



2020 ESG REPORT

Chemical Technology Enabling

Performance and
Sustainability
Innovation



"The intersection between sustainability and profitability is well established in our business and has become more and more significant over time."



Dear Stakeholders,

We are pleased to share our inaugural Environment, Social & Governance (ESG) report, which reflects yet another milestone in Element Solutions' journey. This report is a public declaration and acknowledgement of our commitment to sustainability. In it, we establish the baseline against which we intend to measure and challenge ourselves going forward to improve our own and our customers' environmental impacts.

Today, we already provide a broad portfolio of solutions that enable better outcomes for our supply chains, our society and our planet. We pioneered the solution that will allow the automotive industry to move away from hexavalent chromium. Our polyethylene terephthalate (PET) chemistries have enabled the recycling of plastic equivalent to 400 billion water bottles. Our MacDermid Envio Solutions products have allowed our customers to recover 13.7 million kilograms of valuable metals that otherwise would have been discharged as waste. The intersection between sustainability and profitability is well established in our business and has become more and more significant over time. Our historical investment in sustainable products has generated strong returns, and both will increase going forward. Our efforts to build ethical and socially responsible businesses make us a supplier of choice in the markets we serve and will allow us to remain a market leader for years to come.

The other source of our ongoing market leadership is our team. Element Solutions is a people-centric, customer-oriented company. Our customers choose our solutions, not simply our products. This is to say our solutions are more than just the material in the drum; they encompass our applications expertise, technical service responsiveness and assured quality. These are attributable to the dedicated and dynamic people in our laboratories, in our facilities and in the field. Our people are the most critical ingredient in our formulas.

We strive to embody the five Elements of our Culture, our "5Cs": "Challenge", "Commit", "Collaborate", "Choose" and "Care". These values are the foundation of our organization. Our vision demands that we attract, develop and nurture a diverse, high-performance team. We must retain, promote and incentivize that talent in order to achieve our ambitious goals. Sustainability from environmental awareness to diversity and inclusion are increasingly important to recruiting and retention. Our progress in ESG will continue to improve our ability to attract and grow talent in a virtuous cycle that will support business performance.

In this report, we reflect on our current environmental impact and sustainability initiatives. Building on the release of this report, we plan on introducing our commitments to improve and relevant targets in the months to come. Our commitments emerge from our creative and inspiring people, who deliver our sustainable, high-quality solutions every day. I would like to thank my colleagues around the world for enabling our performance and driving our improvement. We would not be where we are without their incredible dedication. At Element Solutions, we have created an environment where an exceptional effort on any given day by any of our people can impact our overall performance. I am enthusiastic about our people and their ability to innovate, which will continue to translate into long-term results for our business, society and our planet.

Benjamin Gliklich

President and Chief Executive Officer



Who We Are

Recognized for our innovation, quality and operational excellence, Element Solutions provides a broad range of chemical technology that enhance the performance of products people use every day. Our executive offices are located in Fort Lauderdale, Florida, USA.

With over 4,400 full-time employees operating across more than 50 countries, our leading-edge solutions play a pivotal role in enabling our customers' manufacturing processes in several attractive, growth end-markets. These include consumer electronics, power electronics, semiconductor, data infrastructure, automotive systems, industrial surface finishing, consumer packaging and offshore energy.

To learn more about our business including our key markets and history, please visit our [Overview](#) and [Our History](#) webpages.

\$1.8B

Net Sales in 2020

4,400+

Full-time employees

50+

Countries

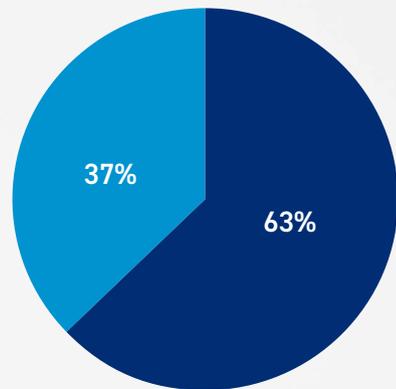
Businesses and Brands





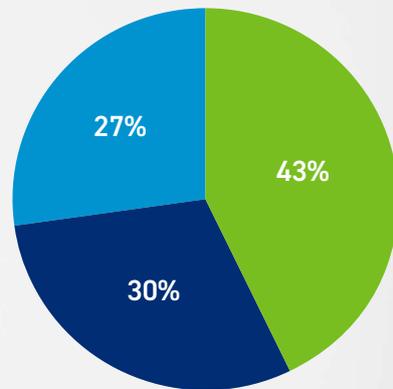
Enabling the Products of Everyday Life

While our chemical solutions are often unseen, they touch our lives in countless moments every day—from smartphones, in-car electronics and luxury goods to food packaging and energy production. In many cases, we offer a full suite of products with complementary capabilities that provide a complete functional solution to our customers.



2020 Segment Net Sales

● Electronics ● Industrial & Specialty



2020 Regional Net Sales

● Americas ● EMEA ● Asia

We deliver our chemical solutions through the following two business segments:

Electronics

Our Electronics business researches, formulates and sells specialty chemicals and materials for all types of electronics hardware from complex printed circuit board designs to advanced semiconductor packaging. From wireless devices and computers to automotive and military electronics, our products are an integral part of the electronics manufacturing industry. Our wet chemicals form the physical circuitry pathways and our assembly materials join those pathways together. Supported by robust innovation and quality-obsessed manufacturing, our regional and local experts deliver processing solutions to the global electronics supply chain.

Industrial & Specialty

Our Industrial & Specialty business develops chemicals that enhance surfaces or improve industrial processes. The products we improve can be found in diverse industrial sectors from automotive trim to transcontinental infrastructure and from high-speed printing to high-design faucets. Our fully consumable product offering is used in aerospace, automotive, construction, consumer electronics, consumer packaged goods and oil and gas production end markets. We work together and on-site with our customers to create innovative ideas and provide reliable solutions.





Our End Markets

We develop solutions that are critical to the performance of products across a breadth of industries, including:



Automotive

Our solutions are integral to automotive parts and systems from innovative electric vehicles power assemblies to high quality interior and exterior decorative and functional finishes.



Computing & Telecom

We develop materials that enable the leading-edge processing power and speed to support numerous applications in the market today from cloud servers to 5G infrastructure.



Consumer Goods

Our aesthetic finishes and functional coatings decorate the surfaces of diverse items from jewelry to bathroom fixtures. Our electronic applications support various consumer electronics from televisions to home appliances.



Energy & Resources

The deep offshore exploration and production sector relies on our hydraulic control fluids to effectively and safely extract minerals from the deepest depths, and the photovoltaics industry uses our chemicals and materials to conduct new electrons as they are created within solar cells.



Mobile & Wearables

Our soldering, precision coated films and printed graphics help companies print functional electronics.



Printed Packaging

In the graphics packaging industry, we are a leader in innovation for flexographic technology that enables the brightest colors and best print quality in our market.



Water Treatment

We manufacture and supply chemicals and equipment to treat water in industrial equipment and manufacturing processes, reducing waste discharge and recycling water.



Our Strategy

Element Solutions is a people-centric, customer-oriented company focused on innovation, quality and technical service. We prioritize our customers' success, which in turn drives opportunities for our employees and value for our shareholders. Our formula for value creation starts with our passion for innovation followed by an unrelenting focus on operational excellence. This formula, combined with our asset efficient business model underpinned by organic growth and prudent capital allocation, drives our sustainable value creation.

The success of our business is fueled by our significant investment in research and development (R&D). We regularly develop new products and processes and leverage our existing technologies and global footprint to profitably enter new markets or pursue market share. We also strategically focus our R&D resources on developing more sustainable solutions that retain performance attributes and technology leadership while reducing hazardous content. In 2020, we spent approximately \$49 million, or 2.7% of our total net sales on R&D with a growing portion dedicated to developing innovative, environmentally friendly solutions for our customers.

Net sales associated with sustainable products, or products that either enable our customers to reduce their environmental footprint or remove hazardous chemicals from our value chain, were greater than \$450 million in 2020 (~25% of total net sales).

The Pillars of Our Strategy



Commercial Excellence



Market Leading Innovation



Decisiveness & Action Orientation



Recruitment & Talent Development



Enabling Sustainability

It is our responsibility and commercially compelling to develop sustainable products that not only meet but exceed the stringent environmental standards our customers are held to and expect. We partner with governments, industry groups and universities to develop commercially viable, environmentally friendly solutions our customers use around the world.



The Elements of Our Culture

Our employees embody the “5Cs” of our culture in their interactions with customers, colleagues and other counterparties to drive sustainable financial performance and create a rewarding work environment.



Challenge

We establish ambitious goals, take calculated risks, maintain high standards and seek to exceed expectations.

Collaborate

We value teamwork, with our customers and our colleagues, in pursuit of excellence and improvement in everything we do.

Commit

We make commitments and hold ourselves accountable, individually and as teams, to deliver on them.

Choose

We empower our employees to make choices and take calculated risks; we choose to hire, to recognize and reward people who demonstrate good judgment and choose to have good attitudes and strong work ethics.

Care

We care about our customers, our colleagues, our environment and our place in the world at large.



Element Solutions at a Glance

Financials

\$1.8B

Net sales in 2020

>\$450M

Net sales from sustainable products in 2020

50+

Countries

~\$49M

Spent on R&D in 2020

23%

Adjusted EBITDA margin

Operations

43

Manufacturing facilities around the world

100%

Facilities ISO-9001 certified

13% Reduction

In Scope 1 and 2 emissions since 2018

87%

Of our global locations are ISO 14001 certified

95.4%

Perfect Order Performance (POP)

People

4,400

Full-time employees

100%

Employee participation in business ethics training

~\$680k

Donated to charity

28%

Female representation across our workforce

22,810

Hours of employee training in 2020



Chemical Technology Enabling

Performance and Sustainability Innovation

We view sustainability as the correct path for both the planet and the success of our businesses. Introducing more green capabilities is therefore a growing focus for us and the industries we serve. We strive to act as responsible stewards and to provide a high-level of protection to human health and the environment, not only in the way we manufacture and deliver our products, but in the way our products are used and handled by our customers.

We believe deeply that ESG factors impact our ability to support customers, create opportunities for our people and drive long-term value creation.



“At Element Solutions, we strive to create high-impact solutions to address critical challenges facing our customers and their industries. As part of dynamic and global supply-chains, our customers rely on our innovation and service to stay nimble and productive. They are all focused on the important work of improving their environmental footprint. We aim to be right by their side on that journey. This is what our customers have come to expect from us, and we are proud to do our part.”



Carey J. Dorman
*Executive Vice President,
Chief Financial Officer*



Our ESG Priorities

As part of our effort to centralize and organize our company’s sustainability efforts, we conducted a materiality assessment in 2020 to formally establish our ESG priorities. For this materiality assessment, we:

- Developed a list of relevant ESG topics from internal and external sources, including criteria from our business strategy, relevant ESG reporting guidance, such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB), and ESG information disclosed by our industry peers

- Engaged our key stakeholders, including our leadership team, internal subject matter experts, employees, investors, suppliers and customers to understand their ESG priorities as they relate to Element Solutions
- Benchmarked ESG topics and trends across our industry peers
- Discussed the findings of this materiality assessment with our leadership team to align on the 16 ESG topics most material to us in achieving our business objectives and to our stakeholders



Material ESG Topics

The ESG topics we deem most material to our company and to our stakeholders include:

Category	Moderate Materiality	High Materiality
Environment	<ul style="list-style-type: none"> • Water Management • Waste Management • Climate Risk 	<ul style="list-style-type: none"> • Sustainable Chemistry (Innovation for Sustainable Products, Green Chemistry, Circular Economy) • Energy and Emissions • Environmental Compliance
Social	<ul style="list-style-type: none"> • Community Impact • Human Rights and Responsible Sourcing • Labor Practices • Talent Attraction and Development 	<ul style="list-style-type: none"> • Health and Safety • Diversity, Inclusion and Equity • Product Safety and Transparency
Governance	<ul style="list-style-type: none"> • Data Security and Privacy 	<ul style="list-style-type: none"> • Ethics and Compliance • Governance and Accountability



ESG Moving Forward

We are building a cohesive ESG strategy intended to drive long-term value and accountability through meaningful progress and transparent and credible disclosures. Based on our efforts throughout 2020 to understand our current environmental and social footprint, our management team has identified four ESG focus areas for which we plan to set company-wide goals in 2021:

- Increasing growth through sustainable chemistry solutions
- Reducing our energy-use and emissions
- Improving employee health and safety performance
- Increasing diversity, inclusion and equity

These priorities are important topics to our company and our stakeholders and are aligned with the United Nations Sustainable Development Goals.

Once implemented, our ESG goals will enhance our alignment with the following United Nations Sustainable Development Goals:



ESG Executive Steering Committee

Our ESG Executive Steering Committee (ESG Committee), comprised of our President and Chief Executive Officer (CEO), EVP, Chief Financial Officer (CFO), EVP, General Counsel and Secretary (General Counsel), EVP, Head of Industrial & Specialty and Global Supply Chain (Head of IS and Supply Chain) and Head of Human Resources (Head of HR), was established in 2020. The ESG Committee is tasked with spearheading our ESG activities including implementing our ESG strategy, developing our ESG goals and priorities, identifying key commitments, steering supply chain sustainability, driving responsible sourcing and health and safety efforts around the company and disclosing progress to our Board of Directors. For more information on our ESG Committee, see [Governance and Compliance](#).



Responding to COVID-19

In 2020, the COVID-19 pandemic changed the world and tested multiple aspects of our business from operations and supply chain to health, safety and profitability. Its repercussions echoed around the world, leaving no one untouched in both business and at home. While the pandemic itself is not a sustainability topic, our approach to it is. Our fast and thorough response reflects “Commitment” and “Care,” two of the core values of the “5Cs” of our culture. Ensuring the safety and well-being of our employees, their families and the communities in which we operate was our first priority followed by adjusting our business to remain a reliable supplier to our customers in essential industries. We did both well.



“The entire organization has faced the unexpected COVID-19 crisis proactively, responsibly and thoughtfully. We have worked hard to protect our people, create safe environments, improve our communication and preserve jobs. From a business standpoint, we have continued to provide our customers with high-quality products and service in a fast-changing, remarkably complex backdrop. The organization continues to be flexible, productive and committed to take on the challenges of this crisis. We emerged stronger than ever as an organization from this pandemic.”



Allan MacDonald
Head of Human Resources



Keeping Our Employees Healthy and Safe

In the earliest days of the pandemic, our facilities and employees quickly adapted with new ways of working to both promote a safe working environment and ensure business continuity. Prior to the first case of COVID-19 in the United States (U.S.), we were coordinating with our teams globally in preparation for the potential spread of the virus and in consideration of local circumstances.

We developed and continue to implement company-wide COVID-19 health and safety practices that in most cases go well beyond regional and national government requirements. These include health screening, workspace cleaning guidelines, staggered work schedules, marked walking paths and manufacturing floors to enhance physical distancing and facilitating remote work where appropriate. Working as a cohesive team, we have also distributed personal protective equipment (PPE), enhanced sanitation, restricted business travel, implemented contact tracing and provided flexible working conditions in an aggressively short timeframe. We changed our paid-time-off and short term disability policies to accommodate for those infected or exposed to COVID-19 and allowed for extension of carry-over days to take into consideration the inability of our employees to take holidays due to travel restrictions and lockdowns. We ensured that potentially exposed or unwell people did not come to our facilities. Thanks to our broad efforts, we believe we had zero cases of COVID-19 spread through our sites in 2020.





Business Continuity

Like most companies, COVID-19 tested our ability to quickly respond to business and supply chain disruption. Our business supports essential industries, including electronics for life-critical medical devices and packaging for food and other essential sundries. As a result, we had to operate with a robust worldwide business continuity plan across multiple scenarios to keep our business functioning and our employees safe. We relied on our extensive, pre-existing business disruption response mechanisms to swiftly act. In 2019, we had also implemented the online communications platform, Microsoft Teams, globally and migrated most of our IT applications to a cloud environment. These efforts, among others, allowed us to easily adapt to remote work and shift our business and supply chain strategies to prevent interruptions for our customers.

In addition to changing how we worked, we also closely managed our expenses to preserve profits and cash flow. We reduced non-essential costs without impacting the long-term growth trajectory of our business. R&D spending was untouched, and we aimed at preserving employment. We reduced cost to the company, including salary reductions across our senior leadership ranks, and mitigated the impact of COVID-induced furloughs for our people. We are committed to preserving employment and minimizing the financial impact of COVID-19 on our people.

Despite the financial implications of COVID-19, we continued charitable giving in 2020, including matching employee donations as our communities needed our surplus more than ever through this pandemic.

