



2025

SUSTAINABILITY REPORT

Table of Contents

About Avient Message from the CEO4 Our Purpose and Strategic Framework5 Who We Are6 What We Do7	Preserving the Planet Protecting the Environment25 Climate Change25 Reducing Emissions Across Our Value Chain27 Waste: Preventing, Minimizing, Eliminating28 Water Stewardship & Biodiversity29 Conventional Air Emissions29	Governance Governance41 The Highest Ethical Standards42 Compliance and Training Programs42 Ethics Hotline and Reporting42 Policies & Guidelines43	On Our Cover This beautiful photo of the Northern Lights in Iceland by Francesco Di Tomaso, Quality Officer (Pogliano, Italy) appears on our cover. Click to see more from our employee Earth Day 2025 Photo Contest
Sustainability at Avient Avient Reaffirms Commitment to U.N. Global Compact9 Engaging with Our Stakeholders10 2030 Sustainability Goals & Progress11 Sustainability Performance & Recognition12	Culture of Safety & Sustainability Environmental, Health & Safety31 Performance: Metrics & Monitoring32 Occupational Safety & Health33 Security33 Training & Development34 Employee Resource Groups35 Inclusion & Impact35 Benefits Programs36 Human Rights37 Becoming an Even Better Place to Work38 Community Service and Charitable Contributions39	Appendix People Data and Metrics45 Planet Data and Metrics46 Workforce Demographics49 Earth Day Photo Contest50 GRI/SASB/TCFD Standards Content Index51 Reconciliation of Non-GAAP Financial Measures (Unaudited)65	Interactive PDF Click on a listing in the contents to be taken directly to that page. For navigation within the report, use the previous or next page arrows on left and right of the page, or the navigation bar at the top. PREVIOUS NEXT
Enabling a Sustainable World Enabling Sustainability for Our Customers14 Product Stewardship18 Product Excellence19 Global Chemical Management20 Sourcing & Supply Chain Management21 Strategic Partnerships and Alliances23			Look for This Button Inside! Click this button to visit our sustainability site for more topic information. LEARN MORE Avient Sustainability

About Avient

Message from the CEO

**Our Purpose and
Strategic Framework**

Who We Are

What We Do

2025 Message from the CEO



In 2025, we focused on executing the strategic framework we introduced the year prior. Sustainability sits at both ends of that framework. It is embedded in our Purpose to be an innovator of materials solutions to help our customers succeed, while enabling a sustainable world, and it is one of our foundational strengths through our culture of safety and sustainability.

In practice, that means real work across our business. Our team completed more than 2,600 product carbon footprint calculations for our customers globally, helping them understand and reduce the environmental impact of their products. Within our operations, we met our 2030 renewable energy goal ahead of schedule, sourcing 61% of our electricity from renewables. We are making progress toward our other 2030 sustainability goals. We also reaffirmed our commitment to the United Nations Global Compact and continued participating in the RE100 and U.S. Department of Energy Better Plants programs.

Looking ahead, we are strengthening our commitment to sustainability. We introduced three new 2030 goals—around safety, water stewardship, and community engagement—that broaden the scope of our sustainability agenda beyond emissions and resource use. These new goals reflect a more complete view of what it means to operate responsibly: protecting the people who work

in our facilities, being good stewards of the water resources in the regions where we operate and contributing meaningfully to the places we call home. Together with our existing 2030 targets, they set a clear path for the next five years.

This commitment shows up at every level of our company. Around the world, our employees give their time and talents to causes in the communities where they live and work. Across our operations, our teams embed sustainability into how we innovate, manufacture, and serve customers. At the governance level, our Board provides oversight of sustainability and climate-related risks.

The progress described in this report is the work of our 9,000 employees worldwide. I invite you to read on for the full picture of how we enable a sustainable world.

Ashish Khandpur, Ph.D.

Chairman, President and Chief Executive Officer

Photos (L to R):
Among employees at our Ahrensburg, Germany site, who demonstrate our culture of safety & sustainability in how they care for each other; with our Asia leadership team who embed sustainability into how we innovate, manufacture, and serve customers; and at our ColorWorks™ facility in São Paulo, Brazil, partnering with customers to design more sustainable packaging and color solutions.



2025 Performance & Highlights

All percent changes versus full year 2024

Sales: \$3.26B

+1%

GAAP EPS: \$0.89
Adjusted EPS⁽¹⁾: \$2.82

+6%

Adjusted EBITDA⁽¹⁾: \$544.6M

+3.5%

Adjusted EBITDA Margin⁽¹⁾: 16.7%

+50bps

Dividend Increase:

15 Consecutive Years

Great Place to Work® Certification

7 Consecutive Years

(1) Reconciliations of these measures to the most directly comparable generally accepted accounting principles (GAAP) financial measures are included in the [2025 Annual Report](#) on a supplemental page that follows the 2025 Form 10-K.

Our Purpose and Strategic Framework

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

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

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

PURPOSE ▶

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

STRATEGY ▶

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

Catalyze the core

GROWING AT
GDP+

Build new platforms of scale

GROWING AT
10% PLUS CAGR

DRIVERS ▶



STRENGTHS ▶

Unwavering customer focus
Global reach with a local touch

Diverse technology portfolio

Commercial excellence, financial rigor & prudence

Culture of safety and sustainability

Who We Are

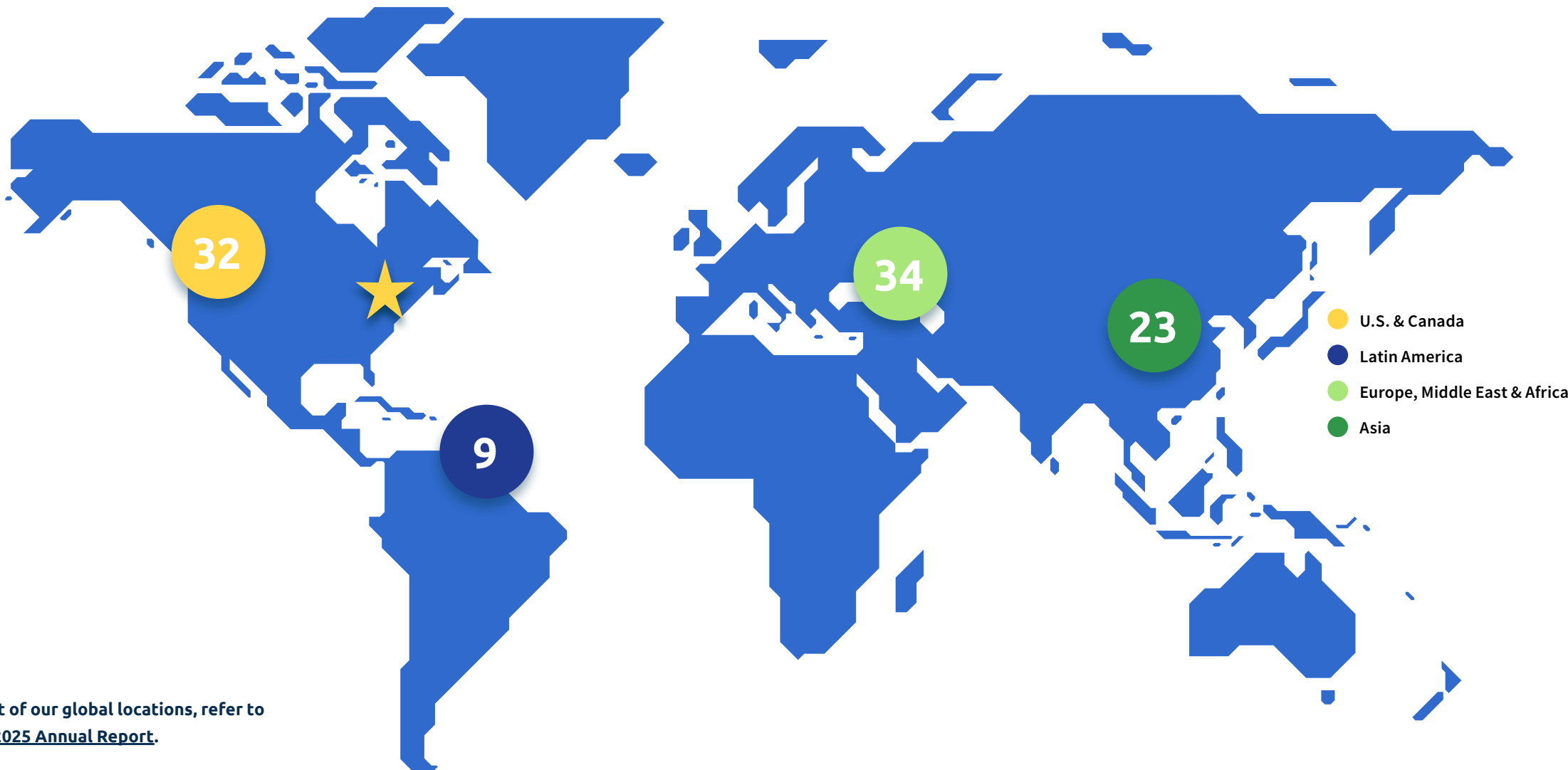
Avient Corporation (NYSE: AVNT) is an innovator of materials solutions to help our customers succeed, while enabling a sustainable world. Our products include specialty engineered materials, performance fibers, advanced composites and color and additive solutions. We are also a highly specialized developer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

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

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

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

Our Manufacturing Facilities



For a full list of our global locations, refer to the [Avient 2025 Annual Report](#).

2025 Company Overview



Global Headquarters:
Avon Lake, Ohio
United States



Over **9,000**
employees



98
manufacturing
facilities



35,000+
solutions



15,000+
customers

What We Do

We leverage our expertise in materials and process technologies to tailor unique solutions for customers around the globe, helping them create products that perform better, stand out in the marketplace, and contribute to a more sustainable world.

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

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

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

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

Color, Additives & Inks

\$2.0B net sales

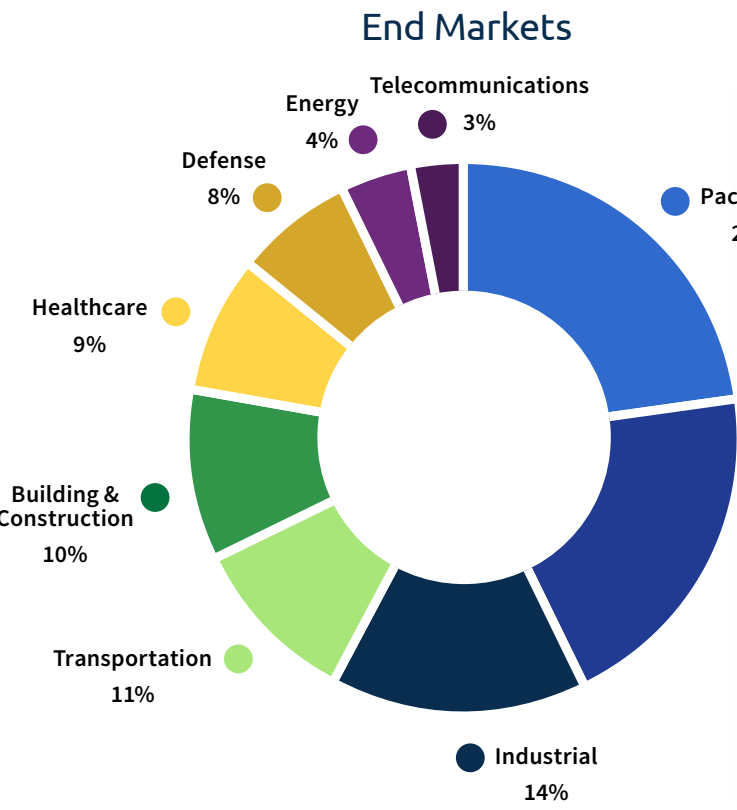
A global leader in customized color and performance enhancing additives for polymers—the materials that make up countless products in your everyday life. From the color in your shampoo bottle to the flame retardants in your home, our solutions help manufacturers meet performance, safety, and sustainability requirements across a wide range of industries.



Specialty Engineered Materials

\$1.2B net sales

High-performance polymer materials, advanced composites and fibers that push the boundaries of what materials can do. Our solutions replace heavier, less durable alternatives in some of the most demanding applications in the world — from ballistic protection to next-generation medical devices to high-performance computing infrastructure.



Based on 2025 revenue

Sustainability at Avient



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

**Engaging with Our
Stakeholders**

**2030 Sustainability
Goals & Current
Progress**

**Sustainability
Performance &
Recognition**

Avient Reaffirms Commitment to U.N. Global Compact

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



Avient Aligns with Five Sustainable Development Goals



Engaging with Our Stakeholders

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

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

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

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

2030 Sustainability Goals & Progress

Our 2030 Sustainability Goals reflect our commitment to enabling sustainability for our stakeholders. Internal sustainability teams drive initiatives and workstreams to meet these targets, and we remain committed to pursuing their attainment through internal rigor, investment and innovation.

