learning is ingrained in our culture and every Avient employee participates in training annually. We manage training and development through global programs and digital platforms to ensure a consistent and high-quality experience for all employees. Each year, our employees complete over 100,000 hours of training through a variety of delivery methods, which focus on leadership development, safety, Lean Six Sigma concepts, technical and operational skills, customer-centric selling, sustainability, and ethics and compliance. In 2024, Avient employees received 21 hours of training on average.

Leveraging digital tools like the Avient Learning Management system and LinkedIn Learning allows employees to access instructor-led and virtual learning experiences. Performance management data is stored and retained in digital platforms. Access to this information supports talent development and internal career progression.

Course evaluations, focus groups and program pilot techniques are utilized to gain insight to program effectiveness and monitor opportunities for continuous improvement.

[LEARN MORE](#)
Avient Sustainability

Development Programs

A foundation for building the Avient of the future is developing our talent. Avient offers internal nomination-based leadership development opportunities, foundational leadership training for all current and aspiring people managers, and Lean Six Sigma training at a variety of levels. We also focus on development of our production employees in Lean Six Sigma, safety, continuous improvement, and our ENGAGE program that promotes a culture of learning across our global manufacturing footprint.

Continuous development drives employees to reach their full potential and we leverage our robust succession planning process and career development training to support professional growth. This is completed through regular performance feedback, individual development plans, mentoring programs and nomination-based leadership development programs for top talent.

Early Talent Programs

As a key aspect of our talent pipeline, we partner with leading universities around the world to hire employees into fulltime, co-op or internship opportunities. These roles include rotational development programs where individuals gain experience in various departments or across functions, expanding their skills while also building a well-rounded knowledge of Avient. We leverage global processes and systems to create a positive candidate experience with opportunities for both entry level and experienced hires.

Avient Leadership Behaviors

At Avient, we believe that success is not just about what we achieve—it’s about how we achieve it. The Avient Leadership Behaviors are a driver of how we achieve success.

This framework is designed to empower every employee—whether leading themselves, others, or the business—to drive our strategy forward with confidence. By creating a common language we are ensuring that every individual at Avient has the tools to succeed today and in the future.

Aligned with our four strategic drivers, these six Avient Leadership Behaviors will accelerate our ability to meet customer needs, achieve business goals, and unlock new opportunities for professional growth. Avient Leadership Behaviors reinforce our commitment to developing talent, fostering leadership at all levels, and drive a culture of excellence.

Awards Programs

You Made a Difference Awards

Recognizes employees who go above and beyond their job responsibilities on a project or task.

Spotlight Awards

Recognizes employees that go above and beyond their typical duties on a project or task that had a significant financial impact on the organization.

Chairman’s Awards

Employee

Our Chairman’s Achievement Award recognizes excellence and extraordinary efforts in the execution of Avient’s strategy. It’s the highest honor a non-sales employee can receive at Avient.



Sales

Our Chairman’s Club Award recognizes our top 25 sellers and one sales manager for their outstanding performance, conducting business with an unwavering customer focus and aligned with our culture of safety and sustainability.



Leadership

Our Chairman’s Leadership Award recognizes our top performing General Manager for performance, culture and inspirational leadership.

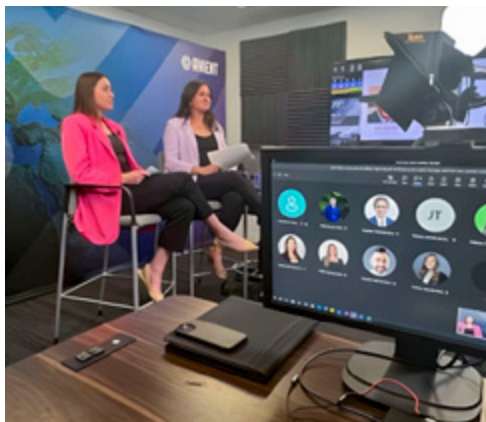
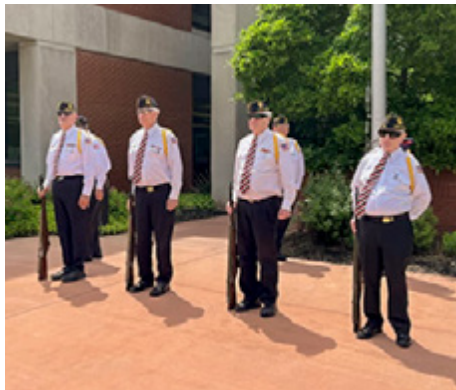


Avient Leadership Behaviors



Employee Resource Groups

As a world-class company committed to our employees, Avient has created a strong portfolio of Employee Resource Groups (ERGs) as highlighted below. They all serve as a vital force in fostering inclusion, connection, and education throughout the company. With chapters spanning the globe, these ERGs create welcoming spaces for all employees to engage, share experiences, and celebrate Avient’s talented workforce. By hosting events, discussions, and learning opportunities, our ERGs empower all individuals to contribute to a more inclusive workplace culture.



Inclusion & Impact Management Approach

We recognize the benefits that inclusion brings to our organization, including delivering better business outcomes. Our talented people leverage their backgrounds across a myriad of experience and skills toward a common goal: meeting the needs of the present without compromising the ability of future generations to do the same. This spirit of inclusive collaboration can be felt throughout Avient. It drives the innovation that earns us leadership positions in the markets we serve and underpins the high level of respect we show each other every day.

We leverage Employee Resource Groups (ERGs) to help educate and inspire our global workforce and fortify strong business practices. Other initiatives, including Mentoring at Avient and campus partnerships, are vital for progress in our inclusion journey. We require equality of opportunity for all qualified individuals in accordance with applicable laws.

Decisions on hiring, promotion, development, compensation or advancement are based solely on a person’s qualifications, abilities, experience and performance, except where local law requires us to take specific action. More detail about Avient’s workforce demographics can be found in the [appendix](#).

LEARN MORE

Avient Sustainability

Benefits Programs

What it takes to be a sustainable company has many parallels with being a great place to work. Our ongoing employee feedback is highly valued, discussed, and most importantly, acted upon to make improvements to our culture of safety and sustainability. In addition to the development and learning opportunities, this also includes unique benefits we offer our employees.

Compensation and Benefits

We provide competitive base pay, performance-driven incentive opportunities, and foundational rewards to attract and retain top talent. Example benefits opportunities in the United States include:

- Paid vacation, sick time & holidays
- Comprehensive medical, prescription drug, dental & vision plans
- Health Savings Account (HSA)
- 401(k) savings plan & attractive company match
- Company-paid short-term & long-term disability, basic life and accidental death and dismemberment insurance
- Employee Assistance Program
- Voluntary benefits, such as accident, critical illness, hospital indemnity and legal insurances
- Inclusive fertility, adoption and surrogacy benefits
- Virtual physical therapy
- Pet Insurance

In general, part-time employees in the United States who work 20 hours or more are included in paid time-off programs. Employees generally must be classified as full-time employees (regularly scheduled to work a minimum of 30 hours a week) to be eligible for health and wellness benefits.

Parental Leave

In order to assist and support new parents with balancing work and family matters, Avient provides paid parental leave to eligible employees for activities related to the care and well-being of their newborn or adopted child. Globally, Avient complies with all statutory regulations for parental leave.

In the U.S., Avient provides up to six weeks of 100% Paid Parental Leave (regular rate of base pay) to eligible employees following the birth or adoption of a child. This benefit is available for all eligible employees, not only “birth mothers” as some traditional policies are more restrictive. For parents who qualify for short-term disability wage replacement (STD) benefits, Paid Parental Leave benefits can be taken after the STD benefits have been exhausted.

Community Service

Avient offers a global benefit of [Community Service](#) hours. We encourage our people to help create more sustainable communities by providing 16 hours of paid time off each year to volunteer for a cause of their preference. In 2024, over 100 of our sites and 3,800 of our employees generously gave over 11,000 volunteer hours.