“Our customers rely on our solutions to manufacture their products. Without our inputs, their production grinds to a halt. We had to act swiftly to ensure business continuity throughout our value chain. We quickly adjusted our own supply chains, identified additional sources of supply, secured production and logistics resources and in some cases, established completely new logistical channels and locations. Our supply chain is intended to be flexible, and we are very proud of how well it allowed us to continue to deliver for our customers through the most challenging conditions of our life-time.”



Alex Tang
Vice President, Operations Asia

Employee Engagement During COVID-19

Despite COVID-19 challenges, we continued to find ways to engage our employees throughout 2020. We expanded our e-learning capabilities and launched trainings on professional skills and health and wellness. We also conducted a global facemask contest, injecting a bit of levity and team building into a tough year. The winning designs were produced and distributed for use throughout the company.

Working together in these challenging times empowered us and created an even more collaborative working environment that kept people safe. Recognizing it was employee responsiveness and support that allowed Element Solutions to navigate the COVID-19 crisis, our management dedicated the 2020 'Winner's Circle Award' to all our 4,500+ employees. For more information on our Winner's Circle Awards, see [Workforce Prosperity](#).

We continue to closely monitor COVID-19 and to focus on ways we can support the well-being of all our stakeholders—from employees to customers to local communities.



Element Solutions Face Off Against Coronavirus-Face Mask Competition

To keep spirits up and help remote teams feel connected, we held a facemask design contest. We had 224 submissions from our colleagues and their families. Each winner and runner-up won both cash prizes and company-wide recognition. We produced thousands of each of the winning masks into facial coverings and made them available across all our locations globally.

Winners:

Manta Cameron
David Chun
Masahiro Hara

Runners-up:

Graham Lee
Vemoorthy Maheswaran
Melinda Marta
René van Schaik
Rocen Wang
Scott Williford



Our Commitment to Quality

We are committed to the highest levels of product quality across all of our businesses. We strive to set industry standards in reliability and customer satisfaction. We aim to help our customers improve their manufacturing processes through our own process excellence.

We believe that operating with higher quality standards creates a win-win situation, which leads to a competitive advantage and deep customer loyalty.



Ensuring Quality by Design

We develop our new product designs according to a multi-faceted stage-gate process. Our design process starts with the initial screening of business needs, followed by feasibility, planning, development, testing and validation. We engage with customers for feedback, additional assessment and corrective action, if needed. Each phase consists of a set of defined evaluation criteria dictated by both external regulatory requirements and our internal high-quality standards. This robust product development process allows us to be confident that products reach our customers with effectiveness and reliability assured.

Quality Management System

Our sites around the world are held to a consistent and independently verified standard of quality excellence. 100% of our manufacturing facilities maintain an International Organization for Standardization (ISO) 9001 certified quality management system (QMS) under a multisite agreement with Lloyds Register, the registrar of our worldwide management system assessments. The main tenants of our system include a thorough supplier management and scoring process, 100% inspection of all finished goods

with optimal quality control practices and controlled test methods, full lot traceability, sample retention and strict packaging and labelling standards.

Our QMS software, Compliant-PRO (C-PRO), is used by all our manufacturing facilities to manage quality activities, such as document control, change control, customer complaints, corrective actions and internal audits. KPIs are also regularly tracked against targets at every facility. These KPIs include first pass yield, Perfect Order Performance (POP), customer complaints, on-time delivery and supplier corrective actions, among others.

Quality professionals are deployed at each of our sites with regional and global oversight to establish and maintain quality standards and robust systems of control. We are focused on consistently improving efficiency and reliability of our manufacturing processes and finished goods through a variety of industry best practices. We have trained over 500 black and green belts in [Six Sigma](#) Management to identify and solve technical and business issues for customers. In 2020, 277 of our employees also participated in a 15-hour Problem-solving “8 disciplines (8D)” Training Program, a well-known problem solving process, particularly in the automotive industry.



Measuring Quality

We hold our employees to a standard of excellence where the delivery of innovative products, services and customer experiences consistently exceed industry expectations. We measure and monitor quality through several metrics, with the most comprehensive being Perfect Order Performance (POP). The American Productivity and Quality Center (APQC) defines POP as flawlessly taking and fulfilling a customer order, which includes taking the order correctly, allocating inventory immediately, delivering the product on time and sending an accurate invoice. We have a POP target of > 95% across all of our facilities based on benchmarking data from the APQC. Our POP for the last two years averaged 95.6%.

We also track customer complaints and time to complaint resolution with respect to three complaint categories: product performance (Type 1); packaging, labeling and paperwork (Type 2); and logistics, transportation and delivery (Type 3). Type 1 complaints relate to anything that can potentially be attributed to a functional issue—including short shelf life, appearance, contamination and product not working as intended among others. Less than 0.1% of product shipments received Type 1 complaints in each of the last two years. We are committed to resolving any complaint in a timely manner and to addressing root causes efficiently in order to avoid repeated incidents.



100%

Of our manufacturing facilities maintain ISO 9001 certified quality management systems*

Additional Quality Certifications

In addition to the ISO 9001 multi-site certification, our facilities seek other quality system certifications or accreditations as the need or opportunity arises. These include the International Automotive Task Force (IATF) 16949:2016 and Verband der Automobilindustrie Qualitätsmanagement Center (VDA-QMC) 6.3, which define the QMS requirements for the automotive sector as required by our European automotive customers, and the ISO/International Electrotechnical Commission (IEC) 17025 accreditation, which recognizes high-technical competency in laboratory testing and calibration activities.

Measuring Our Quality

	2019	2020
Type 1 Complaints per Product Shipped	0.1%	0.1%
Perfect Order Performance (POP)**	95.7%	95.4%

**POP is defined as flawlessly taking and fulfilling a customer order, which includes taking the order correctly, allocating inventory immediately, delivering the product on time and sending an accurate invoice.

* Based on a multi-site agreement and excluding sites acquired in the last 2 years



Environmental Stewardship

Actively managing environmental issues is not only our responsibility as good corporate citizens but also an opportunity to create new sustainable revenue streams while reducing risk for our company and our customers. To manage and reduce our impact on the environment, we strive to integrate environmental initiatives throughout our operations from R&D through supply chain and commercial practices. This includes pursuing opportunities to create innovative, sustainable chemical solutions, such as greener chemistries and developing more circular products.

Production (Metric Tons – MT*)	2018	2019	2020
Americas	59,490 MT	54,063 MT	47,712 MT
Asia	65,952 MT	60,541 MT	61,737 MT
Europe	74,319 MT	66,131 MT	54,621 MT

* Includes approximate converted quantities as Metric Ton is a standard measure across most, but not all, our businesses. Due to the diversity of our portfolio, mass and product value are not necessarily correlated.

> \$450M

Net sales from sustainable products in 2020

6%

Total energy used originating from renewable sources

12% Reduction

In total water consumption since 2018*

20% Reduction

In total waste production since 2018*

87%

Of our global locations are ISO 14001 certified

“Our organization is mindful of its ethical and environmental responsibilities. Establishing [Enabling Sustainability](#) as one of the five pillars of our strategy not only exemplified our strong history of sustainable product innovation but also encouraged our employees to reckon with our environmental impact and promote green activities. Enabling our customers to improve their environmental footprints through innovation, quality and compliance allows us to do well by doing good.”



Michael Goralski
Executive Vice President, Head of Industrial & Specialty and Global Supply Chain

* See [Waste and Water](#) for more information on water and waste reduction initiatives



Environmental Compliance

As a global specialty chemicals company, maintaining environmental compliance is critical for our business and vital for our customers and communities. Our customers rely on us to proactively manage environmental risks across our supply chain, to foster good relationships with our local stakeholders and to deliver our products in a timely and safe manner. We fulfill these expectations through prudent environmental risk management based on Board-approved policies informed by global industry standards. We strive to ensure all sites meet or exceed local requirements for environmental compliance and are in good standing with respect to permits and licenses required to operate.

Our Corporate Environmental Health and Safety (EH&S) group, regional EH&S directors and EH&S teams at each facility dedicate their time to managing environmental compliance. Our ESG Committee retains ultimate responsibility for environmental compliance, acting as a liaison between the Board and our global EH&S organization.

Managing Risks

Our Corporate EH&S group leads our environmental management efforts, including all compliance and audit management while staying abreast of regulatory changes. Our Supply Chain Sustainability Council (SCSC), consisting of global EH&S representatives, also fosters dialogue and shares best practices to promote the operation of our manufacturing facilities and offices in an economically, environmentally sustainable and socially responsible manner. Locally, our EH&S managers are responsible for securing and maintaining environmental permits and licenses required to operate as well as resolving risks. For more information on the SCSC, see [Governance and Accountability](#).

Evaluation and Monitoring

As part of our environmental compliance management, our Corporate EH&S group conducts regular internal environmental compliance audits at our production sites. Our local EH&S managers conduct regular audits of the facilities under their scope throughout the year. Findings from these audits or any other observations or incidents are reported via our global EH&S management software, in which we oversee any corrective actions in case of non-compliance.

We also conduct third-party audits on a periodic basis in response to customer requests and insurance requirements and to support our ISO and other certifications. In 2020, we experienced no material cases of non-compliance with environmental laws and regulations.

Our facilities also set site-specific environmental improvement goals depending on the nature of the site operations and applicable requirements. The goals vary in nature depending on site operations, but are often related to energy use, waste or wastewater reduction. See [Water and Waste](#) in this section for more information.

ISO 14001 at Our Facilities

The vast majority (87%) of our sites are ISO 14001 certified. This specifies strict standards for environmental management systems at our facilities. We also go beyond compliance by implementing green initiatives appropriate to local opportunities and challenges. In 2020, for example, compared to 2019:

Our facility in Morristown, Tennessee:

- Reduced landfill waste to below 40,000 pounds
- Reduced electricity usage to less than 8,330 kilowatt hours per day on average, a 5% reduction

Our facility in Chennai, India:

- Reduced process water by 5% and non-process water by 10%
- Reduced hazardous waste generation by 6% and non-hazardous waste generation by 12%
- Reduced liquefied petroleum gas consumption by 10%



Environmental Compliance Initiatives

Our sites are environmentally compliant with all applicable laws and regulations in the regions in which we operate. Our ongoing global environmental compliance initiatives include:

Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances (RoHS) Directives:

Our global and regional regulatory teams proactively ensure compliance with regional and national legislative requirements for REACH and RoHS. We actively monitor registration and compliance requirements as they develop.

Enabling sustainability and environmental compliance:

Our global and regional regulatory teams strive to ensure product registrations and environmental compliance through ongoing monitoring of applicable laws and regulations. Occasionally, we engage in active communication with governmental agencies relating to potential regulatory changes.

Our compliance monitoring process covers the following regulations, among others:

United States

Toxic Substances Control Act (TSCA) and other U.S. Environmental Protection Agency (EPA) legislation

Australia

Local Offshore Chemical Notification Scheme (OCNS) and National Industrial Chemicals Notification and Assessment Scheme (NICNAS Australia)

Canada

Local Domestic Substances List (DSL) and OCNS

China

MEE Order 12 - The Measures for the Environmental Management Registration of New Chemical Substances and Regulations on Safe Management on Hazardous Chemicals (China Decree 591)

Korea

Chemical Control Act and Occupational Health and Safety Act

Japan

Industrial Safety and Health Law (ISHL) and Poisonous and Deleterious Substances Control Law (PSSCL)

Taiwan

Toxic Chemical Substance Control Act (TCSCA) and Occupational Safety and Health Act (OSHA)

United Kingdom

Local OCNS





Sustainable Chemistry

We focus significant internal efforts on improving the environmental footprints of our customers and reducing the use of hazardous chemicals in our products. We strive to ensure that our products exceed regulatory compliance requirements and international benchmarks, but also consider ways to drive additional value for our customers by supporting their sustainability initiatives. We will continue our focus on sustainable chemistry through customer engagement, regulatory awareness and discipline in our product innovation processes. In 2021, we plan to set specific sustainable chemistry revenue growth goals.

We focus on sustainable chemistry in three key opportunity areas:

- Removing hazardous chemicals through green chemistry
- Reducing environmental impact with innovation
- Enabling the circular economy

Sustainable Chemistry Net Sales

	2018	2019	2020
Percentage of net sales from sustainable products*	23%	24%	25%
Percentage of net sales from products designed for use-phase efficiency**	8%	10%	10%

* Includes net sales from all products highlighted in this section, except Ocean-Safe Solutions.

** Includes net sales from all products highlighted in the "Reducing Environmental Impacts through Innovation" and "Enabling the Circular Economy" sections, except the Recycled Tin products. Additionally, includes our plating on plastic chemical technology.



> \$450M

Net sales from sustainable products in 2020

> \$180M

Net sales from products designed for use-phase efficiency in 2020



From Idea to Sustainable Solution: How We Innovate

Our R&D teams, in collaboration with cross-functional product marketing and regulatory teams, lead the development of our sustainable chemistry and processes. When designing new products, we consider a myriad of features and functions, including specifications requested by our customers and original equipment manufacturers (OEMs), regulatory requirements and evolving industry standards while always aiming for best-in-class quality and safety.

Our sustainable chemistry is inspired by:

Regulatory changes: We constantly monitor and assess the regulatory landscape for forthcoming changes that might impact our business or present innovation opportunities.

Market/customer needs: We regularly conduct customer and OEM engagement and market benchmarking, which we analyze to generate new product ideas. The process includes:

- Actively engaging customers and OEMs to understand their expectations
- Conducting regular market analysis and benchmarking
- Organizing regular R&D meetings to set strategic priorities, including those pertaining to sustainable products, green chemistry and circular economy for our own operations as well those of our customers

Once new sustainable chemistry opportunities have been identified, we design and develop our new products through a comprehensive stage-gate process, which allows us to evaluate their sustainability potential and understand their environmental impact. Post commercialization, we continue to monitor and adjust to customer needs and regulatory developments.

To complement our internal R&D, we pursue acquisitions of innovative businesses with sustainable chemistry portfolios, which we believe could further our sustainability goals. In 2020, for example, we acquired a new green chemical technology focused on subsea drilling fluids. Designed for

subsea hydraulic systems, these biodegradable fluids deliver high subsea performance with best-in-industry environmental characteristics. In the highly regulated deep-sea energy industry, focused on preserving marine environments, this product far exceeds environmental compliance requirements. For more information, see [Biodegradable Oceanic Hydraulic fluid](#).



Product Stewardship Councils

Several of our businesses established Product Stewardship Councils to directly advance our sustainable chemistry initiatives. These Councils are charged with anticipating and pro-actively responding to government guidelines on usage or elimination of certain raw materials and ensuring the appropriate use of raw materials in new product development.



Removing Hazardous Chemicals Through Green Chemistry

Together with global OEMs and our customers who supply to them, we are committed to ensuring the safety of our workers and the safe use of our chemical solutions throughout the value chain. It is therefore paramount that we create products with fewer hazardous chemicals. Our Product Regulatory teams engage customers, identify regulatory trends and assess green chemistry principles in connection with the development of each new product. We aim to provide our customers with solutions that are safe, less hazardous and that remain high-performance options for their businesses.

Chromium and PFOS-Free Pre-treatment for Plating on Plastics: Evolve Technology System

Our Evolve Technology System is a market-leading and first-of-its-kind environmentally compliant surface treatment used to prepare plastic substrates for metal deposition with zero hexavalent chromium (Cr6+) and zero bioaccumulative perfluoro octane sulfonate (PFOS) while meeting all automotive, sanitary and domestic appliance performance specifications. These chromium and PFOS-free surface treatment solutions are less toxic for manufacturers and consumers. For more information, please visit our [MacDermid Enthone](#) website.

Safer Solder: Lead-free Solder and Halogen-Free Fluxes

Our MacDermid Alpha business offers a variety of environmentally friendly products that address the potential environmental and human health impact of toxic substances. Our wide variety of lead-free, volatile organic compound-free and halogen-free solder technologies for printed circuit board assembly offer high reliability and high throughput applications. These products allow our customers to comply with various regulatory standards, such as the European Union's RoHS directive that limits the use of hazardous substances, while maintaining high standards of functionality and production yields of traditional solder technologies. For more information, please visit our [MacDermid Alpha Electronics Solutions](#) website.

