HUNTSMAN

Enriching lives through innovation

Brightening the Horizon

Innovative Solutions for a Low-Carbon Economy

2020 Sustainability Report

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Huntsman recognizes the important role we play in creating a more sustainable future. We enrich lives through innovation and deliver solutions that create value for our stakeholders today and make a brighter world possible for future generations. Our products enable a low-carbon economy and make a positive contribution to society and the environment. In this report, we share some of the many ways we are brightening the horizon.

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A Letter from the Chairman, President and Chief Executive Officer

Last year was challenging. The global health crisis forced us to innovate how we keep our associates safe while continuing to serve our customers. The global pandemic underscored both our interconnectedness and the importance of resiliency.

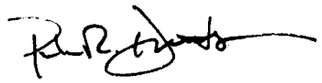
As we emerge from the crisis, Huntsman believes moving to a low-carbon economy will make both society and the environment more sustainable. We are developing innovative solutions designed to improve efficiency and reduce emissions. This year's Sustainability Report highlights some of these solutions.

Our acquisitions of Icynene-Lapolla and Demilec and the creation of Huntsman Building Solutions are part of our strategy to grow our business opportunities to contribute more to sustainability and lower our carbon footprint. We are now one of the world's leading spray polyurethane foam (SPF) providers and one of the largest insulation manufacturers. Huntsman's spray foam insulation business provides increased energy efficiency in homes and dramatically reduces emissions in the construction industry.

We are also developing innovative technologies that help lower emissions in other sectors, including transportation, energy and power generation and transmission. As a solutions provider, we will work to solve other global challenges while continuing to improve the efficiency of our energy and water use.

Despite the challenges of 2020, we kept our people safe and outperformed our environmental, health and safety (EHS) goals. We continue to make progress in our *Horizon 2025* EHS targets and last year saw our best achievements in process safety performance. And while our personal safety record remains strong, I am disheartened to share that we had a contractor fatality at one of our facilities. We are applying lessons learned to our operations as we progress towards our goal of Zero Harm.

During 2020 and early 2021, we also increased the diversity on both our Board of Directors and in our company's senior staff. Three new Huntsman board members, Cynthia L. Egan, Sonia Dulá and Jeanne McGovern, bring to Huntsman long and distinguished professional careers in global financial services, investment management and international operations. We have also announced the formation of our Board's Sustainability Committee, chaired by Dr. Jan E. Tighe (page 5). Our new Corporate Sustainability Officer, Brittany Benko (page 4), joined Huntsman as Senior Vice President, EHS and Manufacturing Excellence, in August 2020. These new additions give us greater depth and capability as we move forward as a company committed to doing our part to create a more sustainable future.



Peter R. Huntsman
Chairman, President and Chief Executive Officer

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Huntsman believes moving to a low-carbon economy will make both society and the environment more sustainable.

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A Letter from the Corporate Sustainability Officer

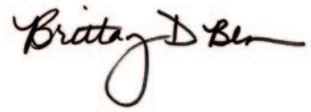
I joined Huntsman as Senior Vice President of Environmental, Health and Safety and Manufacturing Excellence in August 2020 and was appointed its Corporate Sustainability Officer. The safety and well-being of people is my passion and I share Huntsman's long-time commitment to the health and safety of our associates, the well-being of the communities where we operate and live and the protection of our environment.

Sustainability at Huntsman starts on our shop floor and ends out in the world in which we live. Our goal is Zero Harm and our *Horizon 2025* targets ensure that the journey towards Zero Harm remains our highest priority. The targets keep us focused on providing a safe and healthy workplace for Huntsman associates and securing our position as a leading-edge business contributing to a sustainable future. Building on rigorous EHS standards and requirements, we reinforced our care and commitment to our people through a focused safety culture effort. This care and commitment extend well beyond our fence line and out into the communities where we operate and into the world at large with products that ensure a better and more sustainable future.

We are actively engaged in the communities where we operate, supporting education programs and other social investments that improve the lives of people living near our operations. Whether it is teaching better agricultural techniques to farmers in India or supporting local schools to enhance learning opportunities, for Huntsman being a good neighbor means contributing to the health and safety of our associates, our customers and our communities.

We are committed to all areas of environmental stewardship and this year's Sustainability Report specifically focuses on Huntsman's efforts to improve the environmental footprint of our customers through innovative and sustainable product solutions. We are also taking great strides across the environmental, social and corporate governance (ESG) spectrum. We are actively improving the efficiency of our energy and water usage, completing a water stress study in 2020 and implementing numerous projects to reduce our water usage. Huntsman is part of the solution to improving ESG outcomes everywhere we operate, and we will be highlighting the steps we are taking in future reports.

I am confident we will be successful in reaching the specific targets we have set to eliminate injuries and leaks, manage our water use and reduce our waste and emissions. As a biologist with more than 20 years of EHS experience in the energy industry, I have actively participated in the sustainability conversation and conversion for more than a decade and look forward to adding my voice to Huntsman's story.



Brittany Benko
Corporate Sustainability Officer
Senior Vice President, Environmental, Health & Safety and Manufacturing Excellence

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A Letter from the Board Sustainability Committee Chair

I am pleased to introduce Huntsman's 2020 Sustainability Report, and I am pleased to introduce myself as the inaugural Chair of the Huntsman Corporation Board of Directors Sustainability Committee.

As the Chair of the Sustainability Committee, established in February of this year, I am looking forward to furthering our corporate governance and oversight of the company's sustainability strategy, and I am looking forward to supporting Huntsman's broad commitment to sustainability, which you can see every day in our products, our people, and our operating and manufacturing practices.

The formation of the Committee demonstrates Huntsman's readiness to lead the industry and our broad commitment to sustainability at every level. Through its people, processes and products, we are building the bridge to a more sustainable future for the planet and all its inhabitants. As part of the global chemical industry, Huntsman is in the unique position to drive necessary changes across all aspects of sustainability, given vision and aspiration to make a difference. Huntsman has both – and we are committed to creating both sustainable and profitable solutions.

The creation of the Committee also demonstrates the central role that sustainability plays in Huntsman's business strategy. Focused oversight will enhance the company's pursuit of opportunities that improve society, while simultaneously identifying, quantifying, reporting and mitigating sustainability-related risks. The Committee members come from highly diverse backgrounds and bring together a wealth of knowledge and experiences directly pertinent to sustainability in the broadest sense, including global perspectives, expertise in finance, investment banking, institutional investment, executive leadership, operations and deep chemical industry expertise. I am confident our efforts will enhance the company's sustainability strategy and increase our speed along the sustainability journey.

Our 2020 Sustainability Report likewise reflects the central role sustainability plays in Huntsman's business strategy and its importance to all of Huntsman's stakeholders, including our customers, shareholders, associates, suppliers, regulators and communities. The report highlights how Huntsman thinks about and approaches sustainability, how our products, including those already in the market and those at various stages in the development pipeline, are enabling a more sustainable future, and how we as Huntsman are making a positive difference. The report also highlights our commitment to transparency when we communicate about sustainability, especially when we discuss our progress against our sustainability targets. Going forward, you will see even more transparency on these critical societal issues.

There are challenges ahead. The chemical industry is typically perceived as part of the problem, not part of the solution. We recognize increasing demands for data that is transparent, accurate and responsive to all of our stakeholders' needs. But we see these demands as opportunities. Our products both enable the transition to carbon-free energy and reduce the amount of energy required for people to live their lives. We continually improve the sustainability of our products and our operations, as well as our data and disclosures.

My naval career provided constant challenges and growth opportunities as I took on new and varied leadership roles. I experienced the critical impact that learning has on leadership. I consider myself a lifelong learner and view my Ph.D. as a license to self-teach. Having spoken at length now with all my fellow Committee members, I know they share this philosophy and passion for learning and will ensure that we are well versed and fully engaged in the strategic oversight of sustainability-related risks and opportunities on behalf of the full Board of Directors and the company's shareholders. I am excited to tackle the challenges and capture the opportunities moving forward as our sustainability journey progresses.

Jan E Tighe

Jan E. Tighe
Chair of Sustainability Committee
Huntsman Board of Directors

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Board of Directors

Huntsman's highest governance body is our Board of Directors. Ten of the eleven members are independent or "non-executive." Peter Huntsman serves as the president and chief executive officer of the company and chairman of the board. As of the issuance of this report, the Board was structured as follows:

Peter R. Huntsman
President, Chief Executive Officer and Chairman of the Board

Nolan D. Archibald
Vice Chairman of the Board, and Lead Independent Director

Dr. Mary C. Beckerle
Director

M. Anthony Burns
Director

Sonia Dulá
Director

Cynthia L. Egan
Director

Daniele Ferrari
Director

Sir Robert J. Margetts
Director

Jeanne McGovern
Director

Wayne A. Reaud
Director

Vice Admiral Jan E. Tighe, US Navy Retired
Director

INDEPENDENT COMMITTEES OF THE BOARD

The Board appoints members to its independent Audit, Compensation and Governance committees. Each of these committees has a written charter approved by the Board and available on the company's website.

AUDIT
M. Anthony Burns, Chair
Dr. Mary C. Beckerle
Sonia Dulá
Sir Robert J. Margetts
Jeanne McGovern
Vice Admiral Jan E. Tighe

COMPENSATION
Wayne A. Reaud, Chair
Nolan D. Archibald
Daniele Ferrari

LITIGATION AND PUBLIC POLICY
Wayne A. Reaud, Chair
Peter R. Huntsman

NOMINATING AND CORPORATE GOVERNANCE
Nolan D. Archibald, Chair
Dr. Mary C. Beckerle
M. Anthony Burns
Cynthia L. Egan
Sir Robert J. Margetts

SUSTAINABILITY
Vice Admiral Jan E. Tighe, Chair
Sonia Dulá
Cynthia L. Egan
Daniele Ferrari

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Executive Sustainability Committee

Led by Peter Huntsman, the committee comprises the executive team along with representatives from key functions. The committee provides executive direction of the corporate sustainability program and submits regular updates to the board. As of the issuance of this report, the committee was structured as follows:

Peter R. Huntsman
Chairman of the Board, President and Chief Executive Officer

Sean Douglas
Executive Vice President and Chief Financial Officer

David Stryker
Executive Vice President, General Counsel and Secretary

Anthony Hankins
Chief Executive Officer, Asia Pacific and Division President, Polyurethanes

Rohit Aggarwal
Division President, Textile Effects

Scott Wright
Division President, Advanced Materials

Brittany Benko
Senior Vice President, Environmental, Health & Safety and Manufacturing Excellence

R. Wade Rogers
Senior Vice President, Global Human Resources and Chief Compliance Officer

Ivan M. Marcuse
Vice President, Investor Relations

Gary Chapman
Vice President, Global Communications

Kevin Gundersen
Global Director, Government and Public Affairs

Jeff Morgheim
Global Director, Sustainability (Chair)

Sustainability Council

Led by Corporate Sustainability Officer Brittany Benko, the council comprises senior representatives from the company's divisions and key functions. The council directs development of the corporate sustainability program and cultivates a common framework for sustainability, ensuring strategic alignment among the divisions, functions and executive team. As of the issuance of this report, the council was structured as follows:

Todd Bloomfield
Global Vice President, Purchasing & Logistics

Gary Chapman
Vice President, Global Communications

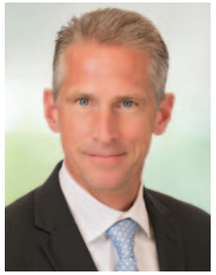
Twila Day
Vice President and Chief Information Officer

Ralph DiGuilio
Vice President, Global R&D, Performance Products

David Hatrick
Vice President, Innovation, Advanced Materials

Ivan Marcuse
Vice President, Investor Relations

Bill McPherson
Global HR Director, Corporate Functions



Jeff Morgheim
Global Director, Sustainability

Pavneet Mumick
Global Vice President, Technology & Innovation, Polyurethanes

David Nutt
Director, Legal Services

Khijar Sarnaik
Vice President, Research and Technology, Textile Effects

Amy Smedley
Vice President and Deputy General Counsel

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Who We Are

Huntsman is a global, downstream, differentiated and specialty chemicals company. For 50 years, we have been using science and ingenuity to innovate products that enable more sustainable and comfortable lives for millions of people around the world. Our more than 9,000 associates work in more than 70 manufacturing, research and development (R&D) and operations facilities in approximately 30 countries. Through our four divisions, we serve a broad and diverse range of consumer and industrial end markets, including energy and fuels, transportation, construction, clothing and footwear, food preservation and aerospace.

Our Divisions

Is a leading global producer of MDI-based polyurethanes focused on formulating innovative, differentiated products for key downstream markets, including energy-saving insulation, lightweighting and performance materials for automotive, comfort foam for bedding and furniture, protective coatings, adhesives, and elastomers for footwear.

Offers products that provide useful properties in everyday items people want and need. Our leading global positions in the manufacture and sale of amines, maleic anhydride and carbonates enable us to serve diverse consumer and industrial end markets, including energy, automotive and transportation, coatings and adhesives, building and construction, electronics and industrial manufacturing.

Provides specialty epoxy, acrylic and polyurethane-based polymer resin systems and adhesive products, which are replacing traditional materials in aircraft, automobiles and electrical power transmission. These products are also used in coatings, construction materials, circuit boards and sports equipment.

Is a major global solutions provider of textile dyes, textile chemicals and digital inks. We work closely with mills, brands, and retailers to deliver sustainable solutions that meet the economic and environmental needs of the textile industry and the planet. Our range of innovative solutions includes intelligent effects such as durable water repellents, color fastness, sun protection and state-of-the-art dyes that reduce water and energy consumption.

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2020 Highlights

- Completed the sale of our chemical intermediate and surfactants businesses to Indorama Ventures, significantly reducing our upstream footprint in line with Huntsman's stated strategy to move its portfolio further downstream.
- Acquired Icynene-Lapolla, which nearly doubled our existing spray foam business. The combined business was rebranded to Huntsman Building Solutions, a global leader in spray polyurethane foam insulation.
- Responded to the COVID-19 pandemic by utilizing available assets to produce and donate millions of pounds of hand sanitizer and face masks around the world in order to help contribute to the global fight against the pandemic.
- Invited Ms. Cynthia L. Egan and Ms. Sonia Dulá to join the Huntsman board of directors in June. In February 2021, Ms. Jeanne McGovern joined the board. These appointments are part of the company's deliberate process of adding investment, financial, and accounting expertise as well as diversity to the board while ensuring a thoughtful leadership succession plan. Ten of the board's eleven directors are independent, with 45% of positions held by women.
- Announced two significant acquisitions in our Advanced Materials division, including CVC Thermoset Specialties, a leader in specialty epoxies and other thermoset resins, and Gabriel Performance Products, featuring products such as Ranbar® resins, which use low-cost water reducible technology and high solids VOC compliant resins to create greener solutions. The acquisitions closed in May 2020 and January 2021, respectively. A third transaction resulted in the sale of our India-based do-it-yourself consumer adhesives business.
- Opened a new TEROL® polyols plant in Taiwan, expanding our downstream polyurethanes capabilities in the Asia Pacific region and furthering our commitment to using sustainable raw materials in our products. With a recycled content of up to 60%, these polyols become an essential part of MDI-based polyurethane insulation products.
- Formed the Sustainability Committee, a new standing committee of the board, which will have review and oversight responsibilities relating to sustainability, including environmental, corporate social responsibility and governance matters, effective February 2021.

Where We Are Located

Huntsman Corporation's global headquarters is in The Woodlands, Texas, USA. As a public company, we are listed on the New York Stock Exchange under HUN. Countries/regions where we have manufacturing and R&D operations include:

- Argentina
- Australia
- Belgium
- Brazil
- Canada
- China
- Colombia
- Czech Republic
- Germany
- Guatemala
- Hungary
- India
- Indonesia
- Italy
- Malaysia
- Mexico
- New Zealand
- Russia
- Saudi Arabia
- Singapore
- Spain
- Switzerland
- Taiwan
- Thailand
- The Netherlands
- Turkey
- United Arab Emirates
- United Kingdom
- United States
- Vietnam

Key Figures at a Glance

	Unit	2020	2019	2018
ECONOMY				
Revenues	$million	**6,018**	6,797	7,604
Net Income	$million	**1,066**	598	650
Adjusted Net Income[1]	$million	**218**	353	642
Adjusted EBITDA[1]	$million	**647**	846	1,161
Capital Expenditures	$million	**249**	274	251
Adjusted Free Cash Flow[1]	$million	**285**	382	453
Income Tax Benefit (Expense)	$million	**(46)**	38	(45)
Total Products/Co-Products[2]	million tonnes	**4.99**	7.19	7.52
Environmental Reserves[3]	$million	**4**	4	5
EHS Capital Expenditures	$million	**28**	42	32
Debt	$million	**2,121**	2,389	2,320
Net Debt[4]	$million	**528**	1,864	1,980
Equity	$million	**3,673**	2,824	2,749
ENVIRONMENT[5]				
Total Energy Consumption	terajoules (TJ)	**15,137**	39,141	44,163
Total Greenhouse Gas (GHG) Emissions	mmt CO_2e	**1.10**	2.78	2.69
Total Air Emissions[6] (excluding GHG)	tonnes	**2,001**	3,488	3,807
Total Water Discharge (Chemical Oxygen Demand)	tonnes	**4,204**	6,170	6,593
Total Non-Hazardous Waste Generated	tonnes	**526,729**	614,251	310,578
Total Hazardous Waste Generated	tonnes	**72,974**	140,118	150,539
SOCIETY				
Regular Full-Time Associates		**8,980**	10,063	10,453
US-Based Associates		**2,201**	2,931	3,003
Non-US Associates		**6,779**	7,132	7,450
Contractors[7]	FTE	**1,044**	1,471	1,378
Total Recordable Incident Rate		**0.28**	0.49	0.35
US Chemical Industry Average		**0.61**	0.73	0.80
Fatal Work-Related Accidents (Associates)		**0**	0	0
Fatal Work-Related Accidents (Contractors)		**1**	0	0

Note: The Chemical Intermediates and Surfactants businesses sold to Indorama Ventures on January 3, 2020, are treated as discontinued operations in all periods shown.

1 Reconciliation of non-GAAP financial measures to the most directly comparable GAAP financial measures are provided through the "Non-GAAP Reconciliation" link available in the "Financials" section on our website at www.huntsman.com/investors.

2 Based on US regulations, co-products are defined as materials that are produced intentionally during the production of another chemical and which, in their existing state, are ordinarily used as commodities in trade by the general public. For more information, see 50 Fed. Reg. 625 (January 4, 1985); 40 CFR § 261.1(c)(3).