16
Hours

Annual paid time
off to volunteer



Outplacement Programs

Avient offers quality outplacement services to U.S. employees if they are impacted by workforce reductions. Our partner provides a highly interactive program that is designed to engage candidates in building skills to effectively implement all phases of the transition process. Resources such as resume and social media reviews, career coaches, recruiter connections, and interview consultants are offered to support departing employees. Similar programs or partners are leveraged around the world, as needed.



Human Rights

Avient is dedicated to conducting business ethically and with integrity, and our [Human Rights Policy](#) is part of our commitment to socially responsible business practices.

We have internal assessment processes in place, under the oversight of our executive leaders, to identify potential human rights risks. For example, through these processes, we have identified potential human rights risks, including: protecting the health and safety of our employees and contractors, addressing modern slavery in the supply chain and preventing, minimizing and eliminating waste contamination in the environment.

Ongoing potential risk identification and mitigation in occupational health and safety is critical to our culture of safety and sustainability. Focus on continuous improvement in this area is described in [Occupational Safety & Health](#).

As reflected in our [Code of Conduct](#), we forbid any form of forced labor or human trafficking in connection with our business, and expect the same of our suppliers, agents, and distributors. We have also established certain due diligence processes to identify and mitigate possible risks in our supply chain, such as in our Modern Slavery and Human Trafficking Statement.

Regular audits are conducted to inspect our external waste disposal companies to ensure proper disposal and to avoid water and other environmental contamination, as described in [Waste: Preventing, Minimizing, Eliminating](#). Additional information can be found in our [Human Rights Policy](#).



Becoming an Even Better Place to Work

As an innovator of materials solutions to help our customers succeed, while enabling a sustainable world, our talent is at the forefront of all we do. The safety, health, and well-being of our more than 9,000 employees worldwide is paramount.

In 2024, we were proud to receive our [Great Place to Work®](#) certification for the sixth year in a row, thanks to the candid feedback shared by our employees through our annual employee engagement survey. With an average score of 75% across all statements of the Great Place to Work Trust Model, our employees' experience is significantly above the average for all companies (56%).

These results demonstrate the strength of our differentiated culture built on safety, innovation, collaboration, inclusion, caring, and trust. Our employees' feedback showcases how these values are embedded in our everyday interactions and define us as a Great Place to Work.

As we celebrate these achievements, Avient remains committed to continuously improving the employee experience. By fostering open communication, building trust, and taking meaningful action, we will advance our cultural journey to become an even better place to work for our talented global workforce.



Recognized by Prestigious Rankings

We were honored to earn prominent places in prestigious corporate rankings in 2024. Avient was again named one of America's Most Responsible Companies by Newsweek and Statista and a Barron's 100 Most Sustainable Companies in 2024. We were also selected as an America's Greenest Companies by Newsweek and Financial Post in its (with no apostrophe)inaugural year ranking. These selections considered key performance indicators including environmental and social metrics.

Our progress in leadership diversity, employee safety, and community engagement helped us earn these recognitions. They are significant milestones in Avient's cultural journey and demonstrate our commitment to positively impacting our people and all our stakeholders.



Community Service and Charitable Contributions

In addition to protecting the planet through our commitment to climate change, conserving natural resources and preventing pollution related to our operations, Avient is committed to investing in the communities where we live and work. From Global Giving to Earth Day clean up initiatives, our employees are dedicated to investing in their communities through charitable contributions and volunteering their time. The commitment to our communities is a crucial part of protecting the planet for generations to come.

Avient’s long-standing dedication to community engagement remains integral to our culture. In 2024, our employees continued to prioritize making a meaningful difference in the communities we serve. They demonstrated unquestionable service and empathy for others by volunteering their time, talents, and treasures to support local organizations and causes worldwide.

We expanded our Global Giving campaign in its second year, partnering with local leaders to identify areas of need and support communities where we operate. Over 3,800 Avient employees participated, serving more than 120 communities and benefiting over 70 non-profit and charity

organizations around the world. Approximately \$1.5 million was donated and more than 11,000 volunteer hours were given to initiatives ranging from mentorship programs to environmental cleanups and fundraising events.

In North America, [United Way](#) remains our most significant philanthropic endeavor, with our employees continuing to give generously. Since 2007, we have raised over \$20 million for United Way chapters. Employees across our sites participated in fundraisers, volunteer events, and donation drives to support United Way and the local charities they partner with to meet critical needs in education, financial stability, and health.

In addition, we contributed to numerous non-profit organizations where our leaders sit on boards of trustees, helping them advance sustainability in their operations and missions to serve.



Political Contributions

Avient does not fund political parties or members of government. In the United States, employees at Avient have made use of their right to establish a Political Action Committee (PAC), which is a voluntary, federally registered employee association that collects donations for political purposes and decides how these are used, in accordance with U.S. law. The Avient PAC Committee, comprised of Avient PAC Members, meets, discusses key topics and decides the annual budget.

Avient PAC aligns with candidates who support laws and regulations consistent with sustainable business practices and Avient’s interests, represent a state or district where an Avient facility is located and/ or are active members or leadership of key committees/positions. Our discussions with legislators provide awareness on Avient’s role and contributions to the science that enables sustainability and a circular economy, as well as the importance of maintaining a cost and regulatory environment that allows companies to best operate, invest and grow.

In 2024, Avient PAC contributed \$7,000 to federal candidates in the U.S. and \$10,000 to state candidates in Ohio. No political contributions are made outside the U.S. Avient PAC’s Federal Election Commission filings, including listings of contributions, are publicly available at www.fec.gov. State of Ohio filings and contributions are publicly available at www.ohiosos.gov.

Governance



Governance

The Highest Ethical Standards

Ethics Hotline & Reporting

Compliance & Training Programs

Policies & Guidelines

Governance

At Avient, governance is a foundation of our commitment to sustainability and responsible business practices. Our approach to environmental, social, and governance (ESG) matters is deeply integrated into our corporate strategy, reflecting our dedication to ethical conduct and long-term value creation.

Avient’s Board of Directors provides the highest level of governance, as detailed to the right and in the [2025 Proxy Statement](#). Additionally, Avient formed an internal Sustainability Council in 2019 that is responsible for managing sustainability initiatives at all levels of our organization in support of our long-term business strategy. The Sustainability Council includes representation from business units, functions and regions from across the organization.

Corporate Board Governance

The [Board of Directors](#) at Avient is a cornerstone of our corporate governance, emphasizing independence and professional excellence. Comprised of 12 Directors, 11 of whom are independent, the Board ensures effective oversight of management and business operations through a well-defined committee structure.

Each committee contributes to our sustainability efforts, with the Governance and Corporate Responsibility Committee focusing on integrating corporate responsibility and sustainability into strategic decision-making and business operations. In 2024, the Environmental, Health and Safety Committee oversaw policies and practices related to environmental, health, and safety issues, including the monitoring and mitigation of our carbon footprint and climate change risks. In 2025, the committee will be renamed the Innovation & Sustainability Committee and is expanding its scope to include innovation and sustainability.

The Board’s [Corporate Governance Guidelines](#) outline its responsibilities and conduct, ensuring a balanced mix of skills, experience, and perspectives.

Enterprise Risk Management (ERM)

At Avient, our Enterprise Risk Management (ERM) process is a collaborative effort across all business units and functions to identify and assess risks. Each risk is evaluated for its likelihood of occurrence and potential impact, taking into account existing mitigation strategies. The prioritized risks are reviewed annually with executive management to ensure our risk identification and responses remain current and effective, and to address new and emerging risks. For more detailed information on risks, please refer to our [2024 Annual Report](#) on Form 10-K. The ERM analysis is regularly presented to Avient’s Board of Directors, and sustainability-related risks are integrated into this process.

Cybersecurity

Avient’s global cybersecurity program is designed to identify, protect, detect, respond to, and recover from threats. This is achieved through regular risk assessments, continuous vulnerability monitoring, and a widely-adopted risk quantification model. All employees are required to complete annual web-based training, and we extend security controls to business partners. Avient undergoes quarterly third-party audits, internal reviews, and penetration testing to enhance our security measures. The Chief Information Security Officer (CISO), who reports to the Chief Information Officer (CIO), leads a team of certified professionals and collaborates with third-party experts for additional assessments and trend insights. Despite past attacks, no cybersecurity incident has had a material impact on our business. The Board and its Audit Committee actively oversee our enterprise risk assessment, with the Audit Committee receiving regular updates on cybersecurity threats, defense capabilities, incident response plans, and employee training activities.

