

# Sustainability Indices

## Statement of Use

Huntsman has reported in accordance with the GRI Standards (2021). We have provided consistent treatment of identified material topics and have aligned these topics and other disclosures to the World Economic Forum's taxonomy of Stakeholder Topics. We do not list our material topics in order; instead, we have grouped topics according to the World Economic Forum's sustainability themes of "Planet-People-Prosperty-Principles of Governance." The GRI index is provided in this report for convenience to enhance readability and assist with locating topics.

Additionally, Huntsman is also reporting in accordance with Sustainability Accounting Standards Board (SASB) standards and the Task Force on Climate-related Financial Disclosures (TCFD) framework and has cross-referenced the CDP Worldwide global disclosure system.

# GRI Index

Huntsman has reported in accordance with the GRI Standards (2021). The GRI index is provided below to assist with locating topics. In addition to providing the sections and page numbers for topics, we have included, where applicable, cross-references to the United Nations Global Compact (UNGC).

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>The organization and its reporting practices</b>				
2-1	Organizational details	Overview		14
2-2	Entities included in the organization's sustainability reporting	Reporting Parameters		77
2-3	Reporting period, frequency, and contact point	Reporting Parameters		77
2-4	Restatements of information	Reporting Parameters		77
2-5	External assurance	Reporting Parameters		77
<b>Activities and workers</b>				
2-6	Activities, value chain, and other business relationships	Overview; About Huntsman Corporation (HUN)	6	14
2-7	Employees	Employee Engagement and Development		People 17
2-8	Workers who are not employees	Employee Engagement and Development		People 17

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Governance</b>				
2-9	Governance structure and composition	Governance – Sustainability Governance; Governance Documents		64
2-10	Nomination and selection of the highest governance body	Governance – Sustainability Governance; Governance Documents		
2-11	Chair of the highest governance body	Governance – Sustainability Governance; Governance Documents		64
2-12	Role of the highest governance body in overseeing the management of impacts	Governance – Sustainability Governance; Governance Documents		64
2-13	Delegation of responsibility for the management of impacts	Governance – Sustainability Governance; Governance Documents		65
2-14	Role of the highest governance body in sustainability reporting	Governance – Sustainability Governance; Governance Documents		65
2-15	Conflicts of interest	Governance Documents		
2-16	Communication of critical concerns	Governance Documents		
2-17	Collective knowledge of the highest governance body	Governance Documents		
2-18	Evaluation of the performance of the highest governance body	Governance Documents		
2-19	Remuneration policies	Governance Documents		
2-20	Process to determine remuneration	Governance Documents		
2-21	Annual total compensation ratio	Annual Meeting & Proxy Materials		

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Strategy, policies and practices</b>				
2-22	Statement on sustainable development strategy	An Interview with the Chairman, President, and Chief Executive Officer		8
2-23	Policy commitments	Governance – UNGC Communication on Progress; Governance Documents	10	66-69
2-24	Embedding policy commitments	Governance – UNGC Communication on Progress; Governance Documents		66-69
2-25	Processes to remediate negative impacts	Governance Documents		
2-26	Mechanisms for seeking advice and raising concerns	Governance Documents	10	
2-27	Compliance with laws and regulations	Governance Documents	8	
2-28	Membership associations	Governance – Membership Associations		69
2-29	Approach to stakeholder engagement	Governance – Stakeholder Engagement		70-71
2-30	Collective bargaining agreements	Governance – UNGC Communication on Progress	6	67
<b>Material Topics</b>				
3-1	Process to determine material topics	Materiality		72
3-2	List of material topics	Materiality		73
3-3	Management of material topics	Disclosed for Each Material Topic		

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Economic Performance</b>				
201-1	Direct economic value generated and distributed	Direct Economic Performance		Prosperity 5
201-2	Financial implications and other risks and opportunities due to climate change	Task Force on Climate-related Financial Disclosures (TCFD) Index		TCFD Index
201-3	Defined benefit plan obligations and other retirement plans	Financial Reports		
<b>Market Presence</b>				
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Employee Engagement and Development – Employee Data		
202-2	Proportion of senior management hired from the local community	Employee Engagement and Development – Employee Data		
<b>Indirect Economic Impacts</b>				
203-1	Infrastructure investments and services supported	Community Relations		53
203-2	Significant indirect economic impacts	Community Relations		53
<b>Procurement Practices</b>				
204-1	Proportion of spending on local suppliers	Reliability		Prosperity 2

