

Chemistries developed every day at AdvanSix support the growing food requirements of the world's population.



It all starts with...
chemistry that sustains the world.

Sustainability 2023

ADVANSIX
Good chemistry.

Message from the CEO



Dear Stakeholders:

Foundationally, AdvanSix has roots in two great scientific triumphs in the 20th century: the Haber-Bosch process that transformed agriculture; and chemical polymerization, the formation of polymeric chains or three-dimensional networks of monomers, which can be utilized in various end applications. We continue to proudly build off that foundation of innovation, leveraging the

power of good chemistry to change and sustain the world.

Over the last year, we launched the newly refreshed AdvanSix brand, clearly articulating our place in the industry as a diversified chemistry company. The brand has served as a galvanizing point in engaging our employees and has presented us with new opportunities to go to the market in a clearly articulated and compelling way.

As a diversified chemistry company, we recognize that the critical role we play in global supply chains underscores our responsibility to drive a more sustainable future in our own products and operations as well as the value chain. In recognition of this, I am proud to share our 2023 Sustainability Report.

This report demonstrates our commitment to integrating sustainability into our overall corporate strategy, continuously improving our environmental, social and governance performance and, notably, continuing to serve our key stakeholders as a responsible corporate citizen. At AdvanSix, it all starts with essential chemistries that make an impact on the world. Over the course of 2023, we were honored for continued progress of our sustainability initiatives—a compelling recognition of our teams' commitment to corporate social responsibility. These include, among others highlighted in the report:

- Our third consecutive Platinum rating by EcoVadis, an independent corporate social responsibility assessment agency, putting the company in the top one percent of all companies assessed.
- 2023 Public Company Board of the Year awarded by the New Jersey Chapter of the National Association of Corporate Directors.
- American Institute of Chemical Engineers (AIChE) recognition for societal contributions, commitment to operational excellence and an outstanding record of gender diversity in leadership and championing an inclusive workforce.
- Newsweek's one of America's Most Responsible Companies 2024
- Executive Women of New Jersey recognition for achieving 35 percent or more women in senior governance roles.

In addition, we continued to progress our commitments to meet increased customer needs for more sustainable solutions. To help feed the world, we've launched our SUSTAIN (Sustainable U.S. Sulfate to Accelerate Increased Nutrition) program, a series of projects targeting expansion of our granular ammonium sulfate production by approximately 200,000 tons per year with no increases in net energy consumption or emissions. We also introduced our new nylon offering with 100 percent post-consumer recycled content, which enables our customers to accelerate progress in meeting their sustainability goals.

I invite you to learn more about our commitments and our progress within this report. While we take pride in our long legacy of success and track record of serving as a trusted partner for our customers, we recognize that sustainability is an ongoing commitment that requires continued transformation. We will continue to build upon the history of innovation set over 100 years ago to meet our commitments to support a more sustainable future.

A handwritten signature in black ink that reads "Erin Kane".

ERIN KANE
President and CEO
AdvanSix



ERIN KANE

President and CEO
Headquarters AdvanSix

JAMIE H.

Manufacturing Leader
Chesterfield AdvanSix

HENRY B.

Plant Manager
Chesterfield AdvanSix

Forward Looking Statements

This report contains certain statements that may be deemed “forward-looking statements” within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. All statements, other than statements of historical fact, that address activities, events or developments that our management intends, expects, projects, believes or anticipates will or may occur in the future are forward-looking statements. Forward-looking statements may be identified by words such as “expect,” “anticipate,” “estimate,” “outlook,” “project,” “strategy,” “intend,” “plan,” “target,” “goal,” “may,” “will,” “should” and “believe” and other variations or similar terminology and expressions. Although we believe forward-looking statements are based upon reasonable assumptions, such statements involve known and unknown risks, uncertainties and other factors, many of which are beyond our control and difficult to predict, which may cause the actual results or performance of the Company to be materially different from any future results or performance expressed or implied by such forward-looking statements. Such risks and uncertainties include, but are not limited to: general economic and financial conditions in the U.S. and globally; the potential effects of inflationary pressures, labor market shortages and supply chain issues; instability or volatility in financial markets or other unfavorable economic or business conditions caused by geopolitical concerns, including as a result of the conflict between Russia and Ukraine, the conflict in Israel and Gaza, and the possible expansion of such conflicts; the effect of the foregoing on our customers’ demand for our products and our suppliers’ ability to manufacture and deliver our raw materials, including implications of reduced refinery utilization in the U.S.; our ability to sell and provide our goods and services; the ability of our customers to pay for our products; any closures of our and our customers’ offices and facilities; risks associated with increased phishing, compromised business emails and other cybersecurity attacks, data privacy incidents and disruptions to our technology infrastructure; risks associated with operating with a reduced workforce; risks associated with our indebtedness including compliance with financial and restrictive covenants, and our ability to access capital on reasonable terms, at a reasonable cost, or at all, due to economic conditions or otherwise; the impact of scheduled turnarounds and significant unplanned downtime and interruptions of production or logistics operations as a result of mechanical issues or other unanticipated events such as fires, severe weather conditions, natural disasters, pandemics and geopolitical conflicts and related events; price fluctuations, cost increases and supply of raw materials; our operations and growth projects requiring substantial capital; growth rates and cyclicalities of the industries we serve including global changes in supply and demand; failure to develop and commercialize new products or technologies; loss of significant customer relationships; adverse trade and tax policies; extensive environmental, health and safety laws that apply to our operations; hazards associated with chemical manufacturing, storage and transportation; litigation associated with chemical manufacturing and our business operations generally; inability to acquire and integrate businesses, assets, products or technologies; protection of our intellectual property and proprietary information; prolonged work stoppages as a result of labor difficulties or otherwise; failure to maintain effective internal controls; our ability to declare and pay quarterly cash dividends and the amounts and timing of any future dividends; our ability to repurchase our common stock and the amount and timing of any future repurchases; disruptions in supply chain, transportation and logistics; potential for uncertainty regarding qualification for tax treatment of our spin-off; fluctuations in our stock price; and changes in laws or regulations applicable to our business. You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this report. Such forward-looking statements are not guarantees of future performance, and actual results, developments and business decisions may differ from those envisaged by such forward-looking statements. We identify the principal risks and uncertainties that affect our performance in our filings with the Securities and Exchange Commission (SEC), including the risk factors in Part 1, Item 1A of our Annual Report on Form 10-K for the year ended December 31, 2023, as updated in subsequent reports filed with the SEC.

JONI D.

Customer Experience Specialist,
Plant Nutrients
Hopewell AdvanSix

CORNELIUS W.

First Line Supervisor
Hopewell AdvanSix

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JERRY G.
Workforce Development
Management
Frankford AdvanSix

DUSTIN S.
Technical & Value Stream
Integration Manager
Frankford AdvanSix

It all starts with...AdvanSix.

As a diversified chemistry company rooted in a rich history that began in 1884, AdvanSix creates essential chemistries that empower our global customers to craft a wide spectrum of products. With five strategically located manufacturing facilities in the U.S., our operations are pivotal in the global supply chain to supply key products for diverse end markets and applications that impact everyday lives. From enhancing food nutrition that sustains populations to developing packaging solutions that prolong food freshness, to producing vibrant paint additives that beautify spaces to crafting nylon in soft, durable carpet for everyday comfort—it all starts with the chemistries produced every day at AdvanSix.

Our Locations

ADVANSIX HEADQUARTERS
Parsippany, NJ

BUCKS
Axis, AL

CHESTERFIELD
Chester, VA

FRANKFORD
Philadelphia, PA

HOPEWELL
Hopewell, VA

PORTSMOUTH
Portsmouth, VA

Key Stats



~1,450
Number of Employees



400+
Number of Customers Globally



50
Number of Countries Served

At Our Core



Leadership and Evolution

Tracing its origins to the pioneering days of the chemical industry, AdvanSix has evolved through decades to best serve the developing needs of its customers. From its early days at the Frankford, Pennsylvania, facility, renowned for its production of coal chemicals, to groundbreaking developments in ammonia production and nylon synthesis at its Virginia locations, AdvanSix has consistently evolved to meet the growing needs for chemical manufacturing. These historical milestones highlight our deep-rooted commitment to advancing chemistry in ways that benefit industries, communities and the environment globally.

Corporate Governance at Our Core

Our robust governance framework ensures that AdvanSix upholds a culture steeped in integrity, compliance and operational excellence.

Our seasoned Board of Directors is instrumental in directing our Environmental, Social and Governance (ESG) initiatives. This leadership supports our corporate social responsibility planning and the ESG targets we set for ourselves. Our commitment to responsible practices and sustainable growth is unwavering, reinforcing the focus on safe, stable and sustainable operations as well as continuous improvement that has defined our journey since the company's inception.

A Foundation of Integrity and Transparent Leadership

At AdvanSix, our foundational commitment to integrity and transparency is critical to delivering exceptional outcomes and advancing our strategic goals. Trust is central to our operations, fueling all processes and enabling our leadership to cultivate an environment where every member of our team can play a role in driving the right outcomes.



2023 Company Highlights

In 2023, AdvanSix achieved numerous milestones that underscored our commitment to innovation, sustainability and excellence. These achievements, driven by our dedicated employees, include industry recognitions, product innovations and meaningful financial returns to shareholders.

Through-Cycle Profitability

Performance & Cost-Advantaged Business Model
Supported higher-through cycle profitability illustrating the value and resilience of our diversified chemistry company

Disciplined Capital Deployment

Focus on Shareholder Value
Returned \$63M return of Cash to shareholders in 2023 while maintaining a strong balance sheet and prudent leverage ratios



Executive Women of New Jersey Honoree
For achieving 35 percent or more women in senior governance roles



2023 Public Company Board of the Year
Awarded by the New Jersey chapter of the National Association of Corporate Directors

SUSTAIN

Sustainable U.S. Sulfate to Accelerate Increased Nutrition (SUSTAIN)
Program launched a multi-year investment to expand granular ammonium sulfate production

Recycled Nylon

100 percent Post-Consumer Recycled Content Nylon
Introduced to help customers reach their sustainability goals



Virginia Manufacturing Cup Winner
For the coolest things made in Virginia



2023 EcoVadis Platinum Rating
For corporate social responsibility placing AdvanSix in the top one percent of all companies assessed

Industries & Products

Every day, AdvanSix employees create chemistries that turn possibilities into solutions. Together with our customers, we touch the lives of millions around the world, in ways both big and small.

Products

Nylon Solutions

AdvanSix nylon solutions make it possible for our customers to create a variety of products, from plush carpet fiber and ergonomic home office furniture to durable packaging to fast, fuel-efficient cars.

Plant Nutrients

We're agriscience leaders, continually researching to enable improved solutions that help farmers grow food to feed people around the world.

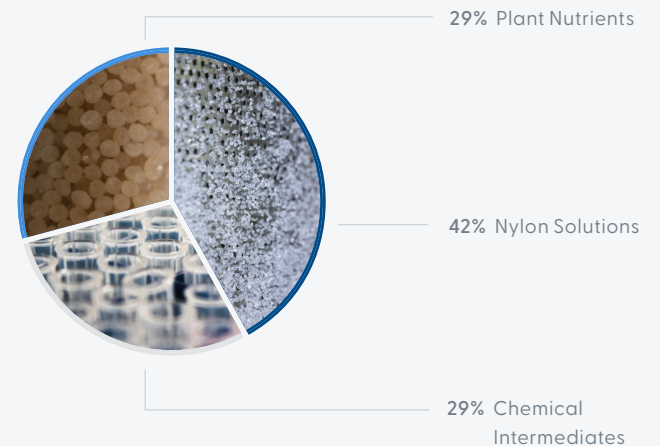
Chemical Intermediates

Customers rely on AdvanSix to provide a wide range of chemical intermediates to create products for a variety of end markets, from building and construction to coatings to healthcare.

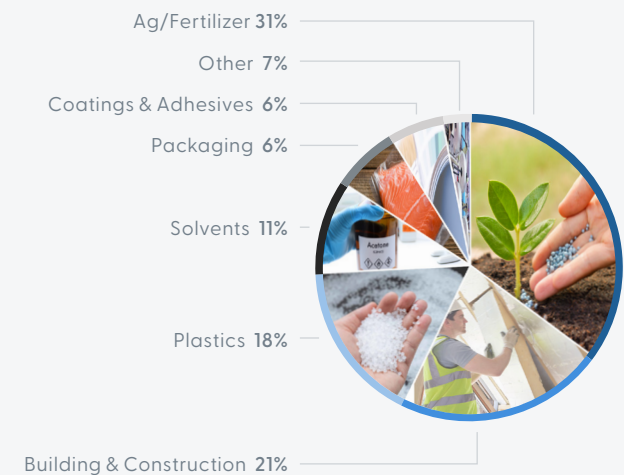
KEY INDUSTRIES

- Adhesives & Sealants
- Agriculture & Feed
- Automotive & Transportation
- Building & Construction
- Consumer Goods
- Electrical & Electronics
- Food & Nutrition
- Healthcare & Pharma
- Industrial
- Paints & Coatings
- Personal Care
- Packaging
- Printing

SALES BY PRODUCT LINE



SALES BY END MARKET



Advancing Sustainability at AdvanSix

At AdvanSix, our enduring legacy and commitment to operational excellence are exemplified by our adherence to the American Chemistry Council (ACC) Responsible Care® Guiding Principles. These principles form the cornerstone of our sustainability initiatives, underscoring our dedication to safety, environmental stewardship and health.

We weave corporate social responsibility and sustainability into every facet of our corporate strategy and value creation roadmap, focusing on reinforcing our values and culture, ensuring safe, stable and sustainable operations, boosting lifecycle profitability, augmenting portfolio resilience and exercising disciplined capital management. Our holistic approach also extends to the broader industry, organizational partnerships and community groups we support.

Future-Focused Sustainability Efforts

AdvanSix is dedicated to shaping a sustainable future through significant reductions in greenhouse gas (GHG) emissions. We are assessing a comprehensive roadmap that outlines our strategies for cutting emissions, particularly nitrogen oxides (NO_x) and nitrous oxide (N₂O), which constitute a significant portion of our environmental footprint. As our engineering assessments and timelines for implementing abatement technologies are established, we intend to announce revised goals aimed at minimizing our climate impact. Furthermore, we are committed to refining our existing objectives and setting new targets related to water conservation, community engagement and sustainable supply chain practices.

Our Key Priorities

OUR PEOPLE

Safety & Security

Achieve safety performance that ranks in the top quartile of American Chemistry Council small/medium member companies on our path to our ultimate goal of zero incidents.

Equity, Diversity & Inclusion

Substantially increase diverse representation among our employees by 2030.

Community Engagement

Make a positive impact in our communities through community advisory groups, educational partnerships, outreach and support initiatives.

MATERIAL IMPACT

Regulatory Compliance

Achieve zero environmental incidents and zero reportable events.

Climate

Attain no net increase in greenhouse gas emissions.

Water

Realize no net increase in water usage and zero pellet loss to the environment.

THINKING BEYOND

Product Offerings

100 percent product regulatory compliance.

Supply Chain

Driving supplier assessments and performance improvements consistent with our commitments to Together for Sustainability, a global, procurement driven initiative.

ERIC C.
JOSH B.
JAYBEE G.
BRANDI K.
REY P.
KELLY S.

Frankford AdvanSix



It all starts with...
our people.



CHARLES B.
Hopewell AdvanSix

OUR PEOPLE

Cultivating a People-Focused Culture at AdvanSix

At AdvanSix, our employees are not just part of our success; they are at its core. United in our people-focused culture, we are dedicated to performing and delivering the right outcomes for our customers daily. This commitment to our people transcends the boundaries of our operations and extends deep into the heart of the communities where we make our mark.

Motivated by a collective ambition to drive meaningful change, our diverse AdvanSix team is empowered to believe in their potential and the endless possibilities we can achieve together.