For more detailed information on cybersecurity, please refer to our [2024 Annual Report](#) on Form 10-K.



The Highest Ethical Standards

At Avient, we maintain a strong commitment to sustainability, by conducting business in a way that puts the safety of our employees and needs of our customers first, while enabling a sustainable world.

Knowing that the judgments and decisions we make as individuals affect the way Avient is viewed in the marketplace and in the communities where we work, we let our foundational strengths of unwavering customer focus, diverse technology portfolio, commercial excellence & financial rigor, and a culture of safety & sustainability shape the way we do business. These strengths are based on high ethical standards, and demand honesty and integrity in our business dealings.

We hold ourselves to a consistent global standard of ethical conduct, while respecting the cultures and business practices of the countries and local communities with which we interact. As a testament to its importance, all our acquisitions are integrated into our Ethics and Compliance programs within the first year.

Our [Code of Conduct](#) establishes a clear set of ethical and behavioral standards for our business conduct. Our internal Ethics Committee and the Audit Committee of our Board provide oversight

and direction for the training and education of the Code of Conduct and other ethics-related matters, including a review of trends that may affect Avient.

We also recognize that our responsibility extends beyond our operational and process boundaries to our supplier partners. Our [Supplier Code of Conduct](#) provides requirements to suppliers and their employees, personnel agents, and subcontractors to fully comply with applicable laws and regulations and adhere to internationally recognized environmental, social, corporate governance and management system standards.



Compliance and Training Programs

Compliance oversight is provided by a combination of the Senior Vice President, General Counsel, Secretary and Corporate Ethics Officer; the Audit Committee of the Board of Directors; and our internal Ethics Committee, which is comprised of leaders from our global business and functional teams. The Audit Committee and Ethics Committee formally meet to provide oversight and the Senior Vice President, General Counsel, Secretary and Corporate Ethics Officer has direct access to both committees and provides regular updates throughout the year.

To set clear expectations and understanding, our policies, along with the training and communication of these policies are provided in over 20 languages and disclosed on our website. Code of Conduct training is an annual mandatory requirement for all our employees. In addition, we reinforce important topics such as anti-bribery, anti-corruption, antitrust, harassment and discrimination, conflict of interest, insider trading and information security, with supplemental training provided to dive deeper into important topics. Further, based on assessment of global risk and in an effort to sustain a culture of excellence, we select certain specific countries or functional groups within Avient for focused training or audits.

Ethics Hotline and Reporting

An independently managed [Ethics Hotline](#), with multi-language capabilities, is available globally via Web or by phone, 24/7. The Hotline is available to anyone within or outside Avient to allow access to report questions or concerns directly to Avient’s Ethics & Compliance team. Those who file reports can remain anonymous.

We promote the availability of our Hotline through a number of avenues, including our annual Code of Conduct trainings, new-hire onboarding, Hotline posters which are displayed at all Avient locations, internal network resources, and ongoing employee communications. Additionally, during our Internal Audit team’s site engagements across the globe, we conduct employee interviews to assess and reinforce the importance of speaking up if they have concerns.



Avient does not tolerate retaliation against any individual who, in good faith, seeks advice, raises a concern, reports misconduct or provides information in an investigation related to a suspected Code of Conduct violation.

All reports, received through the Hotline or other sources, are investigated by an independent and objective team which often includes Ethics & Compliance, Legal and Human Resources. Standardized processes and forms are used to ensure a thorough review and resolution of ethics-related reports. Investigations into ethics-related matters have led to disciplinary action, including termination. The Senior Vice President, General Counsel, Secretary and Corporate Ethics Officer, presents the number of ethics reports, report trends, substantiated reports, and a comparison of our ethics data vs. a benchmark to both the Audit and Ethics Committees.

Policies & Guidelines

In addition to our Code of Conduct, our corporate governance policies show our commitment to honest, ethical business practices and compliance with applicable law. These documents and policies are the principles and guidelines that we follow to ensure effective corporate governance practices within Avient.

[Animal Testing Policy](#)

[Audit Committee Charter](#)

[California Transparency in Supply Chains Act Disclosure](#)

[Code of Conduct](#)

[Code of Ethics—Applicable to Avient Senior Officers](#)

[ColorMatrix Europe Limited—Modern Slavery and Human Trafficking Statement](#)

[Compensation Committee Charter](#)

[Conflict Minerals Policy](#)

[Corporate Governance Guidelines](#)

[Environmental Policy](#)

[Equal Employment Opportunity](#)

[Global Chemical Management](#)

[Global ISO Certificate Library](#)

[Global Policy on Anti-Bribery and Anti-Corruption](#)

[Global Policy on Antitrust](#)

[Governance and Corporate Responsibility Committee Charter](#)

[Human Rights Policy](#)

[No Surprises PledgeSM](#)

[Position on Biodiversity](#)

[Position on Water Stewardship](#)

[Privacy Statement](#)

[Product Stewardship Policy](#)

[Quality Policy](#)

[Responsible Care Policy](#)

[Safety and Health Policy](#)

[Security Policy](#)

[Supplier Code of Conduct](#)

Appendix



People Data & Metrics

Planet Data & Metrics

**Workforce
Demographics**

Earth Day Photos

**GRI/SASB/TCFD
Content Index**

**Reconciliation of
Non-GAAP Financial
Measures**

People Data and Metrics

Category	2019	2020	2021	2022	2023	2024
Total TRIR (#—Direct)	0.56	0.50	0.55	0.51	0.58	.40
Total TRIR (#—Contractors)	0.00	0.00	0.00	0.00	2.00	1.67
Recordable Injuries (Total #)	36	37	55	57	62	44
Recordable Illnesses (Total #)	0	0	0	0	0	0
Total LTIR (#—Direct)	0.29	0.24	0.14	0.15	0.26	0.13
Total LTIR (#—Contractors)	0.00	0.00	0.00	0.00	1.50	0.00
Total Injuries of High Consequence (% of TRIR)	14	8	2	2	2	2
Total Fatality Rate (#—Direct)	0.00	0.00	0.00	0.00	0.00	0.00
Total Fatality Rate (#—Contractors)	0.00	0.00	0.00	0.00	0.00	0.00
Process Safety Incident Count (#)	0	0	0	0	0	0
Process Safety Total Incident Rate (#)	0.00	0.00	0.00	0.00	0.00	0.00
Process Safety Incident Severity Rate (#)	0.00	0.00	0.00	0.00	0.00	0.00
Transport Incidents (#—US DOT 5800/EU ADR)	0	0	0	0	0	0
Employee Safety Engagement Activities (#)	N/A	N/A	10,100	14,658	11,806	23,229
EH&S Internal Audits (#)	58	37	25	40	76	57
Workers covered by an EH&S Management Systems (%)	100	100	100	100	100	100
Workers covered by an internally audited EH&S MS (%)	100	100	100	100	100	100
Facilities externally certified ISO45001 (or equivalent — %)*	N/A	52	56	54	51	62
Suppliers externally certified ISO45001 (% of surveyed)	N/A	44	56	53	54	38

*Certificates can be found at <https://www.avient.com/company/policies-and-governance/global-iso-certificate-library>