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Anticorruption</b>				
205-1	Operations assessed for risks related to corruption	Huntsman conducts an annual risk assessment of its businesses, which includes risks relating to corruption.		
205-2	Communication and training about anticorruption policies and procedures	In addition to our Code of Business Conduct, Huntsman internal policies include training on anticorruption. Each year, 100% of regular full-time and part-time, limited-term, and Huntsman-paid employees worldwide are required to complete online Code of Business Conduct training. Employees with more sensitive roles are required to complete additional training.		
205-3	Confirmed incidents of corruption and actions taken	Where any incident of corruption was identified, appropriate disciplinary action was taken in compliance with applicable laws. In addition, Huntsman has internal policies that include training on anticorruption.		
<b>Anticompetitive Behavior</b>				
206-1	Legal actions for anticompetitive behavior, antitrust, and monopoly practices	Any legal actions that are material for anticompetitive behavior, antitrust, or monopoly practices would be disclosed in Huntsman's filings with the U.S. Securities and Exchange Commission, and all such actions would generally be a matter of public record.		
<b>Tax</b>				
207-1	Approach to tax	Financial Reports		
207-2	Tax governance, control, and risk management	Financial Reports		
207-3	Stakeholder engagement and management concerns related to tax	Financial Reports		
207-4	Country-by-country reporting	Financial Reports		

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Materials</b>				
301-1	Materials used by weight or volume	Circularity		Planet 31
301-2	Recycled input materials used	Circularity		Planet 32
301-3	Reclaimed products and their packaging materials	Circularity		Planet 32
<b>Energy</b>				
302-1	Energy consumption within the organization	Energy Consumption Within Huntsman	8, 9	Planet 17-19
302-2	Energy consumption outside the organization	Energy Consumption Outside Huntsman	8, 9	Planet 19
302-3	Energy intensity	Energy Management	8, 9	Planet 16
302-4	Reduction in energy consumption	Energy Management	8, 9	Planet 16
302-5	Reductions in energy requirements of products and services	Energy Management		Planet 16
<b>Water and Effluents</b>				
303-1	Interactions with water as a shared resource	Water Management		Planet 20
303-2	Management of water discharge-related impacts	Water Management		Planet 21
303-3	Water withdrawals	Water Management		Planet 22-24
303-4	Water discharges	Water Management		Planet 22-24
303-5	Water consumption	Water Management		Planet 22-24

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Emissions</b>				
305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Greenhouse Gases	7, 8	Planet 4-5
305-2	Indirect (Scope 2) GHG emissions	Greenhouse Gases	7, 8	Planet 6-8
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gases	7, 8	Planet 3-9
305-4	GHG emissions intensity	Greenhouse Gases	8	Planet 3
305-5	Reduction of GHG emissions	Greenhouse Gases	8, 9	Planet 13
305-6	Emission of ozone-depleting substances (ODS)	Air Quality	7, 8	Planet 25
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Quality	7, 8	Planet 26
<b>Waste</b>				
306-1	Waste generation and significant waste-related impacts	Waste Management		Planet 27
306-2	Management of significant waste-related impacts	Waste Management	8	Planet 27
306-3	Waste generated	Waste Management	8	Planet 29
306-4	Waste diverted from disposal	Waste Management		Planet 27
306-5	Waste directed to disposal	Waste Management		Planet 27

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Supplier Environmental Assessment</b>				
308-1	New suppliers that were screened using environmental criteria	Reliability		Prosperity 2
308-2	Negative environmental impacts in the supply chain and actions taken	Huntsman is not aware of any significant impacts in our supply chain with respect to the environment, labor, human rights, or societal issues.		
<b>Employment</b>				
401-1	New employee hires and turnover	Employee Engagement and Development – Employee Data	6	People 18
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement and Development – Programs		People 18
401-3	Parental leave	We do not report in detail on the return to work and retention rate after parental leave by gender.	6	
<b>Labor Management Relations</b>				
402-1	Minimum notice periods regarding operational changes	Huntsman engages in planning to help ensure that employees are treated with respect and dignity regarding operational changes that involve a change in staffing levels or that otherwise affect employment. Labor and employment law requirements, including but not limited to reasonable employee notice of job loss and requirements under collective bargaining agreements, are assessed.	3	