Biodegradable Oceanic Hydraulic fluid: Ocean-Safe Solutions

Keeping hazardous chemicals out of value chains also means keeping them out of ecosystems. Our ocean-safe chemical solutions, used in control valves for oceanic oil extraction, are 100% biodegradable in seawater within 28 days. Moreover, the dynamic chemistry we use in our water-based hydraulic control fluids surpasses environmental compliance requirements in geographies where some of our customers operate, such as the Norway, where authorities require that no persistent chemicals are left behind in the ocean. Our subsea fluids exceed all applicable oceanic compliance standards and continue to power offshore oil extraction even under the most extreme conditions. For more information, please visit our [MacDermid Offshore Solutions](#) website.

“As a company, we are focused on removing higher risk chemicals from our products. With our Evolve Technology, we pioneered a friendly surface science with zero hexavalent chromium which is fully compliant with REACH and China’s wastewater regulations. This technology has the potential to revolutionize the industry.”



Mariola Maja Brandes
Global Director Decorative Systems,
WRC and PET



Reducing Environmental Impact with Innovation

We design and develop sustainable, innovative solutions that enable our customers or end-users to conserve water, optimize energy and reduce waste. A number of these products are sold to support cleantech industries, such as electric vehicles and solar panels.

We understand that as part of a broad value chain, we can improve sustainability in more than just our own operations. Through these chemical technologies, we partner with our customers to assist them on their own sustainability journeys.

Improved Range and Reliability of Electric Vehicle Electronics: Silver Sinter Technology

Our Silver Sinter Technology supports the demand for efficient and high throughput of electric current, taking electric vehicles (EVs) further by making them more powerful, reliable and durable. The technology uses highly conductive interconnections that not only increase the range, power and reliability of the inverters and controllers to withstand extreme temperature and durability, but allow EVs to reduce the need for high-cost battery cells without affecting any of the performance parameters. We are enabling the performance of EVs and increasing their viability as a substitute for internal combustion vehicles. For more information, please visit our [ESI Auto](#) website.

Reduced Footprint in Circuit Board Metallization: Blackhole, Eclipse and Shadow Metallization Process

Our products and solutions ensure our customers operate in a safe environment that is resource efficient with a lower environmental footprint. As an example, our Blackhole and Shadow solutions use direct metallization processes that reduce the need to use formaldehyde and other hazardous materials, while simultaneously reducing water consumption by 76%, waste generation by 69% and power consumption by 57%. For more information, please visit our [Circuitry Solutions Metallization](#) website.

Improving Energy Generation in Photovoltaics, LEDs and Energy Storage: Our Innovative Soldering and Metal Coating Process

Our metallization processes replace legacy materials and are poised to reduce cost and provide higher power in LEDs, solar cells and energy storage systems. The photovoltaics industry uses our processes, such as our Helios solutions series, to conduct electrons as soon as they are freed from the photoreactive materials within solar cells. We have created innovative soldering materials and ribbon coatings that lower the costs of implementing solar modules on a global scale. For more information, please visit our [MacDermid Alpha Electronics Solutions](#) website.

WE HAVE YOUR SOLUTIONS.
Leading Direct Metallization Technologies with Application Expertise

A complete line of lower costs and environmentally friendly processes for alternatives to conventional electroless copper processing.

- 87% REDUCTION IN CYCLE TIME** **BLACKHOLE AND ECLIPSE**
Industry Leading Carbon Black Metallization
Consistent, high reliability with reduced operation costs compared to conventional metallization.
- 90% WASTE REDUCTION** **SHADOW**
Graphite Based Advanced Direct Metallization
Easy to control process that has no chelating agents, formaldehyde or heavy metals.
- 60% LESS WATER USAGE** **ENVISION HDI**
High Performance Conductive Polymer
Three-step process for high productivity that meets or exceeds performance and reliability standards.

MacDermid Alpha
ELECTRONICS SOLUTIONS

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Enabling the Circular Economy

When we design new products, we consider their entire lifecycle as part of the value chains in which we operate. Supporting the circular economy is important for our business, driving us to create products and services that help our customers recover, reuse and safely utilize chemical products, water, metals and energy. Many of our solutions also prolong the life of our customers' resources and equipment.



Giving Metals a Second Life: Recycled Tin and Metals Reclaim Operations

In 2020, our MacDermid Alpha business used approximately 4,700 metric tons of recycled tin in the production of its solder technologies, representing almost 50% of all tin and tin alloys sold by the company that year. This business is committed to the significant use of recycled sources, a trend that our customers support as well.

In addition to purchasing recycled tin, we recycle tin and other metals in our own in-house smelting and refining facility in the U.S. to use in our solder production operations. In 2020, our reclaim facility recycled almost 2,000 metric tons of in-house and third-party customers' scrap metals, reducing the burden of pollution and energy and water demand that comes from metals mining.

We primarily consume these recycled metals back into our own operations, but also provide select products to third parties for further refining of functional use. In November 2020, our recycling facility renewed its certification as a Responsible Minerals Assurance Process (RMAP) conformant tin smelter with the [Responsible Minerals Initiative \(RMI\)](#). For more information, please visit our [Alpha Recycling Services](#) website.

Value Creation for Plastics: Plastic Cleansing Chemistry

We are among the leading providers of chemistries used to clean and separate PET-based plastic bottles, ridding them of dirt, debris and other plastics. Our solution ensures that the separated plastics are food-grade quality and can be reused to make new plastic bottles. For more information, please visit our [MacDermid Enthone PET Recycling](#) website.

Our technologies have enabled our customers to recover or recycle:

8.0M

Metric tons of PET, or > 400 billion plastic drink bottles with an average of 20 grams per bottle

Environmentally and RMI-Compliant Solder Recycling

Alpha Recycling Services is North America's only Recycler of solder that is ISO 9001 and ISO 14001 compliant as well as International Traffic in Arms Regulations-registered and Responsible Minerals Initiative (RMI) certified.



MacDermid Envio Solutions

Metals Recovery and Wastewater Treatment

MacDermid Envio Solutions provides equipment, chemistry and services to help customers improve environmental sustainability. The business offers innovative solutions for the recycling of valuable metals (e.g. copper, nickel, chromium and palladium, etc...), waste treatment and water recovery. These products positively impact the environmental footprint of our customers by allowing increased production volumes while reducing discharge and ultimately generating savings. Through 2020, we have installed over 4,000 wastewater treatment systems for our customers. Please visit our new [MacDermid Envio Solutions](#) website for more information.



DMP Acquisition

Our sustained growth is based on both organic and strategic acquisitions, and our drive to improve sustainability through our value chain has led us to acquire several sustainability-oriented businesses. For example, in 2020, we acquired DMP Corporation (DMP), a business which specializes in designing water and waste treatment systems for reductions in waste consumption, improved water recycling capabilities and lower solid waste volumes.

Fostering the Circular Economy

Our technologies have enabled our customers to recover, recycle or reclaim:

1.0_B

Liters of water

13.7_M

Kilograms of copper, nickel and chromium



Energy, Emissions and Climate Change

We understand that climate change poses a unique challenge for society and that collective effort is required to effectively mitigate and prepare for its impacts. We are committed to doing our part by reducing our greenhouse gas (GHG) emissions and contributions to climate change while taking actions to address risks climate change may pose for our business. To that end, in 2021, we plan to set a goal to reduce our GHG emissions and address many of the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD).

Managing Our Impact

We routinely analyze our environmental policies and procedures to comply with applicable laws, regulations and industry standards. We are also implementing initiatives designed to understand and reduce our environmental impact, including with respect to our energy use and GHG emissions..

Our SCSC tracks our energy use and GHG emissions and is committed to driving environmental performance improvements. Each of our facilities records data for all our key sustainability and efficiency metrics on a monthly basis and we are currently

implementing a global software package specifically developed for tracking environmental parameters. The SCSC regularly reports environmental performance, as well as actions designed to further reduce our GHG emissions to the ESG Committee, the global procurement organization and the regional Vice Presidents of operations. This ongoing dialogue between our SCSC and executive teams supports our continuous effort to reduce our GHG emissions and our impact on climate change in general. We are also ready for and support a U.S. market-based approach to reduce emissions.

Managing our impact also means understanding the risks and opportunities associated with climate change as a global business. Climate change presents a range of potential risks across our operations. For example, climate change may cause extreme weather events that disrupt our operations at one or more of our primary locations, which may negatively affect our ability to service and interact with our customers. We believe our overall business structure, flexible supply chain, strategy and comprehensive risk management provide a strong foundation for managing potential risks and opportunities. In addition, we are well-positioned to capture opportunities associated with a transition to a lower carbon economy, serving a variety of cleantech customers.

We plan to conduct climate scenario analysis to assess climate-related risks and opportunities for our business leveraging the TCFD recommendations.

Measuring Our Footprint

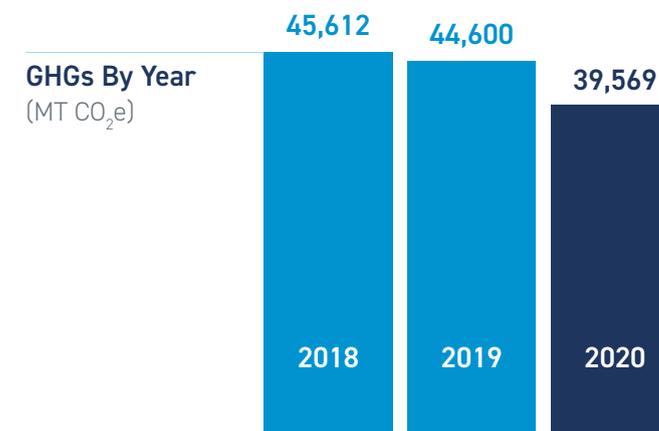
We recognize we have an ability to impact the key drivers of climate change, and therefore we are committed to measure, report and reduce, where possible, our GHG emissions. Due to the formulation-based nature of our operations, our energy consumption is lower

	2018	2019	2020
Total Renewable Energy Sourced or Generated	10,040 GJ	10,940 GJ	29,170 GJ
Total Renewable Energy Sourced to Total Energy Consumed (%)	2.0%	2.6%	6.4%

than that of other more traditional chemical manufacturers. Regardless, we actively monitor our electricity and energy consumption to help drive reductions.

Using the market-based methodology outlined in the *World Resource Institute's* GHG protocol, we assess the Scope 1 and 2 emissions generated by our organization. Through this process, we measure the carbon emissions associated with the fuels we utilize for heating our buildings and backup generators (Scope 1 emissions) and the electricity we purchase to power our operations (Scope 2).

Electricity usage accounts for approximately 48% of our total energy consumption and approximately 63% of our Scope 1 and Scope 2 GHG emissions. In addition, renewable energy contributed 6.4% of our overall energy use in 2020.





Energy and Emissions Reduction Initiatives

Over the past several years, we implemented initiatives designed to increase our renewable energy consumption and promote cleaner air quality. These include, for example:

Singapore Solar Energy Supply Contract: In 2020, we entered into a 25-year solar energy supply agreement at our MacDermid Enthone and Alpha Metals Singapore sites. We expect to install systems with a total of ~2,400 Gigajoule (GJ) of output per year which we anticipate will reduce carbon dioxide emissions of over 270 tons. Over the full term of the contract, we anticipate eliminating ~6,000 tons of carbon emissions.

Siemens Energy Efficiency Partnership: In 2020, we engaged Siemens Industry, Inc. in a five-year energy management partnership for the centralized collection, audit and analysis of key energy performance data for our facilities. Based on these ongoing studies, we expect to implement data driven strategies to improve the overall efficiency of our energy use. Actions may include expanding the use of renewable energy sources and establishing proven energy reduction initiatives. This engagement will begin in the U.S. but is likely to expand to our remaining geographies in subsequent years.

Wantage, England Renewable Energy Purchase: Our Wantage facility switched to 100% renewable energy sources in 2020 leading to a reduction of ~19,000 GJ of conventional electricity use.

Air Pollution Control Devices: In accordance with local laws and regulations, we have installed air pollution control devices at all our facilities where required in order to support cleaner air quality. These devices include thermal oxidizers, scrubbers, demisters and dust collectors designed to minimize the facilities' emissions.





Water and Waste

Our commitment to reducing our environmental impact includes being a responsible water and waste steward. As water availability and scarcity varies considerably from region to region, we evaluate opportunities to minimize the amount of water we consume on a local basis.

Our SCSC has oversight for our water consumption and waste production. The SCSC meets regularly to discuss priorities for our sustainable manufacturing efforts, including sharing best practices, sponsoring sustainability initiatives and engaging with facility managers to reduce our water consumption and waste production, such as employing water efficiency measures and water recycling systems.

Monitoring and Reducing Water

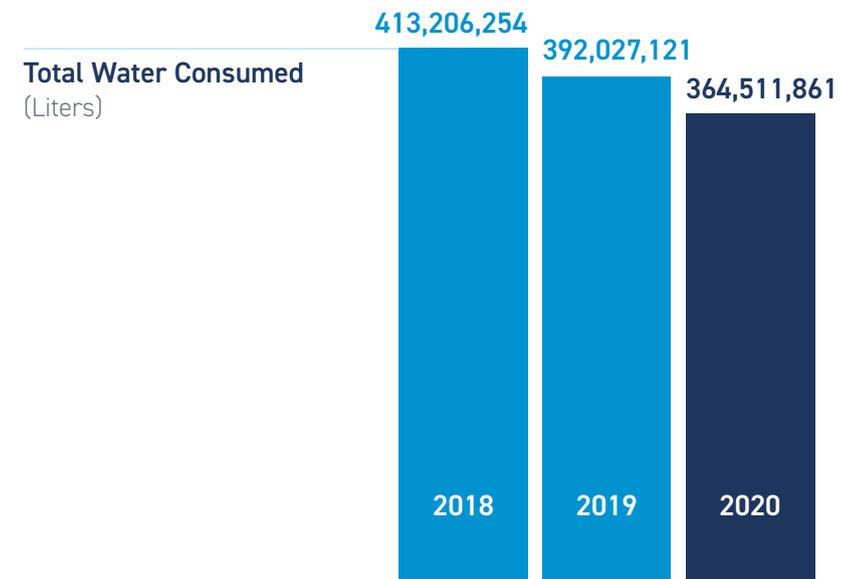
As a provider of primarily water-based chemical solutions, water is a material input and output of our production process. A significant portion, but not all, of the water we consume is ultimately sold to our customers. We regularly monitor our consumption and pursue opportunities to conserve and use water efficiently, including by reusing rinse waters from previous manufacturing batches and evaluating the potential use of high-pressure low volume devices and other water-conserving equipment for cleaning production vessels.

Seventeen of our sites, including fourteen manufacturing facilities treat their own wastewater. We also seek opportunities to minimize both consumption and contamination of water. For example, we use closed-loop water chillers instead of single pass, non-contact cooling water systems in many locations. We have experienced no material incidents associated with water quality permits, standards and regulations in the last three years.

Over time, we have made substantial improvements to conserve, recycle and reclaim water used at many facilities. Across the entire company, we consumed 365 million liters of water in 2020. This represents a 7% and 12% reduction in water consumption compared to 2019 and 2018, respectively. We primarily focus our reduction efforts in areas of water scarcity. Seven of our 39 facilities (18%) operate in high or extremely high water stressed areas, according to the Aqueduct Water Risk Atlas. These seven facilities contribute only 6% of our total water consumption.

Reducing Water Waste in Water Stressed Areas

China has recently adopted stringent governmental policies that require reduction of industrial waste and conservation of water resources. MacDermid Envio Solutions is currently working with a large customer in the Jiangsu province whose goal is to reduce its water use by at least 50%. By reducing water consumption, we can drive our customers' production volumes and profits.





Measuring and Reducing Waste

We monitor and aim to reduce general and hazardous waste within our production operations. We also work to support the waste reduction capabilities of our customers, many of whom recognize the value of reducing waste in the overall value chain. As some of the by-products of our production processes can be deemed hazardous, we are also fully committed to meet or exceed the applicable regulatory requirements related to hazardous waste management.

Many of our facilities have set specific goals and targets related to the management of hazardous waste as part of their broader ISO 14001 certified environmental management systems. In 2020, we reduced waste generation by 20% compared to 2019. Other initiatives to manage waste include capturing "heels" (leftovers) of batches, which we then use in the next batch of similar formula and reusing first water rinse from a tank in the production process of a similar product.



Water recycling equipment from our MacDermid Envio Solutions business

Our efforts at improving our quality processes also result in reduced waste. From 2019 to 2020, we improved our first pass yield rate across the company, leading to a 33% reduction in rework and associated reductions in waste. We believe our efficient use and management of materials and waste mitigate our impact on the environment while reducing our operational costs.