Planet Data and Metrics

Category	2019*	2020*	2021*	2022*	2023	2024
Energy ¹						
Total Energy (GJ)	2,377,860	2,242,291	2,361,107	2,265,482	2,144,770	2,217,903
Energy Intensity (GJ/MT Sales)	5.09	5.04	4.77	5.05	5.63	5.61
Renewable Electricity (MWh)**	104,880.63	122,505.22	174,701.68	232,488.43	253,894.78	259,622.57
Electric Power (MWh)	461,426.13	439,773.23	460,693.35	439,215.11	409,650.68	424,609.88
Renewable Electricity (%)	23	28	38	53	62	61
Renewable Energy (%)	16	20	27	37	43	42
Total Self-Generated Energy (GJ)	11,845	14,590	11,461	12,019	15,710	13,490
Energy Saving Activities (#)	59	74	102	129	118	103
Annual Savings from Energy Saving Activities (GJ)	35,573	19,490	72,845	100,951	65,538	27,104
Capital Invested in Energy Savings (\$MM USD)	1.97	2.43	1.74	5.05	3.85	3.48
Purchased Energy (%)						
Purchased Electricity (%)	49.74	51.70	51.05	69.79	68.76	68.92
Purchased Natural Gas (%)	12.89	14.11	13.46	29.45	30.24	30.09
Purchased Steam (%)	0.00	0.00	0.00	0.00	0.00	0.12
Purchased Diesel Fuel (%)	0.87	0.95	1.12	0.76	0.48	0.38
Sources of Purchased Electricity (%) ²						
Non-Renewable: Coal	46.72	45.53	41.12	40.04	39.61	38.40
Non-Renewable: Natural Gas	33.69	36.12	17.51	17.41	17.35	16.70
Non-Renewable: Other Fossil Fuels	0.00	0.00	0.26	0.21	20.00	19.00
Non-Renewable: Nuclear	11.95	11.37	9.86	9.01	8.82	8.70
Non-Renewable: Oil	2.16	1.60	1.82	1.70	1.67	1.43
Renewable: Hydro	3.24	2.23	14.79	15.22	14.07	14.24
Renewable: Wind	0.70	0.88	7.94	9.02	9.97	10.00
Renewable: Solar	1.48	2.20	3.76	4.67	5.61	7.14
Renewable: Biomass	0.06	0.07	2.53	2.44	2.37	2.41
Renewable: Geothermal	0.00	0.00	0.29	0.28	0.27	0.25

Category	2019*	2020*	2021*	2022*	2023	2024
Emissions ¹						
Greenhouse Gas Emissions (MT Scope 1 GHG)**	36,680	39,023	36,147	34,792	33,384	37,334
Greenhouse Gas Emissions (MT Scope 2 GHG)**	169,789	102,479	100,595	99,465	72,976	62,431
Greenhouse Gas Emissions (MT Scope 3 GHG) ³	584,622	1,440,584	2,122,338	6,421,128	5,685,564	See CDP
Greenhouse Gas Emissions (MT Scope 1 & 2 GHG)**	206,469	141,502	136,742	134,257	106,360	99,765
Greenhouse Gas Emissions Intensity (MT 1&2 GHG/ MT Sales)	0.44	0.32	0.28	0.30	0.28	0.25
Greenhouse Gas Emissions Intensity (MT 1&2 GHG/ \$B Revenue)	51,864	63,886	41,249	39,524	33,840	30,792
Annual GHG Emissions Avoidance from ESA & WMA (MT)	8,880	10,809	34,705	62,406	127,991	6,588
Reportable Releases—Above Permitted Limits (#)	0	0	0	0	1	0
Emissions of SOx/NOx/VOC/HAPs (MT)						
SOx	0.08	0.08	0.08	0.17	0.16	0.16
NOx	14.74	10.85	11.77	12.96	13.40	10.45
VOC	695.40	659.43	648.17	563.96	669.99	452.66
Top 4 Hazardous Air Pollutants	0.98	1.00	1.18	6.96	5.98	6.79
Particulate Matter	33.78	30.99	32.88	28.02	24.12	26.43
Waste						
Total Waste (MT)	31,087	29,783	33,090	32,267	31,462	30,012
Total Waste Intensity (Kg Waste/MT Sales)	66.60	66.92	66.90	71.88	82.66	75.97
Total Waste Intensity (MT Waste/ \$B Revenue)	7,809	13,447	9,982	9,499	10,010	9,263
Percent of Total Waste Recycled/Beneficially Reused (%)	51.45	50.51	47.85	48.60	61.06	58.95
Percent of Total Waste Landfilled (%)	40.13	40.20	43.26	44.24	34.17	35.20
Total Waste Landfilled (MT)**	12,476	11,972	14,315	14,274	10,751	10,565
Total Non-Hazardous Waste (MT)	27,608	26,606	29,298	28,503	28,318	26,125
Waste Minimization Projects (#)	34	53	142	114	84	74
Annual Diversion from Waste Minimization Projects (MT)	2,087	743	3,136	8,423	2,975	1,845
Capital Invested in Waste Minimization (\$MM USD)	0.00	0.33	1.48	2.67	0.40	1.21
Landfill Free Sites (%)	N/A	N/A	N/A	N/A	47	50
Hazardous Waste						
Hazardous Waste US & Canada (%)	29	16	19	21	26	34
Hazardous Waste Latin America (%)	5	5	6	6	3	3
Hazardous Waste Europe (%)	36	51	41	34	36	27
Hazardous Waste Asia Pacific (%)	27	25	30	36	34	34
Hazardous Waste Middle East & Africa (%)	3	3	4	3	2	3
Total Hazardous Waste (MT)	3,480	3,177	3,792	3,850	3,173	4,169

Category	2019*	2020*	2021*	2022*	2023	2024
Water & Biodiversity						
Total Water Withdrawal (1000 m³)	1,356	1,801	1,796	1,738	1,599	1,652
Total Water Withdrawal Intensity (m³/MT Sales)	2.90	4.05	3.63	3.87	4.20	4.18
Total Wastewater Discharge (1000 m³)	892	1,032	1,164	1,122	1,146	1,247
Wastewater Recycled (% of Total)	34	43	35	35	28	25
Total Water Related NoV (#)	0	0	0	0	3	0
Withdrawal & Consumed from High & Extremely High Water Risk Areas (% of Total)	N/A	N/A	N/A	N/A	26	37
Water Minimization Projects (#)	4	6	19	19	10	10
Annual Diversion from Water Minimization Projects (1000 m³)	9	20	55	115	284	6
Capital Invested in Water Minimization (\$MM USD)	0.04	0.38	0.24	0.07	1.02	0.39
Sites in High Biodiversity Physical Risk Areas (%)	N/A	N/A	N/A	N/A	10	7
Sites in High Biodiversity Reputational Risk Areas (%)	N/A	N/A	N/A	N/A	0	4
Sites in High & Extremely High Water Risk Areas by Region						
US & Canada (%)	N/A	N/A	N/A	N/A	11	11
Latin America (%)	N/A	N/A	N/A	N/A	4	4
Europe (%)	N/A	N/A	N/A	N/A	6	8
Asia Pacific (%)	N/A	N/A	N/A	N/A	12	13
Middle East & Africa (%)	N/A	N/A	N/A	N/A	4	4
Certified Environmental Management Systems						
Facilities externally certified to ISO14001/RC14001 (%) ⁴	N/A	50	52	57	58	52
Facilities externally certified to ISO50001 (# of high energy sites) ⁴	2	2	2	2	3	3
Suppliers externally certified ISO14001 (% of surveyed)	N/A	70	75	72	72	54
Suppliers externally certified to ISO50001 (% of surveyed)	N/A	17	19	24	32	22

*Includes estimated full year performance of APM acquisition

**2019 baseline data revised to account for acquisition pro-forma performance and divestitures

(1) Refer to CDP Climate Change Report for finalized Energy/Emissions information <https://www.avient.com/company/sustainability/sustainability-report/reporting/cdp-climate-change-report>

(2) Estimates. Does not include renewable energy credits from Virtual Power Purchase Agreements

(3) Increase due to capture of all relevant Scope 3 data from APM acquisition

(4) Certificates can be found at <https://www.avient.com/company/policies-and-governance/global-iso-certificate-library>

Workforce Demographics

(as of December 31, 2024)

Diversity

Leadership Diversity—CEO Direct Reports

Female	25%
U.S. Minority	25%
Female and/or U.S. Minority	50%

Diversity by Level—Female and/or U.S. Minority⁽¹⁾

Directors, General Managers, VP/SVP	29%
Management	41%
Professionals	54%
Production Employees	56%
All Avient Employees	51%