3 Pursuant to SEC regulations, the company accrues liabilities (reserves) relating to anticipated environmental cleanup obligations, site remediation/reclamation and closure costs, and material monetary sanctions (i.e., enforcement penalties), which are recorded and can be reasonably estimated.

4 Net Debt calculated as total debt, excluding affiliates, less cash of $1,593 million, $525 million and $340 million in 2020, 2019 and 2018, respectively.

5 Environmental data is based on 72 manufacturing facilities reporting emissions and energy data.

6 Air emissions are releases of volatile organic compounds (VOCs), carbon monoxide (CO), nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter and other contaminants.

7 Number of Full-Time Equivalents (FTE) based on annual reported hours worked by contractors in our safety statistics program and 2,000 hours per FTE.

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Our Progress

Huntsman pursues continuous improvement in our operations. Our *Horizon 2025* targets provide focus across the company and are aggressive but attainable goals we use to gauge our health and safety performance. We are committed to eliminating Tier 1 process safety incidents and life-impacting injuries and fatalities. We are also targeting 10% reductions in greenhouse gas emissions and energy consumption and 5% reductions in hazardous waste and solid waste disposal and net water usage at our facilities in water-stressed regions of the world.

The table to the right captures our progress toward these targets. Our efficiency targets are measured against a baseline of 2019. We adjust this baseline for changes in our portfolio, assessment methods and boundary definitions to assure consistent measurement of our progress.

	2025 Targets	**2020 Results**
Life-Impacting or Fatal Events (LIFE)	0 Events	**5 Events**
Tier 1 Process Safety Incidents	0 Events	**0 Events**
Publications of Product Safety Summaries[1]	30+	**10**
OSHA Total Recordable Injury Rate[2]	Continuous Reduction	**Continuous Reduction**
Tier 2 Process Safety Incidents	<0.15 Rate	**<0.15 Rate**
EFFICIENCY TARGETS (on a per unit of production)		
Greenhouse Gas Emissions (Scope 1 and 2)[3]	10% Reduction	**6% Reduction**
Energy Consumed	10% Reduction	**6% Reduction**
Net Water Usage at Facilities in Water-Stressed Regions[4]	5% Reduction	**52% Reduction**
Hazardous Waste Generated	5% Reduction	**5% Reduction**
Total Waste Generated[5]	5% Reduction	**13% Reduction**

1 A key element of our commitment to the Responsible Care® Product Safety Code
2 Measured year over year
3 Per unit of production
4 Please see “Water” on page 47
5 Please see “Waste” on page 37

HORIZON 2025 TARGETS

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Brightening the Horizon

Innovative Solutions for a Low-Carbon Economy

Huntsman delivers innovative solutions that enable a low-carbon economy. Our products are moving the electric vehicle industry forward, a key step in phasing out fossil fuel-burning engines to reduce carbon emissions. Our innovations are saving water and energy in the textile industry and using recycled plastic to make the most effective energy-saving polyurethane insulations in today's marketplace. We are also making operational changes at our facilities to improve the efficiency of our energy and water use and to reduce air emissions.

The pathway to a cleaner environment and more efficient economy runs through Huntsman.

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One Person's Trash is Another's Insulation

Transformation

Can trash provide a solution for cutting air emissions? Yes, if it's used to make energy-efficient insulation.

Huntsman makes insulation from recycled plastic waste to improve energy use in buildings and reduce greenhouse gas emissions.

Through a proprietary process, the company recycles the equivalent of over 1 billion 500 ml plastic bottles in TEROL® polyols every year. With a recycled content of up to 60%, these polyols become an essential part of MDI-based polyurethane insulation products, the most effective insulation products in the market. Huntsman uses TEROL® polyols in other insulation applications, including polyisocyanurate (PIR) boardstock systems and pour-in-place insulation for refrigerators and freezers, which prolong the shelf life of perishable foods.

The use of recycled bottles in TEROL® polyols means plastic waste that may end up in a landfill or the ocean is given new purpose that saves energy and reduces emissions.

Due to the circularity of the process—where "take, make, dispose" is replaced with "make, use, return"—demand for insulation products made of recycled materials is growing at a rapid pace. Huntsman Polyurethanes is expanding to meet the need. In 2020, the company added a new plant in Taiwan to increase our TEROL® polyols production. Huntsman also has announced additional expansion plans for TEROL® polyols production in Europe.

The investment makes good business sense: not only does it offer a sustainable solution to reducing waste, the product is made from recycled plastics not subject to price fluctuations.

Huntsman is also expanding the use of TEROL® polyols in other applications, including composites for automotive applications and in-car seating.

As part of a strategy to grow its downstream differentiated business portfolio, Huntsman announced the formation of Huntsman Building Solutions in May 2020. The move follows the company's acquisition of leading North American spray polyurethane foam (SPF) company Icynene-Lapolla in February 2020. Icynene-Lapolla has been integrated with Demilec, also a market leader in SPF applications, which Huntsman acquired in 2018. Together, the businesses are now one of the world's leading SPF providers and the fifth largest insulation manufacturer. The business provides customers with energy-saving open-cell and closed-cell SPF products for both residential and commercial properties.

The market potential, and resulting energy savings and emissions reduction, is promising. Approximately 115 million homes were occupied in the United States at the end of 2020. If each home was insulated with spray foam, the potential aggregate energy savings could be as high as 648.37 billion kWh per year, which is a reduction of 178.94 billion kg of CO_2 emissions per year.

That means using spray foam in place of other products could reduce total US GHG emissions by 3.5% annually and could reduce emissions related to home heating and cooling by 41%, according to the American Chemistry Council. That's the equivalent of removing 38.9 million cars from the road, per year.

Waste Not, Want Not

A small change in a process or a new piece of equipment can make a big difference in reducing waste.

At the Huntsman Textile Effects plant in Mexico, a wastewater process improvement made a significant reduction in the amount of disposed solid waste. The installation of flocculation units for treating wastewater enabled the facility to separate and remove organic compounds at the entrance of the wastewater treatment plant. The new process reduced the site's solid waste disposal by more than half.

The Mexico plant is not the only facility making significant reductions in waste. In the United Kingdom, Huntsman's Llanelli site makes amine products used in a variety of applications. Because of its agile product wheel, the site makes more frequent changes in production. These production changes require equipment washouts that generate effluent. The weaker effluent, depending on its chemical makeup, is either diverted to the site's hazardous waste incinerator or to a reed bed system that organically treats the water before discharging it to a local river.

The reed bed system takes oxygen and effluent chemicals into its roots to break down up to 80% of the chemicals.

In December 2020, the site installed a new aeration system into the reed bed system. Since then, water quality has improved up to 12%. Through increased testing and better operational discipline, the site has been able to more than double the volume of effluent going to the reed beds for treatment rather than to the incinerator, enabling the disposal of washings more efficiently and in a more environmentally friendly manner.

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Plugging In

13 CLIMATE ACTION

Innovation

Electric vehicles will play an important role in reducing emissions in the transportation sector, and Huntsman is at the forefront of expanding this technology.

Electric cars rely on Lithium-ion (Li-ion) batteries, which contain electrolytes formulated with carbonate solvents such as Huntsman Performance Products' ULTRAPURE™ ethylene carbonate. The solvent facilitates the transport of Li+ ions within the battery and improves the lifetime of the battery by forming a protective layer on the electrodes.

While electric vehicles currently make up only 2% of the automotive market, they are growing at 30% year over year. A study cited in Forbes predicts that electric vehicles will hit 10% of global passenger vehicle sales by 2025, rising to 28% in 2030 and 58% percent in 2040[1].

1 https://www.forbes.com/sites/arielcohen/2020/10/26/plugging-into-the-future-the-electric-vehicle-market-outlook/?sh=5e82fd7b9812

Huntsman is well positioned to grow with the electric vehicle industry. We are the only US producer and the largest supplier of ethylene and propylene carbonates used in Li-ion batteries in North America. The technology for battery construction has matured, and the reduction in unit costs has enabled direct competition with combustion engines in the very near future. As the markets for electric vehicles reach critical mass, and electric vehicle production increases in the United States, Huntsman will work in conjunction with partners in the battery supply chain to enable the rapid commercialization and growth of this exciting new technology.

We are expanding our plant in Conroe, Texas, to produce high-purity ethylene carbonate that Li-ion batteries require. The plant is expected to be in operation the beginning of 2023 to meet the growing demand, especially in the United States, where electric vehicle production is expected to reach 6.9 million units by 2025, a fivefold increase from today[1].

1 https://www.spglobal.com/platts/en/market-insights/latest-news/electric-power/111920-us-ev-market-sales-to-rise-to-69-million-units-by-2025-frost-amp-sullivan

A Cleaner Solution for Filter Bags

Operational Efficiency

Huntsman manufacturing facilities are continuously looking for ways to improve our processes for greater efficiency and to reduce water and energy usage.

In 2020, the Textile Effects Mahachai plant in Thailand implemented a high-efficiency cyclone on one of its spray dryers to significantly improve production lead time, product recovery (which otherwise would have been lost to the atmosphere) and energy savings.

The previous process used a bag filter to separate and capture particles of dirty flue gas. The bag filter required wet cleaning with each product change, costing both energy and time while generating both wastewater and dye losses.

The new high-efficiency cyclone filter, installed in front of the bag filter, reduces the solids/dust carried over to the bag filter, decreasing the amount of bag cleaning required and increasing recovery of product previously lost in the process.

As a result of the change, the new process reduces water usage by 33% per year.

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Accelerating the Market Toward Lower Emissions

Efficiency

Huntsman is reducing automotive emissions by applying Advanced Materials products to the production of electric vehicles.

For many years, Huntsman Advanced Materials' ARALDITE® products have been widely used in the transportation industry to manufacture airplanes and produce lighter and more fuel-efficient automobiles.

Today, Huntsman is creating products to insulate electric motors and build composite battery boxes that make electric vehicles lighter and safer—two key factors in growing this market and reducing vehicle emissions.

ARALDITE® resins insulate motors to improve their thermal and electrical performance, making electric vehicles more reliable and efficient. Huntsman is currently working with European, American and Chinese automotive companies and their suppliers to further develop and qualify these innovative technologies.

Additionally, ARALDITE® composite resin systems are used to build lightweight battery boxes that protect electric batteries from mechanical, thermal and fire damage, enabling widespread adoption and safer use of electric vehicles.

Battery boxes have traditionally been composed of metal. However, as battery pack sizes increase, the protective boxes grow larger and increase the weight of the vehicle. Composite battery boxes made from ARALDITE® resins not only weigh less, they provide strong, fire-resistant protection that reduces the possibility of a fire in the event of a crash.

Another area Huntsman is accelerating the market toward lower emissions is by conducting research and development on the transformation of methane into hydrogen and valuable carbon structural materials.

Huntsman's technology uses the methane pyrolysis to convert the incoming gas into hydrogen and a valuable form of solid carbon known as MIRALON® carbon products. This carbon material can be used for structural applications in composites, as an electrical conductor and potentially as an anode material for enhanced Li-ion batteries.

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In parallel, the hydrogen resulting from the pyrolysis could be sold for fuel applications in the industrial and automotive markets.

The technology is working at laboratory or small-scale production levels, and Huntsman is currently designing a pilot plant to demonstrate the technology at larger scale. If results continue to show promise, the company will focus on commercialization of the technology into flare gas treatment and possibly larger-scale applications with natural gas. In line with Huntsman's commitment to sustainability and in a genuinely circular manner, this new technology could turn a problem source of emissions into useful materials that could be widely used in applications that improve performance and reduce environmental impact.

Making a Difference in the Global Pandemic

Social responsibility took on new meaning during the 2020 global pandemic. At Huntsman, we have always maintained unwavering focus on the health and safety of our associates, suppliers, customers and communities. We took immediate measures to ensure our associates had a safe work environment, from implementing remote working arrangements for employees to taking preventative measures in the workplace to reduce exposure. We also worked with our suppliers, taking steps to minimize impacts on our operations in support of our customers. Additionally, we donated products and expertise to support those on the front lines of the pandemic.

In early March 2020, as the pandemic spread across the globe and created a shortage of medical supplies needed to combat the spread of the COVID-19 virus, Huntsman ramped up its production of products required for protective masks and suits, as well as produced hand sanitizer for medical facilities around the world.

Huntsman produces thermoplastic polyurethane (TPU) for manufacturers of essential medical personal protective equipment (PPE), including hospital gowns, face masks, mattress covers, tubes, valves, cable jackets and powered air purifying respirators, which are used in ICUs to treat those with critical cases of the virus.

Huntsman also makes a number of textile products that meet the broad spectrum for repellency requirements of face masks and PPE. In Indonesia, we supported the Indonesia Textile Association's efforts to address the critical shortage of medical supplies in the county. Huntsman donated 1,000 kilograms of PHOBOTEX® REC, a durable water repellent finish for textiles, to Kahatex, a leading textile mill in Indonesia, for the production of face masks and other PPE. In collaboration with the University of Indonesia, Huntsman manufactured and donated a total of 24 metric tons of hand sanitizer for distribution to hospitals, health centers and health care workers on the front lines of the pandemic.

Huntsman also produced and donated hand sanitizer from other manufacturing sites around the world as part of our international COVID-19 response. In the US, Huntsman donated a 5-ton shipment of hand sanitizer to the Huntsman Cancer Institute (HCI) and the associated medical facilities at the University of Utah to help protect health care workers treating COVID-19 patients. The University of Utah is the home of HCI, a National Cancer Institute-designated Comprehensive Cancer Center that was established with a major philanthropic gift by the late Jon M. Huntsman, founder of Huntsman Corporation.

In Switzerland, Huntsman produced approximately 120 metric tons of hand sanitizer for hospitals and pharmacies facing increased shortages due to the COVID-19 pandemic and constrained supply of the product. In Australia, our Deer Park manufacturing site near Melbourne produced 15 metric tons of hand sanitizer for use by medical facilities to help meet the supply shortage.

In China, the company donated the raw materials used to manufacture prefabricated panels for the construction of hospitals and spandex needed for the production of medical protective articles.

Huntsman's global footprint enabled global support as the world battled the COVID-19 virus together.

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Winning Combination

Reduction

Two are better than one when it comes to reducing water and energy usage in the textile dyeing process. That is what Huntsman Textile Effects found with its latest innovation that combines two technologies in a new dyeing process for polyester-cellulosic blends.

The SE Fast Process uses AVITERA® SE, Huntsman's award-winning reactive dye that helps textile mills reduce water and energy consumption by up to 50%, and TERASIL® W/WW, a washfast disperse dye for polyester, polyester/cotton and microfiber and elastane blends.

With TERASIL® W/WW dyes allowing alkaline clearing and AVITERA® SE delivering high-speed, low-temperature wash-off, the time required to dye polyester-cellulosic blends reduces from nine to six hours while lowering water consumption, energy demand and carbon dioxide emissions by up to 50%.

Huntsman's SE Fast Process provides a sustainable solution that helps textile manufacturers achieve the best possible production efficiency and operational excellence. For example, a plant with production capacity of 100 tons per day, of which 40% is polyester-cellulosic blend, can potentially save more than 150,000 cubic meters of water per year, along with more than 16,000 tons of steam by switching to the AVITERA® SE Fast process. Furthermore, the plant will be able to produce an additional 2,700 tons of fabric each year without making any other production changes—the equivalent of an extra month of production annually.

One Huntsman customer in Asia that manufactures performance apparel for a leading fashion brand recently implemented AVITERA® SE Fast to dye its navy-colored shades. Compared to its existing process, the customer was able to save 30 liters of water and 3 kilograms of steam per kilogram of textile, while reducing 240 minutes in processing time.

As more people work from home and pursue outside sports and leisure activities, consumer demand for performance attire, active sportswear and leisure wear is on the rise. The polyester fiber demand is projected to grow up to 5% annually.

If the Shoe Fits

Customer Innovation

The use of 3D printing is where the recyclable rubber meets the road.

In 2020, Huntsman worked with OESH® Shoes, the US footwear brand that makes women's shoes that are "healthy by design," to create a 100% recyclable shoe sole via 3D printing.

Huntsman's thermoplastic polyurethane (TPU) materials offered the specific comfort and performance properties OESH was looking for to create a fully recyclable shoe using its unique 3D printing technique, which creates parts from pellets. The soles were then recycled into pellets and put back into the 3D manufacturing process. The next step was to test the new recycled sole against those made from virgin materials. Results showed that the recycled sole had the same functionality as the original sole—with no drop in performance properties.

For OESH, which is known for its design of healthy shoes, using Huntsman's TPU elastomers created signature soles that are now not only 100% healthy, but 100% recyclable.

Huntsman is working with the footwear industry to advance 3D printing in shoe production, which reduces waste from start to finish. Shoes can be designed using less material by applying the product exactly where it is needed. Process scraps are completely eliminated, as there is no extra waste material typically produced in the traditional molding process. And producing shoes close to the source of supply and on demand reduces transportation requirements and the need to keep large inventories.

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United Nations Sustainable Development Goals

Guided by our support of the United Nations Sustainable Development Goals, Huntsman creates products and innovations to help solve some of the world's most pressing challenges.

ZERO HUNGER

- Polyurethane fertilizer encapsulation improves crop yield and reduces environmental impact.
- MDI[1]-based polyurethane systems produce lightweight, insulated sandwich panels for cold chain food preservation.

GOOD HEALTH AND WELL-BEING

- Scavenger technology reduces emissions from automotive seating foams by a factor of 10 without compromising comfort.

CLEAN WATER AND SANITATION

- AVITERA® SE dyes reduce water consumption in textile manufacturing by up to 50%.
- Digital inks reduce water consumption up to 60% for the production of printed textile fabrics.

AFFORDABLE AND CLEAN ENERGY

- Epoxy curing agents, composite resin systems and structural adhesives enable larger, stronger wind blades that maximize energy and withstand weather.

INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Thermoset chemistries extend the lifetime of infrastructure and equipment through more durable coatings.

1 MDI: methylene diphenyl diisocyanate

SUSTAINABLE CITIES AND COMMUNITIES

- District Central Heating (DCH) project in China reduces PM2.5 dust associated with coal-fired electricity generation and improves ambient air standards.
- DaltoPIR® fire-rated panels deliver fire and smoke safety properties without compromising energy efficiency and cost.
- Spray polyurethane foam (SPF) insulation is the highest-rated insulant available in the market today.