Elevating Our Culture of Recognition & Achievement

We cultivate an environment where every employee is valued, as each employee's contributions is critical to the success of the enterprise. Recognizing and celebrating outstanding efforts across all levels of our organization is fundamental, as peer-to-peer and leadership accolades play a key role in our acknowledgment strategy. Our employee town halls, both at a site and enterprise level, serve as an interactive platform where significant team projects and individual achievements are spotlighted quarterly. In the past year, we proudly recognized the contributions of over 800 employees, celebrating their dedication and impact.

EMBODYING OUR CORE VALUES DAILY



Living by our core values—safety, integrity, accountability and respect—is at the heart of everything we do. These guiding principles shape our interactions and influence our global impact, both large and small. We believe in the transformative power of good chemistry, which enables collaboration and innovation. This collaboration strengthens not just our operations but also the communities around us.



AdvanSix deeply values colleagues who drive outcomes and help achieve strategic goals. The esteemed AdvanSix President's Award, established in 2017, continues to be recognition for those who exemplify our values and lead by example. The winners have demonstrated outstanding performance, driven operational enhancements, fostered innovation and maintained a focus on customer satisfaction, reinforcing a high standard of excellence that is the model of the AdvanSix leader.

OUR PEOPLE

President's Award Winners

JANEEN LAWLOR

Vice President of Communications

What project or initiative are you most proud of during your AdvanSix career?

Launching the AdvanSix brand! Helping to tell our full company story is an incredible honor. But what makes me really proud is how we have told the story of AdvanSix through the lens of our teammates who are so committed every day towards making a difference in the lives of our customers, our communities and the broader world. It all starts with the people of AdvanSix, and I am proud to have the opportunity to share their stories.

What's your life motto?

I have to go back to basics as a Star Wars nerd; "Do or do not. There is no try." Life is what you make it. And life can be hard. But you just keep going, keep pushing and find the path forward. It's there, if you look hard enough. And if it's not there, you forge the path yourself.

What does it all start with for you?

My daughter. I work hard to build a good life for her and to inspire her. One of my favorite days of the year is Take Your Kids to Work Day, because I love giving her the chance to see what a career in STEM could look like. Right now, her stated career goals include scientist, ballerina princess and CEO. All options are on the table!

JACLYN ROSAMILIA

Director Total Rewards

What attracted you to your role?

In my prior position, I was in a role where my job was driven exclusively by numbers and analytics. The human part of Human Resources was missing, and I knew I needed to make a change. AdvanSix and the HR leadership offered me a very special opportunity to shape the Total Rewards space in a way that I truly believed would serve our employees best—providing meaningful support to our teammates and their loved ones when it mattered most.

What does good chemistry mean to you?

Good chemistry means a delicate balance that creates something wholly unique. Like a good recipe, you sometimes don't know how to put your finger on it until you get a taste of something special. That's what AdvanSix represents. So many people from all walks of life doing their part to contribute to a greater goal.

What does it all start with for you?

Our employees. Hands down. Every day I have a very unique opportunity to make someone's life a little easier. I never take that responsibility for granted. I'm lucky to serve this group of individuals and never want to let them down. It all starts AND ends with them.

BILL SALOT

Reliability Engineering Fellow
Hopewell AdvanSix



“No one epitomizes our values and our culture more than Bill Salot.”

ERIN KANE

President and CEO
AdvanSix



Learn more about
Bill Salot's influence
at AdvanSix.

OUR PEOPLE

Bill Salot: A Legacy of Lifelong Learning and Commitment at AdvanSix

Celebrating an incredible 70 years at AdvanSix, Bill Salot's enduring presence at our Hopewell plant not only marks a milestone of longevity; but also highlights his profound dedication to growth, learning and excellence. At 93 years old, Bill's career has spanned 13 U.S. presidencies, from Eisenhower to Biden, yet his enthusiasm for his role as a senior reliability engineer is as strong as ever.

A native of Detroit and a child of the Great Depression, Bill's journey to AdvanSix began shortly after his service in the Army, which coincided with the Korean Conflict. With no job but a newly minted degree and a fiancé by his side, Bill approached the Hopewell plant in 1953, where he was quickly hired. His early years at the company saw him building both a home and a family, eventually finding his niche under the mentorship of Herman Wintzer, a manager known for his technical expertise.

Renowned for his insatiable curiosity and passion for problem-solving, Bill is a pillar of wisdom and mentorship within AdvanSix. His name adorns the Learning Center on-site, a hub where employees can enhance their skills and knowledge—a testament to Bill's commitment to education and continuous improvement. Bill's approach to work is guided by the belief that joy and

fun are central to a successful career. His personal philosophy, which he shares with younger colleagues, reflects this ethos:

“Learn early whether you are meant to be a leader (manager) or a follower (specialist), to realize one is not better than the other and to not try to be what you are not. If you do not learn something every day, you are not doing your job. Don't seek success, strive for understanding. Don't just get by, add value. Don't just achieve goals, exceed expectations. Don't withhold evidence, be transparent. Don't cover up mistakes, learn from them. Don't do it alone, get help.”

BILL SALOT

Despite the inevitable technological changes that have transformed the industry over the decades, Bill remains a dedicated advocate for lifelong learning and an active participant in the ongoing evolution of engineering practices.

Bill Salot's remarkable journey at AdvanSix continues to inspire everyone at the company, demonstrating that dedication, curiosity and a love for learning are the true foundations of a fulfilling and impactful career.



ANA M.

Sr. Director HS&E
Headquarters AdvanSix

CHRIS V.

Plant Manager
Bucks AdvanSix

PAUL S.

VP & Business Director, CI
Headquarters AdvanSix

ELEVATING SAFETY EXCELLENCE

In recognition of its outstanding safety record, our Bucks, Alabama, facility was honored with the esteemed AdvanSix Safety Excellence Award. As of 2024, the facility has achieved an impressive milestone of two years without a recordable injury among employees and contractors, exemplifying our commitment to maintaining safe, stable and sustainable operations.

The Bucks team embodies our philosophy of “Living Safety” every day. They conduct thorough risk assessments for non-routine activities to identify potential hazards and implement necessary safeguards. This multidisciplinary approach involves Operations, Maintenance and Engineering teams collaboratively developing action plans and refining hazard mitigation strategies. By placing safety at the forefront of its values, the Bucks facility showcases the profound impact of a proactive safety culture and an ownership mindset in fostering a zero-incident environment.

OUR PEOPLE

It all starts with...Living Safety.

Core Commitment to Safety at AdvanSix

Safety is at the core of our four enterprise values at AdvanSix, guiding our operations with a zero-incident goal across personal safety, process safety and environmental domains. Our commitment is rooted in our CARE philosophy—Courage to Act, Respond and Engage—infusing proactive safety practices into every aspect of our operations.



Responsible Care® and Continuous Improvement

As a Responsible Care® company certified by the American Chemistry Council (ACC), we implement a rigorous HS&E management system that not only meets but exceeds governance and compliance standards. This system includes comprehensive procedures, clearly defined responsibilities and adherence to the ACC Responsible Care® 14001 Technical Specification. We actively integrate HS&E issue identification and

prioritization into our annual operating plans, promoting proactive management and ongoing improvement.

Our commitment to safety excellence was highlighted during the recent recertification of three manufacturing sites and our corporate headquarters, which demonstrated exceptional performance with zero findings of nonconformances. This achievement underscores our dedication to maintaining the highest standards of HS&E practices and our ongoing efforts to enhance safety and sustainability.

Living Safely Through Care

In line with the ACC Responsible Care® Guiding Principles, our Process Safety Management (PSM) program is critical in managing safety risks. This program enhances hazard understanding, facilitates change management and supports maintenance of safety critical systems, including emergency response planning. Through our commitment to top-tier PSM, we ensure safe operations, protect communities and pursue our zero-incident vision.

OUR PEOPLE

Safety Week 2023: Reinforcing our Commitment to Living Safety

Spencer Beach: A Story of Resilience and Courage

A highlight of AdvanSix Safety Week was a keynote address delivered by burn survivor and motivational speaker, Spencer Beach. Spencer spent time at our three largest manufacturing sites sharing his personal story about how his life changed with a “whistle and bang” due to the repercussions of not taking safety seriously at work.

Spencer Beach’s life changed in an instant when a routine day at work turned into a fight for survival. A sudden flash fire engulfed him, leaving him with third and fourth-degree burns over 90 percent of his body.

Before the fire, Spencer was a third-generation craftsman. After the accident he was deemed 100 percent disabled and unable to ever work again, but he did.

Through determination and with support of his family and friends,

Learn more about Spencer at spencerspeaks.ca

Spencer found a path sharing his life story and experiences with the world.

He focuses his efforts on bringing hope and inspiration to others and sharing his story so that others can

“When leadership promotes safety, it isn’t just about policy—it’s a commitment to protecting lives.”

SPENCER BEACH



learn lessons they can take in their daily lives. Spencer strives to help others improve their view and beliefs toward safety and we were honored to have him as a guest speaker for AdvanSix Safety Week.

DALE V.
Health and Safety Manager
Frankford AdvanSix

JAYBEE G.
Safety Specialist
Frankford AdvanSix

SPENCER BEACH



Safety Week 2023 was launched to drive employee awareness, engagement and ownership of our collective safety responsibilities. Held from June 26-30, 2023, the week emphasized the vital role that safety plays not only in our operations but in protecting the families and communities we serve.

Under the theme “It all starts with...Living Safety,” the week’s activities reinforced the message that “Living Safety” is a journey that requires continuous commitment and teamwork. By connecting our employees with real-life stories and practical insights, Safety Week 2023 set a robust foundation for our ongoing commitment to achieving and sustaining zero-incident performance across all our operations with a focus on continuous improvement. Health, safety and environmental performance are not just regulatory requirements at AdvanSix—they are integral to our license to operate and are deeply embedded in our core values.

OUR PEOPLE

Safety in Action



Empowering Safety With the STOP Process

A key aspect of our CARE (Courage to Act, Respond and Engage) philosophy is the empowerment given to every AdvanSix employee and contractor through our STOP Process. This authority ensures that anyone within the organization can pause any task or operation the moment an unsafe condition or behavior is identified. STOP is not just a tool but a responsibility—each team member is expected to use it whenever there's a risk that could potentially harm people, equipment or the environment. By implementing STOP, we reinforce a culture where safety is a value, and every individual is accountable for maintaining a hazard-free workplace. At AdvanSix, we believe this not only applies to our work but also extends to our personal lives.

The AdvanSix Care Award

At AdvanSix, we uphold safety as a core value, embodied in our CARE philosophy. To reinforce this, we introduced the AdvanSix CARE Award, spearheaded by Ana Martin, Sr. Director of HS&E. This award recognizes employees who exemplify our safety culture by using STOP Work Authority (SWA) to address unsafe conditions.

Each month, nominations are submitted for individuals or teams making notable safety interventions, with selected recipients receiving AdvanSix-branded gear. This initiative celebrates our commitment to “Living Safety” and encourages all employees to actively participate in our safety culture.



IMAGE ONE: CHESTERFIELD

PATRICK M.

First Line Supervisor

HENRY B.

Plant Manager

IMAGE TWO: FRANKFORD

CHUCK F.

Maintenance First Line Supervisor

TOM A.

Field Operator

IMAGE THREE: FRANKFORD

DALE V.

Health and Safety Manager

ROBERT S.

Multi-craft Mechanic

SAMUEL J.

Multi-craft Mechanic

CHRIS B.

Director of Logistics

Below is a sample of the winners that received recognition in 2023:

PATRICK M.

First Line Supervisor
Chesterfield

Awarded for detecting a potentially dangerous odor and alerting the HS&E team, preventing a potential incident. His actions demonstrated the Courage to Act, Respond and Engage.

TOM A.

Field Operator
Frankford

Recognized for his quick and decisive action in performing the Heimlich maneuver on a teammate, demonstrating the importance of serving as your brother or sister's keeper.

ROBERT S.
SAMUEL J.

Multi-Craft Mechanics
Frankford

Recognized for using the STOP process to pause maintenance work when they spotted an unsafe condition. These actions demonstrated “Living Safety”, and we thank them for having the courage to act!



AdvanSix Honored for Excellence in Safety

AdvanSix was recently recognized with the prestigious 2023 Pinnacle Award by Union Pacific Railroad for our outstanding commitment to safe chemical transportation. This award celebrates our adherence to rigorous release prevention protocols and corrective action plans, underlining our zero incidents of non-accident releases of regulated hazardous materials.

Union Pacific, sharing our dedication to safety, acknowledges our efforts in protecting the environment and ensuring community safety across the rail network. This recognition not only reflects our steadfast commitment to safety but also reinforces our role as a leader in responsible chemical transportation.

OUR PEOPLE

Voices of Safety at AdvanSix

Trenton DiSabato

*HS&E Management
Systems Specialist
Chesterfield AdvanSix*



What does “Living Safety” mean to you, and how have you brought this concept to life at AdvanSix?

“Living Safety” to me means incorporating and implementing safety practices not just through work, but daily life. Simple acts that become second nature and pay dividends, like putting on a seatbelt. “Living Safety” is more than just physical safety. I believe “Living Safety” encompasses an individual’s physical, emotional and mental health. How I’ve been bringing it to life at AdvanSix is by practicing what I preach. Practicing “Living Safety” inside and outside of the workplace.

As a veteran, how has your background influenced your approach to safety and leadership?

When I was a second lieutenant or “butter bar,” I was incredibly fortunate to have

served under some amazing officers and non-commissioned officers. What I learned is there is not a one-size-fits-all for leadership. It’s an ever-evolving craft that needs to be tailored to the environment you’re serving in. As for safety, when I was a platoon leader, safety was non-negotiable. A military occupation is already hazardous enough and the last thing we needed was to accept unsafe conditions when we could easily influence what hazards were present. It’s easier to speak up now rather than explain an accident later.

How do you promote a culture of safety among your team and colleagues at AdvanSix?

I’m a rather technical and detail-oriented person, so what I’ve done to promote a safety culture is bring the details. Whether those details are seemingly important or not, the more knowledge an individual has undertaking a task, the less risk they’ll be exposed to.

Championing Equity, Diversity and Inclusion at AdvanSix

Cultivating Inclusive Leadership at AdvanSix

“AdvanSix is committed to fostering an inclusive environment and understands how important it is that their leaders not only embrace the company’s commitment to ED&I but regularly engage in continuous learning opportunities to advance their mission to be better every day. In 2023, I had the opportunity to join members of the AdvanSix team in person for a day of immersive learning at the Valentine Museum in Richmond, VA, where I saw first-hand how focused and invested the leadership at AdvanSix is in engaging our modern brains and embracing curiosity to further explore the meaning of equity, diversity and inclusion and why it matters to us all as leaders.”

DR. ROBBINS



At AdvanSix, we are dedicated to cultivating a workforce that mirrors the rich diversity of the communities we serve. To achieve this, we implement several strategic initiatives, including leadership development, unconscious bias training, enhancing diversity within our candidate pools and organizing Days of Understanding to encourage vibrant engagement

and in-depth conversations throughout our organization.

We uphold a steadfast commitment to pay equity and fairness. Through regular and thorough assessments of our compensation strategies, we ensure equitable treatment and fairness across all levels of gender, ethnicity and race, reinforcing our dedication to an inclusive workplace.

2023 Leader Trip to Harriet Tubman Museum

During the 2023 AdvanSix Leader Summit, top leadership at AdvanSix engaged in an immersive experience visiting the Harriet Tubman Museum and Education Center. The day was designed to help foster more inclusive leadership by cultivating understanding of the full story of the great Harriet Tubman. By following her footsteps on the Underground Railroad and learning more about her life and work, the team learned how Harriet worked tirelessly towards a dignified life for all.



“I’ve always known about Harriet Tubman and her incredible impact on American history, but to experience her journey in this way was truly eye-opening

and left a deep impression on me. Experiences like this one are instrumental to continuing our journey as inclusive leaders and I know it will have a lasting impact on how I move forward as a leader at AdvanSix.”

HENRY B.