Race & Ethnicity⁽¹⁾

American Indian or Alaskan Native	0%
Asian	4%
Black or African American	18%
Native Hawaiian/Other Pacific Islander	0%
Two or More Races	1%
Hispanic or Latino	13%
White	64%

Total = 100% due to rounding for categories <1%

Global Employees by Age

Under 30	11%
30–50	58%
Over 50	31%

Global Gender Diversity by Level—Female

Directors, General Managers, VP/SVP	17%
Management	29%
Professionals	41%
Production Employees	9%
All Avient Employees	23%

Board of Directors

Diversity

Female and/or U.S. Minority	50%
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Gender

Female	25%
Male	75%

Race & Ethnicity

U.S. Minority	25%
White	75%

Age

30–50	8%
Over 50	92%

Turnover⁽²⁾

Total Global Turnover = 8.3%

> 1 Year of Service	
Direct (Hourly & Production)	8.4%
Indirect (Professional)	8.2%
Total	8.3%

New Hires⁽³⁾

New Hires as a % of Total Employee Population = 9.0%

	Female and/or U.S. Minority ⁽¹⁾	Under 30	30–50	Over 50
Direct (Hourly & Production)	65.5%	44.8%	45.3%	9.9%
Indirect (Professional)	50.7%	25.5%	59.6%	14.9%
Total	60.6%	36.1%	51.7%	12.2%

Employee Representation

Avient respects our employees' right to join or not join any lawful organization and comply with all applicable laws pertaining to freedom of association and collective bargaining. As of December 31, 2024, approximately 1% of our employees were represented by labor unions under collective bargaining agreements.

⁽¹⁾ U.S. Only
⁽²⁾ Turnover for employees with more than 1 year of service
⁽³⁾ Excludes new hires who separated in 2024

Earth Day Photo Contest

In celebration of Earth Day, we held our annual photo contest, inviting employees to capture the beauty of nature through their lenses. For every submission received, we pledged to donate to [One Tree Planted](#). In an inspiring display of collective action, over 350 trees were planted in honor of Earth Day, contributing to the restoration of forests and wildlife habitats.



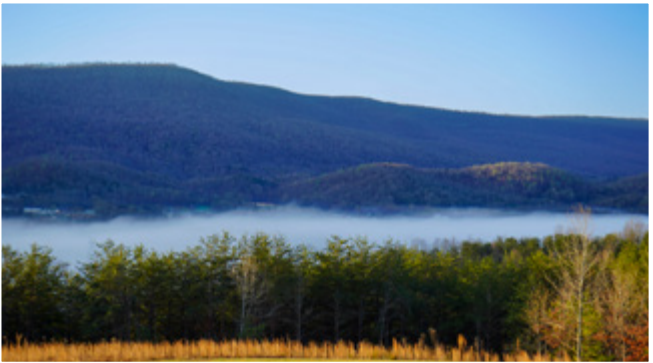
The winner of the 2024 Earth Day Photo contest, Jorge Pascual, Maintenance Manager (Barbastro, Spain); appears on this year’s Sustainability Report cover.



Phu Qyu Island, Vietnam by
Nhung Truong, Sr. Accountant, Finance;
Binh Duong, Vietnam



Val d’Aran, Spain by
Hector Olivar, Maintenance Associate;
Barbastro, Spain



Smokey Mountains from Sequatchie Valley, Tennessee by
Edward Stromeck, EH&S Manager;
West Chicago, United States



Pian dei Buoi—Dolomites Region in Italy by
Francesco Di Tomaso, Quality Officer;
Pogliano, Italy



Death Valley, California by
Nicholas Burke, External Reporting Manager, Finance;
Avon Lake, United States



Acadia National Park, Maine by
Nicholas Burke, Manager, External Reporting Manager, Finance;
Avon Lake, United States



Savage Gulf State Park in Tennessee by
Edward Stromeck, EH&S Manager;
West Chicago, United States

GRI Standards Content Index

GRI Standard	Disclosure Title	2024 Report Disclosures
General Disclosures		
Organizational Profile		
102-1	Name of the organization	Who We Are
102-2	Activities, brands, products, and services	Avient Technologies—Products Avient products are not banned in any market.
102-3	Location of headquarters	Avient 2024 Annual Report —Form 10-K Cover Page
102-4	Location of operations	Avient 2024 Annual Report —Form 10-K Page 13
102-5	Ownership and legal form	Avient 2024 Annual Report —Form 10-K Cover Page
102-6	Markets served	Who We Are Revenue: Business Segments, Geography and End Markets Avient 2024 Annual Report —Form 10-K Page 13
102-7	Scale of the organization	Avient 2024 Annual Report —Form 10-K Pages 2–7, 37–38
102-8	Information on employees and other workers	Avient 2024 Annual Report —Form 10-K Pages 4–6 Workforce Demographics Currently we report on the number of employees. A majority of employees have full-time contracts.
102-9	Supply chain	Avient 2024 Annual Report —Form 10-K Pages 2–4 What We Do
102-10	Significant changes to the organization and its supply chain	Avient 2024 Annual Report —Form 10-K Pages 8–10 What We Do Supplier Collaboration
102-11	Precautionary Principle or approach	Avient 2024 Annual Report —Form 10-K Pages 8–13
102-12	External initiatives	Who We Are Engaging with Our Stakeholders Security Becoming an Even Better Place to Work Strategic Partnerships and Alliances
102-13	Membership of associations	Strategic Partnerships and Alliances
Strategy		
102-14	Statement from senior decision-maker	Message from the CEO
102-15	Key impacts, risks, and opportunities	Avient 2024 Annual Report —Form 10-K Pages 8–13 Amplifying Innovation for a Sustainable World

GRI Standard	Disclosure Title	2024 Report Disclosures
General Disclosures		
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behavior	Who We Are Our Purpose and Strategic Framework
102-17	Mechanisms for advice and concerns about ethics	Ethics Hotline and Reporting
Governance		
102-18	Governance structure	Corporate Board Governance Environmental Health & Safety Avient 2024 Annual Report —Form 10-K Pages 14–15 & 68 Avient 2025 Proxy Statement —Pages 8–22 https://www.avient.com/investors/governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Board Governance Environmental Health & Safety Training & Development Inclusion & Impact Product Stewardship Supplier Collaboration https://www.avient.com/investors/governance
102-22	Composition of the highest governance body and its committees	Avient 2024 Annual Report —Form 10-K Pages 14–15 & 64, 68 Corporate Board Governance Avient Board of Directors
102-23	Chair of the highest governance body	Avient 2025 Proxy Statement —Page 16
102-24	Nominating and selecting the highest governance body	Corporate Board Governance Avient 2024 Annual Report —Form 10-K Pages 14–15 Avient 2025 Proxy Statement —Page 16 https://www.avient.com/investors/governance
102-25	Conflicts of interest	Corporate Board Governance Avient Code of Conduct https://www.avient.com/investors/governance
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Board Governance Avient 2024 Annual Report —Form 10-K Pages 14–15, 64 & 68 Avient 2025 Proxy Statement —Pages 28–31 https://www.avient.com/investors/governance
102-27	Collective knowledge of highest governance body	Corporate Board Governance Avient 2025 Proxy Statement —Pages 8–9
102-28	Evaluating the highest governance body's performance	Corporate Board Governance Avient 2025 Proxy Statement —Pages 32–36 https://www.avient.com/investors/governance