Social Impact

We strive to build a more sustainable future for our customers, our employees, our investors and other stakeholders. We are committed to creating a diverse and inclusive work culture that promotes training and talent development opportunities. As a global specialty chemicals company, we also recognize our responsibility to create a healthy and safe work environment for our people and our customers. We encourage our suppliers and customers to adopt and follow responsible, good management practices that help perpetuate these goals throughout our supply chain. Finally, we strive to support the communities in which we operate through employee volunteerism and corporate charitable giving. Our business relies on healthy communities to support our most important assets, our people, and we view investments in our communities as an investment that supports our growth.

28%

Female representation across our workforce

41%

Internal fill rate

22,810

Hours of employee training in 2020

92%

Of our employees believe that the company remained as good or improved as a workplace in the past two years

99%

Of our employees received development focused performance reviews

~\$680k

Donated to charity in 2020

“We aim to offer our people an opportunity to learn through experience and achieve fulfillment by accomplishing great results. To that end, we foster a challenging and rewarding collaborative work environment. We also value and promote diversity, inclusion and equality within our workforce, and continue to expand programs and initiatives focused on these topics. Moreover, we take pride in the significant investments we've made in our communities. We aspire to make a lasting positive social impact through all our business activities.”



Benjamin Gliklich
President and Chief Executive Officer



Diversity, Inclusion and Equity

We believe a diverse workforce leads to better outcomes, innovation and growth. Creativity and problem-solving skills thrive when a broader group of people with varying backgrounds and perspectives come together to achieve a common goal. At the same time, a diverse workforce also helps us attract and retain top talent. We value our global employee base who help us succeed every day, and we strive to create a culture that fosters, encourages and respects individual differences. While we believe we have made progress in promoting diversity, there is always room to improve. In 2021, we plan to formalize a set of goals focused on diversity, inclusion and equity. Our newly hired Vice President of Talent will have responsibility for driving these efforts forward as part of our broader talent expansion initiative.

Promoting Diversity and Inclusion

Together with executives from across the company, Benjamin Gliklich, our CEO, our Head of HR and our Vice President of Talent lead the effort to promote diversity and inclusiveness within our organization. We have Board-approved policies designed to ensure fair hiring practices and prevent discrimination or harassment. These global policies, including our [Business Conduct and Ethics Policy](#), [Fair Employment Policy](#) and [Rules of Conduct](#), define violations of discrimination and inappropriate behavior, accountable roles and responsibilities, grievance mechanisms and reporting procedures.

To further emphasize the importance of these guiding policies, we provide diversity training on a targeted basis and have an online training program, "Diversity on the Job," available to employees through our online training tool, Skillsoft. We also solicit feedback through global employee culture surveys. Thanks in part to our policies and dedication to fostering a diverse and inclusive work culture, we are not aware of any formal cases of discrimination in 2020.

Snapshot of Our People

Category	2020*
Total full-time employees	4,501
Female employees	28%
Ethnic minority employees (U.S.)	34%
Part time employees	1%
Board of Directors diversity (women and minorities)	25%

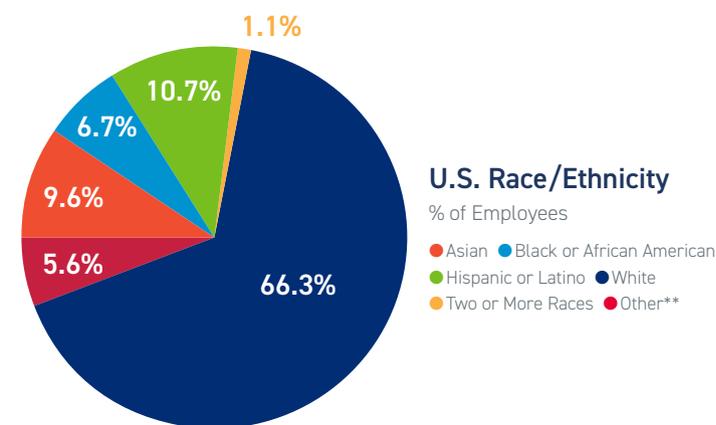
* As of 11/30/2020

** Other includes American Indian, Alaska Native, Native Hawaiian or Other Pacific Islander and unknown ethnicities

Diversity and Inclusion Policies and Initiatives

We embed the values of diversity, inclusiveness and equity in every material aspect of our HR process, including recruitment, training, medical plans, benefits and maternity/paternity leaves. We also encourage our numerous supply chain partners to embody similar principles within their operations. Our diversity and inclusion policies and initiatives include, but are not limited to:

- [Business Conduct and Ethics Policy](#)
- [Fair Employment Policy](#)
- [Rules of Conduct](#)
- Diversity and inclusion training for our employees, including "Diversity on the Job" on Skillsoft
- Events promoting gender diversity: Women's Day, MacDermid Enthone Women's Alliance and Woman's Leadership Training





Recruiting Diverse Candidates

As part of our commitment to full and equal employment, we are continuing to grow female and minority representation in our business. Our primary mechanism for improving diversity is through thoughtful and intentional diversity recruiting. We strive to hire candidates from different backgrounds and ethnicities. We consider qualified candidates regardless of background, gender, religion or race and do not ask about prior misdemeanor convictions on our job applications so as not to exclude qualified candidates.

In the U.S., we have established an Affirmative Action Program (AAP) intended to ensure equal employment opportunities within our company. In the U.S., our outreach and diversity recruiting efforts include other targeted hiring initiatives, including job postings on platforms that appeal to women in the industries we serve as well as potential Latin-American candidates. We also proactively recruit through veteran recruiting organizations, such as through the U.S. Department of Labor’s Veterans Employment Services.

Our MacDermid Enthone businesses Women’s Alliance employee resource group seeks to promote female representation in our industry. This group participates in and hosts events that feature female leaders in our industry and offers a platform for sharing perspectives and experiences on increasing gender diversity in the specialty chemicals space.

Labor Rights

As an innovation and service-based company, our workforce is our most vital asset. We are mindful of the fact that true customer satisfaction, business growth and longevity can only be achieved through healthy relationships between the company and its people— including labor unions. We maintain productive relationships with our labor unions across the globe. Approximately 7% of our employees belong to unions, most of which are in the Americas and Europe. In 2020, we engaged in five negotiations with unions, all of which resulted in signed agreements regarding mandatory negotiations and annual salary increases.



The MacDermid Enthone Women’s Alliance, founded in 2018, provides an avenue for women in the Surface Finishing industry to network with each other and engage in meaningful conversations on both personal and professional topics. The Alliance provides an opportunity to connect with other female colleagues on matters that may not be mainstream conversation in the workplace, but that are a very real part of being a woman in the industry.

30%

Overall, 1,354, or 30%, of our current employees worldwide do not have a college degree.



Workforce Prosperity

We are committed to developing our people and retaining them through a fulfilling, meritocratic culture and competitive employee benefits. We invest in talent programs that train our current and future leaders internally and to improve the quality of our teams with whom our customers interact daily. Our employees embody the "5Cs" of our culture: "Challenge", "Commit", "Collaborate", "Choose" and "Care". We expect that these principles positively impact all our interactions with customers, colleagues and other counterparties. In addition to tracking employee satisfaction, our culture surveys provide us with feedback on our employee development efforts, compensation programs and other employer-employee dynamics.

Talent Attraction

Our executive leaders, Head of HR and Vice President of Talent lead our efforts to attract, retain and develop our talent. We intend to adopt new programs to secure qualified talent in the company, including through a new Global Talent Acquisition team in 2021. This team will be responsible for enabling consistent

recruiting efforts across North America, Europe and Asia and attracting the best talent while increasing our diversity and hiring efficiencies. This team will also lead the implementation of a Global Applicant tracking system and a new Careers website.

In addition to offering competitive compensation packages, we provide our employees comprehensive benefits to meet their diverse needs. From healthcare to holidays, we are committed to help our employees enjoy happy and healthy lifestyles, while maintaining an appropriate work-life balance. For example, in the U.S. and several other geographies, we offer programs that help and encourage employees to reach personal health goals and make improvements to avoid future health problems. We are also proud to offer programs that support the flexibility and work-life balance of our employees, including sick leave and maternity and paternity leave.



Employee Benefits

Supporting our employees' health and work-life balance helps our teams succeed. To create a healthier workforce, increase employee morale and foster employee engagement, we provide a robust suite of health and wellness benefits. For example, in our U.S. locations, we offer our employees:

- Paid maternity and paternity leave
- Education tuition assistance
- Commuter reimbursement program and car allowances
- Medical and dental plans
- Short and long-term disability
- Accidental and critical illness coverage
- 401(k) plan company matching contributions
- Flexible and remote work program

41%

Internal fill rate in 2020



Training and Development

We invest in talent development programs to grow our leaders and continuously improve the quality of our teams—with the ultimate goal of helping our employees build careers at Element Solutions. We offer numerous online, in-person and single-day event training programs to all our employees, including our “Elements of Learning” online training. All employees have access to Skillsoft, our primary training platform which offers an expansive curriculum of leadership training content including: Developing Leadership Skills, Business Ethics Essentials, Women in Leadership, Customer Service Skills and Project Management. We use the system for focused training tailored to specific positions as well as topics of general importance to the company, such as Responsible Sourcing and Human Rights. In addition, we financially support employees pursuing continuing education courses, including advanced degrees as well as English as a second language (ESL) training.

In 2019, we launched our “ESI High Potential (HiPo)” program. Twenty-eight of our emerging leaders from around the world participated in an 18-month leadership journey, which included training, individual development work, and other activities. HiPos were assigned mentors, who were internal senior leaders and even a director from our Board. The HiPos also completed Skillsoft’s Leadership Development Program (SLDP) designed to cover three types of leadership: “Leading the Business,” “Leading Yourself” and “Leading Your Team.” Upon completion of the SLDP courses, the HiPos, the leadership sponsors and our CEO met to discuss the overall learning experience. We have retained all the participants in our initial HiPo program and a quarter of them have been promoted in the past 12 months. The second HiPo class was inaugurated in late 2020 with 37 new participants.

In 2019, we also launched a new comprehensive sales training program and a new sales management system to support our sales managers and more than 1,000 strong global salesforce. These teams are a critical interface between our technology and our customers. Each member of our sales team participated in at least ten business days of sales training. In addition, in 2020, a series of more advanced training was provided in nine sessions to sales managers covering teambuilding exercises, case studies and simulated competitions.



Employee Engagement

In 2018 and 2020, we conducted annual employee engagement surveys to understand the perception of our strengths and areas for improvement. In 2020, approximately 72% of our employees completed our employee engagement survey. 92% of the survey responses indicated that employees believed the company remained as good or improved as a workplace in the past two years.

22,810

Hours of employee training in 2020



Employee Recognition

We recognize and reward exceptional contributors through numerous programs, which we are continuing to grow and expand. Many of the nominations for our employee awards are peer-driven as we believe this approach reinforces collaboration among colleagues and fosters a high-performance culture. These main recognition awards include:



Recipients of the **Chairman's Award** are exceptional colleagues who delivered exceptional results in the past year and embodied our "5Cs" core values – Committing themselves to great Challenges and succeeding through Collaboration, good Choices and Caring about people, customers, and the world at large.



The newly created **Trident Award** recognizes manufacturing facilities and their teams who achieve exceptional KPIs across efficiency, quality and safety.

2021 will be the inaugural year of this award.



The **Winners Circle** award recognizes individuals who completed a project in a way that went beyond both the individual's responsibilities and the expectations of their managers.



The **Certificate of Appreciation** rewards dedication and loyalty to the company recognizing employees who have been with the company for five years or longer, in five-year increments.

CONGRATULATIONS TO THE WINNERS OF THE 2020 ESI CHAIRMAN'S AWARD



Eric Kil
Manager, IC Substrates
Korea (Circuitry)



Andric Yam
Director of Operations
Shenzen (Supply Chain)



Alfonso Espejo
Managing Director
Western Canada, Western USA and
Mexico (Industrial)



In 2020, our management team dedicated the second quarter 2020 Winners Circle Award to all our 4,500+ employees to recognize responsiveness and support to the company during the COVID-19 crisis.

The **President's Club** award celebrates and recognizes individual salespeople who create and "win" material business opportunities.

In 2020, this award was granted to 26 employees.

2020 Certificate of Appreciation Service Awards

In 2020, 744 recipients received this award, 208 of which have spent over 20 years of their careers at Element Solutions. The tenure of the award recipients are outlined below:





Employee Health and Safety

Health and safety are foundational to our business. We emphasize health and safety in our everyday operations and across our organization from the most senior level of the company to the facility floor. Health and safety metrics are the first topic reviewed by our Board of Directors at every quarterly meeting. These metrics are tracked monthly and have improved steadily. In 2021, we plan to take our commitment to health and safety further by developing aspirational goals for improving our health and safety performance.

Managing Health and Safety

Our onsite EH&S personnel, as well as our Safety Committees that include site leadership, are responsible for managing health and safety protocols. They regularly examine safety performance, ensure policies are followed and assess root cause for any safety observations and incidents. These personnel work closely with our Corporate EH&S team, which is responsible for policy development and site audits. Our CEO, Corporate EH&S group, Head of IS and Supply Chain and Head of HR regularly review the health and safety performance of each facility.

Our goal is to reduce workplace incidents to zero. Our [Global Environmental, Health, and Safety Policy](#) guides our behavior, and all sites employ a robust health and safety management system to promote a healthy and safe workplace. Our employees are trained and briefed on occupational health and safety principles as well as work procedures specific to their individual tasks prior to starting a new role or activity. In 2020, each operations employee participated in an average of one health and safety training each month. Our workplace health and safety policies and initiatives include, but are not limited to:

- [Global Environmental, Health, and Safety Policy](#)
- Safety Days held at various sites around the world on annual or more frequent basis
- [ISO 45001 \(formerly OSHAS 18001\) Certifications](#) at more than one-third of our sites across the globe

“Commit, one of our “5Cs,” means we make commitments and take them seriously. We hold ourselves accountable, individually and as teams, to deliver on our commitments. We embody this value when it comes to health and safety. Maintaining a safe and healthy work environment for the well-being and productivity of our people is our number one priority.”



Richard Nave
Director EH&S



Ensuring Effective Health and Safety Management

Our sites maintain a robust health and safety management system reinforced by regular audits from our corporate and regional EH&S teams. More than one-third of our sites have ISO 45001 (formerly OHSAS 18001) accreditations. Our other sites employ different safety programs, all of which include thorough risk assessments. In addition, our C-PRO software platform enables our sites to report key health and safety information, such as incident reporting and job hazard analyses, and to monitor performance. C-PRO captures risks, incidents and responses, and it guides our health and safety teams in performing the following procedures:

- Conducting site risk assessments
- Conducting Job Hazard Analysis (JHA) prior to commencement of any job
- Implementing engineering controls, administrative controls, personal protective equipment (PPE) or employee training to mitigate potential hazards
- Monitoring employees in the event of exposure to hazardous chemicals
- Conducting emergency mock drills, health and safety training and potential hazard identification exercises
- Closing and resolving incidents and safety observations through appropriate actions
- Developing and documenting new safety ideas through the Idea Chest or with our site-level Safety Committees

Measuring Health and Safety Performance

Safety performance at our facilities is supported by strong leadership by our site managers, our safety-first culture and our continuous improvement mindset. Our sites understand the importance of safety, tracking leading indicators and using safety management tools as well as root cause analysis in the event of an incident. Each site tracks several leading metrics, including the number of safety observations recorded, percentage of safety incidents and safety observations closed in a timely fashion.

In 2020, the total number of hours worked decreased by 24% when compared to 2019, largely due to the COVID-19 pandemic. We also saw a decrease in total number of recordable injury/illness, total number of lost time injury/illness and number of days away from work-injuries/illness by 18%, 26% and 63%, respectively, compared to 2019. We believe these improvements are due in part to increased safety focus by our teams as evidenced by the 42% increase in safety observations year over year.



Element Solutions' Idea Chest – Making Health and Safety Everyone's Responsibility

Each of our facilities has an "Idea Chest" to encourage our employees to play a proactive role in improving our facilities. The Idea Chest encourages employees to submit ideas for how we can improve safety, increase efficiency, enhance quality and foster a better work environment.

50%

Since inception in Q2 of 2019, 1,800 Ideas were submitted. 892, or 50% of these ideas, have been implemented to date

75% Reduction

in number of days away from work since 2018

170% Increase

in safety observations since 2018

0

Zero fatalities and zero transportation incidents over the last three years



Product Safety and Transparency

We are committed to maintaining our strong reputation by offering products that are safe for our customers and the environment. We have various policies and guidelines designed to ensure our customers receive safe, high quality products and relevant product safety training and information. We also prioritize effective and compliant product labeling to help our customers use our products safely.