In 2025, we exceeded our renewable energy goal, and are approaching our Scope 1 and 2 greenhouse gas emissions goal. We continue to be on track to meet our 2030 targets.

Alignment with Our Stakeholders

In 2025, we introduced three new goals—safety, water stewardship, and community engagement—furthering our commitment to enabling a sustainable world. These goals address important sustainability topics for Avient and for our stakeholders, and are closely aligned with our customers' sustainability commitments.

[Learn more](#) about our approaches to accomplishing these commitments throughout this report.

LEARN MORE
Avient Sustainability

GOAL		2025 ACHIEVEMENT	BUSINESS DRIVER
	55% 2030 Greenhouse Gas Emissions Reduction in Scope 1 & 2 emissions vs. 2019	54% reduction in Scope 1 and 2 emissions	Delivers energy efficiency & cost savings outcomes Alignment with stakeholder expectations and commitments
	2.5% Annual Waste to Landfill Reduction in waste to landfill intensity	1.5% reduction in waste to landfill intensity	Drives operational efficiencies and cost savings Enables circular economy and resource conservation
	60% 2030 Renewable Energy Source electricity from renewable sources	61% of electricity from renewable sources	Decreases reliance on fossil fuel-driven energy sources Reduces Scope 2 emissions in support of our GHG reduction target
	90% 2030 Suppliers Assessed Assess key supplier spend for alignment with our Sustainability objectives	80% of key suppliers assessed	Mitigates supply chain risk for Avient and our customers Drives transparency and accountability throughout the value chain
	75% 2030 Environmental, Health & Safety Management Systems Sites achieving the ACC RC14001® certification* to support our culture of safety and sustainability	50% of sites achieved certification	A culture of safety and sustainability is a foundational strength of our company The ACC RC14001 certification drives business performance through ethical leadership, operational excellence, safety, and stakeholder trust
	100% 2030 Water Stewardship Sites implementing water stewardship plans in extremely high-risk areas as assessed using WRI Aqueduct Water Risk Atlas**	24 sites identified, baseline data collection initiated	Water stewardship plans enable proactive management of water-related risks, help safeguard operations, reduce environmental impact, and build stakeholder trust—turning environmental responsibility into a competitive advantage
	100% Annual Community Engagement Sites actively engaged with their local communities	100% of our sites participated in community engagement activities	Actively engaging in communities builds trust, fosters collaboration, and creates long-term value through trusted local partnerships

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

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

Sustainability Performance & Recognition

(as of December 31, 2025)

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

Sustainability Ratings

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



21st
PERCENTILE
in Specialty
Chemicals



ISS ESG	Quality Score
ENVIRONMENTAL	1
SOCIAL	2
GOVERNANCE	4

Sustainability Awards & Certifications

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



⁽¹⁾ Copyright ©2025 Morningstar Sustainalytics. All rights reserved. This publication contains information developed by Sustainalytics ([www.sustainalytics.com](#)).
⁽²⁾ The use by Avient of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Avient by MSCI.
⁽³⁾ For more information on Avient's recommitment to the UN Global Compact and alignment with UN Sustainable Development Goals, see [page 9](#)

Enabling a Sustainable World

**Enabling Sustainability
for Our Customers**

Product Stewardship

Product Excellence

**Global Chemical
Management**

**Sourcing & Supply Chain
Management**

**Strategic Partnerships &
Alliances**

Enabling Sustainability for Our Customers

Avient’s diverse technology portfolio and design expertise enable our customers to meet their business and sustainability goals through materials science. Our proven ability to innovate materials solutions that enable our customers’ sustainability goals is a differentiator for our company. We work closely with our customers to understand their needs and address the challenges of evolving consumer demands, market trends, and regulatory requirements. As the world continues to shift from operating in a linear economy to a circular economy, and reducing greenhouse gas emissions continues to be a focal point, Avient is proud to be a part of the solution. We have categorized our portfolio of solutions and services into three drivers of sustainability—RENEW, REDUCE and PRESERVE.



RENEW

Solutions to advance a circular economy and minimize plastic waste



REDUCE

Solutions to reduce weight and energy consumption



PRESERVE

Solutions to preserve and protect natural resources and human life



Advancing a Circular Economy

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



Reducing Carbon Footprint

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

Impacts Beyond Carbon

Increasingly, our customers are looking at environmental impacts of their products that go beyond carbon. To support this analysis, Avient has developed capabilities to provide life cycle assessment (LCA) inventory data for our materials solutions. Certified by TÜV Rheinland, data from this analysis enables our customers to develop LCAs and/or Environmental Product Declarations (EPDs), as required by their end markets. For more information visit the [Life Cycle Assessment](#) section of this report.



Developing More Sustainable Alternatives

The need for more sustainable alternatives to existing materials is driven by a range of factors, including increased performance requirements, evolving consumer preferences, and a tightening regulatory environment. Avient has developed technologies to address these needs, including lightweight composites that improve fuel economy, functional additives that reduce weight or increase the recycle content of plastic packaging, and biobased solutions that help lower a product’s carbon footprint.

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

RENEW



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



Edgetek™ REC PC Recycled Polycarbonate Solutions

Contains up to 98%* post-consumer recycled (PCR) or post-industrial recycled (PIR) content and customizable to meet the performance demands of electrical & electronics, consumer goods and transportation applications.

*Recycled content percentage varies by region

[LEARN MORE](#)



ColorMatrix™ Amosorb™ 4020L

Shelf life extender oxygen scavenging additive for PET packaging offering a cost-effective solution to enhance the shelf life and recyclability of PET bottles.

[LEARN MORE](#)

ColorMatrix™ Amosorb™ Oxyloop-1

Recycling enhancer oxygen scavenging additive; EPBP*-accredited for colored bottle-to-bottle recycling and delivers full oxygen scavenging performance with up to 100% rPET content.

*European PET Bottle Platform (EPBP)

[LEARN MORE](#)



PCR Color Prediction Service

Digitally illustrates the color possibilities or limitations of certain types of post-consumer recycle (PCR), simplifying the overall decision-making process for brand owners and technical colorists.

[LEARN MORE](#)



Key Markets



Packaging



Consumer



Transportation

Key Customer Challenges

- Meet aggressive sustainability goals
- Develop strategies to minimize plastic waste
- Increase circularity, including post-consumer recycled (PCR) content and recyclability
- Meet legislation requirements, including Extended Producer Responsibility (EPR)

Avient Solutions & Services

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

[LEARN MORE](#)

Avient Sustainability

REDUCE



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

Hydrocerol™ Chemical Foaming Agents



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

[LEARN MORE](#)

Rutland™ Low Cure Color Mixing System



Mixing system that achieves low curing temperature (270°F/132°C), allowing for lower energy use, while maintaining wet-on-wet printability.

[LEARN MORE](#)

Dyneema® Woven Composites

The latest development in the ultra-high molecular weight polyethylene bonds an ultra-lightweight woven face fabric, which is bonded to the original Dyneema® core. This construction can enable up to 20% weight reduction while bringing unprecedented levels of abrasion resistance, enabling long lasting performance.

[LEARN MORE](#)



Key Markets



Consumer



Transportation



Building & Construction

Key Customer Challenges

- Improve fuel economy
- Reduce energy consumption
- Reduce carbon footprint
- Lessen environmental impact, including carbon emissions

Avient Solutions & Services

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

[LEARN MORE](#)

Avient Sustainability

PRESERVE

Avient’s portfolio of PRESERVE sustainable solutions is designed to preserve natural resources like water, promote human health and safety, enable sustainable infrastructure, and comply with chemical restrictions.



Mevopur™ Non-PFAS, Low-Retention Additive

New, low-retention materials solution, formulated without intentionally added per- and polyfluoroalkyl substances (PFAS), slip agents, plasticizers, or biocides, can be used to enable excellent fluid release from polypropylene pipette tips in scientific and medical laboratory settings.

[LEARN MORE](#)



Cesa™ & Hiformer™ Non-PFAS Processing Aids

Formulated to reduce friction in extrusion processes without the use of fluorochemicals.

[LEARN MORE](#)

Fiber-Line™ Non-PFAS Fiber Optic Cable Components

Maintains performance of traditional fiber optic cable components, without incorporating PFAS-based materials.

[LEARN MORE](#)



GridCore™ Composite Utility Poles

Engineered to enhance electrical grid resilience as an alternative to traditional wood, steel, or concrete poles; composite poles are more durable when compared to wood poles, requiring less maintenance and offering pest resistance.

[LEARN MORE](#)



Key Markets



Healthcare



Energy



Consumer

Key Customer Challenges

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

Avient Solutions & Services

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

[LEARN MORE](#) 
Avient Sustainability

Product Stewardship

Management Approach

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

Our Product Stewardship team is a competitive differentiator, playing a critical role in supporting both our product portfolio and our customers by ensuring the safe use and handling of our products. They provide comprehensive hazard communication and maintain product compliance with global and local regulations. Ongoing communication with customers about product safety, for both new and existing applications, is essential to understanding and managing health and safety risks.

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



Strategy



Avient is actively involved in various associations including the [ACC](#), [European MasterBatchers and Compounders \(EuMBC\)](#), [European Plastics Converters \(EuPC\)](#) and [Titanium Dioxide Manufacturers Association \(TDMA\)](#). Through these associations, we stay aligned with industry best practices and apply lessons learned to minimize the health and environmental impacts of our products.

Product Stewardship uses the ACC prioritization tool and associated risk assessment methodology to identify, document and communicate environmental, health and safety impacts of our products. Products representing five percent or less of total sales revenue are classified as category 1 or 2 health hazards in accordance with the Globally Harmonized System (GHS) for classification. These classifications and others, such as environmental classifications and physical form, contribute to the overall prioritization. Many of the substances in our portfolio are encapsulated within solid polymer matrices, limiting biological availability when products are used as intended. This significantly reduces the potential for exposure and associated hazards. While most products are not classified as hazardous for transport, Avient applies rigorous risk assessment processes to all hazardous materials.

As a result of these assessments, we have published additional substance safety summaries on our Avient website and will continue to update internal and external stakeholders on material handling and environmental considerations. We maintain data related to the environmental, health and safety of our products in our product stewardship database. The information is reviewed and updated regularly. This data enables us to generate safety data sheets, customer certification statements, and actionable insights that inform product safety improvements.



Product Excellence

Management Systems

Avient maintains certification under several third-party management systems and standards at our 98 manufacturing facilities across the globe, including ISO standards and the [Responsible Care®](#) initiative. These systems support operational excellence, risk management and continual improvement across global operations. Independent third-party certification is a critical component of verifying that Avient’s processes and products comply with applicable requirements and are in alignment with industry-recognized best practices. To find more details about our site-specific certifications, visit the [ISO Certifications Library](#) on the Avient website.

International standards cover areas of Quality, Environmental, Health and Safety, Energy Management and Responsible Care®, as well as market-specific areas such as healthcare, automotive, and food contact applications. Avient has achieved a global central certification for the RC14001 Management System encompassing 49 locations, enabling participating sites to maintain a Responsible Care® Certification and ISO 14001 certification under a globally aligned management framework. Looking ahead, Avient has established a 2030 goal for 75% of its global locations to be certified to the RC14001 Management System, reinforcing its long-term commitment to environmental stewardship, health and safety excellence, and responsible manufacturing. For more detail on this goal, refer to the Environmental, Health and Safety section of this report.

Avient has facilities certified to other ISO standards, including ISO 50001, ISO 22000, ISO 45001, ISO 9001. Individual Avient sites have obtained additional certification specific to the products and customers they serve, including International Sustainability & Carbon Certification (ISCC) Plus*, Global Recycled Standard (GRS) 4.0, bluesign® SYSTEM, and others.

For our sensitive applications we have implemented Good Manufacturing Practices (GMP) and ISO 13485. All of our facilities producing for the healthcare market are GMP or ISO audited within a 3-year period.

In 2025, Avient Received

ISCC PLUS

CERTIFICATION*

at 1 Additional Site

7 Total Sites
Certified
Globally**

*International Sustainability & Carbon Certification (ISCC) Plus is a voluntary sustainability certification for bio-based, recycled, and renewable raw materials that ensures transparency throughout the supply chain.
**As of December 31, 2025, Avient had 7 sites certified to ISCC Plus

Product Carbon Footprint

Decarbonization continues to be a priority across Avient’s value chain. As an innovator of materials solutions, Avient is well positioned to enable sustainability for our customers. We have established a methodology to standardize our approach to calculating product carbon footprint (PCF) in accordance with ISO 14067:2018 for product carbon footprint and aligned with ISO 14040/14044 for life cycle assessment (LCA). This methodology is available for Avient’s product portfolio and receives [third-party certification from TÜV Rheinland](#) annually. We partner with [Carbon Minds](#) and work with key suppliers across our value chain to generate the underlying data. In 2025, we completed over 2,600 product carbon footprint calculations for our customers globally. The next phases of this program are to automate the PCF calculation process and create a digital tool for our teams to use globally, as well as support our product development process.