GRI Standard	Disclosure Title	2024 Report Disclosures
General Disclosures		
Governance		
102–29	Identifying and managing economic, environmental, and social impacts	Corporate Board Governance Environmental Health & Safety https://www.avient.com/investors/governance
102–30	Effectiveness of risk management processes	Corporate Board Governance Avient 2025 Proxy Statement —Pages 29–30 https://www.avient.com/investors/governance
102–31	Review of economic, environmental, and social topics	Corporate Board Governance Avient 2025 Proxy Statement —Pages 29–30 https://www.avient.com/investors/governance
102–32	Highest governance body's role in sustainability reporting	Corporate Board Governance Avient 2025 Proxy Statement —Pages 29–30 https://www.avient.com/investors/governance
102–33	Communicating critical concerns	Corporate Board Governance Avient 2025 Proxy Statement —Page 29–30 & 32 Avient Code of Conduct https://www.avient.com/investors/governance
102–34	Nature and total number of critical concerns	Avient 2024 Annual Report —Form 10-K Pages 54–55
102–35	Remuneration Policies	Avient 2025 Proxy Statement —Pages 47–66
102–36	Process for determining remuneration	Avient 2025 Proxy Statement —Pages 43–46
102–37	Stakeholders' involvement in remuneration	Avient 2025 Proxy Statement —Pages 43–47
102–38	Annual total compensation ratio	Avient 2025 Proxy Statement —Pages 71–72
Stakeholder Engagement		
102–40	List of stakeholder groups	Engaging with Our Stakeholders
102–41	Collective bargaining agreements	Workforce Demographics
102–42	Identifying and selecting stakeholders	Engaging with Our Stakeholders
102–43	Approach to stakeholder engagement	Engaging with Our Stakeholders
102–44	Key topics and concerns raised	Engaging with Our Stakeholders
Reporting Practice		
102–45	Entities included in the consolidated financial statements	Avient 2024 Annual Report —Form 10-K Pages 2–3 We operate in two reportable segments: (1) Color, Additives and Inks and (2) Specialty Engineered Materials.
102–46	Defining report content and topic boundaries	The information in this report applies to Avient and all owned facilities, joint ventures, and operating companies globally within the reporting period, unless otherwise stated. In the case of our employees, all information pertain only to employees of Avient and its operating subsidiaries, unless otherwise noted. Environmental data covers all sites owned or operated by Avient in the reporting period.

GRI Standard	Disclosure Title	2024 Report Disclosures
General Disclosures		
Reporting Practice		
102-47	List of material topics	Occupational Safety & Health Training and Development Inclusion & Impact Product Stewardship Supplier Collaboration Waste: Preventing, Minimizing, Eliminating Reducing Emissions
102-48	Restatements of information	2024 Total Energy: 612,196MWh Planet Data and Metrics
102-49	Changes in reporting	No change
102-50	Reporting period	January 1, 2024 through December 31, 2024
102-51	Date of most recent report	Avient's 2024 Sustainability Report published on August 1, 2025. This is Avient's 7 th sustainability report.
102-52	Reporting cycle	At minimum, biennial
102-53	Contact point for questions regarding the report	https://www.avient.com/contact-us-now
102-54	Claims of reporting in accordance with the GRI standards	This report has been prepared in accordance with the GRI Standards: Core Option.
Economic Topic Disclosures		
GRI 201: Economic		
103-1, 2 and 3	Management approach—GRI 103	Avient 2024 Annual Report —Form 10-K Pages 17–18
201-1	Direct economic value generated and distributed	Avient 2024 Annual Report —Form 10-K Pages 19–20
201-2	Financial implications and other risks and opportunities due to climate change	Avient 2024 Annual Report —Form 10-K Pages 9–10 Enterprise Risk Management (ERM) Climate Change
201-3	Defined benefit plan obligations and other retirement plans	Avient 2024 Annual Report —Form 10-K Pages 25 & 42
GRI 205: Anti-Corruption		
103-1, 2 and 3	Management approach—GRI 103	The Highest Ethical Standards Avient Code of Conduct
205-1	Operations assessed for risks related to corruption	Supplier Collaboration The Highest Ethical Standards Enterprise Risk Management (ERM) Avient Code of Conduct https://www.avient.com/investors/governance
205-2	Communication and training about anti-corruption policies and procedures	The Highest Ethical Standards Avient Code of Conduct https://www.avient.com/investors/governance
205-3	Confirmed incidents of corruption and actions taken	There were no incidents of corruption in 2024 The Highest Ethical Standards Avient Code of Conduct https://www.avient.com/investors/governance

GRI Standard	Disclosure Title	2024 Report Disclosures
Economic Topic Disclosures		
GRI 206: Anti-Competitive Behavior		
103–1, 2 and 3	Management approach—GRI 103	The Highest Ethical Standards Avient Code of Conduct
206–1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions were brought against Avient for anti-competitive behavior, anti-trust, or monopoly practices in 2024.
Environmental Topic Disclosures		
GRI 301: Materials		
301–1	Materials used by weight or volume	What We Do Avient 2024 Annual Report —Form 10-K Pages 2–3
301–2	Recycled input materials used	Enabling Sustainability for Our Customers
301–3	Reclaimed products and their packaging materials	Enabling Sustainability for Our Customers
GRI 302: Energy		
103–1, 2 and 3	Management approach—GRI 103	Climate Change https://www.avient.com/company/sustainability/planet/environmental-stewardship
302–1	Energy consumption within the organization	Climate Change Planet Data and Metrics
302–2	Energy consumption outside of the organization	Climate Change Planet Data and Metrics
302–3	Energy intensity	Planet Data and Metrics Our energy intensity evaluates all energy usage within the organization.
302–4	Reduction of energy consumption	Climate Change Planet Data and Metrics
302–5	Reductions in energy requirements of products and services	Climate Change Planet Data and Metrics
GRI 303: Water and Effluents		
303–1	Interactions with water as a shared resource	Water Stewardship & Biodiversity https://www.avient.com/company/sustainability/planet/environmental-stewardship
303–3	Water withdrawal	Water Stewardship & Biodiversity Planet Data and Metrics
GRI 305: Emissions		
103–1, 2 and 3	Management approach—GRI 103	Protecting the Environment, Climate Change Planet Data and Metrics
305–1	Direct (Scope 1) GHG emissions	Climate Change Planet Data and Metrics
305–2	Energy indirect (Scope 2) GHG emissions	Climate Change Planet Data and Metrics

GRI Standard	Disclosure Title	2024 Report Disclosures
Environmental Topic Disclosures		
GRI 305: Emissions		
305–3	Other indirect (Scope 3) GHG emissions	Climate Change Reducing Emissions Across Our Value Chain Planet Data and Metrics
305–4	GHG emissions intensity	Climate Change Planet Data and Metrics
305–5	Reduction of GHG emissions	Climate Change Planet Data and Metrics
305–7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Conventional Air Emissions Planet Data and Metrics
GRI 306: Waste		
103–1, 2 and 3	Management approach—GRI 103	Waste: Preventing, Minimizing, Eliminating https://www.avient.com/company/sustainability/planet/environmental-stewardship
306–1	Waste generation and significant waste-related impacts	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
306–2	Management of significant waste-related impacts	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
306–3	Waste generated	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
306–4	Waste diverted from disposal	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
306–5	Waste directed to disposal	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
GRI 307: Environmental Compliance		
103–1, 2 and 3	Management approach—GRI 103	Environmental Health & Safety Occupational Safety & Health Product Stewardship; Product Excellence ; and Global Chemical Management Protecting the Environment Avient 2024 Annual Report —Form 10-K Pages 6–7 https://www.avient.com/company/sustainability/planet/environmental-stewardship
307–1	Non-compliance with environmental laws and regulations	Product Stewardship Avient 2024 Annual Report —Form 10-K Pages 6–7
GRI 308: Supplier Environmental Assessment		
103–1, 2 and 3	Management approach—GRI 103	Supplier Collaboration, Product Stewardship , and Avient Supplier Code of Conduct
308–1	New suppliers that were screened using environmental criteria	Supplier Collaboration
308–2	Negative environmental impacts in the supply chain and actions taken	Global Chemical Management Supplier Collaboration