Manufacturing Safe Products

We work to ensure our products are safe throughout their life cycle. Our goal is to protect our employees, customers, communities and the environment from potential risks posed by these products and to comply with applicable laws, such as chemicals management regulations.

Our Product Regulatory group assesses our products' potential safety risks and monitors changes in the science and legislation related to the materials in our products. In connection with the development of any new product, this group completes risk assessments on the chemical safety of the product and its component materials. This information is recorded in our Intelligent Authoring Safety Data Sheet (SDS) software, Sphera's Product Compliance solution, and is validated against publicly available data to initially classify the product. The SDS includes information such as the properties of each chemical included in the

product. Based on this initial classification, our Product Regulatory group liaises with product development and marketing teams to resolve any areas of concern. Resolutions can include formulation changes or additional tests in multiple operating conditions to confirm that regulatory and customer safety standards are met or exceeded.

Most of our active product formulations are stored in our Sphera's Product Compliance software or a similar software tool allowing for ongoing monitoring of regulatory changes and their impact on existing products. We also rely on our customers, suppliers, industry organizations, scientific publications and discussions with external regulatory professionals to remain in the forefront of any potential changes to product safety classifications. If changes occur, they are quickly communicated to our customers and our Product Regulatory group provides education consultations when desired. Our Product Regulatory and R&D teams also promptly address any new requirement implemented as a result of the classification change.

Product Safety Policies and Initiatives

Product safety is embedded in each stage of our product development process, from sourcing raw materials to finished products, from new product launch to customer satisfaction. We have several checks and balances, including policies, manuals and material checklists, designed to ensure customer safety and legal compliance. Listed below are some of the key policies and guidelines that govern our principles on product health and safety:

- [Global Quality Policy](#)
- Product Regulatory Pre-Launch Assessment Form
- Safety Data Sheet Authoring Policy

“Our concerted efforts at Product Regulatory create ripple effects. We have established policies and procedures that ensure a consistent focus on chemical safety for our employees and customers, and simultaneously, our team remains abreast of all relevant legislation and communicates product hazards to all our stakeholders. These practices not only bring our products to market safely, but they also keep our end users and value chain safe and compliant.”



Colleen Hains
Director of Product Regulatory



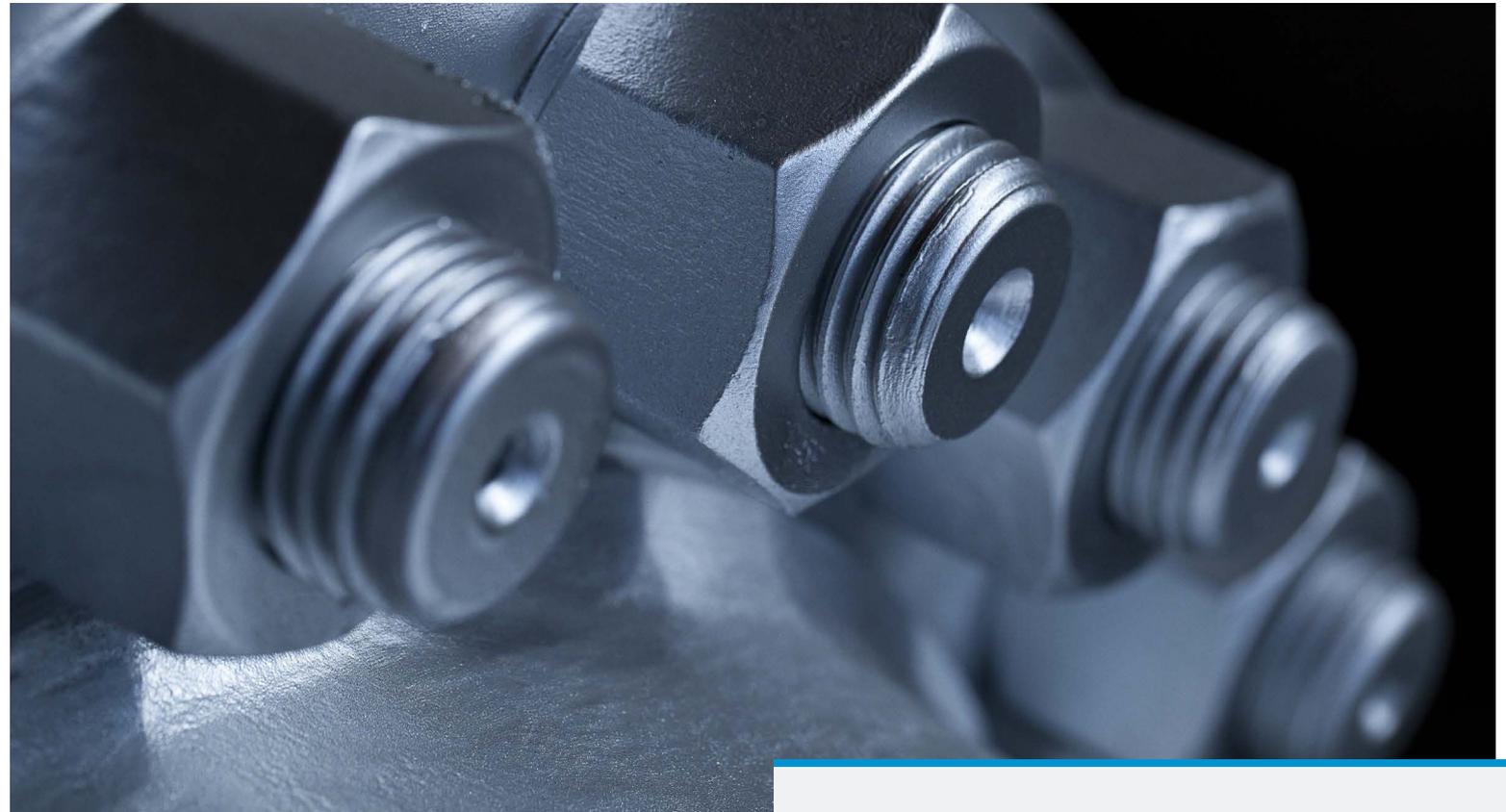
Product Safety Training and Labeling

We use SDS software programs to ensure compliant labeling of our products and compliance with all applicable laws and regulations. Our systems provide relevant and accurate data and data labels, which are customized by jurisdiction to meet local regulations. Our customers have access to a direct phone line, the SDS Consultation Line, which allows them to connect with our specialists on various regulatory matters.

Our product safety protocols promote product safety by:

- Ensuring a proactive R&D approach to anticipated regulatory development
- Ensuring safe storage and handling of our products by providing accurate hazard classifications in our SDSs and on product labels for our products
- Educating our customers about how regulations impact product usage, storage and handling
- Updating customers with respect to any change of formulations, initiated by us or our suppliers

While detailed and accurate labeling is a critical step to ensure safe handling of our products, we do not stop there. To reinforce the safe handling of our products, we also provide a significant amount of training to our customers and OEMs. This training takes various formats, including on-site with our technical services resources, online or in a classroom setting. Our MacDermid Enthone Plating Academy is one example of worldwide in-person and online training events focused on the proper use and handling of our products.



MacDermid Enthone Plating Academy

The MacDermid Enthone Plating Academy offers comprehensive and advanced training to our employees and customers with respect to key processes and technologies. In 2020, we held over 100 internal sessions for employees and trained over 2,100 customers. In addition, the Academy held trade booth and forum events, primarily virtual in 2020, which were visited by more than 7,500 attendees.



Community Impact

Being a good corporate citizen by giving back to our communities has always been central to our business purpose. This is reflected in our company value of “Care,” which promotes caring, not just about our own people, but also our communities and our place in the world at large. We believe we have a special responsibility to our local communities, and our employees value the time and resources we collectively give to their communities. Spearheaded by our various Charity Committees and our Head of HR, we partner with numerous non-profit organizations around the globe to give back and volunteer for meaningful causes. Through our corporate giving and employee volunteerism, we aim to make a positive impact on the communities in which we operate.



“Corporate giving and employee volunteerism help us live Care, one of our “5Cs,” while creating positive impact in our communities.”



Allan MacDonald
Head of Human Resources

Employee Volunteerism

Our employees seek to play active roles in the growth and development of the communities in which they live and work. To support this effort globally, we launched ESI Cares.

ESI Cares provides employees around the world the opportunity to use a paid workday to volunteer in their local communities. These volunteering initiatives include working with vulnerable or at-risk children, cleaning up local beaches and parks and serving food at local homeless shelters. These events are both a fun and rewarding way to help our communities.

Despite restrictions and precautions posed by the global COVID-19 pandemic in 2020, our employees continued our ESI Cares initiatives by volunteering in socially distanced and remote capacities.



Holiday Gift Donations

During the Holiday season in 2020, our colleagues in Hungary collected Christmas presents for less fortunate children in the small village of Tatárszentgyörgy.

Beach Cleanup in Hong Kong

In 2020, ESI Cares supported "Plastic Free Seas," a Hong Kong charity focused on bringing awareness to global marine plastic pollution. Members of our office staff volunteered to clean up a polluted beach on Hong Kong's east coast. Through this initiative, they collected 670 pounds of plastic and polystyrene waste and nearly 1,000 PET drink bottles.

Thanksgiving Food Drive

Every year our employees in the U.S. fund and donate non-perishable food items to our Thanksgiving Food Drive. This initiative provides Thanksgiving meals to members of our communities who may not be able to afford them during the holiday.



Charitable Giving

Many of our facilities have charitable committees who work with not-for-profit organizations to raise funds and awareness for important, relevant causes. In the U.S. for example, we have a long-standing relationship with United Way which began 50 years ago. In 2020, we once again supported United Way through charitable giving and employee volunteerism, including matching employee donations dollar for dollar, despite the financial impact the COVID-19 pandemic had on our business. In 2020, we also made a special donation to United Way specifically for local COVID-19 relief.

Donations to United Way are redirected to the specific charities designated by the donors, including local charitable organizations which engage in community development initiatives, focusing on youth and family, food access, health and education, among other needs.

We work to ensure our donations go to qualified, reputable charities as outlined in our [Business Conduct and Ethics Policy](#). Through all our charitable giving programs, ESI donated approximately \$680,000 to charities around the world in 2020.

United Way Campaigns

In the past 20 years, our employees donated over \$2.3 million to United Way



\$5 Million

In initial seed financing for our ESI Foundation

ESI Foundation

As a company, we are committed to making a positive, lasting impact in our communities. We took a large step forward in this commitment in 2020 with the ESI Foundation, a Florida-based not-for-profit established to serve as the company's primary charitable giving entity. As a 501(c)(3) organization with initial seed funding of \$5 million from our company, the foundation intends to provide grants to qualified charitable organizations in the communities where our employees live and work. The foundation will focus on causes important to the environmental and social wellbeing of these communities. We expect to engage our employees to source these ideas and establish focus areas supporting this goal. This foundation is expected to be funded through a combination of contributions from our company and from other stakeholders. Our CEO, CFO and General Counsel serve as directors of the foundation, which will meet regularly to oversee our charitable activities.



ELEMENT SOLUTIONS
FOUNDATION

2019

2020

Donations

~\$510,000

~\$680,000



Responsible Sourcing

We strive to maintain a supply chain that is reliable, resilient, flexible and most importantly, responsible. For Element Solutions, being responsible means managing potential risks related to legal non-compliance, human rights violations, climate change disruptions and novel interruptions, such as the current COVID-19 pandemic.

Supply Chain Risk Management

Our Vice President of Global Sourcing, along with the broader supply chain organization led by our Head of IS and Supply Chain, lead our responsible sourcing practices. Our General Counsel and broader legal organization around the world work closely with our supply chain teams to establish and formalize these practices and ensure they are compliant with local laws and regulations. Both our Sourcing and Compliance teams support responsible sourcing and sustainable manufacturing practices, develop goals and guide our facilities and suppliers in the implementation of responsible sourcing measures. Supply chain risk management efforts and challenges are also reported to the ESG Committee, which takes an active role in enforcing the execution of our policies and measuring of our ESG performance.

Policies and Procedures

We have established robust supply chain risk management policies, guidelines and systems to guide our responsible supply chain practices, including the materials and minerals we purchase for use in our products and the suppliers with whom we choose to partner. These guidelines, policies and practices are outlined in our [Supplier Code of Conduct](#) and [Anti-Slavery and Human Trafficking Policy](#).

Our Anti-Slavery and Human Trafficking Policy strictly prohibits the use of slavery and human trafficking in our operations or our supply-chain and we are committed to implementing systems and controls aimed at ensuring this. We expect our suppliers to hold themselves and their own suppliers to these same high ethical standards. To that end, our Supplier Code of Conduct establishes minimum standards of conduct required for all our suppliers.

As part of our comprehensive responsible sourcing program, we also conduct supplier audits, which serve as a starting point to understand suppliers' compliance infrastructure. Issues such as human trafficking, slavery, forced/prison labor and child labor are zero tolerance violations.

We require all suppliers to review and acknowledge our Supplier Code of Conduct before any transaction with us. Our supply chain team also receives training on conflict minerals, responsible sourcing and human rights to raise and maintain internal awareness and diligence expectations with respect to ESG-related risks.

“We engage in rigorous due diligence to verify the source of any material used in our supply chain. We are committed to purchase from environmentally and socially responsible, law-abiding suppliers that do not finance or benefit armed conflict or human rights abuses. Validated sources of supply are fundamental to being responsible corporate citizens.”



Pat Gaglione
Vice President of Global Sourcing



Third Party Monitoring and Screening

As part of our effort to manage potential ESG-related risks in our supply chain, we maintain a process and systems to preemptively screen potential counterparties, including suppliers, vendors, customers, distributors, agents, consultants and other business partners of the company, prior to any transactions. This screening process was implemented on a global basis in the context of our [Foreign Corrupt Practices Act \(FCPA\) / Anti-Corruption Policy](#) and related internal "Third Party Due Diligence and Contracting Guidelines" as well as our [Business Conduct and Ethics Policy](#). In 2018, we enhanced our process with the roll-out of a Coupa Risk Assess (CRA) platform, which compares information about these third parties against a worldwide database including the Specially Designated Nationals and Blocked Person List of the Department of the Treasury's Office of Foreign Asset Control (OFAC). We review all third parties with potentially high- or medium-level of ethical and compliance risks factors against this database.

Through the due diligence and training procedures outlined in our "Third Party Due Diligence Contracting Guidelines," we have screened almost 2,000 suppliers

and vetted 4,000+ responsible business partners for social and environmental issues.

Third-party partners associated with a high- or medium-level of ethical and compliance risks are requested to complete an online compliance training. This training further emphasizes to these partners our compliance expectations and ethical standards. Third-party partners identified as representing high-risk relationships are subject to additional due diligence and required to complete a more detailed questionnaire. Our tools allow us to keep track of the completion of any assigned training and replies provided. We are committed to working only with those third parties we deem to be compliant with the same legal and ethical standards to which we hold ourselves. We have rejected, and will continue to reject, partnerships with parties that do not meet these standards. Thanks to our process, we are not aware of any human rights complaints or violations within our supply chain.

Coupa Risk Assess

CRA is a multilingual implementation tool of our [Supplier Code of Conduct](#). In 2020, 425 business partners were screened through this tool. The screening identifies red flags, primarily related to FCPA concerns and/or any association with global lists of sanctioned persons. Additional screening may also be performed to identify red flags relating to child labor, ESG violations and negative news pertaining to compliance, ethics, penalties and non-compliance, as well as reporting violations.

Risk Category	% of 2020 CRA Third-Party Population	Risk Mitigation Action
High	<1%	Assigned a training course on Global Anti-Bribery and the completion of a "Third- Party Corrupt Practices Certification"
Medium	35%	
Auto-Low, Low risk, re-certifications and various pending statuses	65%	Training on demand



Responsible Sourcing Policies and Commitments

Our [Supplier Code of Conduct](#), [Anti-Slavery and Human Trafficking Policy](#), [Supply Chain Conflict Minerals Policy](#) and other policies approved by our Board of Directors establish minimum requirements of conduct for our suppliers and practices for their factories. These policies reinforce our commitment to human rights and enhance supplier awareness on actual or potential non-compliance matters by providing illustrations of good management practices. Listed below are some of our policies and certificates for responsible sourcing:

- [Business Conduct and Ethics Policy](#)
- [Anti-Slavery and Human Trafficking Policy](#)
- [Supplier Code of Conduct](#)
- [Supply Chain Conflict Minerals Policy](#)
- [Responsible Minerals Assurance certificate](#)
- [Conflict Minerals Report](#)
- [UK Modern Slavery Act Disclosure](#)
- [California Transparency Act Disclosure](#)

We also formally support the [Responsible Minerals Initiative \(RMI\)](#).