Plant Manager
Chesterfield AdvanSix

Gender Diversity and STEM Education



ASHLEY HUGGI

HS&E Leader - Management Systems
Hopewell AdvanSix

AdvanSix takes pride in its strong gender diversity, with women making up more than 40 percent of our senior leadership, including key roles in Nylon, Chemical Intermediates, HR and Technology. Our Board of Directors reflects this commitment as well, featuring four women and two members from ethnically diverse backgrounds.

Ashley is a dedicated mentor and STEM champion serving as HS&E Management Systems Manager for the company at Hopewell AdvanSix. She was recently recognized by the Virginia Manufacturing Association and Women in Manufacturing (WiM) Virginia Chapter as the 2023 Virginia Woman of the Year for her volunteering efforts and dedication to the manufacturing community in Virginia. Get to know Ashley in her own words:

What does “It all start with” for you?

It all starts with a choice. My oldest daughter is competing at an elite level in soccer and field hockey, which takes sacrifice, drive and ultimately a choice every morning to be the best version of herself. It is hard to wake up each morning with a positive attitude or motivation to do it all again day after day when you are sore, exhausted or discouraged. There is a quote I

gave her when she turned 14 and had to make the decision on whether to continue or quit elite sports.

“There is a choice you have to make in everything you do. So, keep in mind that in the end, the choice you make, makes you.” –John Wooden

This quote is how I have approached my career, continuing education and my family. Each day, I make the choice to come to work with the intention to smile, find the value in every experience and to impact someone else’s day positively.

What project or initiative are you most proud of throughout your career?

I am most proud of my mentoring and volunteering experiences. Many young professionals move companies every one to two years, but mentoring has been shown to improve retention and increase employment, and it’s something I’m truly passionate about.

I remember having to make a pros and cons list for having a child while working in this industry, how and when to return to work, balancing the family demands with needing to be what I perceived as a “good” employee. These perceived challenges can cause many young women to leave manufacturing early in their careers. I would have loved to have more support available to me when I was starting out and to understand how to maneuver through the new landscape. I like the opportunity to share my experiences and help dispel some of the misconceptions about working in manufacturing.

ADVANSIX INTERNS
AND FOSSI SCHOLARS



OUR PEOPLE

Investing In Our Collective Future

At AdvanSix, we are deeply committed to fostering the future workforce of the chemical industry.

By investing in education and training, we aim to equip the next generation with the skills and knowledge necessary to drive innovation and sustainability in our sector. Our initiatives focus on ensuring that we contribute to a robust pipeline of skilled professionals ready to tackle the challenges of today and tomorrow.

AdvanSix FOSSI Scholars: Shaping the Future of STEM

AdvanSix is a proud sponsor of the Future of STEM Scholars Initiative (FOSSI), which aims to foster the next generation of STEM leaders from Historically Black Colleges and Universities (HBCUs). Through partnerships with chemical manufacturers and other stakeholders, FOSSI awards \$40,000 scholarships to students pursuing degrees in critical STEM fields. These scholarships not only provide financial support but also connect scholars to valuable internships, leadership development and mentoring opportunities with participating companies. In the past three years, including 2023, AdvanSix has contributed nearly half a million dollars and sponsored 13 scholarships annually, demonstrating our commitment to developing future leaders in chemistry.

Sustained Support and Mentorship

AdvanSix employees actively mentor FOSSI scholars throughout their college journey, offering guidance that extends beyond the internship experience. This ongoing support helps scholars fully engage with their studies and prepare for successful careers in STEM fields.

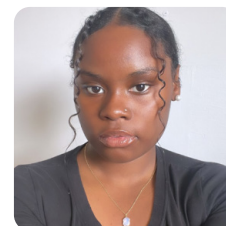
JAIMON WASHINGTON

“The FOSSI scholarship has provided invaluable financial support, allowing me to focus more on my studies and pursue opportunities that enhance my skills and knowledge in open-source software. My internship experiences have broadened my perspective, showing me the power of collaboration and the importance of open source in driving innovation within STEM fields. I dream of becoming a leader in environmental research who can help the world fight against climate change and other environmental injustices.”



NAHLA ABDUL-HADI

“Receiving the FOSSI scholarship has given me a solid foundation and the courage to dive deeper into my studies and explore new opportunities. It’s been eye-opening to work a real job and attend department conferences, which has expanded my view of what’s possible in the science world. I’m excited to pursue a career in a lab where I can make science understandable and accessible to everyone, especially those who look up to me. I want my work to have a real impact on the community and help bridge the gap between complex scientific research and everyday life.”





HONOREES AT AICHE'S 2023
"EMPOWERING POSSIBILITIES GALA"

SAMIR M.

*Hiller Professor of Bioengineering
and the Hansjorg Wyss
Professor of Biologically Inspired
Engineering at Harvard University*

ERIN KANE

*President and CEO
at AdvanSix*

"AdvanSix is grounded in our focus on good chemistry. We take pride in our focus on safe, stable and sustainable operations, and our commitment to have a positive and lasting impact in the communities in which we operate. Our next chapter as a diversified chemistry company would not be possible without our company's focus on driving an inclusive culture."

ERIN KANE

President and CEO

OUR PEOPLE

Doing a World of Good



As an active member of the American Institute of Chemical Engineers (AIChE), AdvanSix supports the "Doing a World of Good" campaign, which funds vital initiatives to broaden the impact of chemical engineers. This includes offering scholarships and introducing K-12 students to chemical engineering.

At the AIChE Annual Gala, CEO Erin Kane and AdvanSix were honored for AdvanSix's commitment to operational excellence, for our outstanding record of advancing equity, diversity and inclusion across our workforce and within the engineering profession.

The gala also showcased the Future of STEM Scholarship Initiative (FOSSI), an important initiative supported by the "Doing a World of Good" campaign. We had the pleasure of our FOSSI scholars—Dieunette Adusei-Peasah, Nahla Abdul-Hadi and Kendall Cousins—joining us at the gala as examples of the promising future leaders growing within AdvanSix. Through these efforts, we continue to drive innovation and leadership in chemical engineering.



AdvanSix Celebrates Inclusion: Honored for Leadership in Gender Diversity

In an acknowledgment of our commitment to diversity and inclusion, AdvanSix was honored by the Executive Women of New Jersey (EWNJ) for achieving 35 percent or more women in senior governance roles. This recognition was part of the 2023 Honor

Roll at EWNJ's A Seat at the Table Corporate Gender Diversity Awards, celebrating companies leading by example in fostering gender diversity within their leadership teams.

FRANKFORD BACK TO SCHOOL DRIVE

OUR PEOPLE

It all starts with... community engagement.

Commitment to Community Management

We constantly strive to be good neighbors and partners in the communities where we operate and feel a deep sense of responsibility to maintain safe, stable and sustainable operations across our sites and to say thank you and give back in many different ways. Volunteering and community support are deeply embedded in our company culture. We proudly engage in proactive citizenship, working with both local and national organizations that support our local communities.

Back to School Drive at Frankford

At AdvanSix, we believe that we can drive positive change by actively supporting and engaging with our communities. This belief was put into action as our Frankford team organized a successful school supply drive for the Boys & Girls Clubs of Philadelphia. Ahead of the new school year, AdvanSix came together to donate over 250 essential school items, including backpacks, notebooks and writing supplies, to the students of Bridesburg.

We are committed to ensuring that our young learners have the tools they need to succeed and are proud to make a meaningful impact in our community.

ADVANSIX TEAMMATES VOLUNTEER
WITH REBUILDING TOGETHER RICHMOND



OUR PEOPLE

It all starts with... community engagement.

Strengthening Communities with Rebuilding Together

For nearly a decade, AdvanSix has partnered with Rebuilding Together®, supporting efforts in Richmond, Virginia, and Northern New Jersey to repair homes and revitalize communities. Our ongoing collaboration has led to the repair of more than 20 homes, directly impacting the lives of many in need.

“We are truly grateful for the steadfast support of AdvanSix. Their unwavering commitment has been instrumental in our mission to bring hope and security to seniors and those in need across Hopewell and the Greater Richmond region. Beyond their substantial financial commitment over the years, AdvanSix provides exceptional scale to address critical needs, ensuring our neighbors remain warm, safe and dry. Moreover, their dedication has transcended to board representation during the course of our partnership, and we can count on them year after year. We are proud to call them one of our community revitalization partners. Together, we’re not just rebuilding homes; we’re rebuilding lives, one repair at a time.”

MALCOLM JONES

Executive Director
Rebuilding Together Richmond

In recent efforts, AdvanSix organized a significant two-day event in November, where more than 40 volunteers from our team, our contractors and our partners came together to refurbish a local resident’s home near our Hopewell manufacturing site. The team’s tasks included door repairs, back porch reconstruction, railing installations, comprehensive landscaping and a full exterior repaint. This initiative is a testament to our commitment to corporate social responsibility and community engagement, demonstrating the tangible impact of our partnership with Rebuilding Together.

Through programs like these, AdvanSix not only contributes to immediate community needs but also builds a foundation for sustained support and involvement, ensuring that our actions reflect our core values.



BRITTANY BLITCH

Accounting Clerk
Bucks AdvanSix

Brittany Blitch, a standout member of our Bucks Community Outreach team, recently demonstrated exceptional leadership at the Lemoyne Industrial Park Community Day. Under her guidance, our team not only had a successful outreach day but also created a welcoming atmosphere that resonated well with the community and enhanced our engagement efforts. Brittany's planning allowed our Bucks site team to meaningfully connect with local residents and thank the first responders who play a crucial role in local emergency aid efforts. Her dedication to fostering community ties exemplifies the spirit of service and teamwork that AdvanSix values.

OUR PEOPLE

Community Engagement in Action

Engaging in 2-Way Dialogue

One of the ways we actively engage as good neighbors and partners in the communities in which we operate is by hosting regular opportunities to connect with our local residents. In Virginia we work in close partnership with the community and other area businesses as active members of the Hopewell Chamber of Commerce, the Virginia Manufacturing Association and the Local Emergency Planning Committee (LEPC) for the City of Hopewell. In addition to public meetings open to the community, AdvanSix also partnered with the LEPC in 2023 to host an Emergency Communications Forum focused on educating the community about the City of Hopewell's Emergency Notification System (HENS) as well as understanding industrial site communications and horn systems. At our Frankford site, we host an active Community Advisory Council that meets quarterly to discuss community issues and provides an opportunity for us to hear directly from local residents regarding any questions or concerns about our site and operations.

In our Bucks community, we are a member of the LeMoyne Industrial Park, which has a community advisory panel called the LCAP (LeMoyne Community Advisory Panel) designed to help other area industry partners and neighbor manufacturers connect with the community.

"The LeMoyne Industrial Park community day was the first time we had the opportunity to connect with our local community since the COVID-19 pandemic and it was the first time we got to reintroduce ourselves as AdvanSix. It's so important to connect with the people in our communities because it lets us show them who we are and that we're not just a company name, we're really people who live in the area and care deeply and want to give back to the local community. This year was particularly impactful because we also got to thank our local first responders for their service and I look forward to connecting with them again soon."

BRITTANY BLITCH



Community Engagement in Action

Company-Wide Food Drive Supports Communities

Throughout the month of November, each of our locations hosted a food drive to benefit our communities. Our five manufacturing sites and our corporate headquarters partnered with local food banks in the fight against hunger during the season of giving.

With the generous donations from our teammates, AdvanSix collected more than 700 pounds, 15 bags, 18 baskets and one entire van full of food to support our communities through the following organizations:

[The Community Transformers Foundation](#)
Hopewell, VA

[Chesterfield Food Bank Outreach Center](#)
Chester, VA

[Bridesburg Food Pantry](#)
Frankford, PA

[ForKids Suffolk](#)
Portsmouth, VA

[Interfaith Food Pantry & The Ponds Reformed Church](#)
Parsippany, NJ

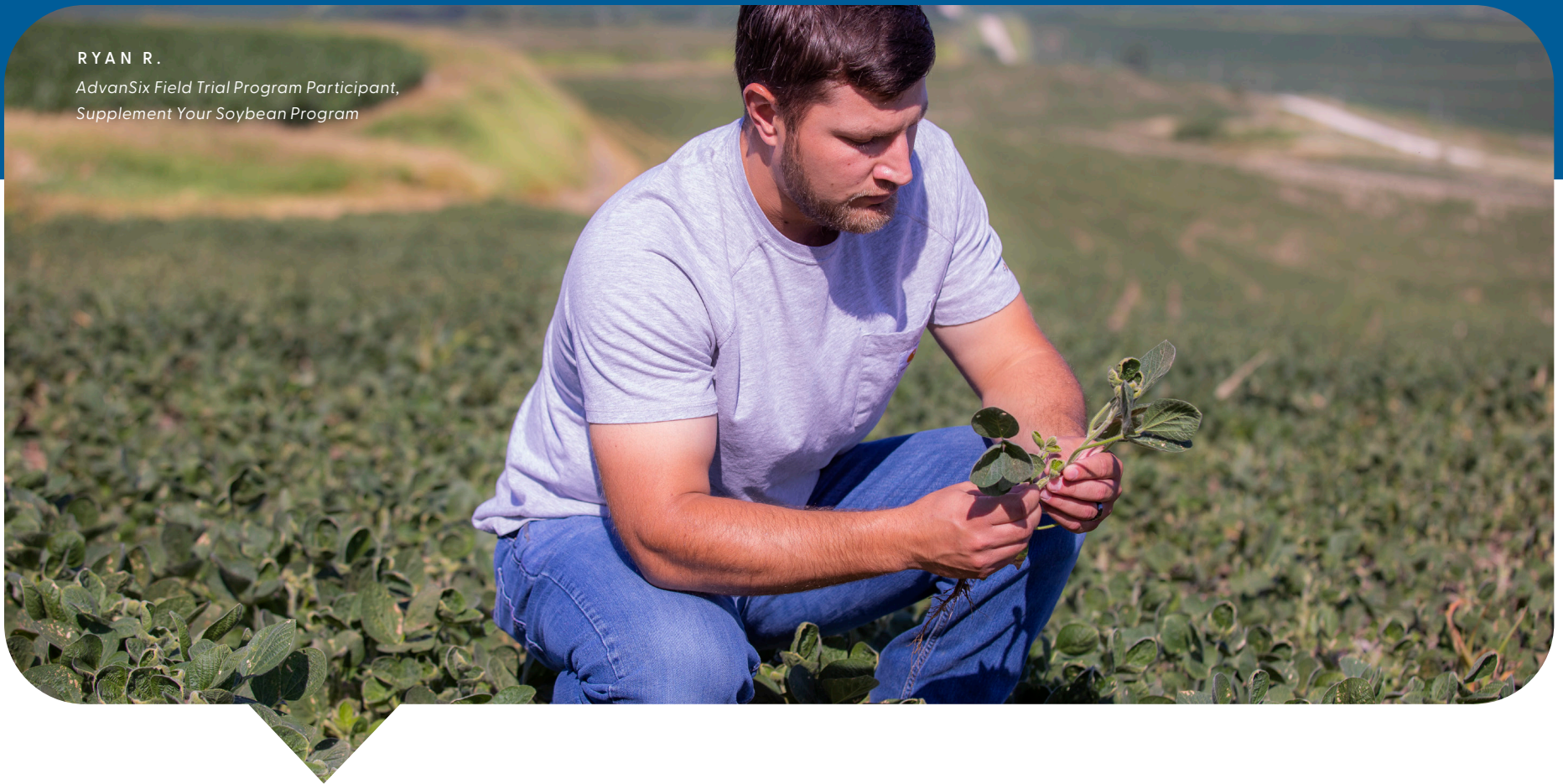
[Feeding the Gulf Coast](#)
Bucks, AL



ENTERPRISE-WIDE FOOD DRIVE
COLLECTIONS BENEFITING LOCAL
CHARITABLE ORGANIZATIONS

RYAN R.

AdvanSix Field Trial Program Participant,
Supplement Your Soybean Program



It all starts with...
material impact.

Delivering Impact

At AdvanSix, we believe that delivering our work ethically and transparently is crucial for achieving the right impact for all stakeholders because it builds trust, accountability and long-term sustainability. Ethical conduct ensures that decisions are made with considerations for all stakeholders, including our employees, our customers, our suppliers and the local communities where we reside.