RESPONSIBLE CONSUMPTION AND PRODUCTION

- DCH project in China utilizes waste heat to warm millions of homes.
- Waste PET bottles are transformed into TEROL® polyols, a key ingredient in energy-saving SPF insulation.
- 3D printing technology in the footwear industry eliminates waste by designing it out of the manufacturing process.
- Digital inks reduce water consumption, pollution, energy use, CO_2 emissions and waste.
- MDI binders turn waste rice straw and rubber crumb into raw materials for new products.
- Bio-based technologies enable automotive OEMs to achieve a 9%+ level of bio-based content.

CLIMATE ACTION

- DCH project in China reduces coal-fired power consumption.
- ARALDITE® adhesives and structural composite systems enable lightweighting in automotive and aerospace applications, reducing fuel consumption, energy use and CO_2 emissions.
- Carbonates create better lithium-ion battery technology to power electric vehicles.

UNGC Communication on Progress

Huntsman works to ensure our corporate policies, procedures and guidance documents align with the Ten Principles of the United Nations Global Compact. The table below identifies relevant Huntsman policies, procedures, systems and actions that illustrate our progress.

PRINCIPLES | Huntsman Policies and Procedures	Systems and Actions
HUMAN RIGHTS PRINCIPLE 1 Support for human rights **HUMAN RIGHTS PRINCIPLE 2** Elimination of human rights violations Since 2012, our Business Conduct Guidelines (BCG) make specific reference to the UNGC and our commitment to operating under its standards in all communities where we do business. In addition, Huntsman's Vendor Code of Conduct applies to all vendors and their employees, agents and subcontractors. See also: Huntsman Human Rights Policy	• The Corporate Ethics and Compliance department reports any reported human rights violations to the Audit Committee, which includes members of the Board of Directors. • "Speak Up" confidential reporting service for reporting concerns • International Trade Compliance risk assessments for at-risk countries • Pre-qualification due diligence of vendors with high-risk profiles • Periodic re-qualification due diligence review of high-risk vendors and all distributors • Global EHS Standards and Procedures
LABOR PRINCIPLE 3 Ensuring freedom of association Associates are ensured freedom of association and are reminded of that right through visible postings at our facilities.	• 42% of Huntsman employees are covered under collective bargaining agreements, including both union and works councils.
LABOR PRINCIPLE 4 Abolition of all forms of forced labor **LABOR PRINCIPLE 5** Abolition of child labor In every region of the world, our Human Resources department is charged with ensuring that direct-hire Huntsman associates have necessary and legally required documentation to establish identity, legal age and work status. See also: Huntsman Human Rights Policy	• Standard contract clauses require each vendor to agree that no child or indentured labor is used by the vendor in the performance of its business. • Periodic E&C combined policy audits conducted for selected sites that include audits on human rights, child labor and forced labor
LABOR PRINCIPLE 6 Elimination of discrimination Huntsman upholds a Policy Against Discrimination, including Harassment and Retaliation.	• Ethics and compliance training • Harassment in the Workplace online training • US Purchasing groups offer technical assistance in the preparation and submission of bids to Huntsman, which can include small or disadvantaged businesses.
ENVIRONMENT PRINCIPLE 7 Precautionary environmental protection Huntsman's EHS Management System includes 7 Global EHS Standards and 68 Global EHS Procedures to ensure safe operation at all facilities. Huntsman's Product Stewardship Standard EHS-700 outlines global requirements to ensure responsible management of EHS issues relating to Huntsman products throughout their life cycle. Huntsman's Environmental Standard EHS-600 outlines global requirements to identify and minimize the environmental impact of our operations and strive for continuous improvement. We committed to publish 30+ product safety summaries as part of our *Horizon 2025* targets to enhance transparency and provide stakeholders with helpful information. Huntsman's Process Safety Standard EHS-400 outlines global requirements to identify and manage risk associated with process safety incidents and their impacts on the environment.	• Product EHS Group actively manages product and raw material risk including hazard communication (e.g. Safety Data Sheets), compliance, customer risk evaluation and distribution risk management. • All Huntsman facilities are required to identify, quantify and minimize energy use and air, water and waste releases from routine operations. • Management of Change (MOC) procedures at all facilities require consideration of environmental impacts for new projects and changes in processes. • Process Hazard Analysis (PHA) procedures identify process safety hazards and the appropriate safeguards to prevent or mitigate impact to the environment from loss of containment events. • In 2020, we updated 107 REACH dossiers for substances – including 84 voluntary submissions beyond those required by the European Chemicals Agency (ECHA). • We published 10 product safety summaries available on our website, toward our goal of 30 or more by 2025.

PRINCIPLES | Huntsman Policies and Procedures	Systems and Actions
ENVIRONMENT PRINCIPLE 8 Initiatives to promote greater environmental responsibility Huntsman has published our EHS Policy and Commitment on our website, which includes a commitment to Responsible Care® and placing care for human health, safety and the environment at the forefront of everything we do. Huntsman has developed and published our *Horizon 2025* global strategic targets in areas of personal and process safety and environmental performance, including production intensity targets in greenhouse gas emissions (GHGs), energy consumption, hazardous waste disposal and net water usage. We completed a comprehensive water stress study in 2020, covering all of our manufacturing sites. This study not only informs which sites will be in scope for our Horizon reduction target, but also helps us understand how we can better address water risks in our portfolio.	• In 2020, we published our annual Sustainability Report in accordance with the latest GRI Standards and provided a SASB index for the first time, to meet growing stakeholder interests and support our ongoing commitment to transparency. • Developed a predictive chemical risk tool to identify and evaluate substances of concern • A founding Bluesign® system partner to promote responsibility throughout the textiles value chain • Contributor to ZDHC since September 2019, a foundation that works on several programs aimed at improving sustainability across the textile value chain • 24 manufacturing sites (43%) ISO 14001 certified • In 2020, we completed: 7 Corporate EHS audits and 9 Corporate PSM audits. • Community Advisory Panels (CAP) at major facilities • Periodically, we launch a CEO Award for Innovation in Sustainability and encourage a wide field of entries from our associates globally. The next award will take place in 2021.
ENVIRONMENT PRINCIPLE 9 Development and diffusion of environmentally friendly technology In our EHS Policy and Commitment, our policy is to place care for human health, safety and the environment at the forefront of everything we do, and our mission is to provide products and solutions through the applications of science that enrich lives and help create a sustainable future, while doing no harm to people or the environment. As a member of the American Chemistry Council (ACC), we support ACC's sustainability principles that commit to achieving measurable reductions in emissions and creating innovative products for a sustainable future and societal benefits.	• Many of our products contribute to the UN Sustainable Development Goals (SDGs). • We use waste PET in our polyols as raw material to produce polyurethane insulation. In 2020, we expanded our TEROL® polyols manufacturing to Taiwan – enabling us meet increasing market demand for recycled content. • We upcycle the equivalent of over 1 billion PET bottles annually with the equivalent of over 10,000 recycled bottles used in each home using our spray foam from the newly created Huntsman Building Solutions (HBS) business. • Active R&D initiatives to reduce VOCs, lightweight materials for automotive and aerospace sectors, increase bio-based content, and improve energy-saving insulation for buildings and refrigerated transport that reduces food waste through the cold chain. • AVITERA® SE dyes reduce water consumption in textile manufacturing by up to 50% – in 2020, our dyes helped save roughly 1.5 billion liters of water for customers.
ANTI-CORRUPTION PRINCIPLE 10 Measures against corruption Corporate Ethics and Compliance department oversees and supports our compliance with relevant laws, regulations and related Huntsman policies worldwide. See also: Huntsman Business Conduct Guidelines, Vendor Code of Conduct	• Array of tools for reporting (third-party-run hotline and website for confidential "whistleblower" reporting, dedicated mailbox, monthly communications to all employees, quarterly poster campaigns), investigating, tracking and correcting ethics and compliance and corruption allegations • We report statistics to the Officers and Senior Leaders monthly and present detailed overviews to the Board quarterly. • Third-party due diligence when adding new vendors to confirm that vendors and representatives comply with all applicable laws, regulations and our policies. This due diligence is re-done periodically based on a risk matrix evaluation • Periodic audits of Huntsman sites

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Data on Performance

Our sustainability program enables us to follow trends and report metrics in important areas like energy and water usage. Our intention is to always present our data so that stakeholders can easily track our progress. We continue to explore additional reporting guidelines. In 2021, we completed an analysis of the Task Force for Climate-Related Disclosures (TCFD) and will begin to disclose along the TCFD in our next Sustainability Report.

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BASELINE

The divestiture of our surfactants business to Indorama Ventures Limited (IVL) in 2020 changed Huntsman's emissions and energy footprint significantly. The graph to the right highlights the reduction in both direct and indirect greenhouse gas emissions, on both an absolute and production intensity basis.

We have restated our historical figures and baselines to reflect the impact of the IVL divestiture and other portfolio changes. Moving forward, 2019 will serve as the baseline year for our *Horizon 2025* targets.

Each year, environmental data and emissions estimates are reviewed for changes as a part of our data validation process. As a result, figures and totals depicted in this year's Sustainability Report may include minor updates versus data published historically.

The Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) disclosures lists can be found on pages 58 and 60.

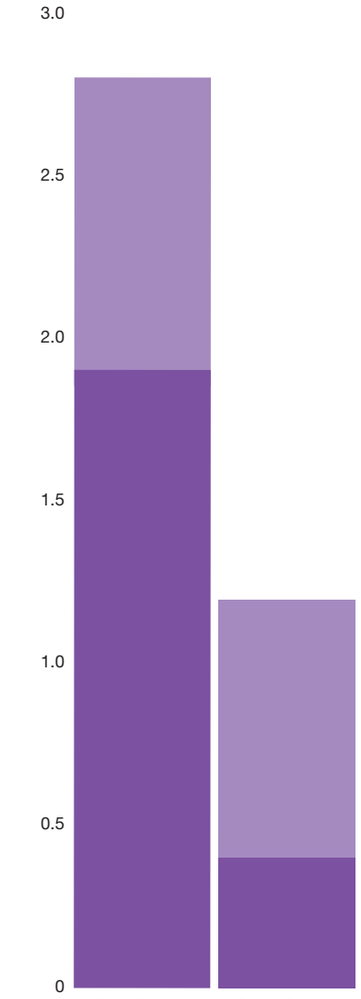
Please contact us at sustainability@huntsman.com with any questions or comments about these changes.

PRODUCTION INTENSITY

Production intensity measures the amount of consumption or emission per unit of production, both products and co-products. As an example, if we divide the total amount of energy consumed by the total amount of products and co-products we manufacture, we have a measure of our energy consumption on a unit of production basis. We use production intensity to measure changes in the efficiency of our operations.

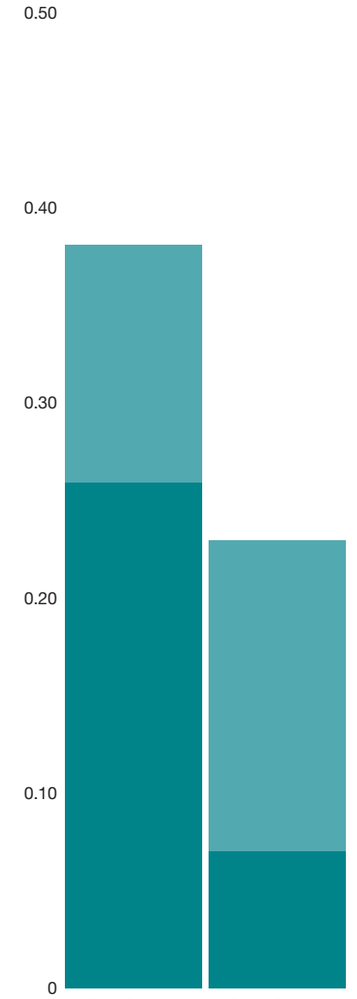
Total Energy Use / Product Manufactured = Production Intensity

CO_2e EMISSIONS
millions metric tons



	Pre-Divest	Post-Divest
Direct	1.9	0.4
Indirect	0.9	0.8
Total	**2.8**	**1.1**[1]

EMISSIONS INTENSITY
CO_2e ton / product ton



	Pre-Divest	Post-Divest
Direct	0.26	0.07
Indirect	0.12	0.15
Total	**0.38**	**0.22**

1 Number is rounded

What Matters Most

The 2019-completed materiality assessment (at right) provides a strategic framework to evaluate risks and opportunities and helps us to focus on what matters most. The process resulted in a matrix of ranked issues based on importance to stakeholders and importance to Huntsman. We have structured our Sustainability Report around these key risks and opportunities.

1.	**Reliability**
2.	**Ethics and Compliance**
3.	**Product Stewardship**
4.	**Releases and Spills**
5.	**Process Safety**
6.	**Corporate Governance**
7.	**Product Innovation**
8.	**Waste**
9.	**Alternatives for Substances of Concern**
10.	**Occupational Health and Safety**
11.	**Cybersecurity**
12.	**Water**
13.	**Greenhouse Gas and Air Emissions**
14.	**Total Energy Consumption**
15.	**Employee Engagement and Development**
16.	Human Rights
17.	Supply Chain Sustainability
18.	Diversity / EEO
19.	Data Privacy
20.	Circular Economy
21.	Supporting Communities
22.	Energy Use
23.	Sustainable Raw Materials
24.	Climate Risk
25.	Labor Rights and Association
26.	Employment Opportunities
27.	Renewable Energy Usage
28.	Biodiversity / Ecosystems Land Use Change
29.	Noise
30.	Traffic

MATERIALITY ASSESSMENT

In 2019, we developed Huntsman's first corporate sustainability materiality assessment. Building on previous stakeholder outreach, we completed our first formal materiality assessment to shape the direction of our sustainability program. The assessment identified the top sustainability issues for the company.

INITIAL STUDIES

Several early steps provided critical inputs to the materiality study.

Customers In 2018, we conducted a comprehensive customer outreach study with a representative sample of customers across a wide range of our divisions, geographies and market segments. The customer sample represented 10% of our annual revenues.

Investors We completed a gap analysis and benchmarking study focused on areas of interest for investors, including environmental, social and governance (ESG) issues, which incorporated studies done by the American Chemistry Council (ACC).

Communities To understand the priority issues for those living near our plants, we attended a community advisory panel session at what was our largest site – Port Neches, Texas, as well as spoke with Huntsman communications staff, local corporate communications and corporate social responsibility (CSR) managers at a sample of our facilities with nearby communities.

MATERIALITY RANKING

We then developed a materiality issues list for ranking, considering input from various sources, including GRI topic-specific standards, industry best practices, recent ACC focus group survey data and feedback from our Sustainability Council. We developed a scorecard methodology for ranking, and the Sustainability Council completed an initial ranking to arrive at a matrix of issues.

During the process, the Sustainability Council ranked issues in several categories, including:

- relative influence on stakeholder decisions
- significance of Huntsman's impact
- our ability to influence the issue
- impact on Huntsman's performance over the short and long term

We then summarized these rankings, focusing on two factors:

1. The degree to which the issue influenced stakeholder decisions – in other words, would it affect a customer's decision on whether to conduct business with Huntsman
2. The impact on Huntsman and our long-term success

The Sustainability Council presented the results to the Corporate Officers in May 2019 and subsequently to members of the Board of Directors, and it was approved by the officers and CEO, Peter Huntsman.

We will update our Materiality Assessment in 2021.

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We see reliability as critical to meeting customer needs, which delivers commercial results and, ultimately, drives the success of our business.

1. Reliability

From our 2019 materiality assessment process, reliability ranked as the top issue. In our view, several aspects comprise reliability: roles and ownership, purchasing, supply chain and our Manufacturing and Engineering Council.

ROLES AND OWNERSHIP

Plant managers at each of our facilities oversee site operations, and manufacturing leads for each division have accountability and oversight of the operations strategy of the division. We manage logistics, including raw material input and shipments of products to customers as outputs, with a dedicated supply chain group that works closely with corporate purchasing teams who handle raw material purchases and vendor management.

PURCHASING

Purchasing plays a key role in reliability. An understanding of our supply chain risks and opportunities is crucial to operations of our site facilities. For example, in 2017, we experienced a significant disruption to parts of our supply chain in China due to shutdowns related to enforcement for non-compliance with environmental regulations. Suppliers were either directly or indirectly impacted with minimal notice. Strengthening our understanding of that part of our supply chain has improved the assurance of our product delivery.

Our sourcing strategies for key materials and services further assure delivery of best-in-class reliability. For example, sole sourcing can pose a reliability risk. However, some items may require sole sourcing due to logistics, geography or economics. While we can never fully eliminate interruptions, we continually assess the viability of sources across the value chain to minimize impacts and improve our overall reliability, customer satisfaction and profitability.

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SUPPLY CHAIN

Reliability is also critical for our supply chain teams as they support business plans. The supply chain teams balance customer demand with our supply capability to ensure we meet our customer needs. The teams focus on customer alignment, organizational responsiveness, network resilience and financial benefit.

We proactively track and trace our logistics capability to improve reliability. While our regional teams are implementing slightly different platforms across the globe, they have the shared overarching goal of increasing visibility of transportation, augmenting responsiveness for our customers, improving the performance of logistics service providers to deliver orders “on time and in full” and reducing lead times and inventory.

Huntsman works collaboratively across divisions to ensure maximum learning in the supply chain. Huntsman has established a Supply Chain Council that identifies critical supply chain areas where there is benefit in driving common goals and activities. In 2020, the Council concentrated on people development – leveraging both common internal and external training, harmonization of job profiles and the identification of required competencies within the supply chain to ensure future success within the function.

MANUFACTURING AND ENGINEERING COUNCIL

We formed the Manufacturing and Engineering Council (MEC) nine years ago. The MEC is comprised of executives responsible for leading and continuously improving Huntsman’s manufacturing and engineering systems, processes, tools and organizational capability and culture within our manufacturing sites. Safety, engineering and operational excellence are key responsibilities for the MEC. The MEC is led by the Senior Vice President of EHS and Manufacturing Excellence and meets on a quarterly basis.

POLYURETHANES DIVISION

Through its Global Reliability Improvement Program (GRIP), our Polyurethanes division continues to deliver predictable production capability and build a continuous improvement culture across four major sites in the US, United Kingdom, the Netherlands and China. GRIP consists of five elements to deliver sustainable reliability:

3 Technical Pillars: Asset Health, Operational Excellence and Supplier Reliability
2 Enabling Foundations: People, Leadership & Culture and Performance Management

The GRIP governance model includes the global groups and site teams led by assigned transformation officers and initiative owners. Together, these teams use agile, 12- to 14-week sprints to develop, plan and implement improvements targeted to improve reliability and deliver on business commitments.

In 2020, the GRIP operational excellence scope was expanded beyond MDI precursor routine operations to include turnaround excellence and process improvements in variants and polyol operations.