Life Cycle Assessment

In response to our customers’ increasing need for environmental impact data beyond carbon emissions, we have invested in capabilities to calculate Life Cycle Assessment (LCA) inventory data. It is ISO 14040/14044 compliant and utilizes industry-recognized software to assist with the analysis. In 2025, we launched a pilot program for conducting LCA inventory data calculations, and calculated data for over 90 Avient products. The next phases of this program are to expand the pilot program to additional product lines and receive third-party verification of our LCA methodology in 2026.

2,600+

Product Carbon Footprint
Calculations Completed in 2025



No Surprises PledgeSM

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

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

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

LEARN MORE

Avient Sustainability

Global Chemical Management

Avient’s global chemical management program ensures compliance with applicable chemical control regulations, worldwide. A primary focus is the EU’s Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation, including assessments, reclassifications, and communication on the safe use and handling of regulated substances.



Globally, many other countries are following the EU REACH chemicals regulation and implementing similar frameworks. We continuously monitor these global emerging regulations and the impact on our product portfolio.

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

We update Poison Center notifications associated with our European portfolio and monitor risk assessments associated with the U.S. Environmental Protection Agency’s (EPA) TSCA inventory reset rule. We continue to actively monitor the developing regulatory activities at state, national and global levels with respect to per- and polyfluoroalkyl substances (PFAS). PFAS covers thousands of different substances and definitions of PFAS differ across organizations, states, and countries. Under the broad definition, PFAS includes fluoropolymers which are large, stable, inert polymeric molecules. Polymeric, high molecular weight fluoropolymers are generally considered too large to cross biological membranes, based on current scientific understanding. Avient currently purchases and uses a small quantity of fluoropolymers and PFAS-containing additives as raw materials which represent less than 3% of our global product portfolio. Avient does not use perfluorooctanoic acid (PFOA) or perfluorooctane sulfonic acid (PFOS) in its product formulations.

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



The Avient Sustainability Promise

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

Sourcing & Supply Chain Management

Management Approach

Avient’s global supply chain presents both opportunities and responsibilities to manage risk, supplier performance, and sustainability. To address these responsibilities and support our strategy as an innovator of materials solutions, Avient applies a structured and multifaceted approach to sourcing and supply chain management. This approach integrates risk identification and mitigation, compliance and due diligence processes, sustainability principles, and performance expectations, supported by continuous improvement practices and collaborative engagement with suppliers who share these values.

Our [Supplier Code of Conduct](#) lays the foundation of our approach and sets expectations for our suppliers. It demonstrates our commitment to upholding human rights, environmental standards, and ethical compliance throughout our value chain. It is aligned closely with internationally recognized laws, standards, and practices including the [International Labor Organization \(ILO\) standards](#), United Nations (UN), and Organisation for Economic Co-operation and Development (OECD) Guidelines.

Our contract language and purchasing conditions incorporate the [Supplier Code of Conduct](#). In 2025, legacy key suppliers were asked to acknowledge the Code through a phased confirmation process. Where suppliers fail to meet applicable expectations, Avient reserves the right to take appropriate action, including termination of the business relationship.

Policies

Avient is committed to continuing partnerships with suppliers who align with the following policies:

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

Avient equips the Global Sourcing Team with knowledge, tools, and resources needed to monitor supplier performance and manage compliance with applicable requirements. Suppliers are expected to assess and improve their practices over time in alignment with Avient’s expectations. To support these efforts, Avient employs a risk management and due diligence framework designed to identify, prevent, and mitigate adverse impacts, while strengthening the resilience of its global supply chain.

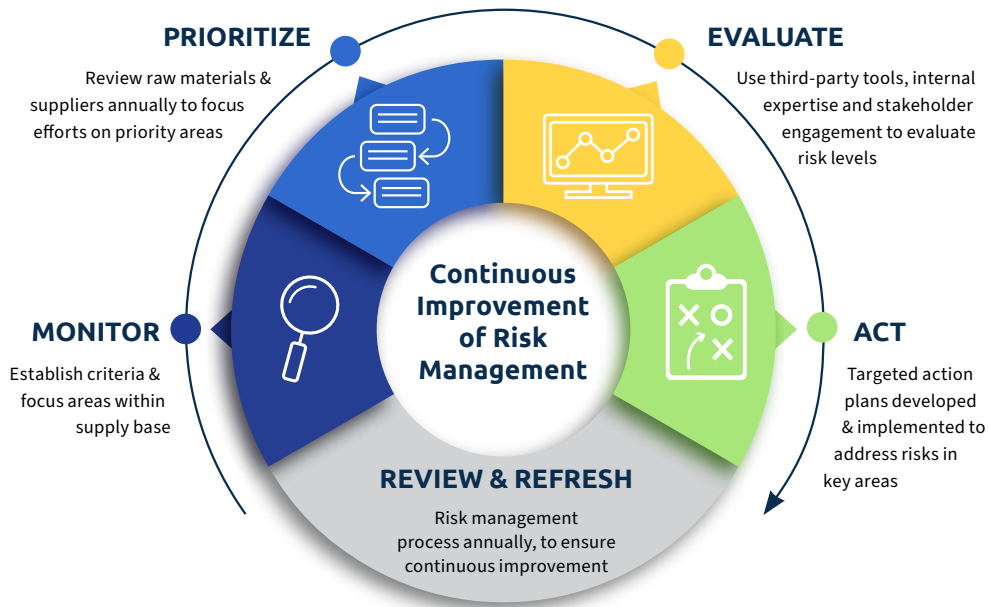
Risk Management

Avient manages sourcing risks through a structured process that includes ongoing monitoring, prioritization, evaluation, and action. Key suppliers and materials are prioritized annually by spend and criticality of materials. This initial prioritization is followed by targeted risk evaluation using internal expertise and inputs from third-party platforms such as Resilinc and EcoVadis to develop risk scores based on metrics such as supplier performance, quality, supply continuity, and ESG assessments, and other elements to develop supplier and material risk scores. Sourcing team members use risk scores to develop mitigation actions. Results are monitored to inform continuous improvement.

Avient utilizes corrective action plans and on-site audits to support supplier accountability and continuous improvement, primarily in response to identified quality and operational performance issues. Over time, Avient expects these mechanisms to continue supporting broader supplier risk management objectives.

In 2025, members of Avient’s Sourcing team developed and executed more than 250 targeted action plans focused on mitigating risk in priority areas. These actions contributed to measurable reduction of risk across the prioritized areas.

Sourcing Risk Management Cycle



Key Suppliers Assessed

Maintain assessments for alignment with our sustainability objectives



80% in 2025

2030 GOAL

90%



Sourcing & Supply Chain Management *(continued)*

Sustainable Sourcing Program

Avient’s Sustainable Sourcing Program incorporates environmental, social, and governance considerations into our sourcing and supplier management approach, process, and policies. The program leverages our third-party risk assessment tools to incorporate sustainability factors including supplier sustainability performance into risk-based decision-making.

The principles of Avient’s Sustainable Sourcing Program are laid out in detail in our [Supplier Code of Conduct](#). These principles guide supplier performance expectations and support consistent evaluation and management of supplier-related sustainability risks throughout the supply chain.

Program Principles

Human & Labor Rights

Avient expects its suppliers to respect fundamental human and labor rights and to operate in compliance with applicable laws and regulations. Avient supports efforts to prevent human rights abuses within the supply chain and conducts business in a manner intended to avoid knowingly contributing to such abuses. Forced labor, child labor, and human trafficking are strictly prohibited. Suppliers are expected to respect freedom of association and collective bargaining rights and provide safe and healthy working conditions for their employees. Suppliers must operate in a responsible manner that is protective of the communities in which they are located.

Anti-Corruption and Ethical Business Practices

Avient expects suppliers to uphold high standards of ethical business conduct and strictly prohibits fraud, bribery, and other corrupt practices. Suppliers must comply with applicable trade compliance, import, and export control laws. Stakeholders, including employees, suppliers, and customers, may report supply chain-related concerns through Avient’s established Ethics and Compliance reporting channels.

Environmental Responsibility

Avient expects suppliers to operate responsibly with respect to environmental compliance and performance and encourages continual improvement across areas such as energy use, greenhouse gas emissions, water stewardship, waste management, and biodiversity protection. Avient engages with suppliers to support its climate-related objectives, including, where appropriate, the collection of Product Carbon Footprint data to enhance understanding of Scope 3 emissions and respond to customer requests.

Supplier Sustainability Assessments

Supplier sustainability assessments are a key mechanism through which Avient applies its sustainability values in practice, utilizing third-party risk management tools such as Resilinc and EcoVadis to evaluate supplier sustainability performance via supplier assessments.

Through Avient’s risk management process, key suppliers are identified, and as of 2025, key suppliers representing 80% of Avient’s direct raw material spend had valid sustainability assessments that were reviewed for policies, actions, and performance in environmental, labor and human rights, ethics, and sustainable procurement.

Conflict Minerals Process

Avient conducts due diligence for conflict minerals in accordance with the OECD Due Diligence Guidance and files an annual [Conflict Minerals Report](#) with the US Securities and Exchange Commission. Suppliers are required to comply with Avient’s [Supplier Code of Conduct](#) and [Conflict Mineral Policy](#), which includes conducting due diligence within their own supply chains and ensuring products supplied to Avient do not directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or an adjoining country.

Avient expects suppliers to utilize the Conflict Mineral Reporting Template (CMRT) provided by the Responsible Minerals Initiative (RMI), which facilitates the transfer of information through the supply chain regarding country of origin of gold, tin, tantalum, and tungsten mineral (3TG), as well as smelters and refiners. RMI audits smelters’ due diligence practices through their Responsible Minerals Assurance Process (RMAP) and provides lists of conformant smelters.

These processes support Avient’s commitment to responsible mineral sourcing and regulatory compliance.

Training & Education

In 2025, 100% of Avient Global Sourcing Team members responsible for managing relationships with key suppliers completed training and education on Avient’s sourcing risk management methodology, including sustainability assessment processes.

Supplier Collaboration

To support its role as an innovator of materials, Avient seeks to develop multifaceted, collaborative relationships with suppliers who value the importance of managing compliance risk, delivering strong performance, and embedding a sustainable mindset.

Since 2009, Avient has hosted an annual supplier summit, where all suppliers across the supply chain, both direct and indirect, are invited to attend. The summit facilitates collaborative, two-way dialogue on topics such as sustainability, shared expectations, supply chain challenges, continuous improvement, and strategic alignment.

Recognizing Suppliers

At the annual supplier summit, Avient presents Supplier of the Year awards based on multiple factors, including supplier performance and alignment with Avient’s values related to ethics, environmental responsibility, human and labor rights, and sustainable sourcing.

LEARN MORE

Avient Sustainability

Strategic Partnerships and Alliances

Our Industry and Value Chain Sustainability Partners

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



Preserving the Planet



- Protecting the Environment
- Climate Change
- Reducing Emissions Across Our Value Chain
- Waste: Preventing, Minimizing, Eliminating
- Water Stewardship and Biodiversity
- Conventional Air Emissions

Protecting the Environment

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

The Innovation & Sustainability Committee of the Board of Directors provides oversight of the systems in place to monitor and mitigate risk associated with environmental, health, safety and sustainability topics. Avient’s Corporate EH&S Department defines the strategy and monitors performance against related management system standards. Full operational responsibility for execution lies within each business unit and operating site. To ensure performance expectations are met, each site has trained management personnel to oversee their systems. To drive engagement at all levels of the organization, financial incentives for all non-sales, salaried personnel were partially tied to energy intensity and waste intensity targets in 2025.

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

*For more information on changes to the EH&S Committee in 2025, refer to page 41.

Climate Change

Energy and Greenhouse Gas (GHG) Emissions

Our Paths to Carbon Neutrality

Climate change is reshaping how businesses operate and how they are evaluated by customers, investors and regulators—creating risks and opportunities across all industries.

At Avient, our approach to sustainability is built around the needs of our customers and the industries we serve. We recognize the value of sustainable business practices and are working across our supply chain and with stakeholders to address the carbon emissions that contribute to climate change. As we work toward our 2030 greenhouse gas emissions reduction and renewable electricity goals within our own operations, we continue to develop solutions that help customers meet their own sustainability commitments. We believe strong leadership and continued action are essential to building the resilient supply chains our customers depend on.