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Occupational Health and Safety</b>				
403-1	Occupational health and safety management system	Workforce Health and Safety – Occupational health and safety management system		People 3
403-2	Hazard identification, risk assessment, and incident investigation	Workforce Health and Safety – Hazard identification, risk assessment, and incident investigation		People 3
403-3	Occupational health services	Workforce Health and Safety – Occupational Health Services		People 5
403-4	Worker participation, consultation, and communication on occupational health and safety	Workforce Health and Safety – Worker participation, consultation, and communication on occupational health and safety		People 5
403-5	Worker training on occupational health and safety	Workforce Health and Safety – Worker training on occupational health and safety		People 6
403-6	Promotion of worker health	Workforce Health and Safety – Promotion of worker health		People 6
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workforce Health and Safety – Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		People 7
403-8	Workers covered by an occupational health and safety management system	Workforce Health and Safety – Workers covered by a occupational health and safety management system		People 7
403-9	Work-related injuries	Workforce Health and Safety – Work-related injuries and illnesses		People 8
403-10	Work-related illnesses	Workforce Health and Safety – Work-related injuries and illnesses		People 8

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Training and Education</b>				
404-1	Average hours of training per year per employee	Employee Engagement and Development – Training and Development	6	People 20
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Engagement and Development – Development and transition assistance programs		People 21
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Engagement and Development – Performance reviews	6	People 22
<b>Diversity and Equal Opportunity</b>				
405-1	Diversity of governance bodies and employees	Diversity, Equity, and Inclusion – Diversity data	6	People 24-25
405-2	Ratio of basic salary and remuneration of women to men	Huntsman bases compensation on business needs and external market competitiveness without regard to gender.	6	
<b>Non-discrimination</b>				
406-1	Incidents of discrimination and corrective actions taken	Due to confidentiality constraints, Huntsman does not publicly report the total number of such incidents or any of their corrective actions.		
<b>Freedom of Association and Collective Bargaining</b>				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Huntsman complies with all laws designed to preserve the right to exercise freedom of association and collective bargaining. Huntsman has not identified any operations at which those rights are at significant risk.	3	

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Child Labor</b>				
408-1	Operations and suppliers at significant risk for incidents of child labor	Governance Documents	5	
<b>Forced or Compulsory Labor</b>				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Governance Documents	4	
<b>Security Practices</b>				
410-1	Security personnel trained in human rights policies or procedures	Please refer to our Human Rights Policy at Human Rights Policy.	1	
<b>Rights of Indigenous Peoples</b>				
411-1	Incidents of violations involving rights of indigenous peoples	As of December 2025, zero operations have been subject to human rights reviews or impact assessments.	1	
<b>Local Communities</b>				
413-1	Operations with local community engagement, impact assessments, and development programs	Community Relations	1	53-61
413-2	Operations with significant actual and potential negative impacts on local communities	Community Relations	1	53-61

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Supplier Social Assessment</b>				
414-1	New suppliers that were screened using social criteria	We screen suppliers based on reliability.	2	Prosperity 2
414-2	Negative social impacts in the supply chain and actions taken	Huntsman is not aware of any significant impacts in our supply chain with respect to the environment, labor, human rights, or societal issues.	2	
<b>Public Policy</b>				
415-1	Political contributions	Please refer to our Business Code of Conduct at Business Code of Conduct.	10	
<b>Customer Health and Safety</b>				
416-1	Assessment of the health and safety impacts of product and service categories	Product Stewardship – Product Stewardship Data		People 15-16
416-2	Incidents on noncompliance concerning the health and safety impacts of products and services	Product Stewardship – Product Stewardship Data and Compliance		People 16
<b>Marketing and Labeling</b>				
417-1	Requirements for product and service information and labeling	Product Stewardship – Product Marketing and Labeling	12	People 16
417-2	Incidents of noncompliance concerning product and service information and labeling	Product Stewardship – Product Marketing and Labeling	16	People 16
417-3	Incidents on noncompliance concerning marketing communications	Product Stewardship – Product Marketing and Labeling		People 16

Disclosure #	Description	Cross-Reference or Response	UNGC Connection	Pages
<b>Customer Privacy</b>				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Huntsman has not received any complaints through its standard reporting channels regarding breach of customer privacy or loss of customer information in 2025.		