We strive for zero environmental incidents and zero reportable events, and recognize that we must seek every day to identify improvements to achieve that commitment. We are committed to achieving no net increase in greenhouse gas emissions, as well as no net increase in water usage and zero pellet loss to the environment.

Recognitions in 2023 reflect the progress we have made in our performance and underscore our commitments to operating in line with our values of safety, integrity, accountability and respect.



AdvanSix Honored for Exemplary Board Leadership

AdvanSix was proudly recognized as the 2023 Public Company Board of the Year by the National Association of Corporate Directors (NACD) New Jersey Chapter. This prestigious accolade highlights our commitment to outstanding governance and board leadership.

“Strong corporate governance is key to good business performance and long-term sustainability. Our Board works diligently to guide AdvanSix with integrity and respect and we are thankful for the recognition of our efforts from this community and fellow businesses in the state of New Jersey.”

SHARON S. SPURLIN

2023 Chair of the Nominating and Governance Committee of the Board at AdvanSix

The award is a testament to the dedication of our board members in advancing exemplary governance practices that significantly contribute to our ability to deliver results for key stakeholders and drive our long-term strategy forward.



AdvanSix Earns Third Consecutive EcoVadis Platinum Rating

Early in 2024, AdvanSix was recognized with its third consecutive Platinum rating by EcoVadis, an independent corporate social responsibility (CSR) assessment agency. The Platinum rating is EcoVadis' highest rating and puts the company in the top one percent of all companies assessed.

This consistent achievement underscores our ongoing commitment to sustainability and responsible business practices across all areas of our operations. The Platinum rating from EcoVadis reflects our dedication to environmental stewardship, ethical business practices, labor and human rights and sustainable procurement.

Our Commitment To Improving Our Environmental Impact



At AdvanSix, addressing climate change and its effects on our operations, stakeholders and the environment is paramount. Extreme weather, rising sea levels and other climate impacts pose risks that can disrupt our supply chains and increase our costs.

Recently, AdvanSix refreshed our enterprise-wide Climate Risk Assessment, aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) as the next step in our sustainability journey. Numerous commercial and functional subject matter participants representing AdvanSix's products, operations and leadership teams participated in the Climate Risk Assessment interviews to understand climate transition risks and opportunities across the enterprise.

The participants provided their input on transition-related risks under the view of the International Energy Agency (IEA) Announced Pledges scenario.

The structured approach to evaluating risks and opportunities addressed the following: (i) defining climate scenarios, (ii) identification of risks and opportunities; (iii) evaluation and quantification of potential impact; and (iv) identification and evaluation of potential responses. Scenario analysis is a well-established method for developing strategic plans that are more flexible or robust to a range of plausible future states. The scenarios utilized were developed by the International Energy Agency (IEA) and Intergovernmental Panel on Climate Change (IPCC), which have long been used by scientists and policy analysts to assess future vulnerability to climate change.

The Climate Risk Assessment provides AdvanSix with the information needed to effectively monitor its climate risks and opportunities and continue to enhance its climate strategy. Furthermore, the assessment supports AdvanSix's strategic management of enterprise risk, allocation of resources and capital and planning for the future.

Additionally, furthering our commitment to sustainability, we completed a life-cycle assessment for products produced at our three largest manufacturing facilities—Frankford, PA, Hopewell, VA and Chesterfield, VA. This assessment is serving to further enhance our understanding of our products' environmental impacts from cradle-to-gate, supporting our efforts to assist customers with their sustainability goals.

The American Chemistry Council (ACC) reports that its members have reduced their greenhouse gas (GHG) emissions by more than 8 percent between 2017 and 2022. Since 2018, AdvanSix has proudly supported this industry wide goal and has successfully reduced our total GHG emissions by 11 percent, reflecting our efforts to contribute to a more sustainable future as well as evaluating our current emissions footprint and identifying potential future emission reduction opportunities, including nitrous oxide abatement. Consistent with the outcome of our Climate Risk Assessment and the results of the life-cycle assessment, we continue to evaluate the best long-term strategy associated with the continued reduction of our carbon footprint.



MATERIAL IMPACT

Tracking Environmental Impact

Energy Efficiency

AdvanSix prioritizes energy efficiency by continuously monitoring and improving our production processes and energy use. Our energy sources include a mix of purchased and recovered fuels, alongside purchased electricity. Our manufacturing processes are designed to capture and leverage waste heat generation in order to reduce our purchased energy needs.

Air Emissions

We adhere to the Environmental Protection Agency's Clean Air Act, ensuring compliance with standards for criteria air pollutants such as nitrogen oxides, sulfur oxides, carbon monoxide and particulate matter. AdvanSix is transparent in its emissions reporting and has significantly reduced pollutant emissions by more than half since 2015, enhancing air quality and minimizing environmental impact.

Water Conservation and Management

AdvanSix recognizes water as a crucial and finite resource. We are committed to conserving water, protecting local water sources and adhering to stringent environmental regulations. Our goal is to prevent any net increase in water usage, engaging with communities, regulators and environmental groups to uphold best practices.

Efficient Water Usage

We monitor and manage water consumption with water stewardship as a top priority, aiming to reduce usage and recycle water in our manufacturing processes. At our Hopewell and Chesterfield plants, river water is utilized for non-contact cooling, and a portion is also used for contact cooling. We strive to optimize withdrawals and improve the quality of our water discharges, ensuring responsible water stewardship. Notably, around 96 percent of our water withdrawals are effectively returned to their sources or nearby water bodies, minimizing environmental impact.

Our Commitments in Action



ADRIENNE YEAGER

Environmental Leader
Frankford AdvanSix

As environmental leader at Frankford, Adrienne drives environmental management and regulatory compliance efforts for the site. She also leads the site's community engagement efforts and has spearheaded a Community Advisory Council that meets quarterly with the community. Currently, she is supporting the site's efforts to install a new steam boiler for the plant that is sized to provide the entire plant's steam needs. When implemented, the boiler will have a higher thermal efficiency compared to current boilers that is expected to have estimated reductions in the net air emissions of the plant, as well as save natural gas consumption due to its higher efficiency.

At AdvanSix, it all starts with our people, products and partners. What does "it all start with" for you?

For me, it all starts with taking pride in our products. In my role, I work closely with the local community. I am discouraged to see the negative sentiment that is sometimes around chemical manufacturing. The products we make go into essential items that make our lives safer and more comfortable. When my six-year-old asks what I do, I educate her on responsible chemical manufacturing and how the items we use every day start with the chemistries created at our Frankford site. I did have a laugh when we drove by the plant, and I showed my kids the plant where I work. They were actually shocked to see that there were no actual "plants" there.

What project or initiative are you most proud of throughout your career?

I enjoy working on a team. One of my fondest memories of teamwork in action was tackling a

particularly complex project associated with an air pollution control device. Everyone paused what they had been working on to collectively focus on the issue at hand, and it is a great example of how teams can work together to find effective temporary and permanent solutions. It also says a lot about the great people I work with at the plant.

What does "thinking beyond" mean to you and your work at AdvanSix?

"Thinking beyond" is having a growth mindset. It's a willingness to learn and embrace new concepts and step outside of your wheelhouse to learn new things. In my role, this is utilizing new technologies, learning more about the plant processes, understanding new regulations and changing compliance strategies to improve the company's standing as a responsible chemical manufacturer.

Material Impact: Governance in Action



ACHILLES KINTIROGLOU

Senior Vice President,
General Counsel and Corporate Secretary
Headquarters AdvanSix

Achilles Kintiroglou shares insights into the strong foundational governance principles guiding AdvanSix today.

What do recognitions like EcoVadis mean to AdvanSix and why is it important for a company like AdvanSix to have strong governance?

At AdvanSix, being a responsible corporate citizen is our license to operate and foundational to our operations. It starts with unwavering integrity and doing the right thing, even when no one is looking. Our compliance and integrity program hinges on this principle, giving prominence to the criticality of sound governance practices and ensuring that our policies and procedures mitigate risk and support safe, stable and sustainable operations.

The recognition from EcoVadis is an acknowledgment of our team's commitment to corporate social responsibility and the strong governance foundation we have built with a focus on continuous improvement. This is critical to our credibility as we engage with our key stakeholders including our customers, suppliers, employees, regulators and the communities in which we operate.

In early 2020, we were proud to have been recognized with a Gold Rating with our first EcoVadis submission. To now be recognized in the top one percent of all companies assessed with three consecutive platinum ratings is a testament to the commitment and achievements of our AdvanSix teammates who stay true to our values, always operate with integrity and transparency, and work to embed responsible and sustainable business practices into the critical business and operational processes that enable us to reliably deliver for our customers, our communities and all of our stakeholders.

What is Together for Sustainability and why is AdvanSix a member?

Together for Sustainability (TfS) is the de facto global standard of a procurement-driven initiative that provides an established framework of tools to assess and improve the sustainability performance of chemical companies and their suppliers. Joining an organization that has developed an effective assessment framework builds on our foundation and enables us to accelerate our impact as we continue to mature our sustainability efforts.

Like all companies, regardless of size, we must balance and optimize our resources across our organization, while ensuring we are adequately mitigating risk. A TfS assessment, conducted through EcoVadis, utilizes a best-in-class methodology built on the leading international CSR standards including the Global Reporting Initiative (GRI), the UN Global Compact, Responsible Care® principles and ISO26000.

Joining an organization like TfS gives us access to a proven assessment methodology that enables us to efficiently and effectively evaluate our critical suppliers. These efforts are amplified by TfS through the broader supply chain as the initiative leverages the influence of its members to continuously expand the list of companies that have been assessed. Importantly, our experience shows that as companies are assessed, they, in turn, also focus on continuous improvement, which ultimately serves to mitigate risk.

Driving Sustainability at Hopewell



PHILLIP SPARKS

Environmental Leader
Hopewell AdvanSix

Phil Sparks shares insights into the impactful measures undertaken to enhance air quality, stormwater management and overall environmental stewardship.

What key initiatives were implemented at Hopewell in 2023?

One of the standout initiatives was the air program improvement effort aimed at reducing the potential for events from process upsets. In August 2023, significant upgrades were commissioned for a certain carbon bed backup air emission control device. Additionally, interlocks on emission control devices were significantly enhanced to ensure processes are shut down well before exceeding regulatory limits. By utilizing Pareto analysis, the team identified and resolved the most impactful issues, driving year-over-year improvements in the reliability of the air emission control equipment.

Any other key areas of focus for the site?

Stormwater management was another critical focus area. The facility rehabilitated the stormwater infrastructure in the Marine Operations area and expanded the use of best management practices (BMPs) for stormwater control. These efforts included the expansion of the first flush stormwater catch and treat system to reduce nutrient discharges and the implementation of best practices for managing residuals from rail car maintenance activities. Furthermore, significant investments were made to expand secondary containment for sulfate material handling processes and install redundant power at the wastewater discharge sample station, which support continuous compliance monitoring equipment availability.

“Our initiatives and investments in 2023 reflect Hopewell’s dedication to sustainability and regulatory compliance. By continuously improving our processes and infrastructure, we strive to not only meet environmental standards, but to exceed them wherever possible to help ensure a safer, cleaner future for our communities.”

How do we measure and ensure we are meeting current environmental standards and regulatory compliance requirements?

As a Responsible Care® company certified by the American Chemistry Council (ACC), Hopewell’s rigorous HS&E management system exceeds governance and compliance standards. The facility employs a structured system to manage regulatory obligations and drive continuous improvement. This system incorporates risk identification, preparedness and prevention, standardized work, incident investigations and data analysis, ensuring adherence to environmental regulations and supporting the journey to zero incidents.



At AdvanSix, our commitment to excellence and innovation has been recognized in the Virginia Manufacturing Cup, where we earned two gold medals and one silver medal. Our products, manufactured in Virginia, were highlighted as some of the “Coolest Things Made in Virginia” in 2023.

Our achievements in the Virginia Manufacturing Cup demonstrate our commitment to creating products that have a lasting impact. This recognition highlights our dedication to excellence and innovation in the manufacturing industry and the efforts of our AdvanSix team. We appreciate all who supported us by voting.

MATERIAL IMPACT

AdvanSix’s Material Impact Recognized in Virginia Manufacturing Cup

Gold Medal Products



SULF-N® AMMONIUM SULFATE FERTILIZER

Chemicals and Allied Products and Pharmaceuticals Category

This high-analysis fertilizer provides efficient nitrogen and sulfur to crops, aiding farmers in effective crop nourishment.

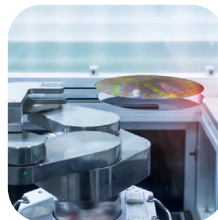


CARBON DIOXIDE

Food, Beverage, and Tobacco Category

An essential chemical intermediate, our carbon dioxide product is critical in carbonating beverages and supporting the production and preservation of food products, demonstrating our commitment to beneficial reuse and quality.

Silver Medal Product



NADONE® CYCLOHEXANONE

Industrial and Commercial Machinery, Computer Equipment, Electronic and Electrical Equipment and Components, and Measuring, Analyzing, and Controlling Instruments; Photographic, Medical, and Optical Goods; Watches, Clocks Category

Our high-purity chemical intermediate supports the semiconductor, electronics, and various other industries.

VICTORIA S.
Chemist 2
Hopewell AdvanSix



It all starts with...
thinking beyond.

ZACH ROLFE

Market Specialist - Plant Nutrients
Hopewell AdvanSix



At AdvanSix, our commitment to sustainable agriculture is exemplified by our multi-year investment to expand granular ammonium sulfate production under the Sustainable U.S. Sulfate to Accelerate Increased Nutrition (SUSTAIN) program. Ammonium sulfate (AS) continues to be the primary go-to for sulfur nutrition, with continued strong consumption growth. North American customers require the granular form of AS and our SUSTAIN program is designed to meet that growing need.

Series of projects with multi-year investment targeting expansion of granular ammonium sulfate production by approximately 200,000 tons per year.

SUSTAIN is designed with environmental stewardship at its core. The project is targeting no net increase in energy consumption or emissions.

Thinking Beyond at AdvanSix

By focusing on sustainable production practices and increasing the efficiency of essential agricultural inputs, AdvanSix is not just contributing to food security but also demonstrating a commitment to environmental responsibility and community support within the areas we operate. AdvanSix anticipates approximately 75 percent granular conversion by completion of the project.

What has been your role in the SUSTAIN program?

My role as part of the SUSTAIN team was to put together market analysis for the project, looking at both the internal financial impact based on projected fertilizer demand and price forecasts, as well as analyzing the impact the project would have on the domestic agriculture sector.

What are you most excited about for the SUSTAIN project?

Our expanded granular production means more domestically produced ammonium sulfate is available to US farmers. By ensuring a reliable supply that is less impacted by international logistics or global geopolitical factors compared to imported product, we can help ensure our product is available to farmers when

they need it. This is especially rewarding given our efforts to promote the advantages of using ammonium sulfate on soybeans, and it seems the market is beginning to realize there can be great yield benefits to ammonium sulfate on soybeans. As we continue to promote the use of ammonium sulfate on soybeans, it's exciting that we're also working to increase the supply of ammonium sulfate produced in the US.

How do you view the future of sustainability in our operations?

Sustainability will continue to become more important in our operations to prioritize resource efficiency and reduce emissions while continuing to provide the essential products we provide to downstream markets.

What drives your commitment to sustainability and AdvanSix's efforts?

Working in the plant nutrients business, I get to see how our AS directly impacts crop production and how important fertilizer is for our food supply. Obviously, everyone has to eat, so it's important that across the value chain we seek out opportunities to improve sustainability to make more food with fewer resources.