In support of the objectives of the Paris Agreement, Avient is committed to achieving operational carbon neutrality by 2050, with goals aligned to our [RE100 commitment](#). We know the path will not be easy, and are working with internal and external stakeholders to understand how we can achieve our goal for our operations to be carbon neutral in line with climate science. We are also finding new ways of operating, adopting new technologies, and innovating more sustainable products. Some technologies needed are not yet available at scale, which limits our ability to take certain actions in the short term. However, by taking advantage of developments in longer-term

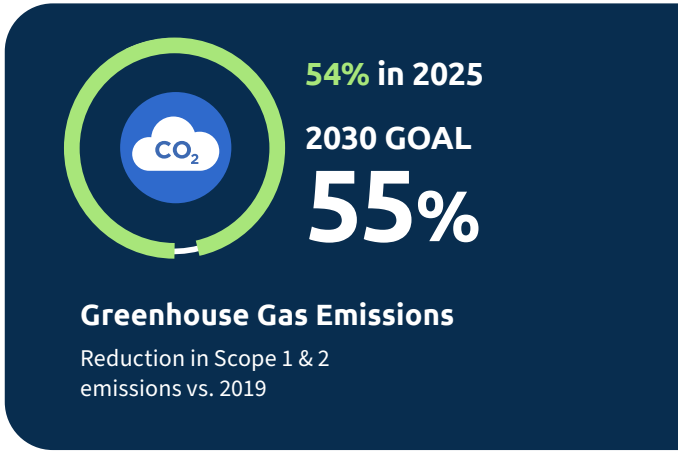


carbon management and removal technologies, as well as circularity, we are committed to enabling positive climate impacts across our value chain.

To advance these commitments, Avient has focused its continuous improvement efforts on:

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

We value collaboration and partnership across the value chain to drive change, and are committed to engaging with our customers, suppliers, and other partners to encourage collective action and help promote the innovations needed to enable a sustainable world.



Electricity from Renewable Resources

PROGRESS

61% in 2025
GOAL MET



GOALS

60% in 2030
100% in 2050



Climate Change

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

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

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

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

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

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

Most of Avient’s Scope 1 and 2 GHG emissions are attributed to the consumption of energy. The primary energy source at our facilities is electric power, followed by natural gas. Details of our energy sources can be found in the Metrics section. Strategic plans at the facility and business unit level include planned efforts to achieve sustainability and operational goals. In 2025, we were able to further optimize energy consumption by initiating or implementing 108 energy reduction projects around the world, resulting in 11,426 MWh in energy savings. Additionally, Avient Energy Project Awards were presented for projects completed in 2025 and included categories such as Most Creative Solution, Best Low- or No-Cost, People’s Choice, and Best Overall.

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



Better Plants

Avient has partnered with the U.S. Department of Energy’s Better Plants Program since 2023. Our participation in this program is another step in our commitment to enhancing our operational energy efficiency. As part of our alignment with Better Plants, we have pledged to reduce our energy intensity by 25% over the course of 10 years, demonstrating our dedication to sustainable practices and bolstering our competitiveness in the industry.



SPROUT

Employee Environmental Engagement

SPROUT is Avient’s employee interest group focused on building awareness, learning, and engagement around sustainability. It is designed to be accessible across sites and roles, offering flexible ways for both manufacturing and remote teams to get involved.

SPROUT helps employees turn their interest in sustainability into meaningful action at work and in their daily lives. By leveraging collective knowledge and encouraging new ideas, the group drives positive change and supports innovative solutions for a more sustainable future.



LEARN MORE

Avient Sustainability

Reducing Emissions Across Our Value Chain

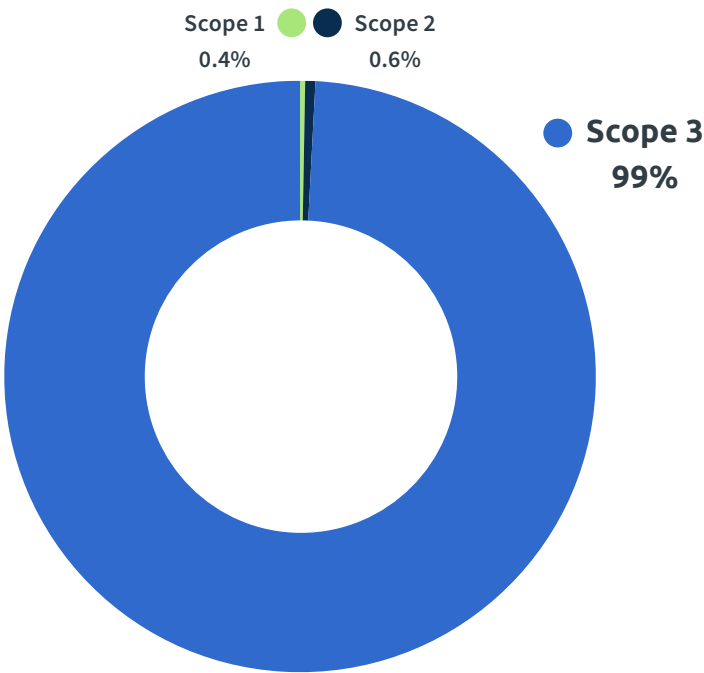
Scope 3 emissions include upstream emissions from products and services we procure from suppliers, as well as downstream emissions from the processing of our sold products and the emissions generated from their use and disposal. Avient captures information related to all relevant categories of these emissions because understanding our value-chain footprint is essential to identifying the most meaningful opportunities to collaborate and reduce emissions. Scope 3 emissions are many times greater than our combined Scope 1 and 2 emissions, which is why value-chain engagement is a critical part of our climate strategy.

Approximately 60% of Avient’s Scope 3 emissions come from purchased goods & services, downstream processing of sold products and downstream transportation & distribution (15%, 17% and 28%, respectively). This profile underscores the importance of partnering with suppliers and customers to improve data quality and accelerate decarbonization across our value chain. To strengthen our Scope 3 program, in 2025 Avient initiated a targeted assessment of suppliers making up 80% of our raw material purchase by volume to evaluate the availability of carbon emissions data and reduction plans.

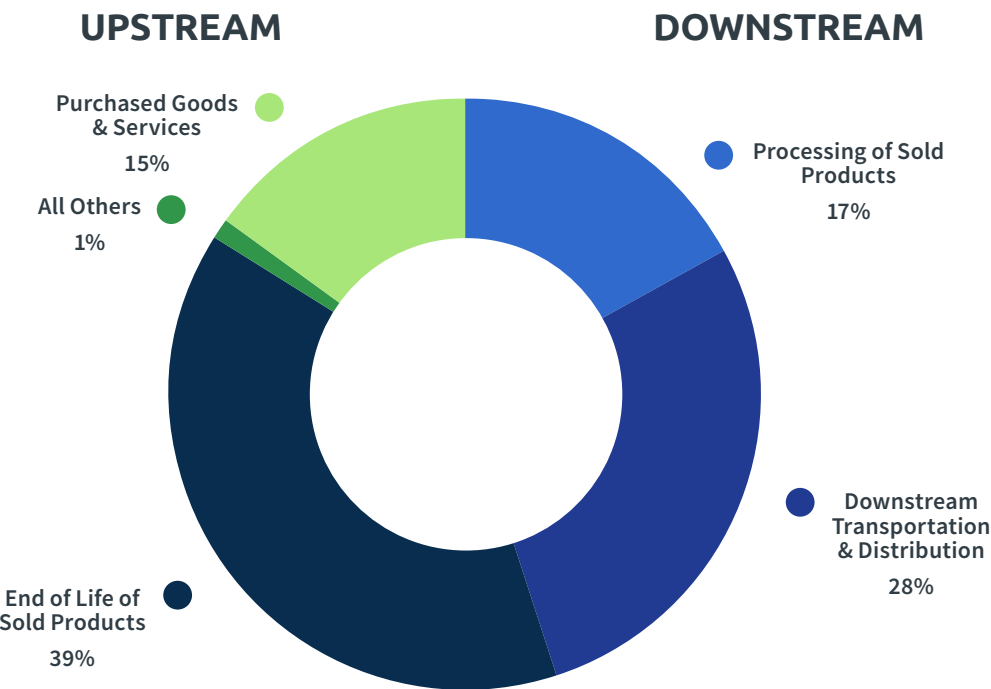
Our 2025 assessment revealed that 42% of our targeted suppliers already have greenhouse gas commitments in place—and we are actively engaging the remaining 58% through education, data-sharing, and collaborative goal-setting to accelerate progress across our value chain.

Accuracy of Scope 3 emissions estimates is important to Avient. Estimating Scope 3 emissions can be especially challenging for companies like Avient that manufacture intermediate materials for highly diversified portfolios. Downstream emissions vary significantly depending on end-use applications. The GHG Protocol’s Scope 3 Calculation Guidance recognizes this complexity. We continue to raise awareness about our need for more Scope 3 emission tracking. Additionally, as we collaborate with customers to meet their business needs and achieve their sustainability goals, we work to help them reduce their Scope 1 and 2 emissions. As an innovator of intermediate materials serving diverse end markets, we recognize that Scope 3 measurement will continue to evolve. We are committed to improving data quality, scaling successful supplier engagement models, and transparently reporting our progress.

Avient Emissions by Scope



Avient Scope 3 Emissions



*Avient emissions data is based on 2024 analysis

Climate Risks & Opportunities

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

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



Waste: Preventing, Minimizing, Eliminating

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

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

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

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

Our annual goal of reducing waste to landfill intensity by 2.5% is designed to encourage facilities to eliminate waste generation and identify beneficial uses for their remaining waste streams. To monitor progress against this goal, we track waste data from each site on a monthly basis. Beyond quantities of waste generated, this monthly data includes information on positive and negative influences that impact performance.

It is this granular information that Avient utilizes to drive improvement projects. In 2025, we were able to further optimize operations through initiating or implementing 80 waste minimization projects around the world. Additionally, 50 of our manufacturing sites globally sent no waste to landfills in 2025. Awards were given to the top waste minimization projects globally in 2025, including categories such as Most Creative Solution, Best Low- or No-Cost, People’s Choice, and Best Overall.

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

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

51%
of Avient
manufacturing
facilities

Sent no waste
to landfills in
2025

Scaling Landfill Reduction by Tailoring Recycling Solutions

Driven by our culture of sustainability, our teams continue to identify opportunities to reduce waste. In 2025, our Lean Six Sigma (LSS), Black Belt team led a Landfill Reduction project focused on reducing production waste and improving recycling performance across 15 sites. The project centers on a simple but high-impact goal: redesign waste handling to reduce landfill volume and establish reliable recycling pathways.

Our teams evaluate each site’s waste stream, identify the largest contributors, and implement solutions aligned with each location’s operational needs. Within the first 7 months of the project, more than two million pounds of material was diverted from landfills, directly impacting our progress toward Avient’s 2030 sustainability goals.



Waste to Landfill
Annual reduction in waste to landfill intensity



Water Stewardship

Avient is committed to responsible water stewardship across our global operations. While our manufacturing processes are predominantly dry and less water-intensive than many industrial sectors, we recognize water as a finite and precious resource, particularly at the 24 facilities we have identified in extremely high water stress areas. Our approach focuses on minimizing consumption, maximizing reuse, and building resilience where it matters most.

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

Building upon our commitment to sustainable water management, Avient has standardized our water stream definitions and reporting frequency, our Position on Water Stewardship and our water stress evaluation framework. While we have collected water data from our manufacturing facilities since 2012, increased water data accuracy allows us to better understand our water

sources, withdrawal rates, and discharges. Our [Position on Water Stewardship](#) reinforces our commitment to minimize water consumption, maximize reuse opportunities, and mitigate risks associated with water scarcity and pollution. We leverage the [World Resources Institute \(WRI\) Aqueduct Water Risk Atlas](#) to develop our water stress evaluation framework. Our evaluation identified that 38% of our facilities are located in high or extremely high water stress areas, which is why we are introducing targeted water stewardship plans for these locations, beginning with the 24 sites at highest risk.

In 2025, we introduced a new sustainability goal to implement water stewardship plans for all facilities in extremely high-risk sites as assessed by the WRI Aqueduct Water Risk Atlas by 2030. With the introduction of this goal, we have started conducting site, supplier, and systems level risk assessments as well as site level resilience planning. When complete, this information will inform water stewardship plans that will provide a roadmap for identifying sources, recycling, alternative uses, and tracking for sites where we can have the biggest impact.

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

24 Sites Identified in 2025



2030 GOAL

100%

Water Stewardship

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

Biodiversity

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

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

*World Resources Institute (WRI) Aqueduct Water Risk Atlas



Conventional Air Emissions

Our atmospheric protection activities are based on a comprehensive analysis of our emissions. Efforts to reduce air emissions—particulate matter, nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOCs) and hazardous air pollutants (HAPs)— are supported by capital investments, integration of cost-effective technologies and innovative operating practices. Regular monitoring of our emissions to air from all of our sites is a part of environmental management at Avient. All Avient manufacturing facilities comply with applicable regulatory requirements regarding emissions limits and hold valid air permits where required.

While conventional air emissions are a critical and a highly influential topic in some industrial sectors, as a materials solutions company utilizing purchased materials, Avient’s conventional air emission levels from legacy operations are de minimis and not material.