# SASB Index

Accounting Metric	Category	SASB Code	Cross-Reference or Response	Pages
<b>Greenhouse Gas Emissions</b>				
Gross global Scope 1 emissions	Quantitative	RT-CH-110a.1	Greenhouse Gases	Planet 4-5
Percentage of gross global Scope 1 emissions covered under emissions-limiting regulation	Quantitative	RT-CH-110a.1	Greenhouse Gases	Planet 3
Discussion of GHG emissions reduction plan and review of performance against reduction targets	Discussion and Analysis	RT-CH-110a.2	Sustainability Goals, Greenhouse Gases	Planet 13
<b>Air Quality</b>				
Air emissions of NOX (excluding N <sub>2</sub> O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	RT-CH-120a.1	Air Quality	Planet 25
Air emissions of SOX	Quantitative	RT-CH-120a.1	Air Quality	Planet 26
Air emissions of volatile organic compounds (VOCs)	Quantitative	RT-CH-120a.1	Air Quality	Planet 25
Air emissions of hazardous air pollutants (HAPs)	Quantitative	RT-CH-120a.1	Air Quality	Planet 25
<b>Energy Management</b>				
Total energy consumed	Quantitative	RT-CH-130a.1	Energy Management	Planet 17-19
Percentage grid electricity	Quantitative	RT-CH-130a.1	Energy Management	Planet 19
Percentage renewable	Quantitative	RT-CH-130a.1	Energy Management	Planet 19
Total self-generated	Quantitative	RT-CH-130a.1	Energy Management	Planet 18
Energy intensity	Quantitative	RT-CH-130a.1	Energy Management	Planet 16

Accounting Metric	Category	SASB Code	Cross-Reference or Response	Pages
<b>Water Management</b>				
Total water withdrawn	Quantitative	RT-CH-140a.1	Water Management	Planet 22
Percentage of total water withdrawn in regions with high or extremely high baseline water stress	Quantitative	RT-CH-140a.1	Water Management	Planet 22
Total water consumed	Quantitative	RT-CH-140a.1	Water Management	Planet 22
Number of incidents of noncompliance associated with water quality permits, standards, and regulations	Quantitative	RT-CH-140a.2	Water Management	Planet 21
Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	RT-CH-140a.3	Water Management	Planet 20
<b>Hazardous Waste Management</b>				
Amount of hazardous waste generated	Quantitative	RT-CH-150a.1	Waste Management	Planet 28
Percentage recycled	Quantitative	RT-CH-150a.1	Waste Management	Planet 29
<b>Community Relations</b>				
Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	RT-CH-210a.1	Community Relations	53

Accounting Metric	Category	SASB Code	Cross-Reference or Response	Pages
<b>Workforce Health and Safety</b>				
Total recordable incident rate (TRIR) for direct employees	Quantitative	RT-CH-320a.1	Workforce Health and Safety	People 8
Total recordable incident rate (TRIR) for contract employees	Quantitative	RT-CH-320a.1	Workforce Health and Safety	People 8
Fatality rate for direct employees	Quantitative	RT-CH-320a.1	Workforce Health and Safety	People 8
Fatality rate for contract employees	Quantitative	RT-CH-320a.1	Workforce Health and Safety	People 8
Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	RT-CH-320a.2	Workforce Health and Safety	People 4
<b>Product Design for Use-Phase Efficiency</b>				
Revenue from products designed for use-phase resource efficiency	Quantitative	RT-CH-410a.1	Product Innovation	35
<b>Safety and Environmental Stewardship of Chemicals</b>				
(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	Quantitative	RT-CH-410b.1	Product Stewardship	People 16
Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances that have undergone a hazard assessment	Quantitative	RT-CH-410b.1	Product Stewardship	People 16
Discussion of strategy to manage substances of concern	Discussion and Analysis	RT-CH-410b.2	Product Stewardship	People 15
Discussion of strategy to develop alternatives with reduced human and/or environmental impact	Discussion and Analysis	RT-CH-410b.2	Product Stewardship	People 15