2. Ethics and Compliance

GRI 205-2 | The following section outlines how we communicate and how we conduct training on our Ethics and Compliance policies and procedures.

Communicating Our Ethics and Compliance Policies and Procedures to Our Governance, Employees and Business Partners

GOVERNANCE

The Corporate Compliance Committee oversees the company's Ethics and Compliance program, including Huntsman's Business Conduct Guidelines (BCG) and all associated policies and procedures. The Chief Compliance Officer sits on this Committee, which is made up of all the Executive Officers, and reports directly to the Audit Committee of the Board of Directors in that capacity.

EMPLOYEES

Nearly[1] 100% of Huntsman's approximately 9,000 employees have access to Huntsman's BCG and the Ethics and Compliance policies and procedures, including anti-corruption. All employees receive a copy of the BCG when hired and have access to the company intranet where these guidelines and the anti-corruption policies and procedures are located. The BCG contains a section on anti-corruption and references the anti-corruption policies and procedures. The BCG is also available via our company website Huntsman.com. Additionally, both Huntsman's Internal Audit function and Ethics and Compliance group conduct site-specific audits, which, depending on the scope of the audit, contain a review of some anti-corruption controls.

1 After an acquisition, associates from the acquired entity may experience a delay in accessing Huntsman's policies and procedures until IT systems are fully integrated.

BUSINESS PARTNERS
Huntsman's "commercial partners" or direct suppliers, contractors and joint venture partners, receive a copy of Huntsman's Vendor Code of Conduct, which is a simplified version of the BCG and contains language about anti-corruption. Both the Vendor Code of Conduct and the BCG are available on Huntsman's website Huntsman.com. Huntsman contracts with business partners include anti-corruption language or clauses.

Training on Our Anti-Corruption Policies and Procedures

GOVERNANCE
We provide members of Huntsman's Board of Directors with the company's BCG both during their onboarding and through periodic training and briefings. The BCG includes specific provisions barring the bribery of both public and private officials and officers, as well as other anti-corruption prohibitions. The Board of Directors and the Audit Committee of the Board receive quarterly briefings by the company's Chief Compliance Officer or General Counsel. These briefings include applicability and enforcement of the BCG, including the anti-bribery and anti-corruption provisions within the company, changes in or additions to relevant anti-corruption laws globally, and developments in and learnings from significant cases around the world.

Huntsman's executive and other corporate officers and members of its senior operational leadership receive specific training on how to comply with all provisions of the BCG, including the anti-bribery and anti-corruption terms. This training is delivered through both e-learning courses and in person by the company's Chief Compliance Officer or General Counsel or members of the Human Resources or Legal Departments.

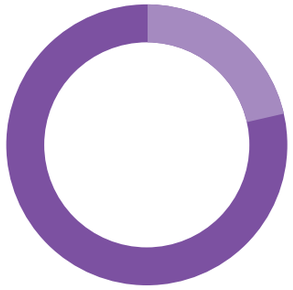
EMPLOYEES
Nearly 100% of Huntsman's 9,000 employees complete the "Business Conduct Guidelines" course, on an annual basis. Course completion is required and is reviewed by the officers monthly and members of the Board quarterly to ensure completion. Course completion is required and is reviewed to ensure all associates complete their annual training. Nearly 100% of employees have received training on human rights. Courses are offered in both computer-based and instructor-led formats.

3. Product Stewardship

Product stewardship demonstrates our commitment to the safe handling of potentially hazardous chemicals at every stage of their life cycles, from the sourcing of raw materials, through manufacture and use, to eventual disposal.

GRI 416-1 | Huntsman has over 30,000 finished products and raw materials which are sold or used[1]. We evaluate our products using our New Product Introduction process or through our Hazard Communication processes. One example of how Huntsman continually reviews and evaluates our substances for improvement is through our REACH review process. We are required to update REACH Dossiers for certain substances in our portfolio every year, due to reviews conducted by the European Chemicals Agency (ECHA), based on new evaluations or new health science data.

In 2020, we updated 23 substances as a part of this mandatory process. We went beyond what was required by ECHA and updated an additional 84 products. Updates included adding use case and exposure scenarios and incorporating advances in science and descriptions for read-across data applicability. In total, Huntsman updated 107 REACH Dossiers in 2020.



107 total number of 2020 updated REACH submissions

Mandatory	23
Voluntary	84
Total	**107**

PRODUCT SAFETY SUMMARIES

As part of our commitment to product stewardship, we have published 10 product safety summaries on our corporate website, with plans to publish a total of 30 by 2025. These documents provide the public with a general description of certain chemical substances. The topics and order of publication are prioritized based on the amount of potential risk the substance presents. The published summaries are for:

- Aminoethylethanolamine
- Aminoethylpiperazine
- Aniline
- Bisphenol-A-Based Epoxy Resins
- Bisphenol-A-Based Epoxy Resin – Solid
- Bisphenol-A-Based Epoxy Resin – Semi-solid
- Ethyleneamines
- Maleic Anhydride
- MDI
- Reactive Blue 049

The product safety summaries are available on our website at Huntsman.com -> Sustainability -> Our Commitments. https://www.huntsman.com/sustainability/our-commitments

***HORIZON 2025* TARGET**

The publishing of at least 30 product safety summaries is one of the targets of *Horizon 2025,* our business strategy for environment, health and safety (EHS). This target is aligned with the American Chemistry Council's Responsible Care® initiative. The product safety summaries are not intended to replace the information included on the Safety Data Sheet (SDS), Product Safety Label and other safe use and handling literature for the chemical substances.

1 For SASB reporting, roughly 70% of our products contain Globally Harmonized System (GHS) of Classification and Labeling of Chemicals Category 1 and 2 substances.

4. Releases and Spills

A critical part of our EHS Policy and Commitment is to identify and control EHS risks in all aspects of our business activity. We actively strive to reduce any such incidents through our EHS management systems, which include our Global EHS and Process Safety Standards and Procedures and our *Horizon 2025* targets.

We track chemical releases and spills at a corporate level across all Huntsman-owned and -operated facilities. The table below represents incidents that resulted in chemical spills or loss of material from primary containment that Huntsman has classified as significant. We designate a spill as "significant" when the spill is not specifically allowed by a government-issued authorization such as a permit, license, consent and not contained on site. Air emission incidents and volumes are omitted but are tracked under Air Emissions.

A "spill" is defined by GRI as "accidental release of a hazardous substance that can affect human health, land, vegetation, water bodies and ground water."

GRI 306-3 | RELEASES AND SPILLS

	Number of Incidents	Amount Released (lbs.)
Americas	2	20,121
Asia Pacific	0	0
Europe, Africa, Middle East	0	0
Total	**2**	**20,121**

Transport Incidents	Number
Incidents reported according to the US Department of Transportation 5800 report[1]	14
Incidents reported based on the European Agreement concerning the International Carriage of Dangerous Goods by Road (ADR) criteria	0
Other transport incidents, based on nationally recognized definitions, or consistent with the International Council of Chemical Association's (ICCA) Guidance for Reporting Performance	1

Significant Distribution Incidents[2]	Number
A fatality or injury leading to intensive medical treatment, a stay in hospital of at least one day, or an absence from work of more than three days	0
Any release of more than 200 kg/L of dangerous goods or more than1,000 kg/L of non-dangerous goods	5
Any damage of more than $50,000 USD (including environmental cleanup) resulting from a transport incident	2
An incident leading to direct involvement of authorities and/or emergency services, evacuation of people or closure of public traffic routes for at least three hours	4

1 Data reported to Pipeline and Hazardous Materials Safety Administration (PHMSA) for year 2020
2 Categories defined per SASB Standards for the chemical sector

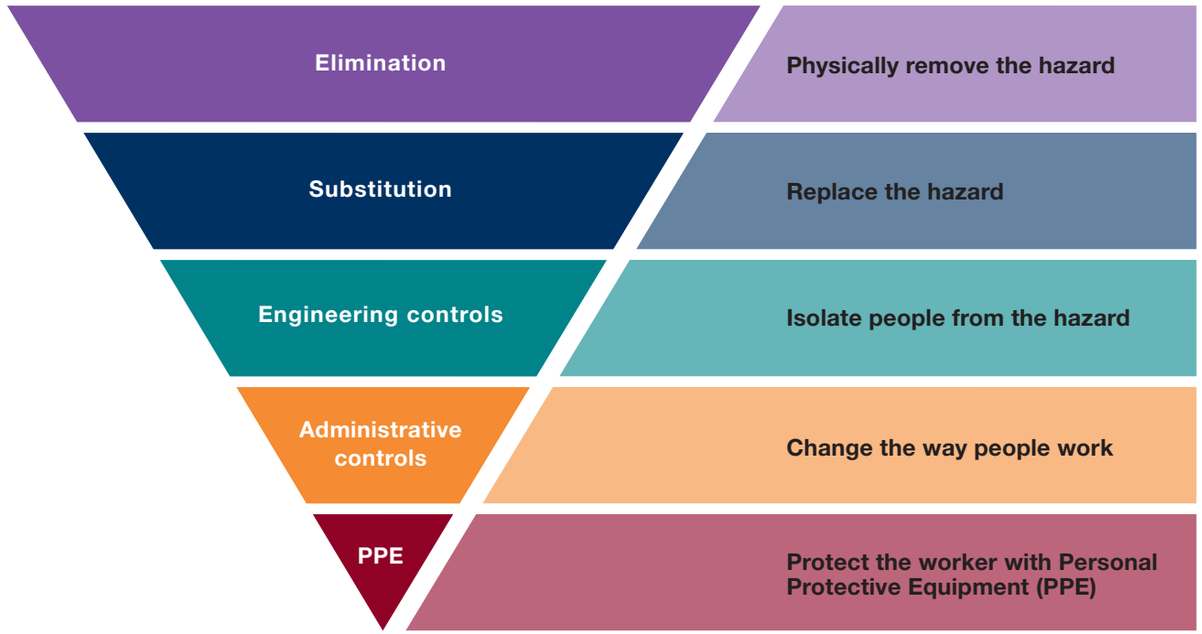
5. Process Safety

Process safety is critical to assuring facilities are safe and working as intended.

Process safety risks are managed though several means, including the application of inherent safety principles in the process and equipment design process, design and installation of engineered independent protection layers, use of procedures and training to assure operating competency and use of personal protective equipment.

As the figure below illustrates, we start with the most effective risk mitigations – eliminating the risk – and then work down to subsequent mitigations to continually improve the safety of our operations.

RISK MITIGATION STRATEGIES



COMBINED INCIDENT RATE

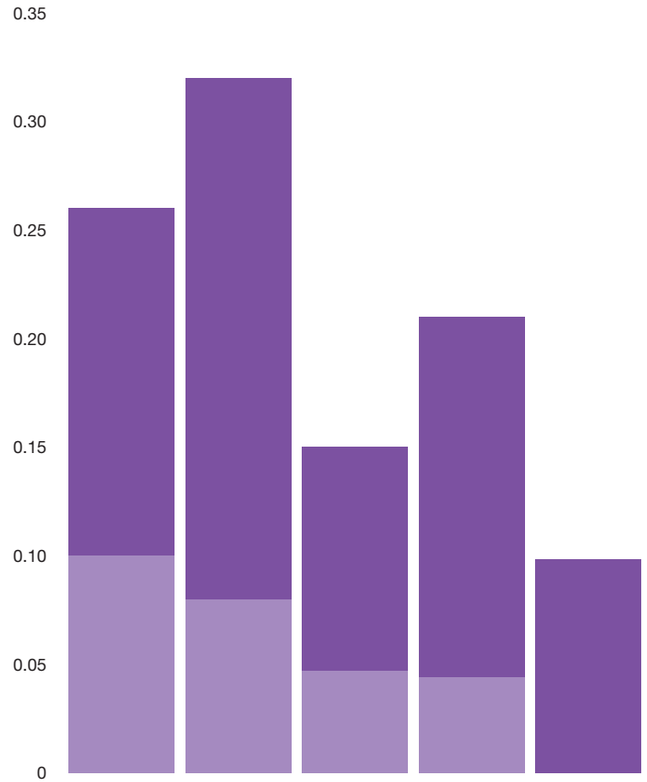
Process safety performance is based on the API-754 Process Safety Performance Indicators for the Refining and Petrochemical Industries Recommended Practice. The API-754 standard provides a consistent means of evaluating process safety performance across the industry. A Tier 1 event is defined as a loss of primary containment (LOPC) with the greatest consequence. A Tier 2 event is defined as a LOPC with lesser consequence. Huntsman initiated the API-754 methodology beginning in 2016.

While Tier 2 incident rates have been variable, Tier 1 incident rates have declined each year since 2016. For Process Safety Total Incident Rate (PSTIR), see chart at right.

PROCESS SAFETY CULTURE LEADERSHIP WORKSHOPS

As we strive for continual improvement in process safety, we have placed considerable focus on improving process safety culture. The chemical industry has recognized the importance that culture plays in determining the overall success of a process safety management program. In an organization with a positive process safety culture, there exists a high degree of trust and transparency at all levels of the organization coupled with highly effective management systems. Huntsman has developed a series of process safety cultural leadership workshops to align process safety core values and behaviors from the executive to the front-line worker levels. Workshop participants develop a personal action plan that drives sound process safety principles and practices, provides clear leadership actions and behaviors required to move the culture toward operational excellence and instills an understanding and passion for their role in the process safety management systems.

PROCESS SAFETY | Incident rate



	2016	2017	2018	2019	**2020**
Tier 1	0.100	0.080	0.048	0.046	**0.000**
Tier 2	0.160	0.240	0.102	0.164	**0.100**
PSIC[1]	10	12	8	7	**0**
PSISR[2]	n/a	n/a	n/a	0.18	**0.00**

1 Process Safety Incident Count (PSIC)

2 The Process Safety Incident Severity Rate (PSISR) is defined as the cumulative (annual) severity-weighted rate of process safety incidents and is calculated as the Total Severity Score for all Process Safety Incidents multiplied by 200,000 and divided by the total annual hours worked by associates and contractors.

We began collecting the PSISR for Tier 1 events in 2019. In previous years, this data was not tracked. Information around the root cause and corrective actions implemented is maintained at the local site level and not currently tracked for corporate reporting.

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6. Corporate Governance

Huntsman's highest governance body is our Board of Directors. Please see page 6 for more information. The executive officer team is the primary committee responsible for decision-making on economic, environmental and social topics. The Board Sustainability Committee provides oversight of environmental, health, safety and sustainability-related topics.

GRI 102-18 | For more information on Huntsman's corporate governance, including governance structure and committees of the highest governance body, see the Investor Relations pages of our website, www.huntsman.com/investors.

7. Product Innovation

While sustainability broadly covers multiple aspects of society, we selected the United Nations Sustainable Development Goals (SDGs) as a globally accepted standard, and we have therefore defined sustainability as products that contribute to one or more of the SDGs.

8. Waste

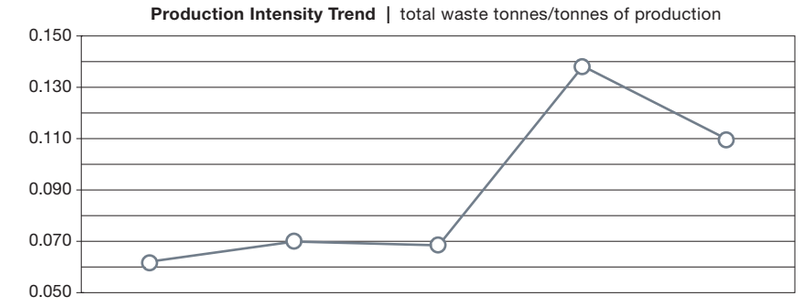
Huntsman seeks to prevent and reduce both hazardous and non-hazardous waste. We continually look for ways to reduce waste and improve operational performance.

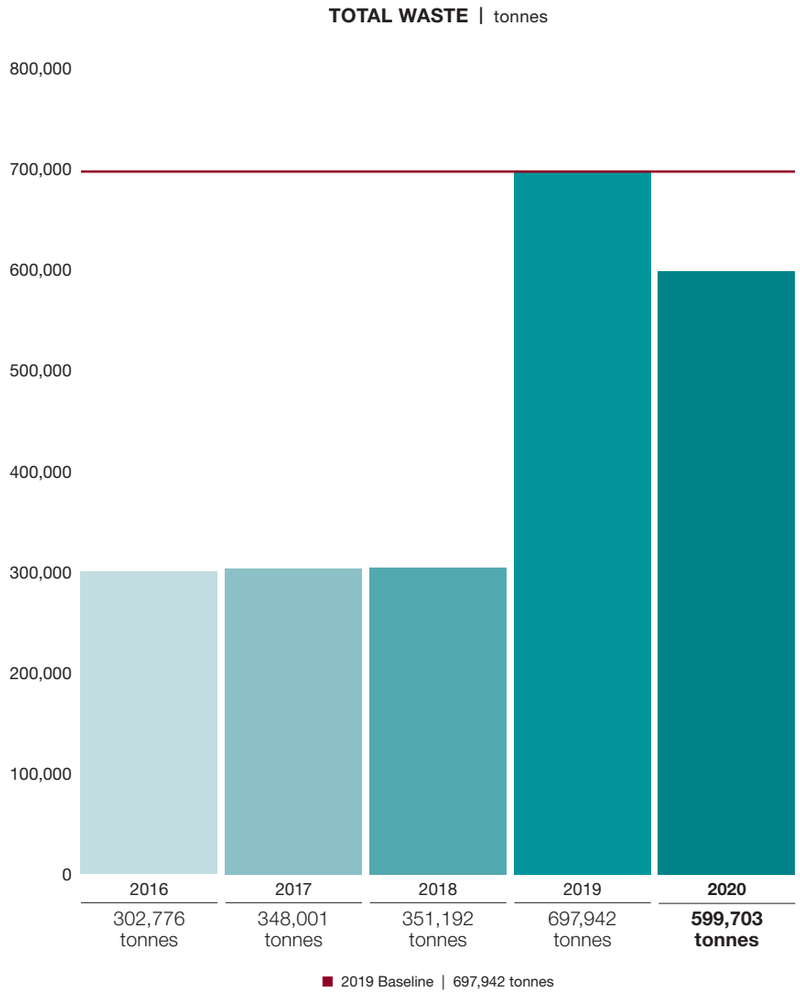
2020 waste fell by approximately 98,000 metric tons, or 14%, from 2019, with a corresponding decrease in production intensity of 13% as compared to 2019. Reductions in hazardous waste were driven by a combination of hazardous waste-handling improvements and recycling at our Llanelli, UK; Petfurdo, Hungary; and Geismar, Louisiana sites along with lower production at our Monthey, Switzerland and Istanbul, Turkey sites. Reductions in non-hazardous waste were driven by lower production at our Freeport, Texas site and diversion of waste water from well disposal to third-party handling along with an accompanying increase in our water discharge for Freeport.