Culture of Safety & Sustainability

**Environmental,
Health & Safety**

**Performance: Metrics
and Monitoring**

Occupational Safety

Security

Training & Development

**Employee Resource
Groups & Inclusion**

Benefits Programs

Human Rights

**Becoming an Even
Better Place to Work**

**Community Service &
Charitable Contributions**

Environmental, Health & Safety

Management Approach

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

At the highest level, Avient’s Board of Directors Innovation & Sustainability Committee oversees and monitors environmental, health, safety, security, and product stewardship standards—including oversight of climate-related risks*.

Avient’s [EH&S Management System \(EH&S MS\)](#) is managed by our Corporate Environmental, Health, Safety and Product Stewardship Department, and by degreed technical experts employed in all regions and businesses. In 2025, Avient’s Vice President of EH&S and Senior Vice President of Global Operations and Process Improvement were responsible for reporting performance to the Innovation & Sustainability Committee of the Board of Directors.

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

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

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

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

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



Culture of Safety

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

Our strength is evident in the strategies we deploy. Initiatives such as our RAPID ergonomic events—conducted at 75 sites—demonstrate our commitment to identifying and mitigating potential risks before they escalate into incidents. These events, alongside comprehensive training and onboarding, ensure that every team member is not only prepared but inspired to contribute to a secure working environment.

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

Our commitment to these core values is reflected in our performance metrics. With a total recordable incident rate (TRIR) of 0.61 for 2025, Avient demonstrates that embedding a culture of safety at its core truly drives superior outcomes and sets benchmarks for excellence.

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

*For more information on changes to the EH&S Committee in 2025, refer to page 41

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

Performance:

Metrics & Monitoring

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

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

Sustainability Metrics & Employee Incentive Compensation

Sustainability performance metrics were included in all non-sales salaried employees' Annual Incentive Plan in 2025, including management. Metrics included waste to landfill intensity reduction and energy intensity reduction.

Safety Milestones 2025

Incident Rate 0.61 per 100 full-time employees per year



Occupational Safety & Health

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

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

Avient believes that participation of employees at all levels of the organization is required to reduce risk to acceptable levels. For this reason, we have built an actively caring and attentive culture, where input on safety and health topics is encouraged and expected. In 2025, to encourage employee participation in our safety & health systems, we expanded engagement activities. Engagement examples include submitting a safety suggestion, identifying a hazard, leading a safety meeting, or helping a customer with a safety issue.

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

In support of continuous improvement and risk prevention, Avient has also implemented a structured electronic process to identify, evaluate, and learn from serious incidents and potentially serious incidents that could result in catastrophic events. This process enables consistent assessment and ensures learnings from these incidents are used to strengthen risk awareness and prevention efforts across the organization.

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

Security

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

Governance

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

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

Physical Security

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

Emergency Preparedness

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

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



Training & Development

Management Approach

As we build for the Avient of the future, Leadership, Talent and Culture is a driver of our strategy. Development and training of our workforce is a priority for Avient, as it influences our culture while enabling our teams to accomplish business goals. At Avient, we provide meaningful learning engagements and skill development opportunities to all full and part-time global employees. Learning is ingrained in our culture and every Avient employee participates in training annually. We manage training and development through global programs and digital platforms to ensure a consistent and high-quality experience for all employees. Each year, our employees complete over 100,000 hours of training through a variety of delivery methods, which focus on leadership development, safety, Lean Six Sigma concepts, technical and operational skills, customer-centric selling, sustainability, and ethics and compliance. In 2025, Avient employees received 21 hours of training on average.

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

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

Starting in 2025, salaried employees now have a portion of their short-term incentive tied to individual performance—strengthening our pay-for-performance culture.

LEARN MORE

Avient Sustainability

Development Programs

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

Continuous development empowers employees to reach their full potential and strengthens our long-term organizational capabilities. Through our talent review and succession planning process, we support ongoing professional growth with regular performance feedback, individual development plans, informal mentoring and development programs. These efforts ensure we are growing internal talent, preparing future leaders, and fostering an inclusive, high-performance culture that supports Avient’s sustainable growth.

At Avient, we value each employee and work to create a culture that provides everyone the feedback, tools and opportunities to reach their career aspirations. 100% of Avient employees receive regular performance feedback.

Early Talent Programs

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

Awards Programs

You Made a Difference Awards

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

Spotlight Awards

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

Chairman’s Awards

The Chairman’s Awards were updated in 2025 to align selection of the winners with Avient’s strategy.

Employee

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



Sales

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



Leadership

Our Chairman’s Leadership Award recognizes our top performing General Manager for performance, execution of Avient’s strategy and living the Avient Leadership Behaviors.



Avient Leadership Behaviors

At Avient, we believe that success is not just about what we achieve—it’s about how we achieve it. The Avient Leadership Behaviors are a driver of how we achieve success. This framework is designed to empower every employee—whether leading themselves, others, or the business—to drive our strategy forward with confidence. By creating a common language we are ensuring that every individual at Avient has the tools to succeed today and in the future.

Aligned with our strategic drivers, these six Avient Leadership Behaviors will accelerate our ability to meet customer needs, achieve business goals, and unlock new opportunities for professional growth. Avient Leadership Behaviors reinforce our commitment to developing talent, fostering leadership at all levels, and driving a culture of excellence. We expanded our employee and manager training on effective goal setting, ensuring that goals are connected to our strategic drivers and Avient Leadership Behaviors.

Avient Leadership Behaviors

Leader of
Self

Leader of
Others

Leader of
Business

Plays to Win
Acts Customer Centric
Drives Innovation and Profitable Growth
Collaborates Seamlessly across Avient
Motivates and Inspires
Develops Others and Self



Employee Resource Groups

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



Inclusion & Impact Management Approach

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

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

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

LEARN MORE
Avient Sustainability

Benefits Programs

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

Compensation and Benefits

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

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

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

Parental Leave

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

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

Outplacement Programs

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

Community Service

Avient offers a global benefit of Community Service hours. We encourage our people to help create more sustainable communities by providing 16 hours of paid time off each year to volunteer for a cause of their preference. In 2025, 100% of our sites and over 6,000 of our employees generously gave over 13,000 volunteer hours.

16
Hours

Annual paid time
off to volunteer



Human Rights

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

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

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

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

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



Becoming an Even Better Place to Work

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

We are proud of our seven years of Great Place to Work® certifications which were made possible by the candid feedback shared by our employees through our employee engagement survey, and the action plans developed and implemented across the organization.

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

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



Recognized by Prestigious Rankings

We were honored to earn prominent places in prestigious corporate rankings in 2025. Avient was again named one of America’s Most Responsible Companies by Newsweek and Statista and Barron’s 100 Most Sustainable Companies. We were also selected as one of America’s Greenest Companies by Newsweek and Plant-A Insights Group. These selections considered key performance indicators including environmental and social metrics.

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



Community Service and Charitable Contributions

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

Avient’s long-standing dedication to community engagement remains integral to our culture. In 2025, our employees continued to prioritize making a meaningful difference in the communities we serve. They demonstrated unquestionable service and empathy for others by volunteering their time, talents, and treasures to support local organizations and causes worldwide.

We expanded our Global Giving campaign by partnering with local leaders to identify areas of need and support communities where we operate. Over 6,000 Avient employees participated, serving more than 110 communities and benefiting over 70 non-profit and charity organizations around the

world. Approximately \$1.4 million was donated and more than 13,000 volunteer hours were given to initiatives ranging from mentorship programs to environmental clean-ups and fundraising events.

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

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



Political Contributions

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

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

In 2025, the Avient PAC contributed \$2,500 to federal candidates in the U.S. and \$4,000 to state candidates in Ohio. No political contributions are made outside the U.S. The Avient PAC’s Federal Election Commission filings, including listings of contributions, are publicly available at www.fec.gov. State of Ohio filings and contributions are publicly available at www.ohiosos.gov.

Governance



Governance

The Highest Ethical Standards

Ethics Hotline & Reporting

Compliance & Training Programs

Policies & Guidelines

Governance

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

Avient’s Board of Directors provides the highest level of governance, as detailed to the right and in the [2026 Proxy Statement](#). Additionally, Avient formed an internal Sustainability Council in 2019 that is responsible for managing sustainability initiatives at all levels of our organization in support of our long-term business strategy. The Sustainability Council includes representation from business units, functions and regions from across the organization.

Corporate Board Governance

The [Board of Directors](#) at Avient is a cornerstone of our corporate governance, emphasizing independence and professional excellence. Comprising 12 Directors in 2025, 11 of whom are independent, the Board ensures effective oversight of management and business operations through a well-defined committee structure. In 2026, the Board is comprised of 11 Directors, 10 of whom are independent.

In 2025, the Environmental, Health and Safety Committee was renamed the Innovation & Sustainability Committee, and its scope was expanded to include policies and practices related to environmental, health, and safety issues, including the oversight regarding our carbon footprint and climate change risks, as well as innovation and sustainability.

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

Enterprise Risk Management (ERM)

At Avient, our Enterprise Risk Management (ERM) process is a collaborative effort across all business units and functions to identify and assess risks. Each risk is evaluated for its likelihood of occurrence and potential impact, taking into account existing mitigation strategies. The prioritized risks are reviewed annually with executive management to ensure our risk identification and responses remain current and effective, and to address new and emerging risks. For more detailed information on risks, please refer to our [2025 Annual Report](#) on Form 10-K. The ERM analysis is regularly presented to Avient’s Board of Directors, and sustainability-related risks are integrated into this process.



The Highest Ethical Standards

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

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

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

Our [Code of Conduct](#) establishes a clear set of ethical and behavioral standards for our business conduct. The Audit Committee of our Board provides oversight and direction for the training and

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

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

Translated into over
20 LANGUAGES



Compliance and Training Programs

Compliance oversight is provided by a combination of the Senior Vice President, General Counsel, Secretary and Corporate Ethics Officer; the Audit Committee of the Board of Directors; and senior leadership. The Audit Committee formally meets to provide oversight and the Senior Vice President, General Counsel, Secretary and Corporate Ethics Officer has direct access to both committees and provides regular updates throughout the year.

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

Ethics Hotline and Reporting

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

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



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

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

Policies & Guidelines

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

[Animal Testing Policy](#)

[Audit Committee Charter](#)

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

[California Voluntary Carbon Market Disclosures Act](#)

[Code of Conduct](#)

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

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

[Compensation Committee Charter](#)

[Conflict Minerals Policy](#)

[Corporate Governance Guidelines](#)

[Environmental Policy](#)

[Equal Employment Opportunity](#)

[Global Chemical Management](#)

[Global ISO Certificate Library](#)

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

[Global Policy on Antitrust](#)

[Governance and Corporate Responsibility Committee Charter](#)

[Human Rights Policy](#)

[Innovation & Sustainability Committee Charter](#)

[No Surprises PledgeSM](#)

[Position on Biodiversity](#)

[Position on Water Stewardship](#)

[Privacy Statement](#)

[Product Stewardship Policy](#)

[Quality Policy](#)

[Responsible Care Policy](#)

[Safety and Health Policy](#)

[Security Policy](#)

[Supplier Code of Conduct](#)

Appendix



People Data & Metrics

Planet Data & Metrics

**Workforce
Demographics**

Earth Day Photos

**GRI/SASB/TCFD
Content Index**

**Reconciliation of
Non-GAAP Financial
Measures**

People Data and Metrics

Category	Baseline	Prior Year	Reporting Year
	2019*	2024	2025
Total TRIR (#—Direct)	0.56	0.40	0.61
Total TRIR (#—Contractors)	0.00	1.67	0.00
Recordable Injuries (Total #)	36	44	63
Recordable Illnesses (Total #)	0	0	0
Total LTIR (#—Direct)	0.29	0.13	0.20
Total LTIR (#—Contractors)	0.00	0.00	0.00
Total Injuries of High Consequence (% of TRIR)	14	5	2
Total Fatalities (#—Fatalities)	0	0	0
Total Fatality Rate (#—Direct)	0.00	0.00	0.00
Total Fatality Rate (#—Contractors)	0.00	0.00	0.00
Process Safety Incident Count (#)	0	0	0
Process Safety Total Incident Rate (#)	0.00	0.00	0.00
Process Safety Incident Severity Rate (#)	0.00	0.00	0.00
Transport Incident ^s (#—US DOT 5800/EU ADR)	0	0	0
Employee Safety Engagement Activities (#)	N/A	23,299	23,234
EH&S Internal Audits (#)	58	57	34
Workers covered by an EH&S Management System (%)	100	100	100
Workers covered by an internally audited EH&S MS (%)	100	100	100
Facilities externally certified ISO45001 (or equivalent — %)*	N/A	62	7
Suppliers externally certified ISO45001 (% of surveyed)	N/A	38	51