Our MacDermid Alpha business has membership and conformance in good standing with the Responsible Minerals Initiative (RMI)

In November 2020, we appointed an independent third-party reviewer to conduct an RMI Responsible Minerals Assurance Process (RMAP) assessment of our tin smelting facility in the U.S. The review process included review of all our company’s policies at the corporate level as well as processes and procedures relevant to responsible sourcing. This review was successfully completed with no material negative findings or corrective actions.

The RMAP standards are developed to meet the requirements of the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance, the Regulation (EU) 2017/821 of the European Parliament and the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act.



Governance and Compliance

Our objectives require a strong corporate governance foundation. At Element Solutions, we take governance and compliance seriously. We are committed to operating responsibly and holding ourselves accountable for our actions and decisions. This requires disciplined Board oversight, uncompromising high standards of business conduct and ethics and proactive information security practices designed to protect our customers' and employees' data.

Above all, our governance frameworks and business policies are designed to create accountability within our company and promote compliance with applicable laws and regulations while simultaneously supporting the best interests of our company, employees, shareholders and other stakeholders.



“Our success relies on high standards for performance and importantly business conduct. As we carry out our duties for the company, we must be guided not only by what is legal but also by what is fair and ethical. Our Business Conduct and Ethics Policy, amongst other policies, is based upon compliance with all laws and regulations governing our businesses. This policy is an essential element of our core values and serves as the ethical compass of the company.”

Board oversight for ESG was formalized in the updated Nominating and Policies Committee Charter in early 2021



John E. Capps
EVP, General Counsel and Secretary

100%

Of our employees participated in business ethics training in 2020

87%

Of our office-based employees participated in Security Awareness Training in 2020



Governance and Accountability

Our corporate governance framework defines our approach to oversight and accountability to ensure that our operations align with the interests of our employees and other stakeholders. Effective corporate governance is critical to the appropriate management of risk and the creation of long-term value.

Board Oversight

Our commitment to thoughtful governance starts with our Board of Directors, which provides the highest level of oversight for the company's strategy and performance as outlined in our [Board of Directors Governance Principles and Code of Conduct](#) and [Committee Charters](#). Our CEO and senior management team regularly review and discuss with the Board any material risks our company faces, the measures in place to address these risks and the effectiveness of these measures.

Our Board consists of [three standing committees](#): the Audit Committee, the Compensation Committee, and the Nominating and Policies Committee. We also have an internal audit function, which

assists in evaluating and improving the effectiveness of our risk management, internal controls, financial reporting and governance processes. Our management team regularly reports to the Board on ESG matters who in turn provide oversight and guidance for ESG-related strategy and actions. We have recently updated our Nominating and Policies Committee charter to reflect its formal oversight for ESG matters.

Our Board currently has eight members. Independent directors lead each of our Board committees, and, in early 2020, our Board appointed a lead independent director to further enhance independent representation. Our directors serve one-year terms, and all directors stand for reelection annually. A full description of the Board's responsibilities, director biographies, nomination, and compensation practices is available in our [2020 Proxy Statement](#) and on our [Board of Directors](#) webpage. The Board adheres to the [Board of Directors Governance Principles and Code of Conduct](#) and the [Amended and Restated By-laws](#) of the company which cover Board composition, performance evaluation, conflicts of interest, political involvement practices and duties and responsibilities amongst other topics.

Managing ESG Strategy and Performance

In 2020, we established an ESG Committee to lead our ESG strategy and create greater accountability for our ESG outcomes. The ESG Committee is comprised of our CEO, CFO, General Counsel, Head of IS and Supply Chain and Head of HR. The ESG Committee provides regular ESG updates to our Board of Directors and the

Nominating and Policies Committee in accordance with its new ESG responsibilities as outlined in its updated Nominating and Policies Committee charter. Our ESG Committee will play an active role in implementing new ESG policies and practices across our organization and within each of our business units.

Specifically, the ESG Committee is responsible for:

- Setting the company's strategic priorities for ESG-related topics
- Steering various sustainability efforts around the company including operational efficiencies, responsible sourcing, sustainability brand marketing and sustainable innovation efforts
- Leading various health and safety initiatives around the company
- Overseeing our community impact efforts, including charitable donations and volunteering efforts through our ESI Cares campaigns and the ESI Foundation
- Reporting ESG goals, progress and challenges to the Board and the Nominating and Policies Committee

Our SCSC, which reports to the ESG Committee, leads our responsible sourcing and sustainable manufacturing practices. Comprised of environment, health and safety managers and operations directors from across our company, the SCSC aims to reduce the environmental footprint of our products and ensure that our raw materials, production processes and facilities are economically and environmentally sustainable while operating in a socially responsible manner.



Stakeholder Engagement

We engage with our stakeholders, including employees, investors, customers, suppliers, public policy makers, communities and trade organizations, through various mechanisms and forums for their input on any relevant issues, including ESG matters. The chart below lists each various stakeholder group and examples of ways we engaged with them during 2020:

Stakeholder	Examples of How We Engage
Employees	<ul style="list-style-type: none"> Engagement campaigns, including bi-annual culture surveys, ESG-focused surveys, company intranet with a portal for feedback, "Idea Chest" suggestion box physically at all facilities and virtually, and posting of our "5Cs" culture values at all facilities and broadly across our intranet and homepage Regular communications, including quarterly global townhalls with Q&As, on-site town halls when senior leaders visit locations, company-wide announcements and updates (in 14 languages), and newsletters focused on environmental compliance, EH&S and employee wellness Anonymous whistleblower compliance hotline Engagement of employee labor unions and collective bargaining groups
Investors	<ul style="list-style-type: none"> Regulatory filings, disclosures and press releases Annual shareholder meetings Conference calls and meetings to maintain an open dialogue, including investor days, investor-targeted conferences, and ESG-focused engagement with key shareholders Investor Relations website and phone line for direct communication Investor feedback shared with the Board of Directors on a regular basis
Customers	<ul style="list-style-type: none"> Industry events, on-site visits of our technical service teams, meetings and formal environmental reviews focused on ESG actions and product offerings Key customers engagement on material ESG issues, including ESG-focused meetings and presentations, VOC (voice-of-customer) surveys, satisfaction surveys, and responses to customer ESG requests Dedicated support teams (by phone/email) for customer communications Partnerships with customers for technical certifications

Stakeholder	Examples of How We Engage
Suppliers	<ul style="list-style-type: none"> Centralized procurement organization based on third-party screenings and assessments and our Supplier Code of Conduct Engagement through discussions with critical suppliers on their ESG approach to help manage supply chain risk Annual ESG questionnaires, including conflict minerals and other minerals of concern
Government/Regulators	<ul style="list-style-type: none"> Interaction with government and intergovernmental bodies to stay abreast of evolving regulations and necessary filings and licenses Regular responses to inquiries/audits Commitment to OECD on maintaining responsible supply chains where applicable Support industry groups through association memberships
Communities	<ul style="list-style-type: none"> Volunteer and charitable activities around the world through ESI Cares, our local Charity Committees and the ESI Foundation Collaboration with academic research institutions Conflict minerals management and maintenance of sustainable sourcing practices
Trade Organizations	<ul style="list-style-type: none"> Engagement through trade association events, advisory panels, issue specific forums and informal best practice sharing



Ethics and Compliance

Our success is contingent on conducting our business in an ethical manner. We believe that integrity and ethical conduct are choices that our people must make every day. It is a commitment that all of our directors, officers and employees must reinforce regularly. We incorporate these values in the Elements of our Culture, the “5Cs” (“Challenge”, “Commit”, “Collaborate”, “Choose” and “Care”), which are present in our offices around the world on posters, signs and banners translated into multiple languages.

Managing Risks

Our commitment to ethics and compliance begins at the very top of our organization. Our Board of Directors, CEO, CFO and General Counsel oversee the execution of ethical conduct, highlighting the importance of maintaining strict compliance with all laws and regulations governing our operations.

Our Board-approved [Business Conduct and Ethics Policy](#) and

other ethics and compliance policies serve as guideposts for our behavior and management practices. The Business Conduct and Ethics Policy, for example, describes in clear and simple terms what is expected of our directors, officers, employees, contractors and consultants. This policy is shared with all employees as part of our new hire onboarding process and new employees are required to acknowledge their agreement to comply in writing. We also provide related training sessions and refreshers on a recurring basis. Ultimately, our goal is to prevent, manage and mitigate any ethics and compliance risks within our walls and beyond our facilities. This includes engagement with governments, customers, suppliers, distributors and communities — while upholding the high standards of business conduct described in our policies.



Ethics and Compliance Policies

Our ethics and compliance policies guide our actions to conduct business in an ethical manner with strict compliance to all applicable laws, regulations and international standards. Providing clarity on what our expectations are with respect to ethical and compliant behavior promotes trust, transparency and reliability amongst our stakeholders.

Our ethics and compliance policies include, but are not limited to:

- [Board of Directors Governance Principles and Code of Conduct](#)
- [Foreign Corrupt Practices Act/Anti-Corruption Policy](#)
- [Business Conduct and Ethics Policy – Employees/Directors](#)
- [Business Conduct and Ethics Policy – Contractors/Consultants](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Insider Trading Policy](#)
- [Supplier Code of Conduct](#)



Training and Monitoring

Our employees receive training on ethics and compliance when they first join our company using our online training platform, Skillsoft. Key risk areas identified through our annual risk assessment drive the addition of new modules or the refresh of existing trainings that we use to engage our employees and foster a culture of ethics and compliance throughout the organization. New content is chosen from available training courses offered by Skillsoft or from the library of content created internally to address specific topics we believe require further education and practical training.

Third Party Risk

We expect all suppliers to adhere to our [Supplier Code of Conduct](#) while conducting business with or on behalf of our company. The code establishes minimum standards of conduct required for all our suppliers and provides examples of actual or potential non-compliance matters and illustrations of good management practices. We also encourage our business partners to share their own supplier requirements and relevant policies. This helps us align and provide consistency across our broad supply chain, adding transparency and efficiency to our risk management process.

We maintain a comprehensive compliance vetting program through industry leading due diligence platforms, including CRA and Dow Jones, that screen and evaluate ethical and compliance risks associated with our various counterparties, including suppliers, vendors, distributors, manufacturer representatives and other business partners. Business partners identified as representing high-risk relationships are subject to additional due diligence and required to complete an additional questionnaire. To further our compliance efforts, potential partners or transactions located in high-risk jurisdictions or countries under regulatory scrutiny are required to sign and provide certificates acknowledging compliance with applicable laws or regulations. In addition, we request that they complete an online compliance training specifically related to our [Foreign Corrupt Practices Act \(FCPA\) / Anti-Corruption Policy](#) through our Skillsoft training tool to emphasize our expectations and ethical standards. For more information on our third-party compliance practices, see [Responsible Sourcing](#) in this report.

100%

of our employees completed Global Anti-Bribery and Code of Conduct Awareness trainings in 2020





Data Security and Privacy

For Element Solutions, information security and privacy are more than just administrative and compliance functions—they serve to protect our data and to enable our innovative work. Privacy and cyber security are necessary to safeguard our company, our business partners and our people.

We have established robust policies and procedures to manage cybersecurity defenses, controls and programs. These activities are designed to maintain the safety of our data and to uphold privacy rights.

Managing Security Risks

Our Information Security team maintains a comprehensive portfolio of Information Security and Information Technology policies, standards and procedures designed to manage risk effectively and promote employee awareness.

In addition to our [Website Privacy Policy](#), we have adopted other data security policies, which address our data security procedures related, without limitation, to computer security incidents, human resources, use of mobile devices, technology disasters and third-party security.

In-Depth Defense

To protect our business against cybersecurity threats, we have developed a rigorous, multi-layered information security infrastructure to defend our data, network and employees. Overseen by our Information Security team, our infrastructure is built with multiple enforcement mechanisms that guard against simple and complex attacks.

These mechanisms include anti-malware, intrusion detection and prevention, multi-factor authentication, data loss prevention, security incident event management (SIEM), application and network layer vulnerability management, application control, advanced email security, integrity monitoring, privileged access management, among others. These protections are tested by external Penetration Testing on an ongoing basis to assure their continued effectiveness.

Cybersecurity Training Metrics

	2019	2020	Performance
Percentage of employees who completed Security Awareness training	74%	87%	13% ↑
Percentage of simulated phishing emails opened - number of user clicks	54%	25%	29% ↓
Average volume of malicious emails reported (average per month)	460	1,360	66% ↑

Simulated Phishing Campaigns

One of the most prevalent threats to our information security is infiltration through phishing emails and attacks. We require our employees to participate in training and simulated phishing campaigns to help them identify and report fraudulent emails. If one of our employees succumbs to a simulated phishing email, they are presented a “learning opportunity” notification, which comprises of additional tips and information on spotting fraudulent emails or websites.

Placing Our Colleagues at the Center of Data Security

We educate our employees about the critical role they play in data security with a comprehensive Security Awareness program. Despite any technical security mechanisms and controls that may be in place, our employees play a pivotal role for data protection.

Our Security Awareness Program engages our employees so they may become better stewards of the sensitive information they handle daily. The program consists of:

- Annual online Security Awareness training
- Bi-monthly Secure & Aware Newsletters
- Simulated phishing campaigns with “learning opportunities”
- Phish Alarm Outlook plugin for easy reporting to our Information Security team
- Annual acknowledgement of the Information Security Acceptable Use Policy



Appendix

External Memberships, Associations and Certificates

We are proud members of several organizations and associations for our industry, including but not limited to the following:

- [Associação Brasileira Técnica de Flexografia \(Brazil\)](#)
- [Belgaqua \(Belgium\)](#)
- [China Printing Technology Association \(China\)](#)
- [Chinese Society of Surface Treatment Engineering \(China\)](#)
- [Electronics Industries Association of India \(India\)](#)
- [European Oilfield Specialty Chemicals Association \(U.K.\)](#)
- [Flexographic Technical Association](#)
- [Global Association for Electronics Manufacturing](#)
- [Hong Kong Printed Circuit Association \(Hong Kong\)](#)
- [International Electronics Manufacturing Initiative](#)
- [Japan Surface Finishing Suppliers Association \(Japan\)](#)
- [Marine Technology Society \(U.S.\)](#)
- [Polskie Towarzystwo Galwanotechniczne \(Polish Electroplating Society\)\(Poland\)](#)
- [Shanghai Electroplating Association \(China\)](#)
- [Surface Mount Technology Association](#)
- [Taiwan Electrical and Electronic Manufacturers' Association \(Taiwan\)](#)
- [Taiwan Printed Circuit Association \(Taiwan\)](#)
- [Taiwan Surface Finishing Association \(Taiwan\)](#)
- [VOA \(Verband für Oberflächentechnik von Aluminium\)\(Germany\)](#)

We also engage in the following sustainability-focused organizations and partnerships:

- [American National Standards Institute \(North America\)](#)
- [Ecovadis \(North America\)](#)
- [Energy Savings Trust \(U.K.\)](#)
- [Haryana Environmental Management Society \(India\)](#)
- [Industrial Waste Management Association \(India\)](#)
- [Koninklijke VEMW \(Association for Energy, Environment and Water\)\(Netherlands\)](#)
- [Responsible Minerals Initiative](#)
- [Shanghai Environmental Protection Association \(China\)](#)
- [Water Regulations Advisory Scheme \(U.K.\)](#)
- [Women of Flexo](#)

Our various business and facilities are certified and accredited under the following standards:

- [ISO 9001:2015 - Quality Management System](#)
- [ISO 14001:2015 - Environmental Management System](#)
- [ISO/IEC 17025:2017 - Testing and Calibration Laboratories](#)
- [IATF 16949:2016 - Automotive Quality Management System](#)
- [ISO 45001:2018 - Occupational Health and Safety Management System](#)
- [OHSAS 18001:2007 - Occupational Health and Safety Assessment System](#)
- [IECQ QC 080000:2012 - Hazardous Substances Process Management](#)



Policies, Reports and Disclosures

We strive to achieve high standards of quality, ethics and performance while consistently exceeding applicable requirements and enhancing customer satisfaction.