The increase from 2018 to 2019 is driven by a change in the classification of water discharge at our Freeport site. This is described further on page 39.

REDUCING WASTE

GRI 306-2 | It is Huntsman's corporate policy to prevent and reduce waste. We regularly complete audits to inspect external waste management plants and ensure that our waste is disposed of correctly.



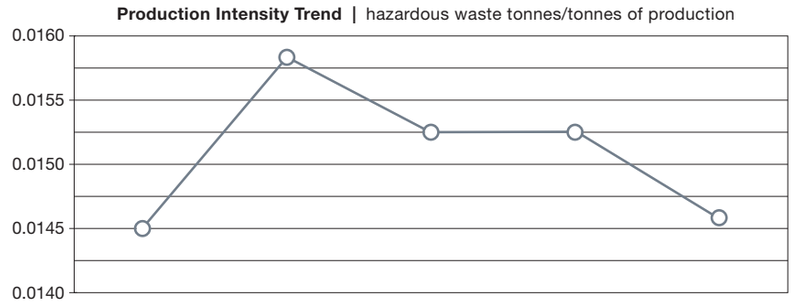


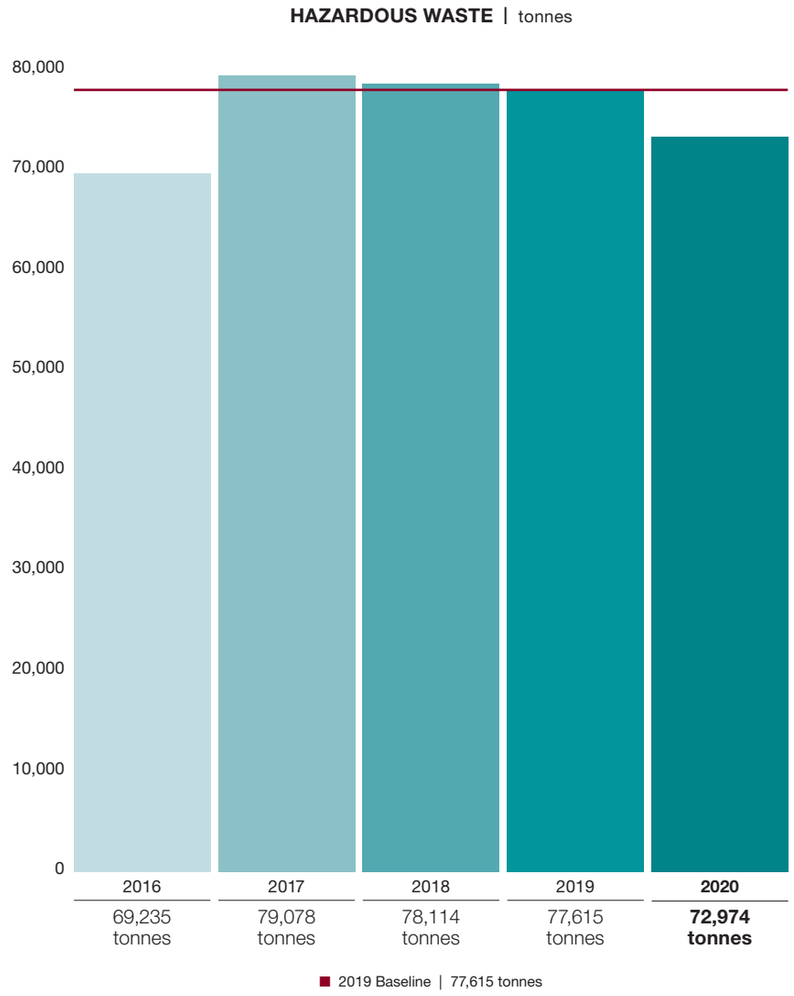
GRI 306-2 | 2020 HAZARDOUS WASTE

	Tonnes
Recovery (including energy recovery)	22,291
Incineration (mass burn)	20,937
Landfill	7,913
On-Site Storage (as of Dec. 31, 2020)	7,119
Recycling	6,572
Other (including third-party treatment)	3,299
Deep Well Injection	2,695
Reuse	1,888
Total	**72,974**

WASTE DISPOSAL METHODS

Huntsman sites confirm and report waste volumes and classifications. Sites utilizing on-site deep well injection, incineration or composting are cases where waste is disposed of directly by the organization. In most other cases, waste disposal is provided by third-party waste disposal companies. Disposal methods are known from the disposal site used and/or listed on the manifest.





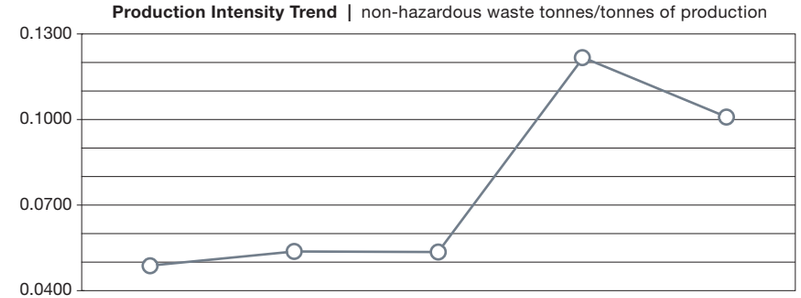
GRI 306-2 | 2020 NON-HAZARDOUS WASTE

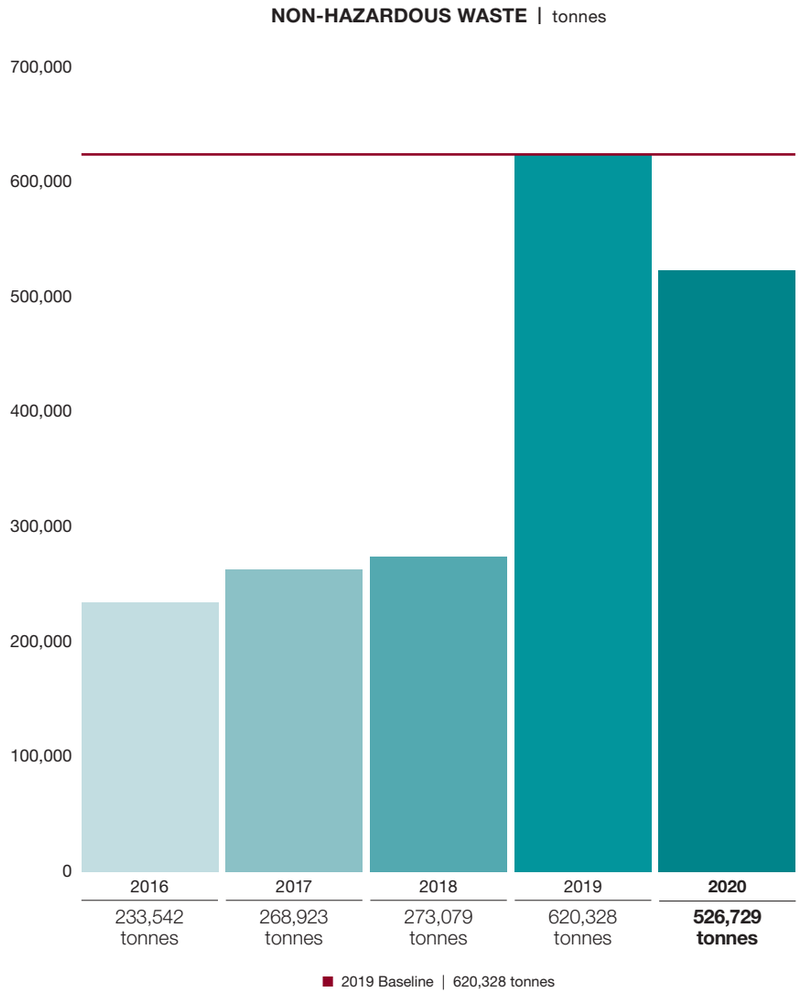
	Tonnes
Deep Well Injection	490,699
Landfill	15,583
Other (including third-party treatment)	8,592
On-Site Storage (as of Dec. 31, 2020)	3,788
Incineration (mass burn)	3,536
Recycling	2,680
Reuse	1,045
Recovery (including energy recovery)	806
Total	**526,729**

FREEPORT ON-SITE DEEP WELL

The increase in non-hazardous waste from 2018 to 2019 was due primarily to the startup of a new on-site deep well for injection of non-hazardous wastewater at our site in Freeport, Texas. Based on US regulations and permits, underground injection volumes are considered waste[1].

1 Previously these volumes were sent to third-party wastewater treatment and reported as "water out." The wastewater was treated and discharged under a National Pollutant Discharge Elimination System (NPDES) permit, regulated under the Clean Water Act. Deep well injection is permitted and regulated under the Resource Conservation and Recovery Act (RCRA) and Safe Drinking Water Act (SDWA).





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Huntsman regularly evaluates its products for substances of concern throughout the life cycle to help with future portfolio planning and prioritization of R&D efforts to support development of alternative chemicals as required to meet regulatory and market demands.

9. Alternatives for Substances of Concern

THE HUNTSMAN PORTFOLIO

The Substances of Very High Concern (SVHC) list under REACH is one of the widely recognized lists specifying substances of concern, which presents current and future potential risk of regulatory action.

The safety of our associates, business partners, customers and consumers is our top priority. We implement strong product stewardship programs to ensure all products we make can be safely transported, stored and used by our customers. To this end, we have several active programs addressing the use of SVHCs across our businesses. Products are considered on a case-by-case basis, including assessing the use of the substance, existing and potential risk management options, ease of substitution and product benefits. We work with regulators, customers, suppliers and value chain partners to make these assessments and develop suitable risk mitigation plans which could include phase out, reformulation or development of alternatives.

PROACTIVE SCREENING AND DEVELOPMENT OF ALTERNATIVES

We evaluate new product developments against defined substances of concern (SoC) lists at various stages in the development process, including at stage gate reviews. Our Product EHS teams have developed an SoC risk evaluation tool specifically for this purpose. Our R&D teams look for SoC issues at all stages of the development process as part of the selection of the preferred technical solution and when screening new raw materials from suppliers. A formal hazard assessment is completed by our Product EHS teams during the new product introduction process. Products with significant SoC impact may be eliminated or new product development projects terminated based on an SoC assessment or if the business case for further development is not viable.

In some cases, if there are no viable or sustainable alternatives, we may still choose to launch a product that contains SoCs, which may require regulatory approval and be either manufactured or used under strictly controlled conditions.

10. Occupational Health and Safety

Our EHS Policy and Commitment encapsulates our vision to prevent all harm through achieving excellence in environmental, health and safety (EHS) performance in all aspects of our business

PREVENT HARM THROUGH EHS EXCELLENCE

We aim to continually improve our safety performance for all associates and contractors and are committed to eliminating life-impacting injuries and fatalities.

In 2020, Huntsman had an OSHA Total Recordable Incident Rate (TRIR) of 0.28[1] inclusive of our contractors. This rate is the lowest in Huntsman's history. As we continue to strive for zero harm, we seek to make continued improvements to our EHS programs to prevent and reduce injuries. Huntsman's TRIR remains below the American Chemistry Council Responsible Care® benchmark of 0.61[2] for Medium-Sized Companies and based on the US Bureau of Labor Statistics, NAICS 325000 – Chemical Manufacturing.

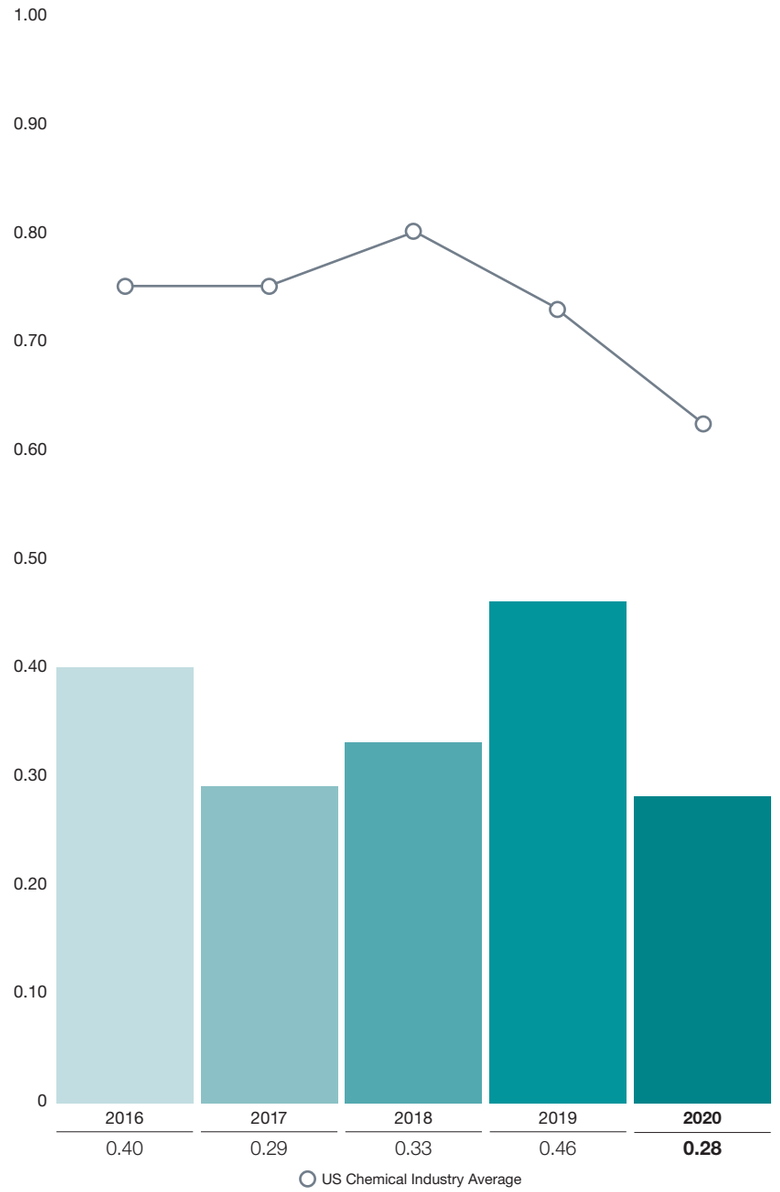
# of Injuries & Illnesses x 200,000 / # of Work Hours = OSHA Total Recordable Incident Rate

When the combination of associates and contractors is considered, the two most common types of work-related injuries are abrasions and lacerations and sprains and strains.

Work-related hazards that pose a potential risk of high-consequence injury include hazards inherent to nearly all companies across the chemicals industry and can range from major events – such as exposure to toxic releases, fires and explosions – to routine activities – such as confined space entries, working from heights or lifting heavy objects.

1 Including full-time, part-time, contract and temporary workers.
2 The latest available data at the time this report was developed.

INJURY AND ILLNESS | total recordable incident rate



GRI 403-9 | WORK-RELATED INJURIES

	Hours Worked[1]	Recordable (TRIR)	High Consequence[2] (TRIR)	Fatalities (TRIR)
Associates	17,123,564	23 (0.27)	1 (0.01)	0 (0.00)
Contractors	7,101,864	11 (0.31)	4 (0.11)	1 (0.02)
Combined	**24,225,428**	**34 (0.28)**	**5 (0.04)**	**1 (0.01)**

1 Full-time, part-time, contract and temporary workers are included.
2 Also called a Life-Impacting or Fatal Event (LIFE), a work-related personal injury or illness that meets defined severity criteria due to its impact on the quality of the affected person's life, whether temporary or permanent.

Injuries and illnesses are categorized according to internal guidance documents, based on US OSHA standard 29 CFR 1904.7. Additionally, injuries and illnesses are documented as required by the laws in the areas we operate.

HAZARDS CONTRIBUTING TO LIFE EVENTS

For 2020, the following are the hazards that have caused or contributed to high-consequence, Life-Impacting or Fatal Events (LIFE) and the portion they represent of our 5 LIFE incidents:

Rotating equipment	2
Working at height	1
Chemical spill on floor surface	1
Congested work area	1

ACTIONS TAKEN

Actions taken to address work-related hazards are addressed in section GRI-403-2.

All LIFE events are formally investigated with corrective actions taken to reduce or eliminate work hazards using the hierarchy of controls. Huntsman performed a global review of the use of rotating equipment to eliminate the use of these machines where possible. Huntsman revised corporate machine guarding requirements to include more stringent administrative controls, including revised training requirements and more frequent inspections of equipment in areas of high use such as maintenance workshops and laboratories. Huntsman has further introduced global risk tolerance training to all personnel to identify why and where our personnel take risks to help address line of fire, hazards and overexertion. For more information on actions taken to address LIFE and other hazards, see reference to GRI 403-2 and the discussion on process safety.

GRI 403-1 | Occupational health and safety management system
Huntsman has implemented an Environmental, Health and Safety (EHS) Management System consisting of seven standards, 71 procedures and 91 guidance documents to support implementation of the requirements. The management system is based on principles of various recognized management system standards such as Responsible Care®, ANSI Z-10, 29 and CFR 1910.119.

Our standards and procedures apply to all Huntsman-owned and -operated facilities and corporate functions. They do not apply to either joint ventures (JVs) in which Huntsman is an minority owner or to third-party warehouses and tollers unless by a request from a member of the EHS leadership team.

For Huntsman facilities located in the United States, Huntsman has implemented its Responsible Care® program to supplement existing EHS management systems to enhance performance and improve the safety and health of our employees, the communities in which we operate and the environment.

GRI 403-2 | Hazard identification, risk assessment and incident investigation
The EHS Management System outlines the methods used to identify work-related hazards and assess risks. Guidance documents and procedural requirements outline the Hierarchy of Controls. These methods include pre-job safety inspections, job safety analyses and work permits (including hot work, confined space entry and work at height).

All manufacturing sites conduct Process Hazard Analysis (PHA) and Fire Risk Analysis (FRA) of their facilities to identify process and fire-related hazards and determine where additional layers of protection are needed to ensure the health and safety of people and protection of the environment.

The organization assesses the quality of the processes and the competency of the persons carrying out the tasks through site self-audits, corporate EHS and process safety audits and through competent person assessments (for Process Safety Management (PSM)-related activities). Additional requirements for training and competency are described in the EHS Management System, specifically EHS-113 Training and Competency.

Sites use the results of self-audits to make site-based improvements. The results of the corporate EHS and process safety audits are used to make both site-based and companywide improvements. Competent persons assessments are used to identify additional training and skill improvement opportunities.