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

Planet Data and Metrics

Category	Baseline	Prior Year	Reporting Year
Energy ¹	2019*	2024	2025
Total Energy (GJ)	2,377,860	2,217,903	2,212,002
Energy Intensity (GJ/MT Sales)	5.09	5.61	6.08
Renewable Electricity (MWh)**	104,880.63	259,622.57	256,666.45
Electric Power (MWh)	461,426.13	424,609.88	418,745.33
Renewable Electricity (%)	23	61	61
Renewable Energy (%)	16	43	42
Total Self-Generated Energy (GJ)	11,845	13,490	12,232
Energy Saving Activities (#)	59	103	108
Annual Savings from Energy Saving Activities (GJ)	35,573	27,104	41,134
Capital Invested in Energy Savings (\$MM USD)	1.97	3.48	5.51
Purchased Energy (%)			
Purchased Electricity (%)	68.87	68.92	68.15
Purchased Natural Gas (%)	28.72	30.09	30.85
Purchased Steam (%)	0.00	0.12	0.12
Purchased Diesel Fuel (%)	0.87	0.38	0.44
Sources of Purchased Electricity (%) ²			
Non-Renewable: Coal	46.72	38.84	38.83
Non-Renewable: Natural Gas	33.69	16.70	17.37
Non-Renewable: Other Fossil Fuels	0.00	0.19	0.23
Non-Renewable: Nuclear	11.95	8.70	9.10
Non-Renewable: Oil	2.16	1.43	1.51
Renewable: Hydro	3.24	14.24	14.04
Renewable: Wind	0.70	10.00	10.17
Renewable: Solar	1.48	7.14	5.79
Renewable: Biomass	0.06	2.41	2.59
Renewable: Geothermal	0.00	0.25	0.26

Category	Baseline	Prior Year	Reporting Year
Emissions ¹	2019*	2024	2025
Greenhouse Gas Emissions (MT Scope 1 GHG)**	36,680	37,334	39,206
Greenhouse Gas Emissions (MT Scope 2 GHG)**	169,789	62,431	55,757
Greenhouse Gas Emissions (MT Scope 3 GHG) ³	584,622	9,664,742	See CDP
Greenhouse Gas Emissions (MT Scope 1 & 2 GHG)**	206,469	99,765	94,963
Greenhouse Gas Emissions Intensity (MT 1&2 GHG/ MT Sales)	0.44	0.25	0.26
Greenhouse Gas Emissions Intensity (MT 1&2 GHG/ \$B Revenue)	51,864	30,792	29,130
Annual GHG Emissions Avoidance from ESA & WMA (MT)	8,880	6,588	9,242
Reportable Releases—Above Permitted Limits (#)	0	0	0
Emissions of SOx/NOx/VOC/HAPs (MT)			
SOx	0.08	0.16	0.17
NOx	14.74	10.45	12.27
VOC	695.40	452.66	775.37
Top 4 Hazardous Air Pollutants	0.98	8.12	8.40
Particulate Matter	33.78	26.43	26.58
Waste			
Total Waste (MT)	31,087	30,012	37,242
Total Waste Intensity (Kg Waste/MT Sales)	66.60	75.97	102.38
Total Waste Intensity (MT Waste/ \$B Revenue)	7,809	9,263	11,424
Percent of Total Waste Recycled/Beneficially Reused (%)	51.45	58.95	69.37
Percent of Total Waste Landfilled (%)	40.13	35.20	25.73
Total Waste Landfilled (MT)**	12,476	10,565	9,581
Total Non-Hazardous Waste (MT)	27,608	26,125	30,428
Waste Minimization Projects (#)	34	74	80
Annual Diversion from Waste Minimization Projects (MT)	2,087	1,845	16,772
Capital Invested in Waste Minimization (\$MM USD)	0.00	1.21	1.51
Landfill Free Sites (%)	N/A	44.64	44.64
Hazardous Waste			
Hazardous Waste US & Canada (%)	29	34	21
Hazardous Waste Latin America (%)	5	3	2
Hazardous Waste Europe (%)	36	27	57
Hazardous Waste Asia Pacific (%)	27	34	19
Hazardous Waste Middle East & Africa (%)	3	3	2
Total Hazardous Waste (MT)	3,480	4,169	6,642

Category	Baseline	Prior Year	Reporting Year
Water & Biodiversity	2019*	2024	2025
Total Water Withdrawal (1000 m³)	1,356	1,656	1,706
Total Water Withdrawal Intensity (m³/MT Sales)	2.90	4.19	4.69
Total Wastewater Discharge (1000 m³)	892	1,248	1,285
Wastewater Recycled (% of Total)	34	25	25
Total Water Related NoV (#)	0	0	0
Withdrawal & Consumed from High & Extremely High Water Risk Areas (% of Total)	N/A	37	43
Water Minimization Projects (#)	4	10	18
Annual Diversion from Water Minimization Projects (1000 m³)	9	6	8
Capital Invested in Water Minimization (\$MM USD)	0.04	0.39	0.74
Sites in High Biodiversity Physical Risk Areas (%)	N/A	7	7
Sites in High Biodiversity Reputational Risk Areas (%)	N/A	4	4
Sites in High & Extremely High Water Risk Areas by Region			
US & Canada (%)	N/A	11	11
Latin America (%)	N/A	4	4
Europe (%)	N/A	8	8
Asia Pacific (%)	N/A	13	13
Middle East & Africa (%)	N/A	4	4
Certified Environmental Management Systems			
Facilities externally certified to ISO14001/RC14001 (%) ⁴	N/A	52	50
Facilities externally certified to ISO50001 (# of high energy sites) ⁴	2	3	5
Suppliers externally certified ISO14001 (% of surveyed)	N/A	54	72
Suppliers externally certified to ISO50001 (% of surveyed)	N/A	22	33

*Includes estimated full year performance of APM acquisition

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

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

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

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

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

Workforce Demographics

(as of December 31, 2025)

Diversity

Leadership Diversity—CEO Direct Reports⁽¹⁾

Female	33%
U.S. Minority	22%
Female and/or U.S. Minority	56%

Diversity by Level—Female and/or U.S. Minority⁽²⁾

Directors, General Managers, VP/SVP	34%
Management	39%
Professionals	47%
Production Employees	55%
All Avient Employees	51%

Race & Ethnicity⁽²⁾

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

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

Global Employees by Age

Under 30	10%
30–50	57%
Over 50	33%

Global Gender Diversity by Level—Female

Directors, General Managers, VP/SVP	17%
Management	27%
Professionals	36%
Production Employees	8%
All Avient Employees	22%

Board of Directors

Diversity

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

Gender

Female	25%
Male	75%

Race & Ethnicity

U.S. Minority	25%
White	75%

Age

30–50	8%
Over 50	92%

Turnover⁽³⁾

Total Global Turnover = 8.3%

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

New Hires⁽⁴⁾

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

	Female and/or U.S. Minority ⁽²⁾	Under 30	30–50	Over 50
Direct (Hourly & Production)	61.0%	40.2%	47.6%	12.4%
Indirect (Professional)	53.4%	25.6%	61.5%	12.6%
Total	59.4%	34.0%	53.5%	12.5%

Employee Representation

Avient respects our employees' right to join or not join any lawful organization and complies with all applicable laws pertaining to freedom of association and collective bargaining. As of December 31, 2025, approximately 1% of our employees were represented by labor unions under collective bargaining agreements.

⁽¹⁾ Executive management level

⁽²⁾ U.S. Only

⁽³⁾ Turnover for employees with more than 1 year of service

⁽⁴⁾ Excludes new hires who separated in 2025

Earth Day Photo Contest

In celebration of Earth Day, we held our annual photo contest, inviting employees to capture the beauty of nature through their lenses. For every submission received, we pledged to donate to [One Tree Planted](#). In an inspiring display of collective action, 200 trees were planted in honor of Earth Day, contributing to the restoration of forests and wildlife habitats.

“Iceland” is the winner of the 2025 Earth Day Photo contest, taken by Francesco Di Tomaso, Quality Officer (Pogliano, Italy); and appears on this year’s Sustainability Report cover.



Jiǔzhàigōu, China by
Nhung Truong, Sr. Accountant, Finance;
Binh Duong, Vietnam



Rincón del Cielo, Spain by
Jorge Pascual, Maintenance Manager;
Barbastro, Spain



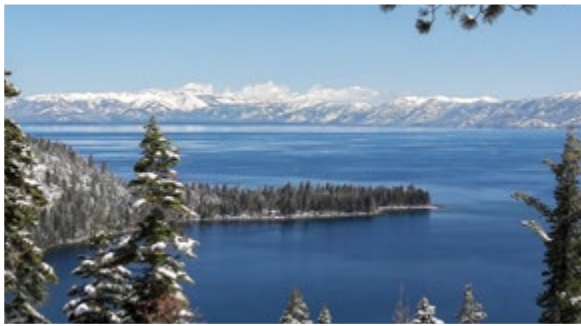
Flowers in Shenzhen, China by
Alice Liu, Payroll Analyst, Human Resources;
Shenzhen, China



Yorkshire Dales, England, by
Melissa Sage, Customer Service Representative;
Barnsley, United Kingdom



Cappadocia, Turkey by
Tayfun Yilmaz, Managed Services;
Istanbul, Turkey



Lake Tahoe, California by
Giulia Spezzati, Sr. R&D Engineer External Innovation;
Pogliano, Italy



Santa Marta, Colombia by
Cristian Valbuena, Senior Procurement Specialist;
Bogota-Cota, Colombia



Sunrise in Tikal, Guatemala by
Catherine King, R&D Chemist;
Liverpool, United Kingdom



Night-flowering Jasmine by
Swarup Bhattacharyya, Advanced R&D Engineer/Chemist;
Pune, India



Views in China by
Tina Lu, Sr. EH&S Manager;
Shanghai, China



Julian, California by
Michaela Cunningham, Senior Sustainability Specialist;
Ohio, United States

GRI Standards Content Index

GRI Standard	Disclosure Title	2025 Report Disclosures
General Disclosures		
Organizational Profile		
102-1	Name of the organization	Who We Are
102-2	Activities, brands, products, and services	Avient Technologies—Products Avient products are not banned in any market.
102-3	Location of headquarters	Avient 2025 Annual Report —Form 10-K Cover Page
102-4	Location of operations	Avient 2025 Annual Report —Form 10-K Page 14
102-5	Ownership and legal form	Avient 2025 Annual Report —Form 10-K Cover Page
102-6	Markets served	Who We Are What We Do Avient 2025 Annual Report —Form 10-K Page 14
102-7	Scale of the organization	Avient 2025 Annual Report —Form 10-K Pages 2–14, 37–38
102-8	Information on employees and other workers	Avient 2025 Annual Report —Form 10-K Pages 4–5 Workforce Demographics Currently we report on the number of employees. A majority of employees have full-time contracts.
102-9	Supply chain	Avient 2025 Annual Report —Form 10-K Pages 2–3 Who We Are What We Do Sourcing & Supply Chain Management
102-10	Significant changes to the organization and its supply chain	Avient 2025 Annual Report —Form 10-K Pages 17–22 What We Do Sourcing & Supply Chain Management
102-11	Precautionary Principle or approach	Avient 2025 Annual Report —Form 10-K Pages 7–12
102-12	External initiatives	Who We Are Engaging with Our Stakeholders Security Becoming an Even Better Place to Work Strategic Partnerships and Alliances
102-13	Membership of associations	Strategic Partnerships and Alliances
Strategy		
102-14	Statement from senior decision-maker	Message from the CEO
102-15	Key impacts, risks, and opportunities	Avient 2025 Annual Report —Form 10-K Pages 7–12 Enabling Sustainability for Our Customers

GRI Standard	Disclosure Title	2025 Report Disclosures
General Disclosures		
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behavior	Who We Are Our Purpose and Strategic Framework
102-17	Mechanisms for advice and concerns about ethics	Ethics Hotline and Reporting
Governance		
102-18	Governance structure	Corporate Board Governance Environmental Health & Safety Avient 2025 Annual Report —Form 10-K Pages 15-16 & 65 Avient 2026 Proxy Statement —Pages 8-22 https://www.avient.com/investors/governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Board Governance Environmental Health & Safety Training & Development Inclusion & Impact Product Stewardship Sourcing & Supply Chain Management https://www.avient.com/investors/governance
102-22	Composition of the highest governance body and its committees	Avient 2025 Annual Report —Form 10-K Pages 15-16 & 65 Avient 2026 Proxy Statement —Page 5 Corporate Board Governance Avient Board of Directors
102-23	Chair of the highest governance body	Avient 2026 Proxy Statement —Pages 10-21
102-24	Nominating and selecting the highest governance body	Corporate Board Governance Avient 2025 Annual Report —Form 10-K Pages 15-16 & 65 Avient 2026 Proxy Statement —Pages 10-21 https://www.avient.com/investors/governance
102-25	Conflicts of interest	Corporate Board Governance Avient Code of Conduct https://www.avient.com/investors/governance
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Board Governance Avient 2025 Annual Report —Form 10-K Pages 15-16 & 65 Avient 2026 Proxy Statement —Pages 27-31 https://www.avient.com/investors/governance
102-27	Collective knowledge of highest governance body	Corporate Board Governance Avient 2026 Proxy Statement —Pages 10-21
102-28	Evaluating the highest governance body's performance	Corporate Board Governance Avient 2026 Proxy Statement —Pages 33-37 https://www.avient.com/investors/governance