GRI Standard	Disclosure Title	2024 Report Disclosures
Social Topic Disclosures		
GRI 401: Employment		
103–1, 2 and 3	Management approach—GRI 103	Training & Development Inclusion & Impact
401–1	New employee hires and employee turnover	Workforce Demographics We hired 829 new employees in 2024.
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits Programs Becoming an Even Better Place to Work Avient 2024 Annual Report —Form 10-K Pages 5–6
401–3	Parental leave	Benefits Programs
GRI 403: Occupational Health & Safety		
103–1, 2 and 3	Management approach—GRI 103	Environmental Health & Safety Occupational Safety & Health Avient's Human Rights Policy https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–1	Occupational health and safety management system	Environmental Health & Safety Avient 2024 Annual Report —Form 10-K Pages 5–7 Occupational Safety & Health https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–2	Hazard identification, risk assessment, and incident investigation	Environmental Health & Safety https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–3	Occupational health services	Occupational Safety & Health
403–4	Worker participation, consultation, and communication on occupational health and safety	Environmental Health & Safety https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–5	Worker training on occupational health and safety	Environmental Health & Safety Training & Development
403–6	Promotion of worker health	Occupational Safety & Health Benefits Program
403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental Health & Safety Product Stewardship Supplier Collaboration Avient 2024 Annual Report —Form 10-K Pages 5–7 https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–8	Workers covered by an occupational health and safety management system	Environmental Health & Safety Avient 2024 Annual Report —Form 10-K Pages 5–7

GRI Standard	Disclosure Title	2024 Report Disclosures
Social Topic Disclosures		
GRI 403: Occupational Health & Safety		
403–9	Work-related injuries	Environmental Health & Safety Avient 2024 Annual Report —Form 10-K Pages 5–7 People Data and Metrics
403–10	Work-related ill health	Environmental Health & Safety Avient 2024 Annual Report —Form 10-K Pages 5–7 People Data and Metrics
GRI 404: Training and Education		
103–1, 2 and 3	Management approach—GRI 103	Training & Development
404–1	Average hours of training per year per employee	Training & Development In 2024, employees received 201,816 hours of training through a variety of delivery methods. On average, each employee received 21.4 hours of training. Some employees receive additional training based on their role, such as Lean Six Sigma, Customer Centric Selling, and Core Leadership.
404–2	Programs for upgrading employee skills and transition assistance programs	Training & Development
404–3	Percentage of employees receiving regular performance and career development reviews	Training & Development
GRI 405: Diversity and Equal Opportunity		
103–1, 2 and 3	Management approach—GRI 103	Inclusion & Impact
405–1	Diversity of governance bodies and employees	Inclusion & Impact Workforce Demographics
GRI 406: Non-discrimination		
103–1, 2 and 3	Management approach—GRI 103	Inclusion & Impact
406–1	Incidents of discrimination and corrective actions taken	Training and Development Inclusion & Impact As outlined in our Code of Conduct , Avient has no tolerance for discrimination or harassment of any kind based on racial, religious, sexual or ethnic differences or on any other legally protected characteristics. Allegations of discrimination or harassment are promptly investigated, and appropriate corrective action is taken for any violations of this ethical standard.
GRI 407: Freedom of Association and Collective Bargaining		
103–1, 2 and 3	Management approach—GRI 103	Supplier Collaboration Human Rights Avient's Human Rights Policy Avient's Supplier Code of Conduct Workforce Demographics
407–1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Collaboration Avient's Supplier Code of Conduct To our knowledge, within Avient's operations the right to freedom of association and collective bargaining continue to remain compliant with all statutory requirements. Suppliers are expected to comply with our Supplier Code of Conduct.

GRI Standard	Disclosure Title	2024 Report Disclosures
Social Topic Disclosures		
GRI 403: Occupational Health & Safety		
103–1, 2 and 3	Management approach—GRI 103	Supplier Collaboration Human Rights Avient's Human Rights Policy Avient's Supplier Code of Conduct Workforce Demographics
408–1	Operations and suppliers at significant risk for incidents of child labor	Supplier Collaboration To our knowledge, within Avient's operations there is no significant risk of child labor. Suppliers are expected to comply with our Supplier Code of Conduct.
GRI 409: Forced or Compulsory Labor		
103–1, 2 and 3	Management approach—GRI 103	Supplier Collaboration Human Rights Avient's Human Rights Policy Avient's Supplier Code of Conduct Avient Code of Conduct
409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Collaboration To our knowledge, within Avient's operations there is no significant risk of incidents of forced or compulsory labor. Suppliers are expected to comply with our Supplier Code of Conduct.
GRI 412: Human Rights Assessment		
412–2	Employee training on human rights policies or procedures	The Highest Ethical Standards
GRI 413: Local Communities		
413–1	Operations with local community engagement, impact assessments, and development programs	Community Service & Charitable Contributions
413–2	Operations with significant actual and potential negative impacts on local communities	Community Service & Charitable Contributions To our knowledge, within Avient's operations there are no significant actual or potential negative impacts on local communities.
GRI 414: Social Supplier Assessment		
103–1, 2 and 3	Management approach—GRI 103	Supplier Collaboration Avient's Supplier Code of Conduct
414–1	New suppliers that were screened using social criteria	Supplier Collaboration
414–2	Negative social impacts in the supply chain and actions taken	Supplier Collaboration
GRI 415: Public Policy		
415–1	Political contributions	Political Contributions
GRI 416: Customer Health and Safety		
103–1, 2 and 3	Management approach—GRI 103	Product Stewardship
416–1	Assessment of the health and safety impacts of product and service categories	Product Stewardship
416–2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Stewardship

GRI Standard	Disclosure Title	2024 Report Disclosures
Social Topic Disclosures		
GRI 417: Marketing and Labeling		
103–1, 2 and 3	Management approach—GRI 103	Product Stewardship
417–1	Requirements for product and service information and labeling	Product Stewardship
417–2	Incidents of non-compliance concerning product and service information and labeling	Product Stewardship
417–3	Incidents of non-compliance concerning marketing communications	Product Stewardship
GRI 418: Customer Privacy		
103–1, 2 and 3	Management approach—GRI 103	Governance Avient Corporation Privacy Statement
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been zero substantiated complaints concerning breaches of customer privacy and losses of customer data for this reporting period.
GRI 419: Socio Economic Compliance		
419–1	Non-compliance with laws and regulations in the social and economic area	To our knowledge, within Avient's operations, there is material compliance to all applicable laws and regulations in the social and economic areas. Avient 2024 Annual Report —Form 10-K

Sustainability Accounting Standards Board (SASB) Chemicals Standard Index

Accounting or Activity Metric	Code	2024 Report Disclosures	Source
Greenhouse Gas Emissions			
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	Scope 1: 37,334 MT CO2e	Planet Data and Metrics
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	By 2030, Avient will reduce Scope 1 & 2 greenhouse gas (GHG) emissions by 55% with 2019 as a baseline and achieve operational carbon neutrality by 2050.	2030 Sustainability Goals Climate Change
Air Quality			
Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	1. NOx: 10.45 MT 2. SOx: 0.16 MT 3. VOCs: 452.66 MT 4. HAPs: 6.79 MT	Planet Data and Metrics
Energy Management			
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	1. Total energy: 2,217,903 GJ 2. % Grid electricity: See CDP 3. % Renewable electricity: 61% 4. Total self-generated: 13,490 GJ	Planet Data and Metrics
Water Management			
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	1. Total water withdrawn: 1,656 (1000m³) 2. Percentage of total water withdrawn and consumed from regions of high water stress: 37%	Planet Data and Metrics
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	Total Water-Related Number of Violations: 0	Planet Data and Metrics
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	While water management is a critical and highly-influential topic in some industrial sectors, Avient’s operations are not water intensive. Normal manufacturing processes are “dry” and water use is limited to sanitary applications and process cooling, with closed loop recycling processes cooling dominating. Further, the vast majority of Avient sites are generally comparably smaller scale and located in urban or suburban areas. As such, we manage both water and biodiversity responsibly, and in accordance with applicable laws, but these topics do not reach the threshold of materiality compared with other operational areas.	Water Stewardship & Biodiversity
Hazardous Waste Management			
Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	Total Hazardous Waste: 4,169 MT Total Waste Recycled/Beneficially reused: 58.95%	Planet Data and Metrics