Sustainability in Action



AdvanSix Launches 100% Recycled Content Nylon

In 2023, AdvanSix introduced a new nylon offering with 100% post-consumer recycled (PCR) content, meeting customer demand for recycled materials and manufacturing processes that reduce waste in support of a more sustainable future. This product was unveiled at the Global Pouch Forum in Rosemont, Illinois, showcasing AdvanSix's commitment to offering nylon products that are equally processable, formable and durable as products of the same grades. By employing an independently certified, 100 percent recycled content, AdvanSix is helping our customers bridge the gap between technology maturity and their carbon footprint reduction ambitions by providing a more sustainable nylon solution for a wide variety of uses in food packaging, office furniture or fuel-efficient vehicles.

“Our new recycled content nylon meets increasing demand for sustainable materials that reduce carbon footprints and landfill impact without sacrificing quality or performance.”

KORI ANDERSON

Vice President and GM of Nylon Solutions

This launch highlighted AdvanSix's position as a leader in the sustainable manufacturing of Nylon 6, leveraging our fully integrated production capabilities to deliver reliable and consistent quality.



AdvanSix's ISCC Plus Certification

AdvanSix has earned the International Sustainability and Carbon Certification (ISCC) PLUS for our manufacturing sites in Frankford, PA, Hopewell, VA and Chesterfield, VA. This globally recognized, voluntary certification system for developing sustainable supply chains affirms our commitment to sustainable manufacturing and transparent, traceable supply chains. The certification validates the adoption of transparent and traceable practices, particularly for organizations applying the mass balance approach to track feedstocks and their sustainability characteristics; complementing our Post-Industrial recycled and Post-Consumer recycled nylon product lines. By enabling solutions that reflect our sustainability focus while also helping our customers transform and meet their own environmental goals, together we are building a more socially responsible future.

“Achieving ISCC PLUS certification reflects our commitment to supporting sustainable manufacturing for a better world.”

ERIN KANE

President and CEO

Sustainability in Action



TAHA ABDULLA

GM/Global Business Director
Packaging and Wire and Cable, Nylon Solutions
AdvanSix Headquarters

Meet Taha Abdulla, GM/Global Business Director, Packaging and Wire and Cable, Nylon Solutions

Since its launch, how has PCR nylon been received by the industry, and how does it align with current sustainability trends?

Since introducing our 100% PCR nylon last year, we've observed increased interest from customers, driven by corporate sustainability mandates and Environmental Product Responsibility (EPR) legislation favoring PCR content. Furthermore, a comprehensive Life Cycle Assessment (LCA) confirms a substantially reduced carbon footprint for our PCR nylon grade products, as compared to their virgin counterparts. By offering both PCR and PIR (Post Industrial Recycled) options of nylon resin products, we empower customers to choose the optimal sustainable solution tailored to their specific immediate needs and cost considerations.

From your viewpoint, why is sustainability crucial in our industry, and how does AdvanSix contribute to this goal?

AdvanSix recognizes its responsibility as a good corporate citizen to mitigate the carbon footprint of its manufacturing processes and products, and to direct, as much as possible, manufacturing wastes away from landfills. This long-standing, proactive stance has been a vital part of our contributions to the greater societal efforts to climate change and conserve valuable resources. Presently, there is a growing demand among our customers and their end markets for sustainable alternatives. We firmly believe that our independently certified and tracked recycled nylon products offer a compelling solution to address multiple sustainability

objectives, including the reduction of virgin resin consumption, diversion of waste from landfills and mitigation of carbon emissions, all without compromising product performance.



How do you envision the role of our PCR nylon products in shaping the future of sustainable manufacturing?

Industry experts have realized that nylon will require a complex combination of technologies to

address its "recyclability." In instances where nylon constitutes a substantial portion of a product's composition, AdvanSix's recycled nylon products can provide a pivotal bridge toward a more sustainable future for industries that utilize this well-known polymer.

Indeed, our PCR nylon, as well as the PIR grades, uphold the durability and performance advantages that are expected from the polymer, while delivering a substantially lower carbon footprint to downstream products, as compared to virgin grade products and alternative options. This approach enables these products to play a crucial role in advancing sustainable practices in a variety of important industries.



Meet an Innovator: Dr. James Kweeder



DR. JAMES KWEEDER

*Principal R&D Engineer
Chesterfield AdvanSix*

At AdvanSix, we recognize our potential to positively impact the world beyond our operations. We carefully select responsible suppliers and ensure our products are marketed and used safely, enhancing customer applications. Our commitment extends to using our influence for the greater good, continuously seeking improvements in safety, quality, productivity and sustainability. This drive for innovation allows us to meet future challenges with effective, sustainable chemistries.

Dr. James Kweeder shares what it means to be an innovator at AdvanSix.

What does your role entail and what innovations are you focusing on currently?

Our Plant Nutrients' R&D team focuses on manufacturing process improvements, new product development and, notably, a strong emphasis on best-in-class product quality for AdvanSix's ammonium sulfate offerings. Product quality in fertilizer is a key differentiator that drives optimum yields for our farmer end customers and greater sustainability through efficient use in data-driven, precision agriculture. In addition, I am currently focused on product attribute and quality improvements to open new market opportunities for ammonium sulfate in other essential applications.

How do you focus on our customers in your role and how do you help meet their needs and goals?

We partner with our key customers in both new and existing applications, where our focus on continuous improvement brings additional value for them and opens up new opportunities. An interesting observation over my career is that while our customers clearly know what outcome they want to achieve, in many cases they don't know exactly what attributes in our products are needed to get that outcome, or what specifically to ask for. This requires AdvanSix to more deeply understand our product's use cases and help

tailor the product for more targeted solutions. In Plant Nutrients, we have almost a century of history in growing with our customers and their evolving needs for agricultural products, supported by robust manufacturing fundamentals all the way through to in-field trials. More recently, we have been focused on usage of our ammonium sulfate in higher purity applications, and finding that while our customer's requirements are very different, we can meet those challenges in most cases to solve a diverse set of new problems. My role is to connect the dots on what's exactly needed, and determine how those needs can be efficiently met and integrated into AdvanSix's manufacturing processes.

What do you enjoy about working at AdvanSix?

It's easy to come to work since AdvanSix has a focus on customers and the technical know-how to solve their problems, making for a fertile ground for meaningful accomplishments. AdvanSix also has a team-work ethic resulting in a vibrant combination of ideas, motivated teammates adding up to results greater than the parts. That comes to life outside of our manufacturing sites too through our community engagement efforts. I enjoy working with Rebuilding Together Richmond each year. It is one of the ways that I can serve my community and am proud to add my time and skills to support some really nice transformations for the homeowners.



BRANDI K.
First Line Supervisor, Lab
Frankford AdvanSix

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chemistry that makes
innovation possible.

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It all starts with...
chemistries that turn
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EZ-Blox® A Proven, Drop-in Replacement for MEKO

EU reclassification of MEKO as a Carcinogen 1B is pressuring paints and coatings producers to seek alternatives for their anti-skinning needs. Now they can turn to high-quality EZ-Blox®, a safe replacement that is also cost-effective, thanks to excellent compatibility and minimal reformulation.



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Leader



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It all starts with...
the
that make the
world go round.



It all starts with...
the total package.

All packaging is not created equal. AdvanSix post-industrial and post-consumer recycled grades Aegis® Resins and Capran® BOPA Films feature certified 100% recycled content that meet food contact materials regulations to improve carbon footprint for your customers without costly re-qualifications or sacrificing performance. Let's take the journey to sustainability together.

VISIT US AT THE GLOBAL POUCH FORUM BOOTH 5 TO LEARN MORE.

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ADVANSix
Good chemistry.

It all starts with...our brand story.

THINKING BEYOND

The AdvanSix Brand

The AdvanSix legacy is truly remarkable.

We have innovated from the very start, pioneering chemistries and solutions that remain critical to our industries, customers and the greater good.

As we enter our next chapter, we recognize an opportunity to showcase that story, highlight what we do today, what we aspire to be and how we look to improve the world around us.

So in April 2023, we introduced a new brand campaign called “It all starts with...” It showcases how our people and our chemistries make a real impact on the world and that the products so essential to our everyday life start with AdvanSix people and materials.

We also launched a new tagline –Good Chemistry– a nod to our innovative science-based expertise and the personal bonds we have created with our colleagues, customers and the communities we share.



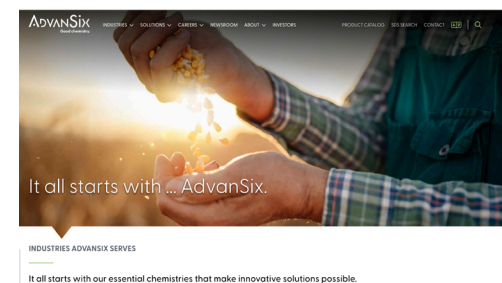
THE ADVANSIX STORY

Our anthem film showcases how we make the materials that make the solutions that make the world go round.



THE BRAND LAUNCH

Over the course of 2023, we launched our brand internally and externally, creating a powerful and consistent message and a distinctive visual identity adopted across the organization.



A DIGITAL TRANSFORMATION

Our new web experience creates a dynamic experience for our key stakeholders.



The AdvanSix Brand

OUR BRAND AMBASSADORS

At AdvanSix, our people are the foundation of our success. Who better to tell the story of AdvanSix than those who bring our processes to life and make the products that touch our everyday lives. Our people are what makes the AdvanSix story one so well told and our teammates were

featured on billboards, digital and print ads, social media and more. But that was just the beginning. A core group of our people took on an even more important role as ambassadors of the brand to help energize the campaign, their teammates from our manufacturing floor to our board room and in our communities. The energy

created by our ambassadors has been contagious and we look forward to continuing to tell the story of AdvanSix through the people who make it possible every day. Here is what a few of our brand ambassadors have told us about the impact of the campaign.



“Since we launched the brand, there is a different energy around the company. I guess it’s a sense of pride and ownership that’s slowly taking hold.”



“The brand launch gave a lot of insight into what we do and who we are as a company. It put AdvanSix on the map!”

“The new brand really brought to life all of the amazing people that work across our company and the impact they have every day. I love telling our story through the eyes of my fantastic teammates!”



It all starts with...
our people and
the community
we serve.

ADVANSIX.COM

ADVANSIX
Good chemistry.

CASEY I.

Manufacturing Manager
Hopewell AdvanSix

KYLE H.

Maintenance Manager
Hopewell AdvanSix

ESG Metrics Reporting



ADVANSIX
Good chemistry.

GRI 2 General Disclosures

2-1 The Organization and Reporting Practices

Legal Name: AdvanSix Inc.
Nature of Ownership: Publicly traded (NYSE:ASIX)
Headquarters Location: 300 Kimball Drive, Suite 101, Parsippany, NJ
Countries of Operation: United States

2-2 Entities Included in This Report

The Sustainability Report covers the same entities as our consolidated financial statements. Please see Subsidiaries of AdvanSix Inc., incorporated by reference to Exhibit 21.1 of the Annual Report on Form 10-K, filed with the SEC on February 16, 2024.

In the first quarter of 2022 we completed our second acquisition with our purchase of U.S. Amines, adding alkyl and specialty amines to our value chains. These entities are included in our reporting for 2022 and forward, except where noted.

2-3 Reporting Details

We publish quarterly and annual financial reports. Our annual reports cover full calendar year periods. This report covers the time period from January 1, 2023 to December 31, 2023, unless otherwise stated, and we publish a Sustainability Report annually. Our 2023 report was published on July 8, 2024. For questions or comments about our report please email investorrelations@advansix.com.

2-4 Restatements

A summary of the restatements of information disclosed in previous reporting periods, reasons for the restatements, and impacts of the restatements are listed below.

We updated the units of measure for our intensity metrics in order to align with peer benchmarks and feedback from third-party raters and rankers. In this report, intensity is reported using metric tons in the denominator. In prior years it was reported in millions of pounds, and prior years are updated when reported in this report.

2-5 External Assurance

Starting with AdvanSix's 2021 Sustainability Report, at the initiation of our Executive Leadership Team and pursuant to the oversight of the Health, Safety, Environmental and Sustainability Committee (HSE&S) of our Board of Directors through 2022 and the Nominating and Governance Committee thereafter, we voluntarily seek limited assurance from ERM CVS, an independent third party, for certain environmental, social and governance (ESG) metrics and indicators in our report. In addition, AdvanSix has policies and internal practices to ensure the accuracy of the report. For instance, internal audits are conducted on many of AdvanSix's key activities including safety, health, environmental performance, financial accounting, and compliance with the AdvanSix Code of Conduct. Third-party audits are also conducted to review this data as part of our certification and conformance processes for ISO 14001 and Responsible Care®.

The most recent assurance statement, which details the scope, basis, activities and conclusions of ERM CVS's limited assurance engagement in accordance with the International Standards on Assurance Engagements ISAE 3000 standard, is included at the end of this report.

2-6 Activities, Value Chain, and Other Business Relationships

As a diversified chemistry company, we are the source for vital solutions that enable our customers around the world to deliver a diverse range of products. We play a critical role in global supply chains, innovating and delivering essential products for a wide variety of end markets and applications that touch people's lives, such as the nutrition for crops that feed the world, packaging that increases the shelf life of food in the grocery store, the additives in vibrant paints that decorate homes, the nylon in the soft, durable carpet under our feet, and so much more.

Our reliable and sustainable supply of quality products emerges from the integrated value chain of our five U.S.-based manufacturing facilities. AdvanSix strives to deliver best-in-class customer experiences and differentiated products in the industries of nylon solutions, plant nutrients and chemical intermediates, guided by our core values of Safety, Integrity, Accountability and Respect. Our four key product lines are as follows:

Nylon – We sell our Nylon 6 resin globally, primarily under the Aegis® brand name. Nylon 6 is a polymer resin which is a synthetic material used by our customers to produce fibers, filaments, engineered plastics and films that, in turn, are used in such end-products as carpets, automotive and electric components, sports apparel, food packaging and other industrial applications.

Caprolactam – Caprolactam is the key monomer used in the production of Nylon 6 resin. We internally polymerize caprolactam into Aegis® Nylon 6 Resins, and we also market and sell the caprolactam that is not consumed internally to customers who use it to manufacture polymer resins to produce fibers, compounds and other nylon products. Our Hopewell manufacturing facility is one of the world’s largest single-site producers of caprolactam as of December 31, 2023.

Ammonium Sulfate – Our ammonium sulfate is used by customers as a fertilizer containing nitrogen and sulfur, two key plant nutrients. Ammonium sulfate fertilizer is derived from the integrated operations at the Hopewell manufacturing facility. Because of our Hopewell facility’s size, scale and technology design, we are the world’s largest single-site producer of ammonium sulfate fertilizer as of December 31, 2023. We market and sell ammonium sulfate primarily to North American and South American distributors, farm cooperatives and retailers to fertilize crops.

Chemical Intermediates – We manufacture, market and sell a number of other chemical intermediate products that are derived from the manufacturing processes within our integrated supply chain. Most significant is acetone which is used by our customers in the production of adhesives, paints, coatings, solvents, herbicides and engineered plastic resins. Other intermediate chemicals that we manufacture, market and sell include phenol, alpha-methylstyrene (“AMS”), cyclohexanone,

oximes, cyclohexanol, sulfuric acid, ammonia and carbon dioxide. With the acquisition of U.S. Amines Limited (“U.S. Amines”), we also produce alkyl and specialty amines serving high-value end markets such as agrochemicals and pharmaceuticals.

Our manufacturing process is vertically integrated. We use cumene, a chemical compound produced from benzene and propylene, to manufacture phenol, acetone and AMS at our Frankford, Pennsylvania plant. The majority of the phenol we manufacture is further processed at our Hopewell facility through an integrated series of unit operations, which also consume natural gas and sulfur, to primarily produce caprolactam and ammonium sulfate. In 2023, approximately 55% of the caprolactam we produced at our facility in Hopewell, Virginia was shipped to our facility in Chesterfield, Virginia where it was polymerized into Aegis® Nylon 6 resins. During 2022, AdvanSix acquired U.S. Amines, which has two manufacturing facilities located in Bucks, Alabama and Portsmouth, Virginia. We serve approximately 400 customers globally located in approximately 50 countries.

No significant changes occurred in this reporting period.