Associates are encouraged to report work-related hazards through incident reports, near-miss reports and 60-second checks as well as any methods an individual site has created.

All Huntsman associates have stop work authority for situations when they feel there is a danger to themselves, co-workers or the public. Associates are protected from retaliation by the company code of ethics and a robust series of HR policies and procedures.

The process for a work-related incident investigation is outlined in our EHS Management System, specifically EHS-106 Incident Investigation. Based on the severity and likelihood of the outcome, a 5-why methodology may be used for “lower severity” incidents while those of a higher consequence require the use of Apollo root cause analysis.

GRI 403-9c, d. Throughout the process of any incident investigation, the hierarchy of controls is to be used to institute robust measures to prevent recurrence. In addition to the investigation, the company conducts a quarterly analysis of incidents to identify potential gaps in the management system and recommend improvements.

GRI 403-3 | Occupational health services
Huntsman ensures occupational health services are provided for employees under the guidance of the Global Director of Occupational Health, a board-certified medical doctor. Each site contracts with either an on-site medical provider or with a local medical provider to ensure prompt access to occupational health and medical services when needed. The sites adjust their workload to ensure the services are available to associates as required. The company has processes to protect worker privacy under HIPAA and GDPR practices, specifically EHS-505 Health Record Management and Confidentiality.

GRI 403-4 | Worker participation, consultation and communication on occupational health and safety

Huntsman includes worker participation in the development, implementation and evaluation of the EHS Management System by having site-based personnel involved and consulted on the development of new corporate requirements and the updating of existing requirements. Certain individual site-based personnel are directly involved in the rollout of new and updated requirements via webinar, face-to-face training and other communication packages, contingent on the extent of the update. Sites are expected to have front-line associates directly involved in the development of EHS practices and programs (for example, developing formal job safety analyses). Huntsman values input from sites to continue to improve EHS practices as a corporation.

Where formal joint management-worker health and safety committees exist, the responsibilities, frequency of meeting, decision-making authority and worker representation is based on local law and negotiated contracts.

The hazards in the workplace are communicated by making readily available Safety Data Sheets (SDSs) for all raw materials, products and intermediates. Workers have access to process hazard information through readily available Process Hazard Analyses.

GRI 403-5 | Worker training on occupational health and safety

Training requirements for associates are outlined in the EHS Management System, specifically EHS-113, EHS Training and Competency. Several corporate-level training programs exist to provide a high-level overview including a requirement for everyone to complete a training course called “Why EHS Matters,” which prominently features CEO Peter Huntsman discussing the importance of EHS to the company and all associates. Sites are required to develop training matrices for their operations to ensure competency and safe work practices. The effectiveness of these programs is assessed through corporate EHS and process safety audits. Huntsman has a corporate EHS Center of Excellence that assists sites in providing training to ensure safe work practices and compliance with local regulatory requirements. Tasks identified as “EHS critical” require routine operator drills to ensure our capabilities for proper and timely responses.

GRI 403-6 | Promotion of worker health

Huntsman provides benefits to employees including health care coverage. The type of coverage is dependent on the plan available to associates in the area they live.

Huntsman provides benefits to employees including employee assistance programs and voluntary health promotional programs. Certain individual sites have developed comprehensive health and wellness promotional programs to encourage health and well-being.

GRI 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Huntsman has developed an EHS Management System which incorporates aspects of occupational health, occupational safety, environmental safety, product EHS and process safety management. The goal of these programs is to prevent (or mitigate) the impacts that are directly linked to its operations, products and services. Huntsman’s corporate product safety team has developed procedures for product hazard identification, hazard communication, risk assessment and risk management, specifically EHS-701 Chemical Hazard Communication, EHS-702 Product Stewardship, EHS-703 Product Risk Assessment and EHS-704: Distribution Risk Management.

INDUSTRIAL HYGIENE

Our industrial hygiene (IH) teams continuously identify potential health hazards, assess risk and implement controls – as outlined in our EHS Management System. All sites complete IH risk assessments, and in 2018, Huntsman standardized how sites conduct risk assessments, which are used to develop annual sampling plans to quantify exposures. Exposure monitoring results are compared to published occupational exposure limits[1] to confirm existing controls are adequate. To reduce potential exposure to both acute and chronic health hazards, our sites incorporate the Hierarchy of Controls, starting with elimination (if possible), substitution, engineering controls (enclosing, containing, isolating, automating, minimizing dispersion or tools to avoid direct contact), administrative controls, and lastly personal protective equipment. As new controls are implemented, exposures are reassessed to keep workers safe.

1 Huntsman uses the lower of the American Conference of Governmental Industrial Hygienists (ACGIH) Threshold Limit Values or the applicable regulatory exposure limits for the country where the site is located.

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Cybersecurity is a critical business issue and one that is continuously changing. We rely on information technology systems across our operations, including for management, supply chain and financial information and various other processes and transactions.

11. Cybersecurity

Our ability to effectively manage our business depends on the security, reliability and capacity of our information technology systems, as well as specific protection of the company's intellectual property and other sensitive business information. Huntsman has invested and continues to invest in technology security initiatives and disaster recovery plans that help to protect against significant risks to our information technology systems and data. We have put in place security measures designed to protect against the misappropriation or corruption of our systems, intentional or unintentional disclosure of confidential information or disruption of our operations. Our information security systems and processes are constantly reviewed, tested, updated and enhanced as needed. This applies to third-party service providers as well. Risk assessments are completed to ensure the third-parties have controls in place. Education is an essential part of protection, and we strive to reinforce a cybersecurity-aware culture within Huntsman. All Huntsman employees are required to complete an annual cybersecurity course that is regularly updated based on latest types of attacks and security best practices. Internal phishing awareness campaigns are included as part of the education.

In addition to our cybersecurity efforts, data privacy is a subject that has frequently changing rules and regulations in countries where we do business. For example, the EU General Data Protection Regulation (GDPR), Brazil's General Data Protection Law (Lei Geral de Protecao – LGDP) and California Consumer Privacy Act (CCPA) require companies to meet new regulations regarding the handling of personal data. Huntsman continuously monitors and updates data protection efforts as required.

Effective cybersecurity requires constant vigilance and regular updating of systems and processes. Huntsman takes threats seriously, and we continue to work to improve our systems and processes so they provide the most effective security possible to protect our technology systems and data for both information technology and operation technology.

12. Water

Water quality is a critical issue for Huntsman as a responsible member of the communities in which we operate. Our EHS Management System includes standards and procedures for the management of effluent water quality at our sites.

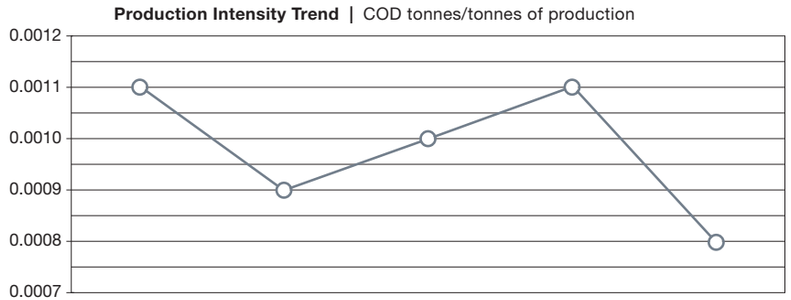
WATER QUALITY

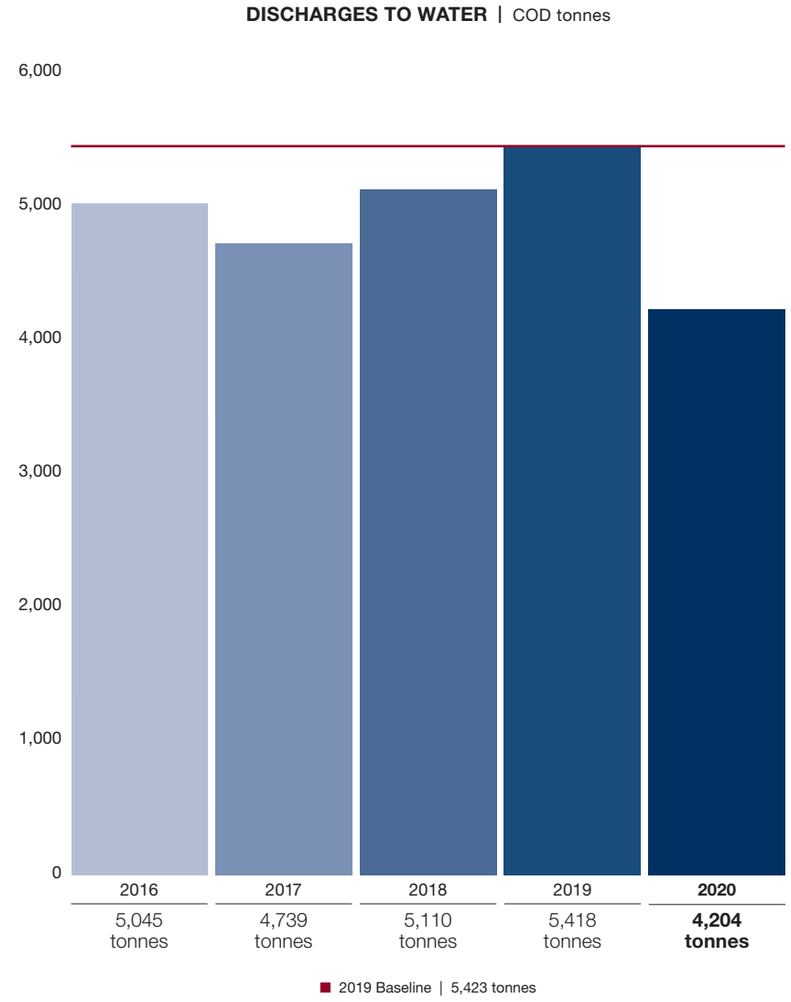
GRI 303-2 | All manufacturing sites are required to report multiple effluent water quality metrics including organics, inorganics, solids and others.

We are complying with — and in many cases exceeding — increasingly strict water quality standards. We understand the connection between water quality and water scarcity. Keeping water clean goes hand-in-hand with the efficient use of water.

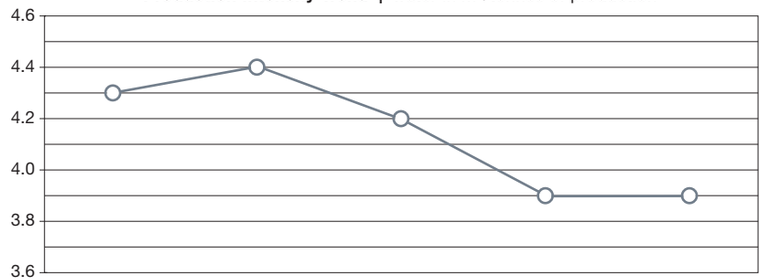
In the accompanying graphs, our chemical oxygen demand (COD) indirectly measures the quantity of organic compounds in water. COD is a laboratory test to determine whether a specific wastewater will have a significant adverse effect on fish or aquatic plant life.

Both our production intensity trend and total discharges to water fell from 2019 to 2020 primarily due to lower production at our McIntosh, Alabama, site.

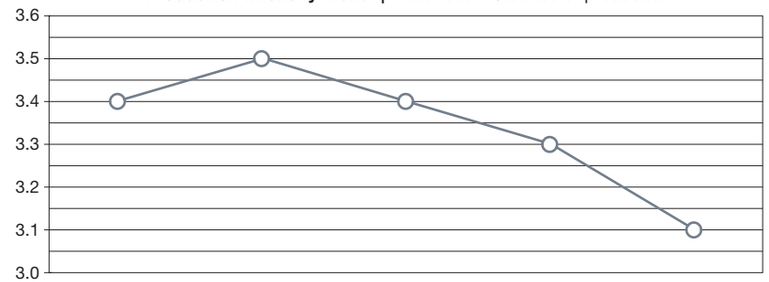




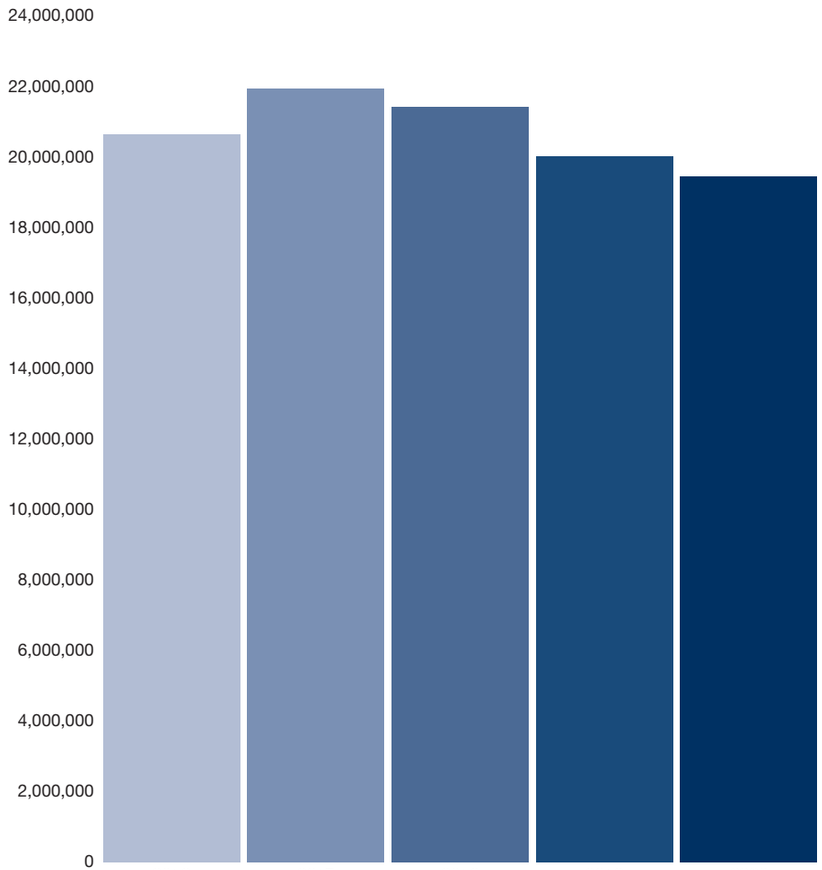
Production Intensity Trend | water in m^3/tonnes of production



Production Intensity Trend | water out m^3/tonnes of production

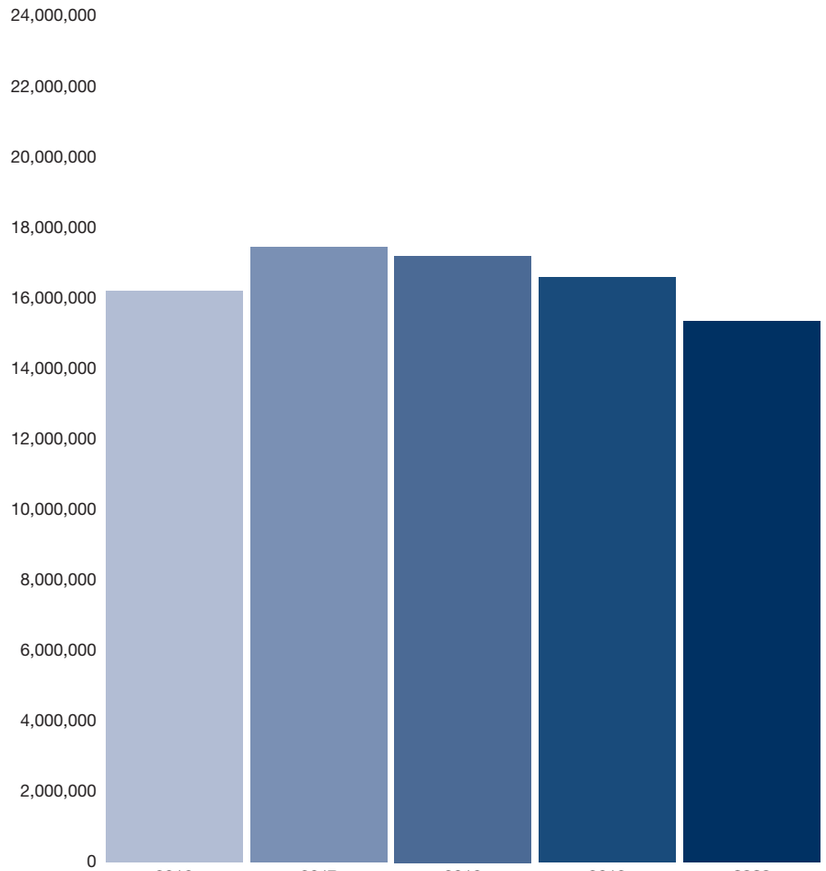


WATER USAGE - WATER IN | million m^3



2016	2017	2018	2019	**2020**
20,658,166 m^3	22,116,516 m^3	21,392,067 m^3	19,967,918 m^3	**19,619,654 m^3**

WATER USAGE - WATER OUT | million m^3



2016	2017	2018	2019	**2020**
16,153,514 m^3	17,441,507 m^3	17,240,715 m^3	16,677,770 m^3	**15,260,665 m^3**

WITHDRAWALS AND WATER DISCHARGES BY SOURCE AND QUALITY

	All Sites				Water-Stress Sites			
Sources of Water (m^3)	Freshwater[1]	Other Water[2]	Not Measured[3]	**Total**	Freshwater[1]	Other Water[2]	Not Measured[3]	**Total**
Withdrawals								
Surface Water	6,538,676	0	6,552,943	**13,091,619**	2,638	0	834,019	**836,657**
Rainwater	267,865	n/a	n/a	**267,865**	0	n/a	n/a	**0**
Ground Water	570,627	290,786	1,740,992	**2,602,405**	277,513	290,786	688,256	**1,256,555**
Seawater	n/a	0	n/a	**0**	n/a	0	n/a	**0**
Produced Water	1,409,538	0	85	**1,409,623**	0	0	n/a	**0**
Reuse (from on-site sources)	112,620	3,000	1,571	**117,191**	0	3,000	0	**3,000**
Reuse (from third-party)	86,799	0	2,101	**88,900**	0	0	2,101	**2,101**
Total				**17,577,603**				**2,098,313**
Third-Party Withdrawals[4]								
Surface Water	306,222	5,149	1,327,099	**1,638,470**	258,653	0	781,287	**1,039,940**
Rainwater	4,929	n/a	n/a	**4,929**	0	n/a	n/a	**0**
Ground Water	92,078	0	183,615	**275,693**	9,822	0	143,500	**153,322**
Seawater	n/a	0	n/a	**0**	n/a	0	n/a	**0**
Produced Water	122,960	0	0	**122,960**	0	0	0	**0**
Total				**2,042,052**				**1,193,262**
GRI 303-3 | Total Withdrawals				**19,619,654**				**3,291,575**
Water Discharges[5]								
Surface Water	10,562,808	417,495	2,541,660	**13,521,963**	2,169,798	417,495	1,951	**2,589,244**
Ground Water	12,824	0	0	**12,824**	0	0	0	**0**
Seawater	0	0	0	**0**	0	0	0	**0**
Third-Party Treatment & Other	920,664	136,538	668,677	**1,725,878**	6,917	136,538	392,666	**536,121**
Third-Party Sent to Other Organizations for Reuse	0	0	0	**0**	0	0	0	**0**
GRI 303-4 | Total Discharges				**15,260,665**				**3,125,365**
GRI 303-5 | Consumption[6] (net water usage)				**4,358,989**				**166,210**

1 ≤1,000 mg/L Total Dissolved Solids (TDS)
2 >1,000 mg/L (TDS)
3 TDS not measured

WATER WITHDRAWALS

GRI 303-1 | Water can be withdrawn from multiple sources. Most of the water that we use in Huntsman is withdrawn from surface water – for example, lakes and rivers.