Accounting or Activity Metric	Code	2024 Report Disclosures	Source
Community Relations			
Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Our internal team of business and functional leaders and their teams at all levels of the organization assess and identify key topics for our stakeholders on an ongoing basis to ensure our channels of engagement support ongoing collaboration. More specifically, we engage with local communities to address identified topics, including sustainability, emergency preparedness, safety and environmental protection, and employment opportunities. To ensure a positive relationship, we engage in a number of different ways, such as site management touchpoints with community leaders, employee community service, and our Chamber of Commerce and other memberships. Our process includes a focus on equal opportunity and respect for all people regardless of religious beliefs, age, race, gender, or sexual orientation, as fully explained in Avient’s Code of Conduct and its Position on Human Rights. This also includes being a passionate steward of our natural resources for the long-term health and vitality of our planet. Through continuous collaboration with local communities, we manage the risks and opportunities associated in the areas where we conduct business.	
Workforce Health & Safety			
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	1. TRIR for Direct Employees: 0.40 2. TRIR for Contractors: 1.67 3. Fatality rate for contractors and direct employees is both 0.00	People Data and Metrics
Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Avient’s EH&S Management System (EH&S MS) is managed by its Corporate Environmental, Health, Safety and Product Stewardship Department, and degreed technical experts employed in all regions and businesses. Avient’s Vice President of EH&S and SVP of Global Operations and Process Improvement are responsible for reporting to the EH&S Committee of the Board of Directors. The foundation of our Management Approach to EH&S is rooted in ACC Responsible Care®. We established a comprehensive EH&S MS to systemically identify and address any risks. Avient’s EH&S MS is externally certified and based on the American Chemistry Council’s Responsible Care Management System (RCMS) Standard, which incorporates the principle of continuous improvement. It applies to all Avient sites and our contractors globally.	Environmental, Health & Safety
Product Design for Use-phase Efficiency			
Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	This metric was omitted due to lack of applicability.	
Safety & Environmental Stewardship of Chemicals			
(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	1. <5% of 2024 revenue were from products classified as GHS category 1, or 2. The majority of our products are not labeled or transported as hazardous materials. Despite this, we are committed to the process and have completed 43% of prioritized risk assessments	Product Stewardship
Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	The current and future focus is on continued Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) assessments, reclassifications and communication on the safe use and handling of these substances. Many other countries are following suit on the EU REACH chemicals regulation or a similar framework. We continuously monitor similar global emerging regulations and the impact to our product portfolio. We continue to update Poison Center notifications associated with our European portfolio and monitor risk assessments associated with the U.S. Environmental Protection Agency’s (EPA) Toxic Substance Control Act (TSCA) inventory reset rule. We continue to actively monitor the developing regulatory activities at state, national and global levels with respect to per and poly-fluoroalkyl substances (PFAS). PFAS covers thousands of different substances and definitions of PFAS differ across organizations, states, and countries. Under the broad definition, PFAS includes fluoropolymers which are large, stable, inert polymeric molecules. Polymeric, high molecular weight fluoropolymers are too large to cross biological membranes. They are not water soluble and are therefore not found in drinking water. Avient does currently use a small amount of fluoropolymers and PFAS containing additives as raw materials which represent less than 3% of our global product portfolio. Avient does not use PFOA or PFOS in its product formulations.	Global Chemical Management Product Stewardship

Accounting or Activity Metric	Code	2024 Report Disclosures	Source
Genetically Modified Organisms			
Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	This metric was omitted due to lack of applicability.	
Management of the Legal & Regulatory Environment			
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Avient does not fund political parties or members of government. In the United States, employees at Avient have made use of their right to establish a Political Action Committee (PAC), which is a voluntary, federally registered employee association that collects donations for political purposes and decides how these are used, in accordance with U.S. law.	Governance The Highest Ethical Standards Avient 2024 Annual Report — Pages 8–15
Operational Safety, emergency Preparedness & Response			
Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	1. PSIC: 0 2. PSTIR: 0.00 3. PSISR: 0.00	People Data and Metrics
Number of transport incidents	RT-CH-540a.2	Number of Transport Incidents: 0	People Data and Metrics
Activity Metric			
Production by reportable segment	RT-CH-000.A	Geography: 41% US/Canada, 35% EMEA, 18% Asia, 6% Latin America End Market: 23% Packaging, 20% Consumer, 15% Industrial, 10% Transportation, 10% Building and Construction, 8% Healthcare, 7% Defense, 4% Energy, 3% Telecommunications	Revenue: Business Segments, Geography and End Markets
Part of this metric was omitted due to lack of availability (production, in units, per reportable segment)			

Task Force on Climate-related Financial Disclosures (TCFD) Index

Recommended Disclosure	2024 Report Disclosures
Governance	
Describe the board’s oversight of climate-related risks and opportunities	Corporate Board Governance Climate Change Avient 2025 Proxy Statement —Pages 30–31, 34 2024 CDP Climate Change Response —4.1.1, 4.1.2
Describe management’s role in assessing and managing climate-related risks and opportunities	Message from Avient's VP of Sustainability Environmental Health & Safety Climate Change 2024 CDP Climate Change Response —4.3, 4.3.1
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	2024 CDP Climate Change Response —3.1.1, 3.6, 3.6.1
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	2024 CDP Climate Change Response —3.1.1, 3.6, 3.6.1
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	2024 CDP Climate Change Response —3.5.4, 3.6, 3.6.1
Risk Management	
Describe the organization’s processes for identifying and assessing climate-related risks	Climate Change 2024 CDP Climate Change Response —C2.2
Describe the organization’s processes for managing climate-related risks	Climate Change 2024 CDP Climate Change Response —C2.2
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	Climate Change 2024 CDP Climate Change Response —C2.2
Metrics & Targets	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Climate Change 2030 Sustainability Goals & Progress
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	People Data & Metrics Planet Data & Metrics Climate Change 2024 CDP Climate Change Response —7.5–7.8
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	People Data & Metrics Planet Data & Metrics 2030 Sustainability Goals & Progress 2024 CDP Climate Change Response —7.54–7.54.2

Reconciliation of Non-GAAP Financial Measures (Unaudited)

(Dollars in millions, except for per share data)

Below is a reconciliation of non-GAAP financial measures to their most directly comparable financial measures calculated and presented in accordance with GAAP. Financial information referenced here is provided to aid in reconciling back to the most comparable GAAP figures.

Reconciliation to Condensed Consolidated Statements of Income	Year Ended December 31,			
	2024		2023	
	\$	EPS ⁽¹⁾	\$	EPS ⁽¹⁾
Net income from continuing operations attributable to Avient shareholders	\$ 169.5	\$ 1.84	\$ 75.8	\$ 0.83
Special items, after-tax	15.9	0.17	79.3	0.86
Amortization expense, after-tax	59.5	0.65	61.5	0.67
Adjusted net income / EPS	<u>\$ 244.9</u>	<u>\$ 2.66</u>	<u>\$ 216.6</u>	<u>\$ 2.36</u>

⁽¹⁾ Per share amounts may not recalculate from figures presented herein due to rounding

Reconciliation to EBITDA and Adjusted EBITDA:	Year Ended December 31,	
	2024	2023
Sales	\$ 3,240.4	\$ 3,142.8
Net income from continuing operations – GAAP	\$ 170.7	\$ 76.3
Income tax expense	54.1	11.0
Interest expense	105.6	115.3
Depreciation and amortization from continuing operations	179.7	188.8
EBITDA from continuing operations	<u>\$ 510.1</u>	<u>\$ 391.4</u>
Special items, before tax	20.1	114.6
Interest expense included in special items	(2.3)	(2.3)
Depreciation and amortization included in special items	(1.5)	(1.9)
Adjusted EBITDA	<u>\$ 526.4</u>	<u>\$ 501.8</u>
Adjusted EBITDA as a percent of sales	16.2 %	16.0 %



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This report contains forward-looking statements. Forward-looking statements will give current expectations or forecasts of future events and are not guarantees of future performance. They are based on management’s expectation and involve a number of business risks and uncertainties, any of which could cause actual results to differ materially from those expressed in, or implied by, the forward-looking statement. Some of these risks and uncertainties can be found in the company’s filings with the Securities and Exchange Commission. While Avient believes all information in this report is accurate, such information is made without any warranty or guarantee and shall establish no legal duty on the part of Avient, its subsidiaries and affiliates. Sustainability metrics represent 2024 data or 12-month approximate values based on available data from reporting facilities and are often made in reliance on third-party supplier information.