GRI Standard	Disclosure Title	2025 Report Disclosures
General Disclosures		
Governance		
102–29	Identifying and managing economic, environmental, and social impacts	Corporate Board Governance Environmental Health & Safety https://www.avient.com/investors/governance
102–30	Effectiveness of risk management processes	Corporate Board Governance Avient 2026 Proxy Statement —Pages 29–30 https://www.avient.com/investors/governance
102–31	Review of economic, environmental, and social topics	Corporate Board Governance Avient 2026 Proxy Statement —Pages 29–30 https://www.avient.com/investors/governance
102–32	Highest governance body's role in sustainability reporting	Corporate Board Governance Avient 2026 Proxy Statement —Pages 29–30 https://www.avient.com/investors/governance
102–33	Communicating critical concerns	Corporate Board Governance Avient 2026 Proxy Statement —Page 29–30 Avient Code of Conduct https://www.avient.com/investors/governance
102–34	Nature and total number of critical concerns	Corporate Board Governance Avient 2025 Annual Report —Form 10-K Pages 50–51
102–35	Remuneration Policies	Avient 2026 Proxy Statement —Pages 39–65
102–36	Process for determining remuneration	Avient 2026 Proxy Statement —Pages 39–65
102–37	Stakeholders' involvement in remuneration	Avient 2026 Proxy Statement —Pages 39–65
102–38	Annual total compensation ratio	Avient 2026 Proxy Statement —Pages 39–65
Stakeholder Engagement		
102–40	List of stakeholder groups	Engaging with Our Stakeholders
102–41	Collective bargaining agreements	Workforce Demographics
102–42	Identifying and selecting stakeholders	Engaging with Our Stakeholders
102–43	Approach to stakeholder engagement	Engaging with Our Stakeholders
102–44	Key topics and concerns raised	Engaging with Our Stakeholders
Reporting Practice		
102–45	Entities included in the consolidated financial statements	Avient 2025 Annual Report —Form 10-K Pages 2–3 We operate in two reportable segments: (1) Color, Additives and Inks and (2) Specialty Engineered Materials.
102–46	Defining report content and topic boundaries	The information in this report applies to Avient and all owned facilities, joint ventures, and operating companies globally within the reporting period, unless otherwise stated. In the case of our employees, all information pertain only to employees of Avient and its operating subsidiaries, unless otherwise noted. Environmental data covers all sites owned or operated by Avient in the reporting period.

GRI Standard	Disclosure Title	2025 Report Disclosures
General Disclosures		
Reporting Practice		
102-47	List of material topics	Occupational Safety & Health Training and Development Inclusion & Impact Product Stewardship Sourcing & Supply Chain Management Waste: Preventing, Minimizing, Eliminating Reducing Emissions Across Our Value Chain
102-48	Restatements of information	2025 Total Energy: 614,445MWh Planet Data and Metrics
102-49	Changes in reporting	No change
102-50	Reporting period	January 1, 2025 through December 31, 2025
102-51	Date of most recent report	Avient's 2025 Sustainability Report published on August 10, 2026. This is Avient's 8 th sustainability report.
102-52	Reporting cycle	At minimum, biennial
102-53	Contact point for questions regarding the report	https://www.avient.com/contact-us-now
102-54	Claims of reporting in accordance with the GRI standards	This report has been prepared in accordance with the GRI Standards: Core Option.
Economic Topic Disclosures		
GRI 201: Economic		
103-1, 2 and 3	Management approach—GRI 103	Avient 2025 Annual Report —Form 10-K Pages 18–19
201-1	Direct economic value generated and distributed	Avient 2025 Annual Report —Form 10-K Pages 19–22
201-2	Financial implications and other risks and opportunities due to climate change	Avient 2025 Annual Report —Form 10-K Pages 9–10 Governance Climate Change
201-3	Defined benefit plan obligations and other retirement plans	Avient 2025 Annual Report —Form 10-K Pages 24 & 40
GRI 205: Anti-Corruption		
103-1, 2 and 3	Management approach—GRI 103	The Highest Ethical Standards Avient Code of Conduct
205-1	Operations assessed for risks related to corruption	Sourcing & Supply Chain Management The Highest Ethical Standards Governance Avient Code of Conduct https://www.avient.com/investors/governance
205-2	Communication and training about anti-corruption policies and procedures	The Highest Ethical Standards Avient Code of Conduct https://www.avient.com/investors/governance
205-3	Confirmed incidents of corruption and actions taken	There were no incidents of corruption in 2025 The Highest Ethical Standards Avient Code of Conduct https://www.avient.com/investors/governance

GRI Standard	Disclosure Title	2025 Report Disclosures
Economic Topic Disclosures		
GRI 206: Anti-Competitive Behavior		
103–1, 2 and 3	Management approach—GRI 103	The Highest Ethical Standards Avient Code of Conduct
206–1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions were brought against Avient for anti-competitive behavior, anti-trust, or monopoly practices in 2025.
Environmental Topic Disclosures		
GRI 301: Materials		
301–1	Materials used by weight or volume	What We Do Avient 2025 Annual Report —Form 10-K Pages 2–3
301–2	Recycled input materials used	Enabling Sustainability for Our Customers
301–3	Reclaimed products and their packaging materials	Enabling Sustainability for Our Customers
GRI 302: Energy		
103–1, 2 and 3	Management approach—GRI 103	Protecting the Environment, Climate Change https://www.avient.com/company/sustainability/planet/environmental-stewardship
302–1	Energy consumption within the organization	Climate Change Planet Data and Metrics
302–2	Energy consumption outside of the organization	Climate Change Planet Data and Metrics
302–3	Energy intensity	Planet Data and Metrics Our energy intensity evaluates all energy usage within the organization.
302–4	Reduction of energy consumption	Climate Change Planet Data and Metrics
302–5	Reductions in energy requirements of products and services	Climate Change Planet Data and Metrics
GRI 303: Water and Effluents		
303–1	Interactions with water as a shared resource	Water Stewardship & Biodiversity https://www.avient.com/company/sustainability/planet/environmental-stewardship
303–3	Water withdrawal	Water Stewardship & Biodiversity Planet Data and Metrics
GRI 305: Emissions		
103–1, 2 and 3	Management approach—GRI 103	Protecting the Environment, Climate Change Planet Data and Metrics
305–1	Direct (Scope 1) GHG emissions	Climate Change Reducing Emissions Across Our Value Chain Planet Data and Metrics

GRI Standard	Disclosure Title	2025 Report Disclosures
Environmental Topic Disclosures		
GRI 305: Emissions		
305–2	Energy indirect (Scope 2) GHG emissions	Climate Change Reducing Emissions Across Our Value Chain Planet Data and Metrics
305–3	Other indirect (Scope 3) GHG emissions	Climate Change Reducing Emissions Across Our Value Chain Planet Data and Metrics
305–4	GHG emissions intensity	Climate Change Reducing Emissions Across Our Value Chain Planet Data and Metrics
305–5	Reduction of GHG emissions	Climate Change Reducing Emissions Across Our Value Chain Planet Data and Metrics
305–7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Conventional Air Emissions Planet Data and Metrics
GRI 306: Waste		
103–1, 2 and 3	Management approach—GRI 103	Waste: Preventing, Minimizing, Eliminating https://www.avient.com/company/sustainability/planet/environmental-stewardship
306–1	Waste generation and significant waste-related impacts	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
306–2	Management of significant waste-related impacts	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
306–3	Waste generated	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
306–4	Waste diverted from disposal	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
306–5	Waste directed to disposal	Waste: Preventing, Minimizing, Eliminating Planet Data and Metrics
GRI 307: Environmental Compliance		
103–1, 2 and 3	Management approach—GRI 103	Environmental Health & Safety Occupational Safety & Health Product Stewardship; Product Excellence; and Global Chemical Management Avient 2025 Annual Report—Form 10-K Pages 7–8 https://www.avient.com/company/sustainability/planet/environmental-stewardship
307–1	Non-compliance with environmental laws and regulations	Product Stewardship Avient 2025 Annual Report—Form 10-K Pages 6–7

GRI Standard	Disclosure Title	2025 Report Disclosures
Environmental Topic Disclosures		
GRI 308: Supplier Environmental Assessment		
103–1, 2 and 3	Management approach—GRI 103	Sourcing & Supply Chain Management , Product Stewardship , and Avient Supplier Code of Conduct
308–1	New suppliers that were screened using environmental criteria	Sourcing & Supply Chain Management
308–2	Negative environmental impacts in the supply chain and actions taken	Global Chemical Management Sourcing & Supply Chain Management
Social Topic Disclosures		
GRI 401: Employment		
103–1, 2 and 3	Management approach—GRI 103	Training & Development Inclusion & Impact
401–1	New employee hires and employee turnover	Workforce Demographics We hired 872 new employees in 2025.
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits Programs Becoming an Even Better Place to Work Avient 2025 Annual Report —Form 10-K Pages 5–6
401–3	Parental leave	Benefits Programs
GRI 403: Occupational Health & Safety		
103–1, 2 and 3	Management approach—GRI 103	Environmental Health & Safety Occupational Safety & Health Avient's Human Rights Policy https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–1	Occupational health and safety management system	Environmental Health & Safety Avient 2025 Annual Report —Form 10-K Pages 6–8 Occupational Safety & Health https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–2	Hazard identification, risk assessment, and incident investigation	Environmental Health & Safety https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–3	Occupational health services	Occupational Safety & Health
403–4	Worker participation, consultation, and communication on occupational health and safety	Environmental Health & Safety https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–5	Worker training on occupational health and safety	Environmental Health & Safety Training & Development
403–6	Promotion of worker health	Occupational Safety & Health Benefits Programs

GRI Standard	Disclosure Title	2025 Report Disclosures
Social Topic Disclosures		
GRI 403: Occupational Health & Safety		
403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental Health & Safety Product Stewardship Sourcing & Supply Chain Management Avient 2025 Annual Report —Form 10-K Pages 6–8 https://www.avient.com/company/sustainability/planet/environmental-stewardship
403–8	Workers covered by an occupational health and safety management system	Environmental Health & Safety Avient 2025 Annual Report —Form 10-K Pages 4–6
403–9	Work-related injuries	Environmental Health & Safety Avient 2025 Annual Report —Form 10-K Pages 6–8 People Data and Metrics
403–10	Work-related ill health	Environmental Health & Safety Avient 2025 Annual Report —Form 10-K Pages 6–8 People Data and Metrics
GRI 404: Training and Education		
103–1, 2 and 3	Management approach—GRI 103	Training & Development
404–1	Average hours of training per year per employee	Training & Development Each year, our employees complete over 100,000 hours of training through a variety of delivery methods, which focus on leadership development, safety, Lean Six Sigma concepts, technical and operational skills, customer-centric selling, sustainability, and ethics and compliance. In 2025, Avient employees received 21 hours of training on average.
404–2	Programs for upgrading employee skills and transition assistance programs	Training & Development
404–3	Percentage of employees receiving regular performance and career development reviews	Training & Development
GRI 405: Diversity and Equal Opportunity		
103–1, 2 and 3	Management approach—GRI 103	Inclusion & Impact
405–1	Diversity of governance bodies and employees	Inclusion & Impact Workforce Demographics
GRI 406: Non-discrimination		
103–1, 2 and 3	Management approach—GRI 103	Inclusion & Impact
406–1	Incidents of discrimination and corrective actions taken	Training and Development The Highest Ethical Standards Inclusion & Impact As outlined in our Code of Conduct , Avient has no tolerance for discrimination or harassment of any kind based on racial, religious, sexual or ethnic differences or on any other legally protected characteristics. Allegations of discrimination or harassment are promptly investigated, and appropriate corrective action is taken for any violations of this ethical standard.