NET WATER USAGE

Currently, we calculate consumption as:

Aggregate Water Withdrawals
– Aggregate Water Discharges
= Consumption (net water usage)[1]

Global net water usage is 4.4 million cubic meters of water. Actual net water usage volumes may be higher, depending on the amount of rainwater included in our effluents, but aside from variations due to rainfall, most of the water withdrawn for use is discharged after use and not consumed.

Net water usage[2] (consumption) in water-stressed regions is 4% of our total net water usage.

1 We recognize that withdrawal and discharge sources typically differ and that consumption is more precisely tracked by considering withdrawals and discharges for individual aquifers. We do not currently track data at this level of detail.
2 Includes water purchased from third parties.

HORIZON 2025 TARGET AND WATER-STRESSED SITES

We recognize that water is a shared resource. Plans for water usage including consideration of broader community and industrial water needs are developed at the site level in line with regulatory permit conditions and local regulations.

Our *Horizon 2025* targets include a 5% reduction in net water usage at facilities in water-stressed regions of the world, per unit of production. Working with a leading international consulting firm, we recently completed an updated global water study, following our previous study commissioned in 2014. Utilizing two leading water risk models – World Wildlife Fund's Water Risk Filter and World Resources Institute's Aqueduct model – we evaluated multiple drivers of water stress, including baseline water stress, scarcity, flooding, drought, quality, ecosystem services, seasonal variability, biodiversity importance, groundwater table decline and governance.

Focusing on three drivers – baseline water stress, drought risk and overall basin risk – and considering trends in average annual net water usage, we identified sites considered to be operating in water-stressed regions. We plan to further evaluate the list in collaboration with our sites.

We are sharing the results of the full water risk study with site teams as they consider the broad spectrum of potential risks. All facilities are encouraged to incorporate the results of the study and assess their site-specific profile as they consider potential water risks relative to their location – to increase resilience and improve long-term planning.

SITES CURRENTLY OPERATING IN WATER-STRESSED REGIONS

Brazil – Taboão da Serra
China – Panyu
Hungary – Petfurdo
India – Baroda
India – Mumbai
India – Pune
Italy – Modena
Mexico – Atotonilquillo
Saudi Arabia – HAPC Dammam
Thailand – Bangkok (Mahachai)
Thailand – Samutprakarn
UAE – Dubai
UK - Wilton
US – Arlington, Texas
US – Conroe, Texas
US – Freeport, Texas
US – Los Angeles, California
Vietnam – Ho Chi Min City (Saigon)

13. Greenhouse Gas and Air Emissions

Huntsman continues to focus on managing our environmental footprint and delivering solutions to help our customers manage theirs.

REDUCING EMISSIONS

We have committed to reducing our greenhouse (GHG) emissions production intensity by 10% from our 2019 baseline by 2025. Since 2019, we have participated in the Carbon Disclosure Project (CDP) and our report is publicly available at www.cdp.net. Approximately 2% of our greenhouse gas emissions are covered under limiting regulations.

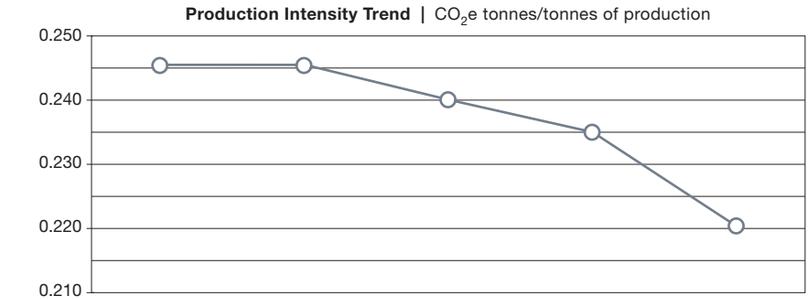
Recent site-based initiatives to reduce direct emissions, reduce costs and improve operations include building insulated housing for tanks, converting to energy-efficient LED lighting, using new blowing agents with lower carbon footprints, upgrading to more energy-efficient equipment and optimizing plant operation systems. Sites have also reduced indirect emissions by procuring renewable energy sources for electricity needs.

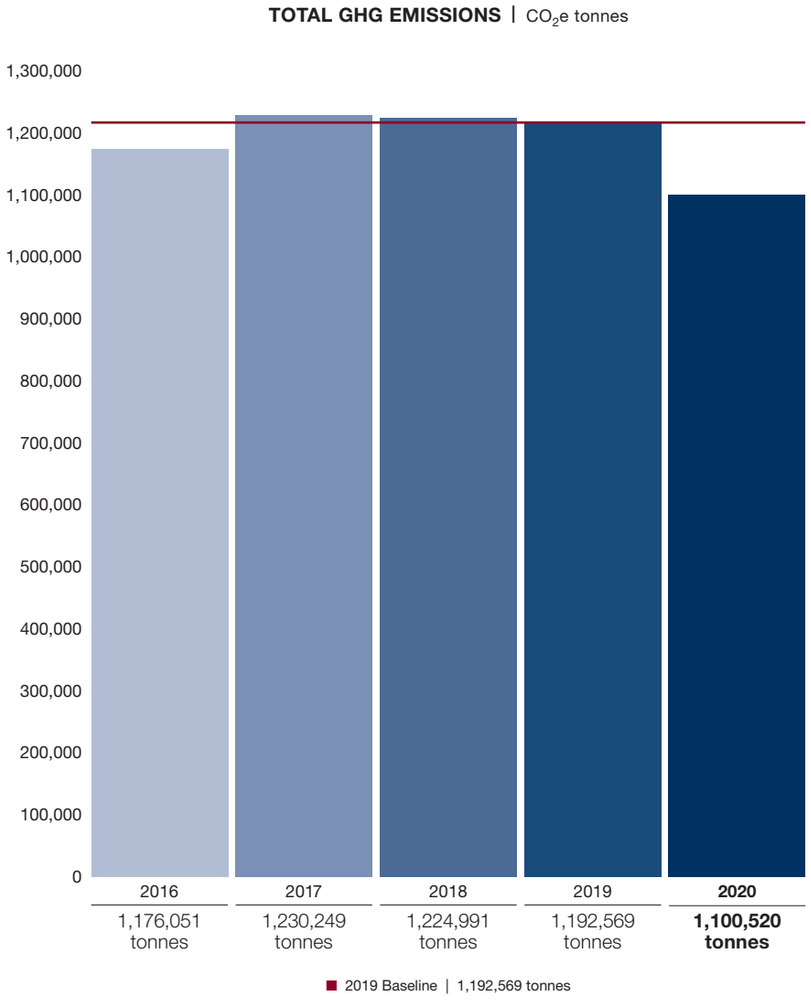
Direct reported emissions include all major greenhouse gases, CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, as well as other non-combustion greenhouse gases.

Emission factors: We use emission factors global warming potential (GWP) rates from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4), 100-year time horizon values. Certain new compounds may use more recent updated factors.

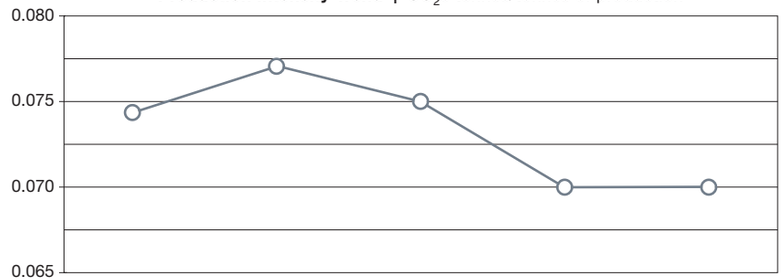
Consolidation approach: We report emissions based on operational control.

Both our production intensity trend and total Scope 1 and Scope 2 greenhouse gas emissions fell from 2019 to 2020 due in part to our Rotterdam, Netherlands, site procuring 100% of its electricity from renewable sources and the closure of certain sites.

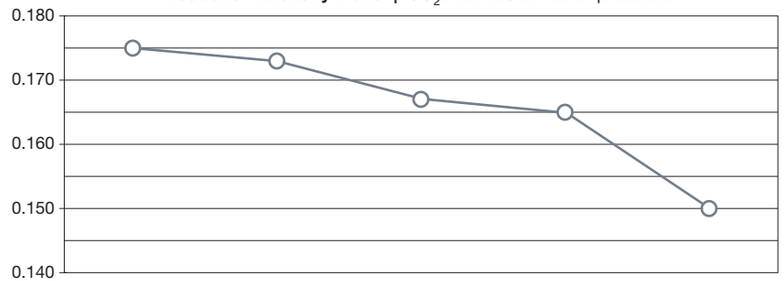




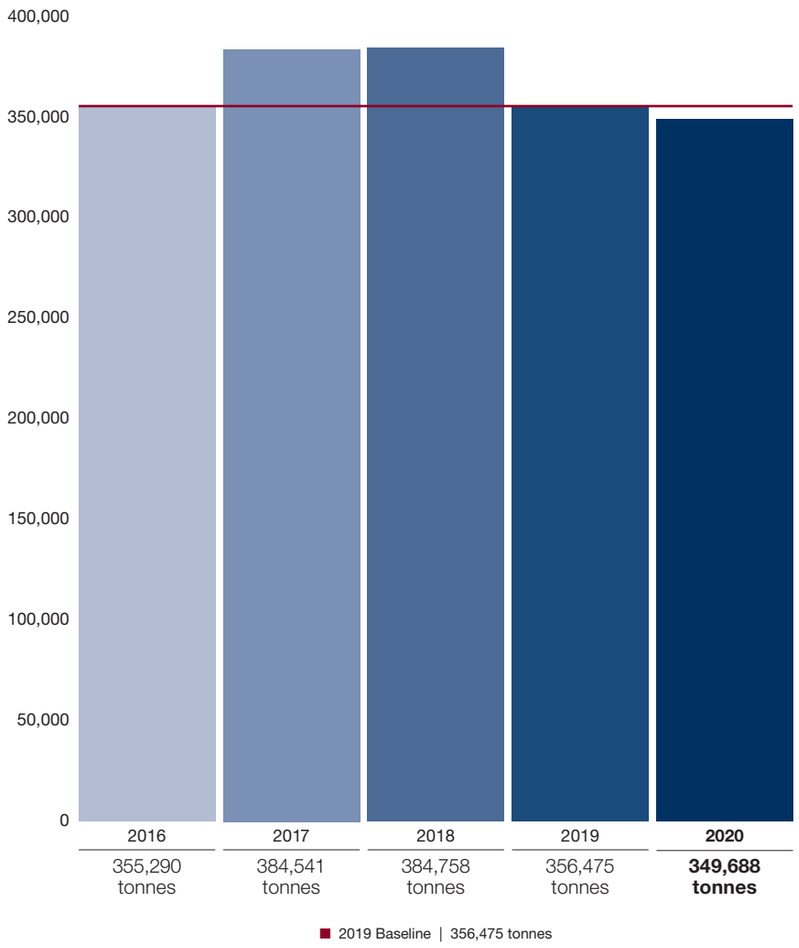
Production Intensity Trend | CO_2e tonnes/tonnes of production



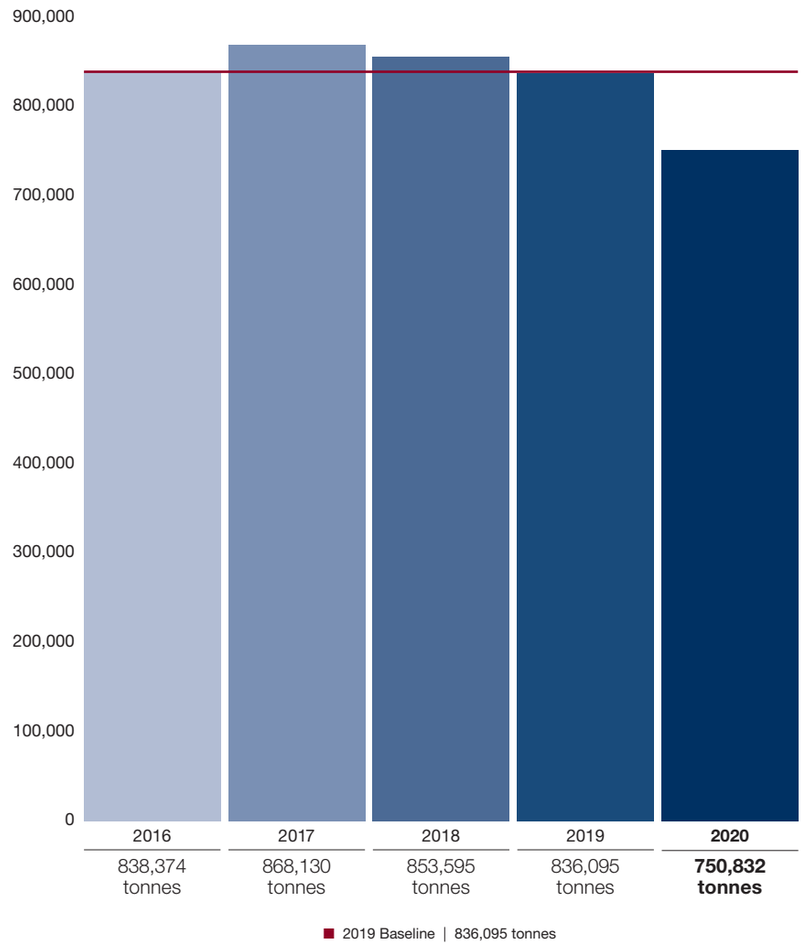
Production Intensity Trend | CO_2e tonnes/tonnes of production



DIRECT GHG EMISSIONS | CO_2e tonnes



INDIRECT GHG EMISSIONS | CO_2e tonnes



Air Emissions

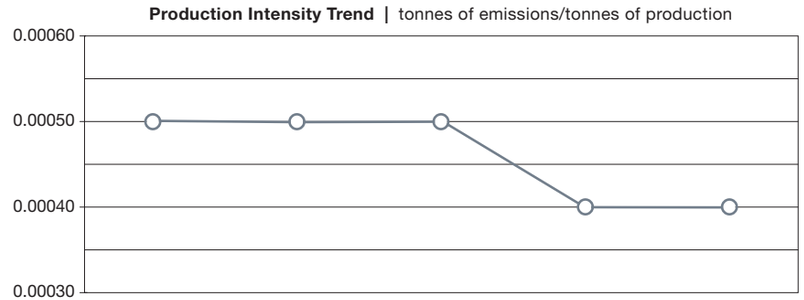
NON-GREENHOUSE GAS EMISSION TO AIR

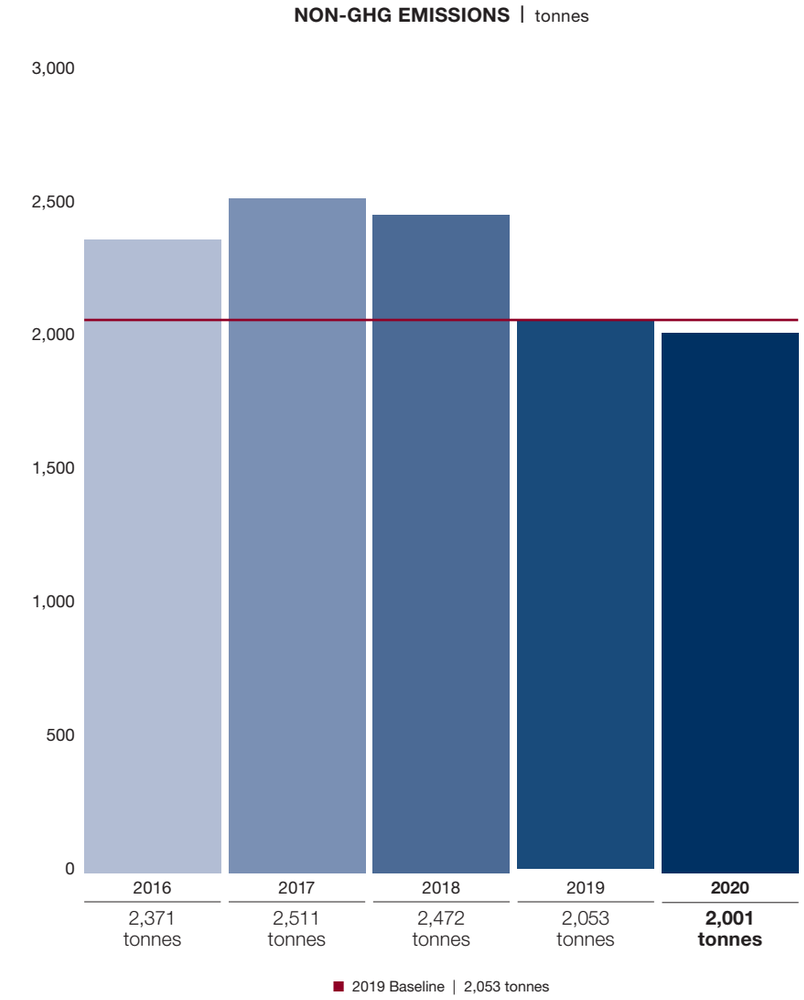
GRI 305-7 | Huntsman monitors, tracks and reports chemical emissions to the atmosphere — whether specifically permitted, part of routine operations or the result of accidental releases.