2-7 Employees

As of December 31, 2023 AdvanSix had 1,443 U.S. based permanent employees. The table below summarizes our employee categories.

Employees	Total	Male	Female
Permanent	1443	1218	225
Full-Time	1432	1210	222
Part-Time	11	8	3

Reported numbers are headcounts as of the last business day of the reporting year. Temporary employees and employees not based in the U.S. are excluded. AdvanSix had no employees with non-guaranteed hours. There were no significant changes in headcount since the prior reporting period.

2-8 Workers Who Are Not Employees

AdvanSix supplements our workforce with outside contractors to support our operations. On-site contractors typically provide engineering, maintenance, and construction services, janitorial services, site security services, and site medical services. On-site contractors are included in our occupational health and safety management system and metrics associated with those disclosures.

2-9 Governance Structure

Our Board of Directors is responsible for overseeing the activities of AdvanSix. The Board acts as the ultimate decision-making body and selects the CEO and appoints the executive officers, who are charged with conducting the business of the company. The Board reviews and oversees implementation of our strategic and annual operating plans and corporate policies.

There are four standing Board Committees: the Audit Committee, Compensation and Leadership Development Committee (C&LD), Nominating and Governance Committee (Nom & Gov), and the Health, Safety and Environmental (HS&E) Committee. Each of these committees plays a critical role in the governance and oversight of our Environmental, Social and Governance (ESG) initiatives.

Please refer also to separate sections of this report outlining our governance related to ESG issues. This includes:

- ensuring that the Nominating and Governance Committee conducts a periodic assessment of ESG categories to confirm they are appropriately captured within the chartered responsibilities of applicable Committees;
- a periodic assessment of ESG-related matters escalated by applicable Committees, from time to time, for full Board oversight; and
- a periodic evaluation of applicable ESG-related enterprise risk management considerations.

For a description of the composition of our Board, including breakdowns by gender and ethnic diversity, competencies, independence, tenure, and other commitments, please see our [2024 Proxy Statement](#), pages 1-6.

2-10 Nomination and Selection of the Highest Governing Body

For information on our Board nomination process see our [2024 Proxy Statement](#), pages 1-6 and 13-14, and our Policy Statement regarding [Director Nominations and Stockholder Communications](#).

The Committee intends to take into consideration criteria established by the Board as set forth in the Company's Corporate Governance Guidelines or established by the Committee in the Policy Statement Regarding Director Nominations and Stockholder Communications. In advance of, and at the time of, recommending candidates to the Board, the Committee shall inform the Board of the criteria used in making the recommendation.

The Committee annually reviews with the Board the requisite skills and characteristics of Board members, as well as the composition of the Board as a whole. This assessment includes a consideration of independence, diversity, age, skills, experience and industry backgrounds in the context of the needs of the Board and the Company, as well as the ability of current and prospective directors to devote sufficient time to performing their duties in an effective manner. Directors are expected to exemplify the highest standards of personal and professional integrity. In particular, the Committee seeks directors with established strong professional reputations and expertise in areas relevant to the strategy and operations of AdvanSix's businesses. While AdvanSix's Corporate Governance Guidelines do not prescribe a diversity policy or standards, as a matter of practice, the Guidelines do prescribe that the Committee will give consideration to diversity when evaluating the composition of the Board and the nomination of director candidates. Directors are expected to challenge management constructively through active participation and questioning. The Nominating and Governance Committee is committed to enhancing both the diversity of the Board itself and the perspectives that are discussed in Board and Committee meetings.

While AdvanSix's Corporate Governance Guidelines do not prescribe a diversity policy or standards, as a matter of practice, the Guidelines do prescribe that the Committee will consider diversity when evaluating the composition of the Board and the nomination of director candidates. Please see pages 13-14 of our [2024 Proxy Statement](#) for information on our criteria for director independence as well as additional criteria used for nominating and selecting our board members.

2-11 Chair of the Highest Governing Body

Our Corporate Governance Guidelines provide that the positions of Board Chair and Chief Executive Officer are to be held by separate individuals. Mr. Marberry served as Independent Chair of the Board through our Annual Meeting of Stockholders on June 15, 2023 and, in accordance with the Corporate Governance Guidelines, met the independence requirements established by the NYSE. Effective at that 2023 Annual Meeting, Mr. Karran succeeded Mr. Marberry as Independent Chair of the Board. Mr. Karran meets the independence requirements established by the NYSE in accordance with the Corporate Governance Guidelines. For further details, please see our [2024 Proxy Statement](#), pages 7, 13-14.

2-12 Role of the Highest Governance Body in Overseeing Management Impacts

The Board exercises oversight with respect to ESG matters including

- (i) ensuring that the Nominating and Governance Committee conducts a periodic assessment of ESG categories to confirm they are appropriately captured within the chartered responsibilities of applicable Committees;
- (ii) a periodic assessment of ESG-related matters escalated by applicable Committees, from time to time, for full Board oversight; and
- (iii) a periodic evaluation of applicable ESG-related enterprise risk management considerations. Each Committee plays an important role in assisting the Board with its ESG oversight responsibilities. The following graphic shows the ESG responsibilities assigned to each Committee.

		HS&E	C&LD	Audit	Nom & Gov
Environmental	HS&E and Process Safety				
	Regulatory				
	Climate				
Social	CSR and Sustainability				
	ED&I				
	Human Capital Management				
	Leadership Development				
	Executive Succession Planning				
	Government Relations				
Governance	Cybersecurity				
	ERM				
	ESG Metrics				
	Business Conduct Incident Reviews				
	Board Composition				

The Board and each of its Committees regularly evaluate their processes, agendas, meeting materials, continuing education and responsibilities in order to ensure that relevant governance and oversight functions are properly designed and administered, and reflect best practices. In addition, the Chair of the Nominating and Governance Committee oversees a formal annual Board and Committee self-evaluation process including holding one-on-one meetings with each director. The results of this self-evaluation process are reviewed by the Nominating and Governance Committee as well as by each Committee Chair, and summarized for the full Board to discuss during a dedicated session where a facilitated discussion seeks to comprehensively reflect on the results. During 2023, the self-evaluation session was further

supported by a third-party consultant that conducted individual director interviews and facilitated a full Board discussion. Based on the evaluation process in 2023, the Board and Committees implemented certain changes to meeting schedules, agendas, as well as meeting materials, and determined to continue individual meetings with the CEO to support and drive continuous improvement of the Board's effectiveness, oversight responsibilities and governance.

2-13 Delegation of Responsibility for Managing Impacts

Responsibility for managing AdvanSix ESG program, including the company's impacts on people, the economy and the environment, as well as climate-related issues such as physical and transition risk, is delegated by the Nominating and Governance Committee of our Board of Directors to our executive leadership team. Our Chief Executive Officer has delegated oversight of our ESG program to our Senior Vice President and General Counsel who has responsibility for managing the enterprise sustainability program and overseeing our public ESG-related disclosures. They are advised by our Sustainability Council, comprised of high-level subject matter experts from across different functions of the organization.

Together, they report quarterly on relevant ESG topics to the Nominating and Governance Committee of our Board of Directors.

2-14 Role of the Highest Governing Body in Sustainability Reporting

The report, including our selected material topics, is prepared by our Sustainability team and Communications team, with the input of relevant functions across the organization, and with the consultation of our Sustainability Council. The report is reviewed by our senior leadership team with the oversight of the Nominating and Governance Committee of our Board of Directors.

2-15 Conflicts of Interest

Please see Board's Role in Risk Oversight on page 12 of AdvanSix's [2024 Proxy Statement](#). The Nominating and Governance Committee has responsibility for risk oversight related to potential conflicts of interest and related-party transactions.

Other board memberships for each of our directors are disclosed on pages 4–6 of AdvanSix's [2024 Proxy Statement](#). There is no controlling shareholder for AdvanSix. The existence of controlling shareholders would be disclosed under applicable US securities laws. Please see Director Independence on pages 13 and Policy and Procedures Governing Related Party Transactions on page 17 of AdvanSix's [2024 Proxy Statement](#) for details on how conflicts related to cross-shareholding or related parties would be disclosed. AdvanSix has not been a participant in any related-party transaction requiring disclosure under SEC rules.

2-16 Communication of Critical Concerns

Critical concerns may be brought to the attention of our Board of Directors by two channels: directly to the members of the Board as described on page 22 of our [2024 Proxy Statement](#), or through our Business Conduct Incident Reporting process (see GRI-2-25 and 2-26), which our General Counsel reports on a quarterly basis to applicable Committees of the Board and as needed to the full Board of Directors. Please see our GRI 2-26 disclosure for details on the concerns raised through the Business Conduct Incident Review process in 2023.

2-17 Collective Knowledge of the Highest Governing Body

All new directors participate in a comprehensive director onboarding and orientation program, including presentations by senior management to familiarize new directors with the Company's strategic and operating plans, its financial and accounting practices, its key risk management topics, its compliance programs, its Code of Conduct and the Board Code of Ethics, its principal officers, its internal auditors and independent accountants. The directors receive materials or briefing sessions before each Board and Committee meeting. Between meetings, the directors are in frequent communication with the executive management of the Company on matters relating to critical aspects of the Company's business. The Board also regularly participates in site visits, plant tours

and training at AdvanSix's facilities, as well as informational presentations regarding industry developments and various aspects of the Company's business and operations. Members of the Board attend, at the Company's expense, seminars, conferences and other continuing education programs designed for directors of public companies.

2-18 Evaluation of the Performance of the Highest Governing Body

For details on our Board's evaluation process, please see page 10 of our [2024 Proxy Statement](#).

For details of the changes to the composition of our Board of Directors and its committees, please see pages 9-10 of our [2024 Proxy Statement](#).

2-19 Remuneration Policies

For information on the our compensation policies for the AdvanSix Board of Directors and certain Named Executive Officers, please see pages 15-17 and 23-46 of our [2024 Proxy Statement](#).

Our short-term incentive plan includes a set of performance metrics for Leadership Team Strategic Objectives, which includes goals relating to business strategies, operational excellence, risk management and corporate social responsibility factors including ESG priorities.

2-20 Process to Determine Remuneration

Our process for designing remuneration policies and determining remuneration are overseen by the Compensation and Leadership Development Committee of our Board of Directors. For a discussion of certain of our C&LD Committee processes and procedures with respect to executive compensation, please see "Board Committee Oversight of Executive Compensation and Outside Compensation Consultant" on pages 11-12 of our [2024 Proxy Statement](#). Our executive compensation program received substantial support and was approved, on an advisory basis, by 95% of votes cast at our 2023 Annual Meeting of Stockholders.

2-21 Annual Total Compensation Ratio

For information on the ratio of the annual total compensation for our highest-paid employee to the median annual total compensation for all employees, please see page 43 of our [2024 Proxy Statement](#). The ratio of the annual total compensation of our CEO to the annual total compensation of the median employee this year decreased 6% compared to the prior reporting year.

2-22 Statement on Sustainable Development Strategy

Please see the Letter from the CEO on page (i) of this report.

2-23 Policy Commitments

In 2020, AdvanSix signed its commitment to the United Nations Global Compact. At AdvanSix, one of our core values is integrity, and we have always supported the values of the UN Global Compact. Formalizing that means we are committed to meeting fundamental responsibilities in four areas – Human Rights, Labor, Environment and Anti-Corruption – and providing an annual update on our progress toward implementing the UN Global Compact's 10 principles and advancing the UN Sustainable Development Goals (SDGs). The UN Global Compact's principles are part of our day-to-day business practices, connected with our organization's empowered high-performing culture, and consistent with our overall commercial and sustainability strategies.

Our values, principles, standards, and norms of behavior are primarily governed by our Code of Business Conduct which applies to all AdvanSix directors, officers and employees, as well as business partners and suppliers. The Code of Business Conduct serves as a set of baseline requirements that enables employees to recognize and report compliance, integrity and legal issues, including through the anonymous ACCESS Integrity and Compliance Helpline.

The Code outlines our organization's pledge to operate in a safe, ethical and compliant manner, to promote a positive workplace, to show respect for colleagues and partners, to promote development through training and to value diversity of perspectives and ideas. It provides guidance and outlines expectations in several key integrity and compliance areas,

including the prohibition of sexual or other forms of harassment, avoiding conflicts of interest, our commitment to health, safety and environmental matters, maintaining accurate books and records, anti-corruption and proper business practices, trade compliance, insider trading, data privacy, respect for human rights and the appropriate use of information technology and social media. All AdvanSix employees are required to complete Code of Business Conduct training and certify their compliance with the Code. In addition, directors and executive officers annually certify their acknowledgment of the Code of Business Conduct and that they will act in accordance with it.

AdvanSix's Human Rights Policy is guided by common principles found within the United Nations Universal Declaration of Human Rights and Guiding Principles for Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

AdvanSix is committed to integrity and compliance in all its business dealings. The AdvanSix Human Rights Policy sets forth our expectations and policies regarding human rights. AdvanSix always endeavors to live these values and meet the highest standards of corporate behavior in all aspects of business. The foundation for this Policy and our values is integrity and caring for people, which are fundamental to the success of our enterprise.

Our policy:

- commits us to managing our operations in a safe, secure and sustainable manner for the protection of our workers and communities
- prohibits us from employing children or supporting the use of child labor
- prohibits our use of prison labor, forcibly indentured labor, bonded labor, slavery or servitude
- commits us to ensuring equality of opportunity and prohibits harassment of any kind or discrimination on the basis of race, color, religion, sex, sexual preference/orientation, citizenship,

marital status, veteran status, national origin, age or disability, or against any other protection established by applicable law or regulation

- commits us to ensuring that our employees' compensation meets or exceeds legal minimums and is competitive with industry standards
- articulates the respect we have for the cultures, customs and values of the people in communities where we operate, and commits us to taking their needs, concerns and aspirations into account through a process of engagement and consultation with potentially affected groups and all of our relevant stakeholders.

We have several specific policies and programs as part of our corporate governance; many are listed below. For more information, please refer to our [Governance Documents Webpage](#).

- [Board of Directors Code of Ethics Guidelines](#)
- [Corporate Governance Guidelines](#)
- [Compensation and Leadership Development Committee Charter](#)
- [Health, Safety, Environmental Committee Charter](#)
- [Audit Committee Charter](#)
- [Nominating and Governance Committee Charter](#)
- [Insider Trading Policy](#)
- [Code of Business Conduct](#)
- [Supplier Code of Business Conduct](#)
- [Policy Statement Against Slavery and Human Trafficking](#)
- [Human Rights Policy](#)
- [Conflict Minerals Policy Statement](#)
- [Anti corruption Policy Statement](#)
- [Political Contributions Policy Statement](#)
- [Health, Safety, Environmental and Sustainability Policy](#)
- [Sustainable Procurement Policy](#)
- [AdvanSix Corporate Commitment Against Forced Labor and Child Labor in Supply Chains](#)
- [California Transparency in Supply Chains Act Disclosure](#)

2-24 Embedding Policy Commitments

AdvanSix maintains a transparent culture of integrity and compliance, HSE performance and operational excellence through the governance oversight of its Ethics, Compliance and Integrity Program. AdvanSix has developed robust and fit-for-purpose standards, procedures, work instructions and overarching policies as a cornerstone of our sustainability strategy and ESG practices.

Our Board of Directors is responsible for overseeing the activities of AdvanSix. The Board acts as the ultimate decision-making body and selects the CEO and appoints the executive officers, who are charged with conducting the business of the company. The Board reviews and oversees implementation of our strategic and annual operating plans and corporate policies. There are four standing Board Committees: the Audit Committee, Compensation and Leadership Development Committee, Nominating and Governance Committee, and the Health, Safety, and Environmental Committee. Each of these committees plays a critical role in the governance and oversight of our Environmental, Social and Governance initiatives.