GRI Standard	Disclosure Title	2025 Report Disclosures
Social Topic Disclosures		
GRI 407: Freedom of Association and Collective Bargaining		
103–1, 2 and 3	Management approach—GRI 103	Sourcing & Supply Chain Management Human Rights Avient's Human Rights Policy Avient's Supplier Code of Conduct Workforce Demographics
407–1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sourcing & Supply Chain Management Avient's Supplier Code of Conduct To our knowledge, within Avient's operations the right to freedom of association and collective bargaining continue to remain compliant with all statutory requirements. Suppliers are expected to comply with our Supplier Code of Conduct.
GRI 408: Child Labor		
408–1	Operations and suppliers at significant risk for incidents of child labor	Supplier Collaboration Sourcing & Supply Chain Management Human Rights To our knowledge, within Avient's operations there is no significant risk of child labor. Suppliers are expected to comply with our Supplier Code of Conduct.
GRI 409: Forced or Compulsory Labor		
103–1, 2 and 3	Management approach—GRI 103	Sourcing & Supply Chain Management Human Rights Avient’s Human Rights Policy Avient's Supplier Code of Conduct Avient Code of Conduct Workforce Demographics
409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sourcing & Supply Chain Management To our knowledge, within Avient's operations there is no significant risk of incidents of forced or compulsory labor. Suppliers are expected to comply with our Supplier Code of Conduct.
GRI 412: Human Rights Assessment		
412–2	Employee training on human rights policies or procedures	The Highest Ethical Standards
GRI 413: Local Communities		
413–1	Operations with local community engagement, impact assessments, and development programs	Community Service & Charitable Contributions
413–2	Operations with significant actual and potential negative impacts on local communities	Community Service & Charitable Contributions To our knowledge, within Avient's operations there are no significant actual or potential negative impacts on local communities.

GRI Standard	Disclosure Title	2025 Report Disclosures
Social Topic Disclosures		
GRI 414: Social Supplier Assessment		
103–1, 2 and 3	Management approach—GRI 103	Sourcing & Supply Chain Management
414–1	New suppliers that were screened using social criteria	Sourcing & Supply Chain Management
414–2	Negative social impacts in the supply chain and actions taken	Sourcing & Supply Chain Management
GRI 415: Public Policy		
415–1	Political contributions	Community Service & Charitable Contributions
GRI 416: Customer Health and Safety		
103–1, 2 and 3	Management approach—GRI 103	Product Stewardship
416–1	Assessment of the health and safety impacts of product and service categories	Product Stewardship
416–2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Stewardship Avient 2025 Annual Report —Form 10-K Pages 6–7
GRI 417: Marketing and Labeling		
103–1, 2 and 3	Management approach—GRI 103	Product Stewardship
417–1	Requirements for product and service information and labeling	Product Stewardship
417–2	Incidents of non-compliance concerning product and service information and labeling	Product Stewardship
417–3	Incidents of non-compliance concerning marketing communications	Product Stewardship
GRI 418: Customer Privacy		
103–1, 2 and 3	Management approach—GRI 103	Governance Avient Corporation Privacy Statement
418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been zero substantiated complaints concerning breaches of customer privacy and losses of customer data for this reporting period.
GRI 419: Socio Economic Compliance		
419–1	Non-compliance with laws and regulations in the social and economic area	To our knowledge, within Avient's operations, there is material compliance with all applicable laws and regulations in the social and economic areas. Avient 2025 Annual Report —Form 10-K

Sustainability Accounting Standards Board (SASB) Chemicals Standard Index

Accounting or Activity Metric	Code	2025 Report Disclosures	Source
Greenhouse Gas Emissions			
Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	Scope 1: 39,206 MT CO2e	Planet Data and Metrics
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	By 2030, Avient will reduce Scope 1 & 2 greenhouse gas (GHG) emissions by 55% with 2019 as a baseline and achieve operational carbon neutrality by 2050.	2030 Sustainability Goals Climate Change
Air Quality			
Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	1. NOx: 12.27 MT 2. SOx: 0.17 MT 3. VOCs: 775.37 MT 4. HAPs: 8.40 MT	Planet Data and Metrics
Energy Management			
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	1. Total energy: 2,212,002 GJ 2. % Grid electricity: 76% 3. % Renewable electricity: 61% 4. Total self-generated: 12,232 GJ	Planet Data and Metrics
Water Management			
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	1. Total water withdrawn: 1,706 (1000m³) 2. Percentage of total water withdrawn and consumed from regions of high water stress: 43%	Planet Data and Metrics
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	Total Water-Related Number of Violations: 0	Planet Data and Metrics
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	While water management is a critical and highly-influential topic in some industrial sectors, Avient’s operations are not water intensive. Normal manufacturing processes are “dry” and water use is limited to sanitary applications with closed-loop recycling dominating our process cooling. Further, the vast majority of Avient sites are generally comparably smaller scale and located in urban or suburban areas. As such, we manage both water and biodiversity responsibly, and in accordance with applicable laws, but these topics do not reach the threshold of materiality compared with other operational areas.	Water Stewardship & Biodiversity
Hazardous Waste Management			
Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	Total Hazardous Waste: 6,642 MT Total Waste Recycled/Beneficially reused: 69.37%	Planet Data and Metrics

Accounting or Activity Metric	Code	2025 Report Disclosures	Source
Community Relations			
Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Our internal team of business and functional leaders and their teams at all levels of the organization assess and identify key topics for our stakeholders on an ongoing basis to ensure our channels of engagement support ongoing collaboration. More specifically, we engage with local communities to address identified topics, including sustainability, emergency preparedness, safety and environmental protection, and employment opportunities. To ensure a positive relationship, we engage in a number of different ways, such as site management touchpoints with community leaders, employee community service, and our Chamber of Commerce and other memberships. Our process includes a focus on equal opportunity and respect for all people regardless of religious beliefs, age, race, gender, or sexual orientation, as fully explained in Avient’s Code of Conduct and Human Rights Policy. This also includes being a passionate steward of our natural resources for the long-term health and vitality of our planet. Through continuous collaboration with local communities, we manage the risks and opportunities associated in the areas where we conduct business.	
Workforce Health & Safety			
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	1. TRIR for Direct Employees: 0.61 2. TRIR for Contractors: 0 3. Fatality rate for contractors and direct employees is both 0.00	People Data and Metrics
Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Avient’s EH&S Management System (EH&S MS) is managed by its Corporate Environmental, Health, Safety and Product Stewardship Department, and degreed technical experts employed in all regions and businesses. Avient’s Vice President of EH&S and SVP of Global Operations and Process Improvement are responsible for reporting to the Innovation & Sustainability Committee of the Board of Directors. The foundation of our Management Approach to EH&S is rooted in ACC Responsible Care®. We established a comprehensive EH&S MS to systemically identify and address any risks. Avient’s EH&S MS is externally certified and based on the American Chemistry Council’s Responsible Care Management System (RCMS) Standard, which incorporates the principle of continuous improvement. It applies to all Avient sites and our contractors globally.	Environmental Health & Safety
Product Design for Use-phase Efficiency			
Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	This metric was omitted due to lack of applicability.	
Safety & Environmental Stewardship of Chemicals			
(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	1. <5% of 2025 revenue was from products classified as GHS category 1, or 2. While most products are not classified as hazardous for transport, Avient applies rigorous risk assessment processes to all hazardous materials.	Product Stewardship

Accounting or Activity Metric	Code	2025 Report Disclosures	Source
Safety & Environmental Stewardship of Chemicals			
Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	As part of the management and monitoring of Global Chemical Control Laws, the Product Stewardship team continuously monitors regulatory lists that identify hazardous substances of concern and compares the substance lists published by the authorities to our product portfolio. Our team utilizes digital tools, which enable us to identify any substances coming under review as soon as possible and take appropriate action. This includes working with suppliers and other departments within Avient to identify suitable alternatives and drive innovation toward more sustainable solutions. Such lists include the REACH Substances of Very High Concern (SVHC) candidate list, the U.S. TSCA Active Inventory, IARC carcinogenicity classifications, and California Proposition 65 listings, among others. We update Poison Center notifications associated with our European portfolio and monitor risk assessments associated with the U.S. Environmental Protection Agency’s (EPA) Toxic Substances Control Act (TSCA) inventory reset rule. We continue to actively monitor the developing regulatory activities at state, national and global levels with respect to per- and polyfluoroalkyl substances (PFAS). PFAS covers thousands of different substances and definitions of PFAS differ across organizations, states, and countries. Under the broad definition, PFAS includes fluoropolymers which are large, stable, inert polymeric molecules. Polymeric, high molecular weight fluoropolymers are generally considered too large to cross biological membranes, based on current scientific understanding. Avient currently purchases and uses a small quantity of fluoropolymers and PFAS- containing additives as raw materials which represent less than 3% of our global product portfolio. Avient does not use perfluorooctanoic acid (PFOA) or perfluorooctane sulfonic acid (PFOS) in its product formulations.	Global Chemical Management Product Stewardship
Genetically Modified Organisms			
Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	This metric was omitted due to lack of applicability.	
Management of the Legal & Regulatory Environment			
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Avient does not fund political parties or members of government. In the United States, employees at Avient have made use of their right to establish a Political Action Committee (PAC), which is a voluntary, federally registered employee association that collects donations for political purposes and decides how these are used, in accordance with U.S. law.	Governance The Highest Ethical Standards
Operational Safety, Emergency Preparedness & Response			
Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	1. PSIC: 0 2. PSTIR: 0.00 3. PSISR: 0.00	People Data and Metrics
Number of transport incidents	RT-CH-540a.2	Number of Transport Incidents: 0	People Data and Metrics
Activity Metric			
Production by reportable segment	RT-CH-000.A	Geography: 32.6% US/Canada, 34.7% EMEA, 23.4% Asia, 9.18% Latin America End Market: 23% Packaging, 18% Consumer, 14% Industrial, 11% Transportation, 10% Building and Construction, 9% Healthcare, 8% Defense, 4% Energy, 3% Telecommunications Part of this metric was omitted due to lack of availability (production, in units, per reportable segment)	Who We Are What We Do

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

Recommended Disclosure	2025 Report Disclosures
Governance	
Describe the board’s oversight of climate-related risks and opportunities	Corporate Board Governance Climate Change Avient 2026 Proxy Statement —Pages 29–30, 33 2025 CDP Climate Change Response —4.1.1, 4.1.2
Describe management’s role in assessing and managing climate-related risks and opportunities	Environmental Health & Safety Climate Change 2025 CDP Climate Change Response —4.3, 4.3.1
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	2025 CDP Climate Change Response —3.1.1, 3.6, 3.6.1
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	2025 CDP Climate Change Response —3.1.1, 3.6, 3.6.1
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	2025 CDP Climate Change Response —3.5.4, 3.6, 3.6.1
Risk Management	
Describe the organization’s processes for identifying and assessing climate-related risks	Climate Change 2025 CDP Climate Change Response —C2.2–2.27
Describe the organization’s processes for managing climate-related risks	Climate Change 2025 CDP Climate Change Response —C2.2–2.27
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	Climate Change 2025 CDP Climate Change Response —C2.2–2.27
Metrics & Targets	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Climate Change 2030 Sustainability Goals & Progress
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	People Data & Metrics Planet Data & Metrics Climate Change 2025 CDP Climate Change Response —7.5–7.8
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	People Data & Metrics Planet Data & Metrics 2030 Sustainability Goals & Progress 2025 CDP Climate Change Response —7.54–7.54.2

Reconciliation of Non-GAAP Financial Measures (Unaudited)

(Dollars in millions, except for per share data)

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

Reconciliation to Condensed Consolidated Statements of Income	Year Ended December 31,			
	2025		2024	
	\$	EPS ⁽¹⁾	\$	EPS ⁽¹⁾
Net income from continuing operations attributable to Avient shareholders	\$ 81.9	\$ 0.89	\$ 169.5	\$ 1.84
Special items, after-tax	116.4	1.27	15.9	0.17
Amortization expense, after-tax	60.7	0.66	59.5	0.65
Adjusted net income / EPS	<u>\$ 259.0</u>	<u>\$ 2.82</u>	<u>\$ 244.9</u>	<u>\$ 2.66</u>

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

Reconciliation to EBITDA and Adjusted EBITDA:	Year Ended December 31,	
	2025	2024
Sales	\$ 3,260.2	\$ 3,240.4
Net income from continuing operations – GAAP	\$ 83.6	\$ 170.7
Income tax expense	28.1	54.1
Interest expense	98.6	105.6
Depreciation and amortization from continuing operations	185.9	179.7
EBITDA from continuing operations	<u>\$ 396.2</u>	<u>\$ 510.1</u>
Special items, before tax	152.2	20.1
Interest expense included in special items	(2.0)	(2.3)
Depreciation and amortization included in special items	(1.8)	(1.5)
Adjusted EBITDA	<u>\$ 544.6</u>	<u>\$ 526.4</u>
Adjusted EBITDA as a percent of sales	16.7 %	16.2 %



2025 Sustainability Report

Stay up to date on our progress.

Visit our Sustainability page for the latest data and information.

LEARN MORE

Avient Sustainability

This report contains forward-looking statements. Forward-looking statements give current expectation or forecasts of future events and are not guarantees of future performance. They are based on management's expectation and involve a number of business risks and uncertainties, any of which could cause actual results to differ materially from those expressed in, or implied by, the forward-looking statement. Some of these risks and uncertainties can be found in the company's filings with the Securities and Exchange Commission. While Avient believes all information in this report is accurate, such information is provided without any warranty or guarantee and shall establish no legal duty on the part of Avient, its subsidiaries and affiliates. Sustainability metrics represent 2025 data or 12-month approximate values based on available data from reporting facilities and are often made in reliance on third-party supplier information.



AVIENT.COM