Accounting Metric	Category	SASB Code	Cross-Reference or Response	Pages
<b>Genetically Modified Organisms</b>				
Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	RT-CH-410c.1	Does not apply to our products	
<b>Management of the Legal and Regulatory Environment</b>				
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	RT-CH-530a.1	Financial Reports	
<b>Operational, Safety, Emergency Preparedness &amp; Response</b>				
Process Safety Incidents Count (PSIC)	Quantitative	RT-CH-540a.1	Process Safety	People 12
Process Safety Total Incident Rate (PSTIR)	Quantitative	RT-CH-540a.1	Process Safety	People 12
Process Safety Incident Severity Rate (PSISR)	Quantitative	RT-CH-540a.1	Process Safety	People 12
Number of transport incidents	Quantitative	RT-CH-540a.2	Process Safety	People 13

# TCFD Index

Disclosure Focus Area	Disclosure	Cross-Reference or Response	Pages
<b>Governance</b>			
Disclose the organization's governance around climate-related risks and opportunities.	a.) Describe the Board's oversight of climate-related risks and opportunities.	Sustainability Governance	64-65
		Greenhouse Gases	Planet 2
	b.) Describe management's role in assessing and managing climate-related risks and opportunities.	CDP Module 4 - Governance	64
		Governance Documents	
<b>Strategy</b>			
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	a.) Describe the climate-related risks and opportunities Huntsman has identified over the short, medium, and long term.	Enabling Sustainability <sup>1</sup>	31-35
		Greenhouse Gases	Planet 2
	b.) Describe the impact of climate-related risks and opportunities on Huntsman's businesses, strategy, and financial planning.	Product Innovation	34-35
		CDP Module 3 - Disclosure of Risks and Opportunities	31-35
	c.) Describe the resilience of Huntsman's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Module 5 - Business Strategy	31-35

<sup>1</sup> The "Who We Are" section presented climate-related opportunities.

Disclosure Focus Area	Disclosure	Cross-Reference or Response	Pages
<b>Risk Management</b>			
Disclose how the organization identifies, assesses, and manages climate-related risks.	a.) Describe Huntsman's processes for identifying and assessing climate-related risks.	Materiality <sup>1</sup>	72
		Greenhouse Gases	Planet 2
	b.) Describe Huntsman's processes for managing climate-related risks.	CDP Module 3 - Disclosure of Risks and Opportunities	31-35
	c.) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into Huntsman's overall risk management.	CDP Module 4 - Governance   CDP 5.11	Membership Associations 69 Stakeholder Engagement 70-71

<sup>1</sup> "Material" and "materiality" as used to discuss climate-related risks and opportunities in this report should not be taken to mean that such information is "material" as understood under the securities or other laws of the U.S. or any other jurisdiction, or as they are used in the context of financial statements or financial reporting.

Disclosure Focus Area	Disclosure	Cross-Reference or Response	Pages
<b>Metrics and Targets</b>			
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a.) Disclose the metrics used by Huntsman to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sustainability Goals	20-21
		CDP 7.45   CDP 7.53	Greenhouse Gases Planet 2
			Energy Management Planet 15
		CDP 7.52   CDP 7.54	Energy Management Planet 15
		CDP 7.55	
	b.) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	CDP 7.1 thru 7.5	Greenhouse Gases Planet 2
			Reporting Parameters 77
		CDP 7.6 thru 7.13	Planet 4-9
		CDP 7.14 thru 7.28	Planet 4-9
		CDP 7.30	Planet 15
	c.) Describe the targets used by Huntsman to manage climate-related risks and opportunities and performance against targets.	CDP 7.9   CDP Module 13 - Further information and sign-off	77
		CDP 7.30   CDP 7.45   CDP 7.52   CDP 7.53   CDP 7.54	Enabling Sustainability 31-35
			Greenhouse Gases Planet 2
			Energy Management Planet 15
		CDP 7.9   CDP Module 13 - Further information and sign-off	77
	CDP Module 4 - Governance   CDP 5.11	Membership Associations 69	
		Stakeholder Engagement 70-71	