Our Legal Department is responsible for the legal compliance and management of all legal and regulatory risks. In addition to our training programs, our Legal Department supports functional areas with training on legal issues that support risk mitigation, compliance, transparent reporting with regulators, and continuous operations. AdvanSix's Legal and Compliance Team also oversees corporate policies and practices to improve education and training that support business practices consistent with responsible corporate citizenship. This includes:

- Robust and engaged training completed via the AdvanSix Learning Management System with required assessment questions and certifications covering 100% of employees and new hires.
- Annual Training/Code of Conduct Certification ("Code") obtained from 100% of Employees, including Board of Directors and Executive Officers.

- Quarterly Certification for SEC filings delivered by 100% of Financial Reporting Team, SEC Disclosure Committee and Executive Officers.
- Terms and conditions incorporated into supply contracts, where possible, incorporate our Supplier Code of Conduct, which reinforces Code principles. AdvanSix expect all suppliers to adhere to and enforce such requirements in their respective supply chains.
- Trainings conducted include subject matter deep-dives into critical subject matters including:
 - Foreign Corrupt Practices Policy Training
 - Antitrust Compliance Policy Training
 - Acceptable Use Policy Training
 - Cybersecurity Training
 - Anti-harassment Training
 - Insider Trading Policy Training
- Legal Team oversight of in-person training sessions, either led by in-house attorneys or through subject matter experts (including outside counsel), to provide opportunities for interactive learnings on best practices and current developments in all critical compliance areas including fiduciary oversight, anti-corruption, antitrust, FCPA, insider trading, acceptable use, and cybersecurity.
- Trainings required to be completed by deadlines which are enforced by the Legal and Compliance Team.
- Annual Certification of Compliance required with comprehensive tracking of assignments and completions managed by Human Resources team with oversight of the Legal and Compliance Team.

2-25 Process to Remediate Negative Impacts, 2-26 Mechanisms for Seeking Advice and Raising Concerns

AdvanSix encourages all employees, teammates and other stakeholders to speak up, ask for advice and voice concerns if there are suspected violations of our Code of Business Conduct, deviations from legal or regulatory requirements or circumstances where the AdvanSix Values are not being upheld. To encourage speaking up, several channels and resources have been made available to facilitate an open dialogue and resolution with respect to suspected incidents or breaches of our Code. Stakeholders may bring their concerns to any of:

- For employees: their manager, supervisor, Human Resources representative, or local complaint or grievance process
- A member of the Legal and Compliance Team
- The ACCESS Integrity and Compliance Helpline (the “Helpline”)

The ACCESS Integrity and Compliance Helpline is a 24-hour service answered by an independent third-party provider that accommodates all of the languages that AdvanSix employees speak. It is publicized within the organization with posters and available on both our public website and company intranet. Reports can be made using the helpline by dialing 844-680-3973. Issues may also be reported by mail, email or web to:

AdvanSix Inc.,
Attn: ACCESS, 300 Kimball Drive, Suite 101
Parsippany, NJ 07054
access.integrity.helpline@advansix.com or
www.advansix.ethicspoint.com

An independent, third-party service provider manages the Helpline and directs incident summaries to the Legal and Compliance Team, which conducts an initial assessment of the inquiry.

AdvanSix treats all reports confidentially to the extent possible, consistent with the law, Company policy and the Company’s need to conduct a thorough investigation. Suspected violations may be reported by identifying yourself or by remaining anonymous. All

reports are investigated promptly and thoroughly, consistent with applicable law and, upon the advice and approval of the Legal and Compliance Team, may be reported to the appropriate authorities. You may contact the AdvanSix Legal and Compliance Team with any questions.

AdvanSix believes that it is critical that all of our employees, teammates and stakeholders feel comfortable raising questions and concerns. AdvanSix will not tolerate any form of retaliation for making a good faith report of actual or potential misconduct.

All incidents, whether reported directly to the Legal and Compliance Team, through managers, through HR representatives or through our Helpline, are assessed and evaluated in order to determine the most effective and appropriate means of investigation required. Based on the facts and circumstances, the Legal and Compliance Team assigns a trained incident investigator to independently evaluate the circumstances surrounding the incident, always remaining mindful of potential conflicts of interest and independence. During the investigation process, anonymity is carefully preserved if requested by the incident reporter. Ultimately, the investigator makes a final determination as to whether the allegation was substantiated, partially substantiated or unsubstantiated. The Company’s response to substantiated or partially substantiated matters is case-dependent and may include disciplinary action or other corrective actions.

The AdvanSix Legal Department maintains a robust reporting and tracking system to ensure that all incidents are assessed and tracked to closure. Transparency of reporting and assessment of escalations will provide visibility into the organization in order to:

- Foster a culture of assurance and loyalty
- Build stronger relationships
- Strengthen trust
- Promote legal and regulatory compliance

The hallmarks of our program include:

- Detailed dashboard tracking of incidents, findings (substantiated and partially substantiated), corrective actions, and closure rates
- Assessment of closure rates to benchmark data provided by a third-party best-in-class provider to ensure numbers of incidents and closure rates are consistent with best practices
- Active engagement with outside counsel providing live training on incident investigations with best practice templates, guides and forums for Q&A
- Quarterly Reporting to Board Committees:
 - Nominating & Governance Committee oversees incidents associated with Business Integrity; HR & Workplace Respect; HS&E and Misuse and Misappropriation of Corporate Assets
 - Audit Committee oversees incidents associated with Accounting, Auditing and Financial Reporting
- Reporting to full Board of Directors as needed

During 2023, the Company investigated 21 submitted incidents, of which 12 (or 57%) were substantiated or partially substantiated resulting in disciplinary action or other corrective actions. The Company categorizes its incidents as follows: Accounting, Auditing and Financial Reporting; Business Integrity; HR & Workplace Respect; HS&E and Misuse and Misappropriation of Corporate Assets. Most of the incidents assessed (76%) were related to inquiries regarding HR & Workplace Respect. All incidents raised that are determined to be substantiated or partially substantiated are promptly addressed through corrective actions and/or process improvements, both at the site where the incident originated and on an enterprise-wide basis, if applicable.

2-27 Compliance with Laws and Regulations

We report significant instances of non-compliance under our legal proceeding disclosure in Part I, Item 3 of our Annual Report on [Form 10-K](#) for the year ended December 31, 2023, filed with SEC on February 16, 2024, consistent with the Securities Exchange Act of 1934, as amended. One matter from a prior reporting year and another from 2023 were reported there, with neither resulting in significant fines nor non-monetary sanctions in the reporting year.

2-28 Member Associations

AdvanSix representatives are members of the Board of Directors of: the American Chemistry Council, The Fertilizer Institute, the Manufacturers Alliance, the Virginia Manufacturers' Association, the Pennsylvania Chemical Industry Council, The Hopewell/Prince George Chamber of Commerce, and Women in Manufacturing Virginia. AdvanSix also has membership in committees and workgroups of the American Chemistry Council, Manufacturers Alliance and the American Fuel and Petrochemical Manufacturers. At a national level, AdvanSix participates as a patron level supporter of the American Institute of Chemical Engineers' "Doing a World of Good" initiative, which has included support and participation in the Future of STEM Scholars Initiative ("FOSSI"), a national, industry wide program which provides scholarships to students pursuing STEM degrees at Historically Black Colleges and Universities ("HBCUs") and connections to internships, leadership development and mentoring opportunities. During 2023, we welcomed our third class of FOSSI scholars, all of whom are attending HBCU's, increasing our total number of scholars to thirteen.

2-29 Stakeholder Engagement

Sustainability is critical to our business and our relationships with key stakeholders. We consider our employees to be our most important stakeholders, joined by customers, suppliers, shareholders, the communities in which we operate, as well as regulators and industry associations. Our goal is to encourage and maintain open, honest, two-way communication with all stakeholders and approach engagement on both corporate and community levels. Increasing transparency in our annual sustainability reporting is one way we ensure engagement with our stakeholders.

2-30 Collective Bargaining Agreements

Approximately 51% of our employees are covered by collective bargaining agreements that expire between 2025 and 2028. From time to time, we engage in negotiations to renew collective bargaining agreements as those contracts are scheduled to expire. The Company strives to maintain positive and productive relationships with all of its employees, including the unions representing those employees. See below for additional details on topics and concerns we judge to be relevant to our stakeholders, and details on how we engage with each group of stakeholders.

Stakeholder	Key Topics and Concerns	Selected Engagements
Employees	• Safety and workplace security • Health and wellness • Business strategy and culture • Inclusion and diversity • Career development • Competitive compensation and benefits • Work/life balance	• Employee engagement • Town hall meetings and informal Q&A sessions with leaders • Training programs • AdvanSix intranet • Social media, including LinkedIn • Employee resource groups • Surveys and roundtable discussions • Service Anniversary Recognitions • Emergency Brigade volunteering • Medical operations at our plants • Employee Assistance Program • Health savings accounts • Discounts on gym membership • Ethics hotline
Suppliers	• Safety • Environmental performance • Human rights • Risk management • Corporate responsibility • Diversity and inclusion • Value chain insights • Local supplier development • Quality • Performance expectations • Operational integrity • Expectations for suppliers • Education	• Education and requirement of suppliers to follow our HSE values and procedures • Engagement with Supplier Code of Business Conduct • Contractual authority to conduct audits and enforce compliance with Supplier Code of Business Conduct • Industry and trade group involvement • Periodic business review meetings • Supplier relationship management to ensure performance and corrective actions • Periodic assessment of supplier qualifications • Supplier Assessment Framework through EcoVadis and Together for Sustainability Initiative
Customers	• Safety • Product quality • Sustainability • Supply chain management • New product development • Innovative products and technology • Technology needs	• Maintenance of regular dialogue • Collaborative customer service • Account management interaction • Presence at industry events • Technical and application support • Distribution channels • Customer service team • Customer service call centers • Quality control and management • Marketing solutions • Social media

Stakeholder	Key Topics and Concerns	Selected Engagements
Communities	• Economic development • Environmental impacts, including emissions • Community involvement and support • Support of education • Employment opportunities • Human rights • Operational impacts • Community impacts and needs	• Local community associations • Social media postings • Contributions to community initiatives • Volunteer support with non-profits • Support local emergency services • STEM education support and interaction • Co-op programs • Local sponsorships • Local media relations • Chamber of Commerce membership
Government	• Energy supply and security • Environmental performance • Compliance • Employment opportunities • Ethics and integrity • Local supplier development • Education	• Plant tours and site visits • Industry / trade association involvement • Support economic development • Support co-ops and employment programs • Issuance of information and insights on policies that may affect our business • Ongoing regulatory liaison
Investors	• Business performance and market dynamics • Transparent reporting of financial performance • Return on investment • Capital expenditures • Risk management • Board composition • Corporate Governance and Executive Compensation • Corporate Social Responsibility and ESG • Climate change • Environmental performance	• Quarterly earnings announcements, conference calls, and materials • News releases and SEC Filings • Annual report • Proxy Statement and Annual Meeting of Stockholders • Investor Relations website • Investor Day • Presentations at conferences • Investor meetings • Investment stewardship outreach

GRI 3 Material Topics

GRI 3-1 Process to Determine Material Topics

In 2018, we conducted a collaborative and cross-functional materiality assessment at the time of our inaugural Sustainability Report to determine which sustainability topics to prioritize and to guide the development of our sustainability strategy and related programs.

Key factors identified in the materiality assessment were safety performance, environmental compliance, operational impacts, and quality and product performance. In 2019, we added carbon footprint and emissions as a priority topic given their impact on society and on our business. For 2020, we reaffirmed these topics through an assessment of internal and external inputs to ensure alignment with prevalent Environmental, Social, and Governance (ESG) frameworks, including Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on

Climate-related Financial Disclosures (TCFD), EcoVadis, the United Nations Sustainable Development Goals (UN SDGs) and others. As a result of that assessment, we identified and added two new material topics covering water stewardship in our local communities and fostering an equitable, diverse and inclusive workplace. We utilize cross-functional teams who interact with our Sustainability Council to prioritize materiality of topics, address categories that are applicable in our industry and align with our strategic goals.

In 2022, we refreshed our materiality assessment through a consultant-led process of engagement with internal and external stakeholders, and review by our executive leadership team and Board of Directors. The assessment resulted in adding community engagement and supply chain impacts as material topics. No updates or changes were made in this reporting year. For 2023, the executive leadership team and the Board of Directors determined there were no material changes to be made to the material topics.

GRI 3-2 List of Material Topics

Our Key Priorities	Material Topics	UN SDG Contributions
Our People	Safety & Security Equity, Diversity & Inclusion Community Engagement	
Material Impact	Climate Regulatory Compliance Water	
Thinking Beyond	Product Offerings Supply Chain	

GRI 201 Economic Performance

201-1 Direct Economic Value Generated and Distributed

Please see the financial statements and accompanying Notes in Part II Item 8 on pages 42-74 of AdvanSix's [Form 10-K](#), filed with the SEC on February 16, 2024.

201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change

Please see Risks Relating to Legal and Regulatory Matters in Item 1A on pages 20-23 of AdvanSix's [Form 10-K](#), filed with the SEC on February 16, 2024.

201-3 Defined Benefit Plan Obligations and Other Retirement Plans

Please see Note 10 to the Consolidated Financial Statements on page 62 of [Form 10-K](#) filed by AdvanSix with the SEC on February 16, 2024.

We do not report on the level of participation in our retirement plans.

GRI 203 Indirect Economic Impacts

203-1 Infrastructure Investments and Services Supported

AdvanSix contributes funding and leadership to Hopewell Water Renewal, the municipal wastewater treatment public/private partnership in Hopewell, VA.

203-2 Significant Indirect Economic Impact

AdvanSix does not collect information on or produce estimates of its indirect economic impacts. We will evaluate conducting such analyses for selected high-impact sites in the context of our community engagement strategy.

GRI 205 Anti-Corruption

Our public [Anticorruption Policy Statement](#) is posted on our website.

AdvanSix is committed to operating and conducting business with integrity, acting ethically and ensuring compliance with all applicable laws and regulations. At AdvanSix, we maintain a firm position against bribery, fraud, corruption and conflicts of interest. This includes compliance with antitrust laws, the U.S. Foreign Corrupt Practices Act (FCPA) and anti-money laundering laws, and applies to our employees, consultants, agents and representatives.

Our policies provide, among other items, that no employee may directly, or indirectly through third parties, corruptly offer, pay, promise to pay or authorize payment of any money or anything of value to a customer or government official for the purpose of obtaining or retaining business or to secure an improper advantage.

AdvanSix's anticorruption policies and practices are tailored to meet best practices and include:

- Annual Compliance Training Program includes training modules for compliance with the Code of Conduct (including conflict of interest, antibribery and anticorruption), FCPA Policy and Insider Trading Policy
- Trainings are reinforced with in-person meetings involving the legal department and, at times, outside counsel, reviewing key developments with respect to anticorruption policies for various functional groups including our Strategy, Sales and Procurement Teams
- Training for teammates attending trade shows, customer events and procurement meetings

205-1 Operations Assessed for Risks Related to Corruption

As part of AdvanSix's risk oversight program, we maintain a comprehensive system of controls according to COSO's Internal Control – Integrated Framework. One element of this program is to conduct an annual Fraud Risk Assessment wherein key stakeholders are consulted and internal and external factors are considered to identify areas susceptible to fraud, including acts of bribery or corruption by employees or vendors. The assessment incorporates responses from key stakeholders with visibility across all five of our production sites and our headquarters, which captures 100% of our operations. The risk assessment identified no significant risks that would not be addressed by our control environment.

205-2 Communication and Training About Anti-Corruption Policies and Procedures

All members of our Board of Directors and all of our employees have been informed of and/or trained on our anti-corruption policies and procedures through our annual compliance training program. We routinely communicate our [Supplier Code of Business Conduct](#) that includes anti-corruption requirements to suppliers, post it publicly on our website, and expect all suppliers to adhere to its requirements. Other stakeholders may access our [Anticorruption Policy Statement](#) posted publicly on our website.

205-3 Confirmed Incidents of Corruption and Actions Taken

In 2023, AdvanSix did not become aware of any incidents of corruption, nor were any legal cases regarding corruption brought against either AdvanSix or its employees.