Policies and Disclosures

Quality

- [Global Quality Policy](#)
- [Six Sigma Management System](#)

Health and Safety

- [Global Environmental, Health, and Safety Policy](#)

Ethics and Compliance

- [Board of Directors Governance Principles and Code of Conduct](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Foreign Corrupt Practices Act/Anti-Corruption Policy](#)
- [Business Conduct and Ethics Policy – Employees/Directors](#)
- [Business Conduct and Ethics Policy – Contractors/Consultants](#)
- [Business Conduct and Ethics Policy](#)
 - [Bribes and Kickbacks](#)
 - [Political Contributions](#)
- [Fair Employment Policy](#)
- [Insider Trading Policy](#)
- [Animal Testing Statement](#)
- [Rules of Conduct](#)

Governance and Accountability

- [Board of Directors Governance Principles and Code of Conduct](#)
- [Audit Committee Charter](#)
- [Compensation Committee Charter](#)
- [Nominating and Policies Committee Charter](#)
- [Stock Ownership Guidelines](#)
- [UK Tax Strategy](#)

Data Security

- [Website Privacy Policy](#)

Human Rights and Responsible Sourcing

- [Anti-Slavery and Human Trafficking Policy](#)
- [Supplier Code of Conduct](#)
- [Supply Chain Conflict Minerals Policy](#)
- [UK Modern Slavery Act](#)
- [California Transparency Act](#)
- [Business Conduct and Ethics Policy](#)
 - [Environmental Protection](#)
- [Conflict Minerals Report](#)
- [Responsible Minerals Assurance certificate](#)

Latest Reports

- [Annual Report](#)
- [2020 Proxy Statement](#)

**ENERGY AND EMISSIONS**

	2018	2019	2020
Fuel and Energy Consumption			
Natural Gas	215,030 GJ	212,930 GJ	200,850 GJ
Diesel	9,690 GJ	8,250 GJ	7,800 GJ
Liquefied petroleum gas (LPG)	12,530 GJ	10,510 GJ	8,550 GJ
Purchased Steam	9,510 GJ	11,090 GJ	7,350 GJ
Purchased Electricity	236,630 GJ	231,960 GJ	202,520 GJ
Total Energy Consumed	493,430 GJ	485,680 GJ	456,230 GJ
Total Energy per MT (Total Production)	2.18 GJ/MT	2.38 GJ/MT	2.47 GJ/MT
Total Renewable Energy Sourced or Generated	10,040 GJ	10,940 GJ	29,170 GJ
Total Renewable Energy Sourced to Total Energy Consumed (%)	2.03%	2.25%	6.39%

Greenhouse Gas Emissions (Metric tons of carbon dioxide equivalent – MT CO₂e)

Total Scope 1	13,565 MT CO ₂ e	13,218 MT CO ₂ e	12,384 MT CO ₂ e
Scope 2 Emissions (Market-based Method)	32,048 MT CO ₂ e	31,382 MT CO ₂ e	27,185 MT CO ₂ e
Total Scope 1 & 2	45,612 MT CO ₂ e	44,600 MT CO ₂ e	39,569 MT CO ₂ e
Total Emissions per production weight (MT)	0.20 MT CO ₂ e/MT	0.22 MT CO ₂ e/MT	0.21 MT CO ₂ e/MT

WATER (Liters)

Total water consumed	413,206,254 Liters	392,027,121 Liters	364,511,861 Liters
Total water discharged	206,270,636 Liters	198,286,580 Liters	176,382,490 Liters
Percentage of water consumed from alternative water sources (e.g., greywater)	4%	3%	4%

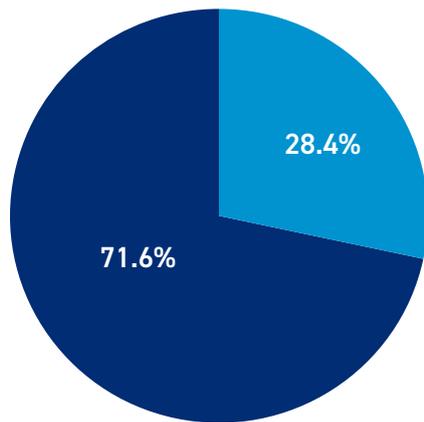


WASTE (Metric tons - MT)

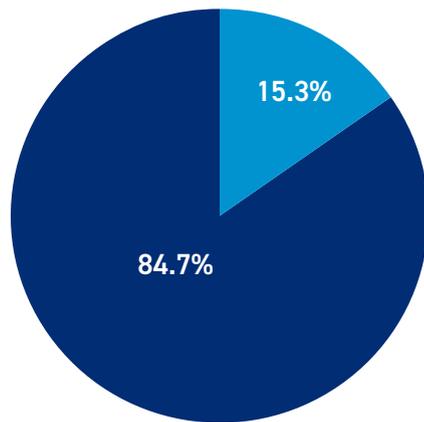
	2018	2019	2020
Non-Hazardous Waste	5,685 MT	5,644 MT	3,889 MT
Hazardous Waste	9,571 MT	9,485 MT	8,183 MT
Total	15,256 MT	15,129 MT	12,072 MT
Recycled Non-Hazardous Waste	2,397 MT	2,053 MT	1,975 MT

SNAPSHOT OF OUR PEOPLE

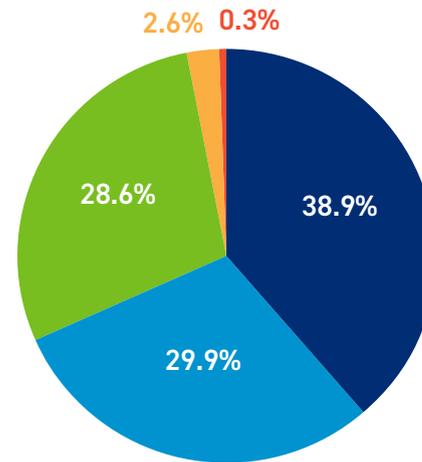
Category	2020*
Female employees	28%
Ethnic minority employees (U.S.)	34%
Part time employees	1%
Total full-time employees	4,501
Board of Directors diversity (women and minorities)	25%



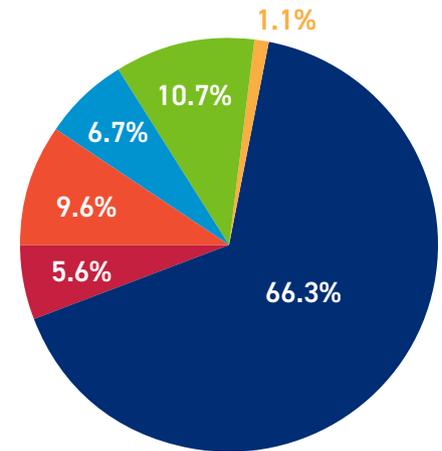
Global Employees by Gender
● Female ● Male



People Manager by Gender
● Female ● Male



Employee Location by Region
● Asia ● Europe ● North America ● Latin America ● Australia



U.S. Race/Ethnicity % of Employees
● Asian ● Black or African American ● Hispanic or Latino ● White ● Two or More Races ● Other**

* As of 11/30/2020 ** Other includes American Indian, Alaska Native, Native Hawaiian or Other Pacific Islander and unknown ethnicities

**GLOBAL WORKFORCE REPRESENTATION**

Overall Headcount	2018	2019	2020*
Total	4,364	4,377	4,435
Male	3,142	3,113	3,176
Female	1,222	1,264	1,259
Employment work type: Full Time	4,438	4,448	4,501
Employment work type: Part Time	59	58	52
Headcount by rank: Management-Male	258	256	266
Headcount by rank: Management-Female	39	47	46
Headcount by rank: Professional-Male	1,947	1,883	1,883
Headcount by rank: Professional-Female	815	851	850
Headcount by rank: Others-Male	895	947	971
Headcount by rank: Others-Female	358	359	348
New Hires	597	680	389
Turnover Rate	14.8%	12%	11.2%

U.S. EMPLOYEE COUNT BY ETHNICITY

Asian	90	104	105
Black or African American	73	82	73
Hispanic or Latino	63	122	116
Two or more races	11	12	12
Other**	7	11	61
White	685	723	722

EMPLOYEE COUNT BY REGION

Americas	1,238	1,380	1,409
Europe, Middle East and Africa (EMEA)	1,442	1,392	1,386
Asia-Pacific (APAC)	1,817	1,734	1,758

* As of 11/30/2020 ** Other includes American Indian, Alaska Native, Native Hawaiian or Other Pacific Islander and unknown ethnicities

**OVERALL HEADCOUNT BY AGE RANGE**

	2018	2019	2020*
Under 30	325	393	453
30-40 years	1,151	1,197	1,226
40-50 years	1,348	1,320	1,331
50-60 years	1,253	1,216	1,196
60+ years	420	380	347

MEASURING HEALTH AND SAFETY PERFORMANCE

Total Hours Worked	7,040,992	6,988,505	7,121,953
Total Number of Recordable Injury/illness	47	34	41
Total Number of Lost Time Injury/illness	26	19	19
Total days away from work-injuries/illness	634	384	160
Case Rate- Severity – Days away from work (I&I)	18.01	10.99	4.49
Total First Aid-only Cases	94	82	59
Total Safety observations	970	1408	2622
Total recordable incident rate (TRIR)	1.34	0.97	1.15
Lost time injury rate (LTIR)	0.74	0.57	0.53
Process Safety Incidents Count (PSIC)-PSE1	0	3	2
Process Safety Incidents Count (PSIC)-PSE2	2	2	2

CHARITABLE GIVING

Donations	~\$510,000	~\$680,000
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* As of 11/30/2020



Global Reporting Initiative (GRI) Index

GENERAL DISCLOSURES (Core option)

Disclosure number	Disclosure description	Location and Answer
102-1	Name of the organization	Element Solutions Inc
102-2	Activities, brands, products and services	Who We Are page 2 Enabling the Products of Everyday Life page 3 Our End Markets page 4 2019 10-K Annual Report (Business page 1) ESI Website (Overview) ESI Website (Our History) ESI Website (Our Businesses)
102-3	Location of headquarters	Who We Are page 2 2019 10-K Annual Report (Corporate Information page 9) ESI's executive offices are located at 500 East Broward Boulevard, Suite 1860, Fort Lauderdale, Florida 33394, USA
102-4	Location of operations	Who We Are page 2 2019 10-K Annual Report (Corporate Information page 9 and Properties page 22) ESI Website (Overview)
102-5	Ownership and legal form	Our common stock is traded on the New York Stock Exchange under the ticker symbol "ESI." We were incorporated in the State of Delaware on January 22, 2014. 2019 10-K Annual Report (Business page 1) 2019 10-K Annual Report (Market for our Common Stock page 23) 2020 Proxy Statement (Security Ownership pages 58-60)
102-6	Markets served	Enabling the Products of Everyday Life page 3 Our End Markets page 4 2019 10-K Annual Report (Business pages 2-4) ESI Website (Key Markets) ESI Website (Our Businesses)
102-7	Scale of the organization	Who We Are page 2 Our End Markets page 4 2020 - Element Solutions at a Glance page 7 2019 10-K Annual Report (Business page 1)



Disclosure number	Disclosure description	Location and Answer
102-8	Information on employees and other workers	Snapshot of Our Workforce pages 31, 55-57 Global Workforce Representation page 56 U.S. Employee Count by Ethnicity page 56 Employee Count by Region page 56 Overall Headcount by Age Range page 56 2019 10-K Annual Report (Selling & Marketing page 6) 2019 10-K Annual Report (Employees page 7)
102-9	Supply chain	Responsible Sourcing page 43 2019 10-K Annual Report (Customers page 6) Supply Chain Conflict Minerals Policy Supplier Code of Conduct
102-10	Significant changes to the organization and its supply chain	There were no significant changes regarding our size, structure, ownership or supply chain in 2020.
102-11	Precautionary principle	Through our precautionary approach to environmental sustainability and greenhouse gas emissions reduction, we continuously monitor and address the physical risks associated with climate change. Our ESG Executive Steering Committee regularly examines the regulatory landscape for potential risks that may have an impact on business continuity or increase the cost of operations due to climate-related issues. From idea to Sustainable Solution: How We Innovate page 21 Governance and Accountability page 47 Global Quality Policy (promoting a culture of sustainability)
102-12	External initiatives	External Memberships, Associations, and Certificates page 52 Stakeholder Engagement page 48
102-13	Membership of associations	External Memberships, Associations, and Certificates page 52
Strategy		
102-14	Statement from senior decision-maker	CEO Message page 1
102-15	Key impacts, risks and opportunities	Our ESG Priorities page 9 ESG Moving Forward page 10 Sustainability website 2019 10-K Annual Report (Risk Factors pages 10-22) 2020 Proxy Statement (Risk Management and Oversight page 21)
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	Our employees embody the "5Cs" of our culture in their interactions with customers, colleagues and other counterparties to drive sustainable financial performance and create a rewarding environment. Our "5Cs" core values are: "Challenge," "Commit," "Collaborate," "Choose" and "Care." The Elements of Our Culture page 6 Responsible Sourcing Policies and Commitments page 45 Ethics and Compliance page 49 Policies, Reports and Disclosures page 53 Board of Directors Governance Principals and Code of Conduct Business Conduct and Ethics Policy Code of Ethics for Senior Financial Officers 2020 Proxy Statement (Corporate Governance Guidelines pages 15-16)



Disclosure number	Disclosure description	Location and Answer
102-17	"Mechanisms for advice and concerns about ethics"	<p>Business Conduct and Ethics Policy (Corporate Compliance Hotline page 16) Foreign Corrupt Practices Act/Anti-Corruption Policy (6.4 Notice; Reporting) Stakeholder Engagement page 48</p> <p>Our toll-free and toll numbers and online portal provides for the anonymous and confidential reporting of suspected violations of law or Company policies, including complaints or concerns regarding internal accounting controls, auditing matters, or perceived accounting irregularities. These numbers are available 24 hours, 7 days per week. A written report of the call will be provided to the appropriate Company officials for follow-up and resolution and, if appropriate, to the Chair of the Audit Committee of our Board of Directors for follow-up and resolution.</p>
Governance		
102-18	Governance structure	<p>Governance and Compliance page 46 Board Oversight page 47 ESI Website (Corporate Governance) 2020 Proxy Statement (Corporate Governance page 14)</p>
102-19	Delegating authority	<p>Governance and Compliance page 46 Managing ESG Strategy and Performance page 47</p>
102-20	Executive-level responsibility for economic, environmental and social topics	<p>Governance and Compliance page 46 Managing ESG Strategy and Performance page 47</p>
102-22	Composition of the highest governance body and its committees	<p>Our Board comprises 25% underrepresented minorities and 12.5% women.</p> <p>Board Oversight page 47 Snapshot of Our Workforce pages 31, 55-57 ESI Website (Board of Directors) ESI Website (Board Committees)</p>
102-23	Chair of the highest governance body	<p>2020 Proxy Statement (Board of Directors Nominees pages 9-13) 2020 Proxy Statement (Board Leadership structure page 17)</p>
102-24	Nominating and selecting the highest governance body	<p>Board Oversight page 47 Board of Directors Governance Principals and Code of Conduct Nominating and Policies Committee Charter</p>
102-25	Conflicts of interest	<p>Board Oversight page 47 Board of Directors Governance Principals and Code of Conduct page 2 2020 Proxy Statement (Certain Relationships and Related Transactions pages 22-23)</p>
102-26	Role of highest governance body in setting purpose, values and strategy	<p>Governance and Compliance page 46 Managing ESG Strategy and Performance page 47 2020 Proxy Statement (Role of the Board of Directors page 16)</p>
102-27	Collective knowledge of highest governance body	<p>Governance and Compliance page 46 Managing ESG Strategy and Performance page 47 2020 Proxy Statement (Board of Directors Nominees pages 9-13)</p>
102-28	Evaluating the highest governance body's performance	<p>Board Oversight page 47 Board of Directors Governance Principals and Code of Conduct pages 1-2 2020 Proxy Statement (Board and committee Assessment process page 21)</p> <p>Board oversight for ESG matters was formalized in the updated Nominating and Policies Committee Charter in early 2021.</p>
102-35	Remuneration policies	<p>Compensation Committee Charter 2020 Proxy Statement (Compensation Discussion and Analysis pages 26-41)</p>



Disclosure number	Disclosure description	Location and Answer
102-36	Process for determining remuneration	Compensation Committee Charter 2020 Proxy Statement (Compensation Discussion and Analysis pages 26-41)
102-38	Annual compensation ratio	2020 Proxy Statement (Pay Ratio pages 44-45)
Stakeholder Engagement		
102-40	List of stakeholder groups	Our ESG Priorities page 9 Stakeholder Engagement page 48
102-41	Collective bargaining agreements	We respect the rights of our employees to freely associate and bargain collectively in a legal, ethical and safe way. Labor Rights page 32
102-42	Identifying and selecting stakeholders	Our ESG Priorities page 9 Stakeholder Engagement page 48
102-43	Approach to stakeholder engagement	Our ESG Priorities page 9 Stakeholder Engagement page 48 Sustainability website
102-44	Key topics and concerns raised	Our ESG Priorities page 9 Sustainability website
102-45	Entities included in the consolidated financial statements	2019 10-K Annual Report , Exhibit 21.1, List of Subsidiaries (as of December 31, 2019)
102-46	Defining report content and topic Boundaries	Our ESG Priorities page 9
102-47	List of material topics	Our ESG Priorities page 9
102-48	Restatements of information	This is our inaugural ESG report.
102-49	Changes in reporting	This is our inaugural ESG report.
102-50	Reporting period	January 1, 2020 to December 31, 2020
102-51	Date of most recent report	This is our inaugural ESG report.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	sustainability@elementsolutionsinc.com
102-54	Claims of reporting in accordance with the GRI Standards	About This Report page 65 We have reported in accordance with the GRI Standards: "Core" option.
102-55	GRI Index	GRI Index page 58