2020 NON-GREENHOUSE GAS (GHG) EMISSIONS TO AIR TOTALS

	Tonnes
VOCs[1]	77.1
HAPs[1]	150.4
PM Other[2] (not measured)	40.2
PM <10	41.5
PM <2.5	96.7
POPs	0.0

1 Based on US EPA data. Note that certain VOCs are classified as HAPs.
2 PM Other was not specified but could potentially be categorized as either PM <2.5 or PM <10.





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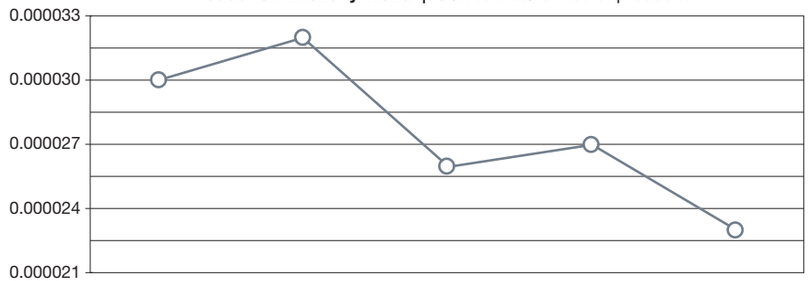
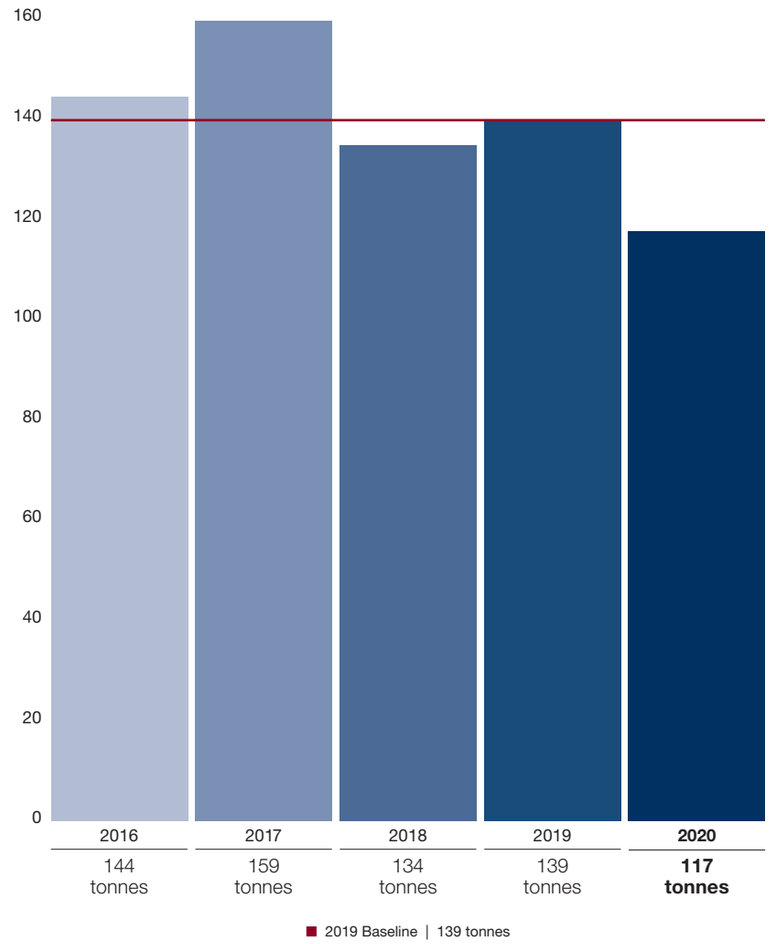
Production Intensity Trend | SOx tonnes/tonnes of production

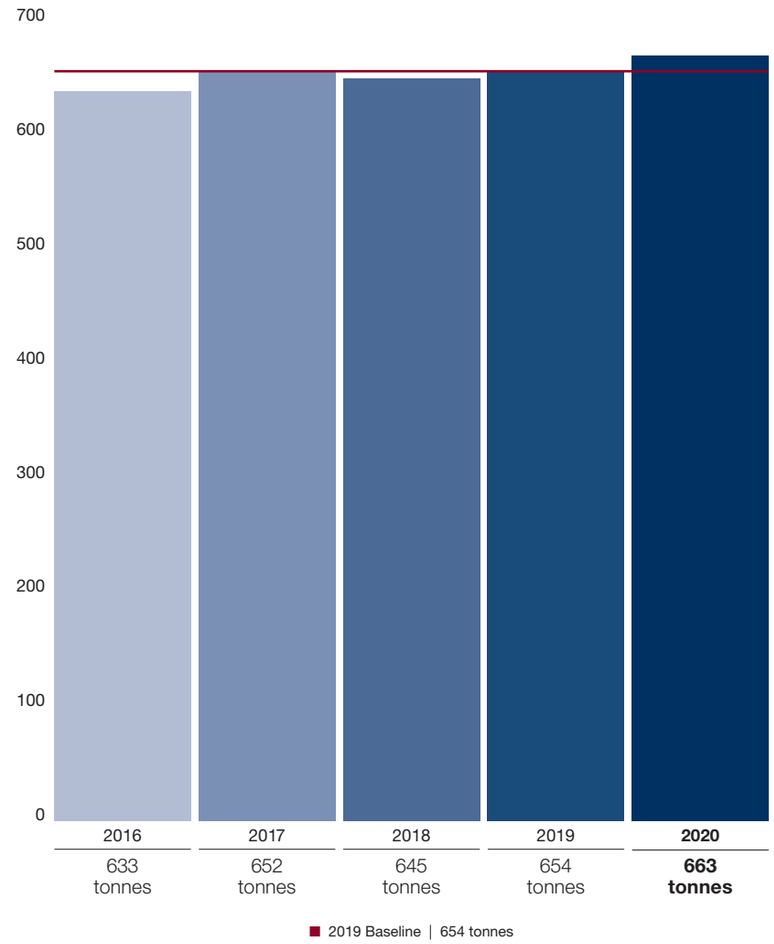


Production Intensity Trend | NOx tonnes/tonnes of production

SOx EMISSIONS | tonnes



NOx EMISSIONS | tonnes



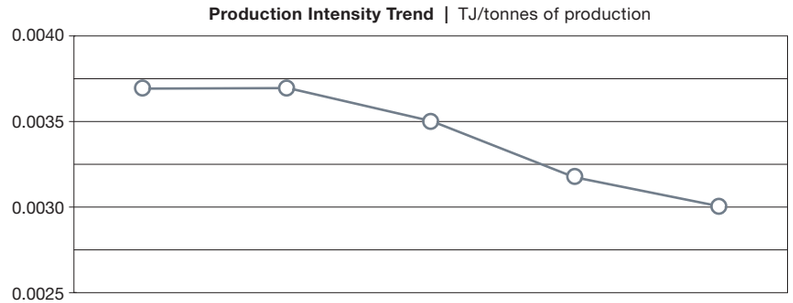
14. Total Energy Consumption

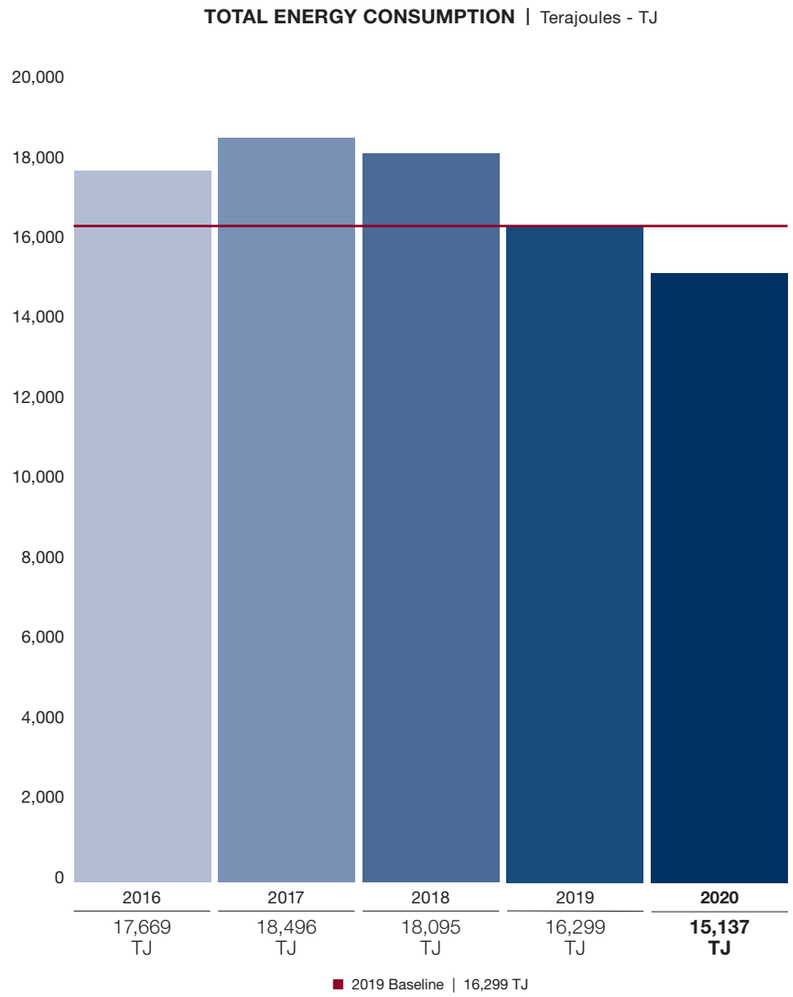
Huntsman continually strives to improve the energy efficiency of our operations, thereby reducing our energy impacts and saving costs. We continue to evaluate energy usage at our sites, including opportunities to improve the efficiency of steam and electricity generation, heating requirements and production processes.

TOTAL ENERGY CONSUMED 2020

	TJ
Total Energy Consumed	15,137
Percentage Grid Electricity[1]	19.1%
Percentage Renewable	2.7%
Total Self-Generated Energy[2]	287
Total Energy Produced from Co-generation	31

1 Including both non-renewable and renewable sources.
2 Including both consumed and sold.





15. Employee Engagement and Development

A key component to the success of our business is to encourage and support employee engagement and development.

EMPLOYMENT DATA BY REGION (as of December 31, 2020)

	Permanent			Temporary	Full-Time			Part-Time		
	Female	Male	**Total**	**Total**	Female	Male	**Total**	Female	Male	**Total**
Americas	730	2,219	**2,949**	**417**	724	2,213	**2,937**	6	6	**12**
APAC[1]	944	1,930	**2,874**	**181**	944	1,929	**2,873**	–	1	**1**
EAME[2]	868	2,289	**3,157**	**446**	694	2,244	**2,938**	174	45	**219**
Totals	**2,542**	**6,438**	**8,980**	**1,044**	**2,362**	**6,386**	**8,748**	**180**	**52**	**232**

1 Asia Pacific
2 Europe, Africa, Middle East

GRI 404-3 | PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

The majority of eligible associates of Huntsman are, in partnership with their supervisor, required to participate in an annual Performance Development Program (PDP) assessment. In addition, numerous training and development courses are offered to associates, both live and online, with the intention of developing the soft and technical skills of our associates.

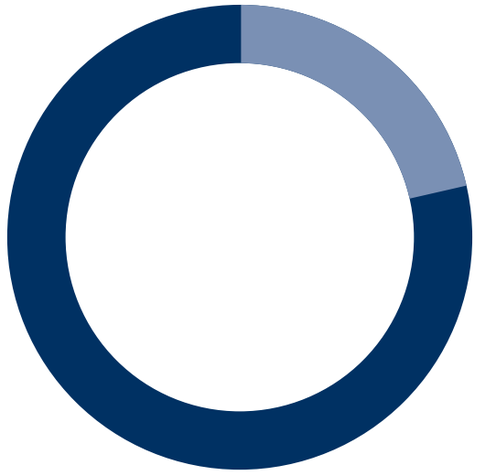
GLOBAL PROMOTIONS AND TRANSFERS

In 2020, 402 associates, or 4.5% of total headcount, received promotions and 1,427, or 15.9% of total headcount, were transferred to another internal role.

NEW HIRES BY REGION

In 2020, we hired a total of 787 new associates, which accounted for 8.7% of the total Huntsman headcount.

	Number
Americas	443
Asia Pacific	190
Europe, Africa, Middle East	154
Total	**787**



PERCENT OF EMPLOYEES WHO COMPLETED PERSONAL DEVELOPMENT PLANS (PDPS)

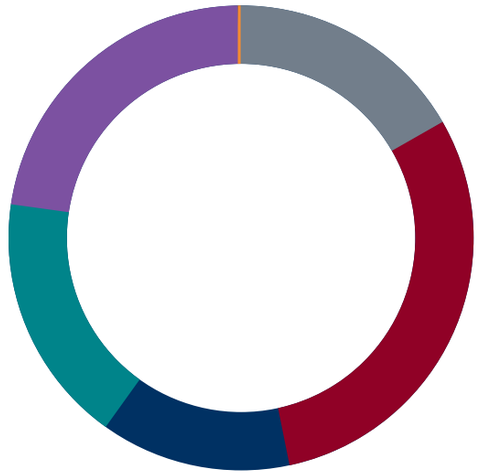
85% of Huntsman employees completed plans

GRI 404-1 | AVERAGE ANNUAL TRAINING AND DEVELOPMENT HOURS

Huntsman provides associates with training and development to further enhance their professional skills. These training and development courses include EHS, compliance, soft skills, technical skills and leadership development. The table shows average annual training hours for each employee category.

	Female	Male	**Total**
Officer	18.6	8.4	**9.4**
VP	50.9	10.9	**16.3**
Director	47.4	37.1	**35.8**
Senior Manager	26.5	22.5	**22.6**
Manager	18.5	19.3	**18.2**
Team Lead / Supervisor	17.8	23.8	**22.0**
Individual Contributor	14.6	21.7	**18.7**
Average Hours	**16.4**	**22.2**	**19.7**

Huntsman develops associates who are in or will assume supervisory or management positions in the organization to ensure they feel comfortable dealing with employee-related matters, such as setting objectives, career development plans, coaching and performance management. This training is made available in local languages.



VOLUNTARY TURNOVER RATE BY AGE

In 2020, 628 associates voluntarily left the organization. This equates to a global turnover rate of 7% of total headcount.

Age Bracket
29 and under
30 to 39
40 to 49
50 to 59
60 to 69
70 and over

GRI 201-1 | DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

For additional details on financial data, please refer to our annual report.

USD, in millions	**2020**	2019
Revenues	**6,018**	6,797
Operating Costs	**5,017**	5,252
Employee Wages and Benefits	**815**	1,076
Payments to Providers of Capital	**234**	261
Payments to Government	**316**	100
Community Investments [1]	**2**	2
Economic Value Retained	**(366)**	106

1 Community investments represent those that are tracked and reported centrally and may not include all donations done by individual sites.

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Report Parameters

This report has been prepared in accordance with the GRI Standards: Core option and is based on the GRI Standards (2016). We have followed the GRI Standards (2018) where indicated. We report our sustainability performance on an annual basis. Except where stated otherwise, this report includes data from January 1 through December 31, 2020.

For this 2020 sustainability report, we considered input from third-party questionnaires, external ratings and general indices, as well as feedback from our key stakeholder groups: our associates, customers, plant communities and investors. The metrics and data provided in this report reflect that input and feedback and help us continue to enhance our reporting and improve our sustainability program.

The report includes data related to all Huntsman enterprises where we have operational control (more than 50%) and joint ventures where we have management control. The data reported have been obtained primarily from our financial management reporting systems, various human resources information systems and the Huntsman corporate reporting systems for environmental, health and safety performance indicators. We are confident in the overall reliability of the data reported but recognize that some of these data are subject to uncertainty, inherent to limitations associated with measuring, calculating and estimating data.

Minor corrections in historic data may be due to data errors or other approved reasons. Each year, energy consumption and environmental emission estimates are recalculated and revised for all years in the annual sustainability report, as attempts are made to improve both the analyses, using better methods or data, and the overall usefulness of the report.

Please contact us at sustainability@huntsman.com with any questions or comments about these changes.

NOTES

- Environmental data is based on 69 manufacturing facilities reporting emissions and energy data.
- Production intensity is measured as a given metric divided by the total yearly production in metric tonnes.
- Each year, environmental data and emissions estimates are reviewed for changes as a part of our data validation process. As a result, figures may include updates versus data published historically.

GRI Index

The GRI indicators shown in red are material topics for Huntsman. Please see pages 26 and 27 for details.

Organizational Profile

102-1	Name of the organization	page 8, 57
102-2	Activities, brands, products and services	8
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102-14	Statement from senior decision-maker	2

Ethics and Integrity

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Governance

102-18	Governance structure	6, 7, 36

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102-41	Collective bargaining agreements	22
102-42	Identifying and selecting stakeholders	27
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102-44	Key topics and concerns raised	26, 27

Reporting Practice

102-45	Entities included in the consolidated financial statements	Exhibit 21.1, Huntsman 2019 10-K[1]
102-46	Defining report content and topic boundaries	57
102-47	List of material topics	26
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102-49	Changes in reporting	25, 57
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102-51	Date of most recent report	57
102-52	Reporting cycle	57
102-53	Contact point for questions regarding the report	57
102-54	Claims of reporting in accordance with the GRI standards	57
102-55	GRI content index	58, 59
102-56	External assurance	Huntsman is not pursuing at this time

201 Economic Performance

201-1	Direct economic value generated and distributed	56

1 Subsidiaries include additional locations beyond the 69 manufacturing facilities associated with reported environmental data.

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SASB Reporting

Greenhouse Gas Emissions

RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	page 10, 50, 51
RT-CH-110a.2	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	11, 50, 51

Air Quality

RT-CH-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	52, 53

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RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	10, 54

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RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	11, 48, 49
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	NR
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	46, 49

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RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	10, 38

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RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	NR

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RT-CH-320a.2	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	43, 44

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RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	NR

Safety and Environmental Stewardship of Chemicals

RT-CH-410b.1	(1) Percentage[1] of products that contain Globally Harmonized System (GHS) of Classification and Labeling of Chemicals Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	32
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	40

Genetically Modified Organisms

RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	NA

Management of the Legal and Regulatory Environment

RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Huntsman 2020 10-K

Operational Safety, Emergency Preparedness and Response

RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR) and Process Safety Incident Severity Rate (PSISR)	11, 34, 35
RT-CH-540a.2	Number of transport incidents	33
RT-CH-000.A	Production by reportable segment	Huntsman 2020 10-K

1 Calculated based on number of products. Percentage by revenue is not yet available.
NR - Not reported
NA - Not applicable to Huntsman product

HUNTSMAN

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