GRI TOPIC-SPECIFIC DISCLOSURES**Economic Performance**

201	103: Management Approach	About This Report , pages 1-9, 25 UK Tax Strategy
201-2	Financial implications and other risks and opportunities due to climate change	About This Report , page 25 Managing Our Impact page 26
201-3	Defined benefit plan obligations and other retirement plans	Talent Attraction page 33 2020 Proxy Statement (Benefits and Other Perquisites page 37)



Disclosure number	Disclosure description	Location and Answer
Anti-Corruption		
205	103: Management Approach	Ethics and Compliance page 49 Managing Risks page 49 Training and Monitoring page 50 Business Conduct and Ethics Policy (page 7, 8, 14) Foreign Corrupt Practices Act/Anti-Corruption Policy 2019 10-K Annual Report , (Risk Factors page 17)
205-2	Communication and training about anti-corruption policies and procedures	Training and Monitoring page 50 Due to confidentiality constraints, the total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region, is not included in this report. Due to confidentiality constraints, the total number and percentage of governance body members that have received training on anticorruption, broken down by region, is not included in this report.
205-3	Confirmed incidents of corruption of actions taken	Omitted in this report due to confidentiality constraints.
Energy		
302	103: Management Approach	Energy, Emissions and Climate Change page 36 Managing Our Impact page 26
302-1	Energy consumption within the organization	Measuring Our Footprint page 26 Energy and Emissions page 54
302-3	Energy intensity	Energy, Emissions and Climate Change page 36 Measuring Our Footprint page 26
Water and Effluents		
303	103: Management Approach	Water and Waste page 28
303-1	Interactions with water as a shared resource	Water and Waste page 28 Monitoring and Reducing Water page 28, 54-55
303-4	Water discharge	Monitoring and Reducing Water page 28, 54-55
303-5	Water consumption	Monitoring and Reducing Water page 28, 54-55
Emissions		
305	103: Management Approach	Energy, Emissions and Climate Change page 36 Managing Our Impact page 26
305-1	Direct (Scope 1) GHG emissions	Measuring Our Footprint page 26
305-2	Energy indirect (Scope 2) GHG emissions	Measuring Our Footprint page 26
305-4	GHG emissions intensity	Measuring Our Footprint page 26
305-5	Reduction of GHG emissions	Energy, Emissions and Climate Change page 36 Measuring Our Footprint page 26
Effluents and Waste		
306	103: Management Approach	Water and Waste page 28
306-3	Waste generated	Measuring and Reducing Waste page 29



Disclosure number	Disclosure description	Location and Answer
306-4	Waste diverted from disposal	Measuring and Reducing Waste page 29
Environmental Compliance		
307	103: Management Approach	Environmental Compliance page 18 Managing Risks page 18 Global Environmental, Health and Safety Policy
307-1	Non-compliance with environmental laws and regulations	Evaluation and Monitoring page 18 In 2020, we experienced no material cases of non-compliance with environmental laws and regulations.
Supplier Environmental Assessment		
308	103: Management Approach	Responsible Sourcing page 43 Supply Chain Risk Management page 43 Third Party Monitoring and Screening page 44 Supplier Code of Conduct Supply Chain Conflict Minerals Policy
308-1	New suppliers that were screened using environmental criteria	Third Party Monitoring and Screening page 44
Employment		
401	103: Management Approach	The Elements of our Culture page 6 Workforce Prosperity page 33 Talent Attraction page 33 Training and Development page 34 ESI Career Website
401-1	New employee hires and employee turnover	Talent Attraction page 33 Global Workforce Representation page 56
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction page 33 We provide a variety of benefits to our full-time employees from paternity/maternity leave, healthcare, life insurance, disability coverage, retirement provision and stock ownership. The benefits we provide vary depending on location and are based on local human resources laws and regulations with which we comply. Benefits packages received in each region vary and are confidential due to competitiveness restraints.
Labor Management		
402	103: Management Approach	Labor Rights page 32 Stakeholder Engagement page 48 Business Conduct and Ethics Policy (Labor & Human Rights page 9) Anti-slavery and Human Trafficking Policy
402-1	Minimum notice periods regarding operational changes	Labor Rights page 32 Stakeholder Engagement page 48 We comply with notice periods (as defined by collective bargaining agreements in place or by local laws or regulations) prior to the implementation of any changes that could potentially involve our employees.



Disclosure number	Disclosure description	Location and Answer
Occupational Health and Safety		
403	103: Management Approach	Employee Health and Safety page 36 Managing Health and Safety page 36 Ensuring Effective Health and Safety Management page 37 Global Environmental, Health, and Safety Policy
403-1	Occupational health and safety management system	Managing Health and Safety page 36
403-2	Hazard identification, risk assessment and incident investigation	Ensuring Effective Health and Safety Management page 37, 57
403-4	Worker participation, consultation and communication on occupational health and safety	Managing Health and Safety page 36 Ensuring Effective Health and Safety Management page 37, 57
403-5	Worker training on occupational health and safety	Managing Health and Safety page 36 Ensuring Effective Health and Safety Management page 37, 57
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety page 36 Managing Health and Safety page 36 Ensuring Effective Health and Safety Management page 37, 57
403-9	Work-related injuries	Measuring Health and Safety Performance page 37, 57
403-10	Work-related ill health	Measuring Health and Safety Performance page 37, 57
Training and Education		
404	103: Management Approach	The Elements of Our Culture page 6 Workforce Prosperity page 33 Talent Attraction page 33 Business Conduct and Ethic Policy (Training page 17) Six Sigma Website
404-1	Average hours of training per year per employee	Training and Development page 34
404-3	Percentage of employees receiving regular performance and career development reviews	Social Impact page 30
Diversity and Equal Opportunity		
405	103: Management Approach	Diversity, Inclusion and Equity page 31 Promoting Diversity and Inclusion page 31
405-1	Diversity of governance bodies and employees	Snapshot of Our Workforce pages 31, 55-57
Non-Discrimination		
406	103: Management Approach	Diversity, Inclusion and Equity page 31 Promoting Diversity and Inclusion page 31
406-1	Incidents of discrimination and corrective actions taken	Promoting Diversity and Inclusion page 31 We are not aware of any formal cases of discrimination in 2020.



Disclosure number	Disclosure description	Location and Answer
Freedom of Association and Collective Bargaining		
407	103: Management Approach	Diversity, Inclusion and Equity page 31 Labor Rights page 32
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We respect the rights of our employees to freely associate and bargain collectively in a legal, ethical and safe way. Labor Rights page 32
Child Labor		
408	103: Management Approach	Policies and Procedures page 43 Anti-Slavery and Human Trafficking Policy Supplier Code of Conduct Business Conduct and Ethics Policy
Forced Labor		
409	103: Management Approach	Policies and Procedures page 43 Anti-Slavery and Human Trafficking Policy Supplier Code of Conduct Business Conduct and Ethics Policy
Human Rights Assessment		
412	103: Management Approach	Responsible Sourcing page 43 Supply Chain Risk Management page 43 Third Party Monitoring and Screening page 44 Supplier Code of Conduct
412-1	Operations that have been subject to human rights reviews or impact assessments	Third Party Monitoring and Screening page 44 Supplier Code of Conduct
Local Communities		
413	103: Management Approach	Community Impact page 40 Employee volunteerism page 41 Charitable Giving page 42
413-1	Operations with local community engagement, impact assessments and development programs	Employee volunteerism page 41 Charitable Giving page 42 Sustainability Website
Supplier Social Assessment		
414	103: Management Approach	Responsible Sourcing page 43 Supply Chain Risk Management page 43 Third Party Monitoring and Screening page 44 Supplier Code of Conduct
414-1	New suppliers that were screened using social criteria	Third Party Monitoring and Screening page 44



Disclosure number	Disclosure description	Location and Answer
Customer Health and Safety		
416	103: Management Approach	Removing Hazardous Chemicals Through Green Chemistry page 22 Product Safety and Transparency page 38 Manufacturing Safe Products page 38
416-1	Assessment of the health and safety impacts of product and service categories	Manufacturing Safe Products page 38
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Manufacturing Safe Products page 38 Product Safety and Transparency page 39 Global Quality Policy
		We had no material incidents of noncompliance with respect to the health and safety impacts of products and services in 2020. A material non-compliance incident is one that results in a significant adverse impact to our business, condition (financial or otherwise), assets or results.
Marketing and Labeling		
417	103: Management Approach	Product Safety Training and Labeling page 39 Animal Testing Statement
417-1	Requirements for product and service information and labeling	Product Safety Training and Labeling page 39 Animal Testing Statement
417-2	Incidents of non-compliance concerning products and service information and labeling	We had no material incidents of noncompliance with respect to product and service information and labeling in 2020. A material non-compliance incident is one that results in a significant adverse impact to our business, condition (financial or otherwise), assets or results.
Customer Privacy		
418	103: Management Approach	Data Security and Privacy page 51 Website Privacy Policy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had no material complaints concerning breaches of customer privacy and losses of customer data in 2020.

NON-GRI TOPIC SPECIFIC DISCLOSURES

Sustainable Chemistry (Green Chemistry, Innovation for Sustainable Products, Circular Economy)		
Custom	103: Management Approach	Sustainable Chemistry page 20 From Idea to Sustainable Solution: How We Innovate page 21 Reducing Environmental Impact with Innovation page 23 Enabling the Circular Economy page 24 Global Quality Policy (promoting a culture of sustainability)
Custom	Revenue generated from sustainable chemistry products	Sustainable Chemistry page 20



Sustainability Accounting Standards Board (SASB) Index

CHEMICALS INDUSTRY DISCLOSURES

Disclosure Topic	Disclosure Number	Disclosure Accounting Metric	Location and Answer
Greenhouse Gas Emissions	RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Measuring Our Footprint page 26
	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	Managing Our Impact page 26 Measuring Our Footprint page 26 Energy and Emissions Reduction Initiatives page 27
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Our operations are low emissions. For example, only one U.S.-based facility is required to have an air permit and its emissions are 90% below permit limits.
Energy Management	RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	Measuring Our Footprint page 26
Water Management	RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed and percentage of each in regions with High or Extremely High Baseline Water Stress	Monitoring and Reducing Water pages 28, 54-55
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Monitoring and Reducing Water pages 28, 54-55 We have experienced no material incidents associated with water quality permits, standards and regulations in the last three years.
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Monitoring and Reducing Water pages 28, 54-55
Hazardous Waste Management	RT-CH-150a.1	Amount of hazardous waste generated and percentage recycled	Measuring and Reducing Waste page 29
Community Relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Community Impact page 40 Employee Volunteerism page 41 Charitable Giving page 42 Sustainability Website
Workforce Health & Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Measuring Health and Safety Performance page 37, 57 Global Environmental, Health and Safety Policy
	RT-CH-320a.2	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	Managing Health and Safety page 36 Ensuring Effective Health and Safety Management page 37



Disclosure Topic	Disclosure Number	Disclosure Accounting Metric	Location and Answer
Product Design for Use-phase Efficiency	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	Sustainable Chemistry page 20
Safety & Environmental Stewardship of Chemicals	RT-CH-410b.1	(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 and (2) percentage of such products that have undergone a hazard assessment	Certain of our products contain chemicals categorized as GHS Category 1 and 2 Health and Environmental Hazardous Substances. All products are evaluated for hazard and assigned hazard classifications as required by law. Sustainable Chemistry page 20 From Idea to Sustainable Solution: How We Innovate page 21
	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Sustainable Chemistry page 20 From Idea to Sustainable Solution: How We Innovate page 21 Supply Chain Conflict Minerals Policy Conflict Minerals Report Supplier Code of Conduct
Genetically Modified Organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Zero.
Management of the Legal & 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	Energy, Emissions and Climate Change page 26 Promoting Diversity and Inclusion page 31 Stakeholder Engagement page 48
"Operational Safety, Emergency Preparedness & Response"	RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR) and Process Safety Incident Severity Rate (PSISR)	Measuring Health and Safety Performance page 37, 57 Global Environmental, Health and Safety Policy
	RT-CH-540a.2	Number of transport incidents	Zero.
Production	RT-CH-000.A	Production by reportable segment	Who We Are page 2 Enabling the Products of Everyday Life page 3 Our End Markets page 4 Our Strategy page 5 2019 10-K Annual Report (Business page 1) ESI Website (Overview) ESI Website (Key Markets)



About This Report

Report Boundaries

Unless otherwise noted, this report covers the period of January 1, 2020 to December 31, 2020 and provides qualitative and quantitative information on our approach to managing ESG issues. We intend to continue to report on ESG issues. For additional information, visit Element Solutions' [Sustainability website](#). This report covers our ESG efforts across our organization.

Our reported environmental data includes 39 of our 43 manufacturing facilities (excluding one *de minimis* site and facilities acquired in 2019 and 2020), including on-site labs, offices and warehouses. Standalone warehouses, labs, offices and other structures are not included at this time.

In this report, the terms "Element Solutions," "we," "us," "our," "ESI," and the "company," refer to Element Solutions Inc, a Delaware corporation, and its consolidated subsidiaries, taken as a whole, unless the context otherwise indicates.

Reporting Guidelines and Content

We prepared this report leveraging the GRI Standards (Core option) and the SASB Chemicals Industry Standards. Our GRI and SASB content indexes may be found immediately prior to this page.

In 2020, we conducted an ESG materiality assessment by engaging with our stakeholders and analyzed internal and external information to inform our ESG priorities. The process and results of

this sustainability materiality assessment are described in [Our ESG Priorities](#). The topics covered in this report were defined based on the results of this materiality assessment.

Reporting Uncertainties

Certain non-financial information in this report, including, without limitation, product information, competitive position data and market trends, has been prepared internally and has not been verified by any third party. Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. In addition, certain industry and market data described in this report was obtained from industry and general publications and research, surveys and studies conducted by third parties. While we believe this information is reliable and appropriate, this information has not been verified by any independent source.

Unless the context otherwise indicates or requires, all our product names, trade names, trademarks, service marks or logos used in this report are part of the company's intellectual property, although the "©" and "TM" trademark designations may have been omitted. All rights to such intellectual property are reserved. This report contains additional trade names of other companies. We do not intend the use or display of these trade names to imply any endorsement or sponsorship of us by these companies.

Special Note Regarding Forward-Looking Statements

Statements in this report that are not historical facts or information are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. These statements will

often contain words such as "expect," "anticipate," "project," "will," "should," "believe," "intend," "plan," "assume," "estimate," "predict," "seek," "continue," "outlook," "may," "might," "aim," "can have," "likely," "potential," "target," "hope," "goal," "priority," "guidance," "confident," "committed," "designed" or "strive" and variations of such words and similar expressions. These forward-looking statements should be evaluated with caution considering the many risks and uncertainties inherent in our business that could cause actual results and events to differ materially from those stated or implied in these forward-looking statements. Such forward-looking statements are based on expectations, assumptions, estimates and other projections about the company with respect to future events and/or financial performance, and are believed to be reasonable, though are inherently uncertain and difficult to predict. Such projections are based on the assessment of information available to the company as of the current date and we do not undertake any obligations to provide any further updates. Actual results of the company may differ materially from any future results expressed or implied in the forward-looking statements if one or more of these underlying projections prove to be inaccurate or are unrealized.

There can be no assurance that our expectations or the forward-looking statements included in this report will prove to be correct. Any public statements or disclosures by the company following this report that modify or impact any of the forward-looking statements contained in or accompanying this report will be deemed to modify or supersede such outlook or other forward-looking statements.

These forward-looking statements speak only as of the time of such statements and we do not undertake or plan to update or revise them, whether as a result of new or more information becoming available, changes in expectations, assumptions, estimates or results, future events or otherwise.



500 East Broward Boulevard, Suite 1860
Fort Lauderdale, FL 33394
(561) 207-9600 sustainability@elementsolutionsinc.com

elementsolutionsinc.com