GRI 206 Anti-Competitive Behavior

Our [AdvanSix Code of Business Conduct](#) details how we manage compliance to international competition laws; please refer to pages 14-15. We reinforce this commitment with annual compliance training that includes training on our Antitrust Policy.

206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices

We have not had any pending or completed legal actions related to anti-competitive behavior or anti-trust and monopoly legislation. In addition, competition risk assessment questionnaires are distributed and completed by HR, Procurement and Sales teams to improve communication and awareness of specific issues for their respective roles, and to identify vulnerabilities or control gaps, if any.

Environmental Compliance

GRI 3-3 Management of Material Topics

At AdvanSix, we work to reduce our impact on the environment throughout our operations and our value chain.

Our HSE management system, which is implemented through policies, practices and procedures, focuses on continuous improvement. Cross-functional teams, enabled by technology, ensure conformance with our management system, as well as compliance with all applicable government requirements and regulations. We are driven to move beyond compliance to minimize operational impacts on the environment, including addressing climate change, reducing criteria pollutant air emissions, managing wastes and protecting water resources.

We are committed to compliance with environmental laws and regulations, while often establishing standards and processes that are more stringent than regulatory requirements. We Live by Our Word and promote a culture of integrity where we do the right thing especially when no one is looking.

We are subject to various federal, state, local and foreign government requirements regarding protection of human health and the environment. Compliance with these laws and regulations is essential to our operations. We invest significant financial and human resources into ensuring ongoing environmental compliance and we continue to monitor emerging developments.

Our environmental compliance system is part of our HSE management system (please refer to Governance for more information), a key component of which is maintenance of an HSE Aspects Register, which identifies key elements of our business activities that may impact HSE. The HSE Aspects Register helps to guide our objectives and planning actions for continual HSE performance improvement, including environmental compliance.

We monitor and internally report as part of our management approach on regulatory compliance. As part of our overall Integrity

and Compliance Program, we implement policies and procedures that will support 100% compliance, with the goal of no fines, penalties, or violations. Although all findings during 2023 were addressed and penalties have not been material to our results, we continue to identify and find new opportunities to enhance our compliance and training regime to ensure our employees have the skills, knowledge and tools to achieve our goal of environmental compliance with no fines, penalties or violations.

GRI 301 Materials

During this reporting period AdvanSix has been certified to the International Sustainability and Carbon Certification (ISCC) PLUS standard for three of its manufacturing sites, including Frankford, PA, Hopewell, VA and Chesterfield, VA. This new certification complements AdvanSix's existing recycled nylon product lines with 100% post-industrial recycled content or 100% post-consumer recycled content, each bearing SCS Recycled Content Certifications.

301-1 Materials Used By Weight or Volume

During this reporting period AdvanSix did not intentionally include any renewable materials into any of our products.

We use cumene, a chemical compound produced from benzene and propylene, to manufacture phenol, acetone and AMS at our Frankford, Pennsylvania plant. The majority of the phenol we manufacture is further processed at our Hopewell facility through an integrated series of unit operations, which also consume natural gas and sulfur, to produce caprolactam and ammonium sulfate. Over half of the caprolactam we produced at our facility in Hopewell, Virginia was shipped to our facility in Chesterfield, Virginia where it was polymerized into Aegis® Nylon 6 resins. We do not publicly report the weight or volume of renewable or non-renewable materials we produce.

301-2 Recycled Input Materials Used, 301-3 Reclaimed Products and Their Packaging Materials

Our caprolactam and resin product lines have recycled input materials and are part of our PIR and PCR product offerings. We do not report % of recycled or reclaimed input material because we consider this to be confidential business information.

As discussed further in GRI 306 below, we minimize our waste streams and recycle scrap metal, cardboard and wooden pallets at our manufacturing sites. We also have general office waste recycling programs.

GRI 302 Energy

Energy consumption remains a critical focus for AdvanSix, and we regularly monitor production and energy consumption with the goal of continuously improving efficiency. Energy flows are tracked and monitored at our production sites on a routine basis with a company-wide roll up performed on an annual basis. We also continue to optimize our processes and make smart investments to reduce the energy intensity of our production processes. All of our sites produce their own heating and cooling needs and electricity is our only indirect energy purchase. Our manufacturing locations rely on waste heat, generated as part of our production process, to reduce consumption of purchased fuels.

302-1 Energy Consumption Within the Organization

AdvanSix consumes natural gas, purchased and recovered fuels, as well as purchased electricity, which are all included in our intensity calculation. We do not currently have any renewable energy sources being consumed, other than the mix included in our purchases of grid electricity, and waste heat is not included. Activity data for purchased fuels is tracked at our manufacturing sites on a routine basis and aggregated corporate wide annually for this report.

Energy is calculated using standard methods to convert activity data to units of energy. All of our sites use electricity from the grid. AdvanSix does not consume any purchased heat or cooling, and any energy sold is considered de minimis and non-routine.

Any natural gas consumed as a feedstock for ammonia manufacturing is not included in any energy consumption metrics or disclosures. Mobile fuels and small ancillary fuels are not material to our total energy consumption and are included in our metrics using an estimate. Heating values for fuels are obtained from the USEPA Emission Factor Hub or from site specific third party sample analysis.

302-2 Energy Consumption Outside of the Organization

Energy outside of our organization is not included in our energy disclosures.

302-3 Energy Intensity

We define our intensity denominator as a unit of production of new material generated by an intentional production process irrespective if it is sold as sales or consumed internally as an intermediate product. During this reporting period we implemented a change to the unit of measure for the denominator of our intensity metrics. We changed from reporting in millions of pounds to metric tons to align with peer benchmarks and feedback from stakeholders. Historical intensity results found in this report have been updated to the new units of measure. Our intensity metric is increased over previous years due to a smaller volume of production metric tons. In addition, due to both planned turnaround activities and reduced manufacturing activity we were not able to fully rely on waste heat in this reporting period and had increased natural gas consumption over prior periods.

Summary of Energy in Gigajoules

	2018	2019	2020	2021	2022	2023
Total	23,737,960	20,932,552	18,798,191	19,180,612	18,206,739	19,233,034
Non-Renewable	21,636,016	18,797,452	16,694,154	17,013,855	16,024,267	17,016,179
Renewable	0	0	0	0	0	0
Electricity	2,101,944	2,135,100	2,104,037	2,166,757	2,182,472	2,216,854
Energy Intensity*	5.56	4.67	4.40	4.37	4.37	4.65

*Intensity is GJ per metric ton of production

GRI 303 Water and Effluents

GRI 3-3 Management of Material Topics (Water)

At AdvanSix, we recognize water as essential to life and a fundamental human right. Water is a finite resource and it is critical to our operations and the communities in which we operate. Our operations require water withdrawals from surface waters, third-party sources, and groundwater. Water that we do not consume is discharged back to surface waters or third-party treatment facilities. Our publicly posted [HSE&S Policy](#) commits us to ongoing compliance with applicable regulations, as well as engagement with local communities in shared watershed regions.

To ensure alignment with our values and commitments, we completed a Water Body Risk Assessment to evaluate the impacts from our operations and climate change to water supply bodies and receiving watersheds. The evaluation has highlighted risks both internally that the business can act upon in addition to external or regional risks that can only be addressed in partnership with the community and other valued stakeholders. This process has helped in the development of targets and goals surrounding water both internally to the business and also opportunities for our community. In completing our Water Body Risk Assessment, we evaluated each of our sites using tools including WRI Aqueduct and the WWF Water Risk Filter to assess risk along several dimensions, including physical, regulatory and reputational risk. We are in the process of developing our water targets and goals in alignment with the needs of our business, local regulations, emerging issues, and local communities while holding ourselves accountable for a marked change in our water impact. The process of goal-setting based on our Water Body Risk Assessment has underscored for us the importance of adapting our water program based on site-specific factors to best address local community and watershed challenges.

Our objective is to conserve water and protect the many local and regional source and discharge watersheds near our operations by minimizing our negative impacts, including quantity impacts from water withdrawals from stressed watersheds and quality impacts

from nutrient discharges both from our sites and from the use of our Plant Nutrients products.

At our Hopewell, VA site, we provide leadership and funding to Hopewell Water Renewal, a public/private partnership providing the municipal and industrial wastewater treatment services. In alignment with our goal for full environmental compliance we strive to be responsible stewards for our water withdrawals and discharges. In prior reporting periods we partnered with external partners to evaluate potential water reuse opportunities. In addition, we have been making comprehensive improvements to our stormwater management systems to reduce nutrient discharges to surface water using a phased plan. Phase One has had encouraging results with an 80% reduction in total nitrogen discharges at the trial outfall. Encouraged by the trial's success and the system's demonstrated effectiveness, we have now progressed to Phase Two. We will continue capturing and treating stormwater runoff, ensuring a temporary solution until a permanent one is in place. Anticipated to be in place by 2026, our permanent solution will further enhance our stormwater management practices.

Three of AdvanSix's sites are in the Chesapeake Bay watershed, so we prioritize doing our share in "Saving the National Treasure". In line with this commitment, we have commenced a multi-year improvement program for the Hopewell facility, including the acknowledgement of additional investment in the local municipal wastewater treatment facility serving both the industry and the community. We have taken action to reduce nutrient discharges through production and continuous improvements at our Hopewell and Chesterfield Virginia locations and are continually looking to reduce water usage.

In our 2021 Sustainability Report, we committed to a goal of no net increase in our water usage. Annually, as part of the sustainability reporting process, we evaluate our site- and enterprise-level water metrics and compare them against prior years with a formal evaluation of withdrawals, discharges, consumption, and water intensity to evaluate where improvements can be made as well as to identify aspects of our process we can improve. We

track our efforts formally in our public-facing reports and disclosures. In the most recent disclosure cycle we are proud to have improved our CDP water topic disclosure survey from a B to an A- score.

In 2023 our water withdrawals increased by 6%. This was driven mainly by increased surface water withdrawals in our Virginia locations, which are mainly non-contact and discharged back to the withdrawal source. This increase can typically be contributed to a combination of rising river water temperatures, potentially impacted by climate change factors and manufacturing activities which is primarily used for cooling purposes.

However, we have made significant progress toward defining a multi-year roadmap for improving our water footprint and resilience, and are making plans to address our most significant water related impacts and risks. Stakeholder engagement has been critical through this strategy-setting process. We incorporated government, NGO and community feedback in conducting our Water Body Risk assessment, and we maintain an open dialogue with government and community stakeholders as we develop our investment strategy and goals around water stewardship.

GRI 303-1 Interactions With Water as a Shared Resource

AdvanSix uses surface water at our Chesterfield and Hopewell, Virginia locations; water purchased from third parties at all of our locations; and groundwater at our Bucks, Alabama location. Water that is not consumed is discharged in compliance with local permit requirements, either to treatment facilities or local surface waters. Company-wide, our withdrawals are mostly from the James River, whose water is used for non-contact cooling at our Chesterfield and Hopewell sites and is discharged back into the same river. A small portion of our surface water at our Hopewell site is used for contact cooling as part of normal operations. Municipal water is purchased from a third party and typically used for evaporative cooling and to support our manufacturing process, with most then discharged to a local treatment facility. Our team closely monitors water usage in relation to our operations with the goals to recycle water as part of our manufacturing processes and to optimize water usage. We are continually looking for opportunities to

reduce the quantity of water we withdraw and improve the quality of our discharges. Each site tracks and monitors where and how water is consumed. Consistent with site permit requirements, the majority of our process water is discharged to wastewater treatment facilities prior to release. Nearly 100% of our surface water is returned into the same source as the withdrawal. The quality of our discharges are monitored and measured according to local permit requirements.

303-2 Management of Water Discharge-Related Impacts

AdvanSix complies with regulatory requirements set forth in our discharge permits. Our sites typically have a permit for discharges to a third-party treatment system and a separate permit for discharges to surface waters when required. Our compliance points for discharges are typically determined based on the materials present at our manufacturing sites along with standard effluent parameters and compliance points for the discharge point.

303-3 Water Withdrawals

Freshwater Withdrawals (megaliters)	2021	2022	2023
Total	175,285	171,650	181,107
Surface Water	159,286	155,429	164,350
Third Party Water (Surface Source)	15,999	15,454	15,988
Groundwater	0	769	769
Withdrawals in Water Stress Areas			
Third Party Water (Surface Source)	13,037	12,637	13,216

303-4 Water Discharges

Water Discharges (megaliters)	2021	2022	2023
Total	169,997	167,125	174,350
Surface Water	159,286	156,275	164,716
Third Party	10,711	10,850	9,633
Discharges to Water Stress Areas	0	0	0

Nutrient Discharges (pounds)	2021	2022	2023
James River	474,331	450,541	419,070

All of our manufacturing sites have water discharges to surface water and/or third-party destinations. The majority of our discharges are into the James River from our Chesterfield and Hopewell Virginia locations. Some of our locations have water discharge streams that are directly metered and others are estimated or calculated using regulatory and/or engineering standards. In general, sanitary flows are estimated to be immaterial, therefore not included in our discharge metrics.

For our discharges into the James River, priority substances of concern are nitrogen, phosphorus, and organics, whose concentrations are measured and monitored in our discharges into the James River from outfalls at our Chesterfield and Hopewell locations. We aggregate these together with discharge flow rates to report a nutrient loading by mass. Sources within our Hopewell plant account for the majority of the nutrient loading in our effluent; which will be addressed as part of our comprehensive long term water stewardship strategy. This metric is compiled on an annual basis and is reported net of organics that exist in our withdrawals. While some of the water we purchase from third parties is withdrawn from water stress areas, our corresponding discharges are downstream in areas without water stress.

303-5 Water Consumption

Water Consumption (megaliters)	2021	2022	2023
Total	5,288	4,525	6,757

Water consumption is calculated by subtracting total discharges from the total withdrawals. Stormwater considerations are not included in the calculation except for when included in monitoring points. Our surface water withdrawals are used for cooling and are not consumed and remediation activity is excluded as consumption. Increases in consumption are related to manufacturing activities, mainly attributed to evaporative cooling.

GRI 305 Emissions

GRI 3-3 Management of Material Topics (Climate), 305-1 Direct Emissions, 305-2 Indirect Emissions, 305-4 Emissions Intensity

The most recent Global Risks Report by the World Economic Forum identifies climate change-related extreme weather as one of the top risks across different timeframes as well as various stakeholder categories. Risks associated with the effects of climate change, such as severe weather events, rising sea levels and other impacts of GHG emissions, affect not only our business and operations, but also our stakeholders, including our employees, customers, suppliers, investors and communities. We also recognize that the changes in the global economy necessary to mitigate climate change impacts will be significant and accompanied by some disruption. Accordingly, we have identified this as a topic material to our business.

AdvanSix has been working to refresh our Climate Risk Assessment process, which is aligned with the Taskforce on Climate-related Financial Disclosures (TCFD) framework to help inform strategic planning. Cross functional teams were assembled, representing different departments across our business activities such as commercial, procurement, business, and operations, including leadership, participated in a structured approach to identify potential physical and transitional climate risks and opportunities and determine the potential risk exposure across short, medium, and long term timeframes.

Scenario analysis was used to ensure our strategies are flexible and robust to cover a range of plausible future states under the view of the International Energy Agency (IEA) Announced Pledges scenario. We have incorporated our upstream and downstream value chain risks, as well as our own operations, into our assessment to ensure it is comprehensive.

A structured methodology was taken to (i) define climate scenarios, (ii) identify risks and opportunities applicable to AdvanSix, (iii) evaluate and quantify potential impact and (iv) identify and

evaluate potential responses and planning. We have identified our risks and opportunities using this process and are currently in the process of evaluating our risks and opportunities and quantifying impacts. The impact of each physical and transition risks and opportunities are being determined by assigning a likelihood and impact to determine an overall risk ranking. The ranking assists us in identifying, considering, and being able to develop a strategy to manage potential risks and opportunities in alignment with our business needs and is aligned with our financial risk impact rankings.

Our Climate Risk Assessment provides AdvanSix with the information needed to effectively monitor our climate risks and opportunities and continue to enhance its climate strategy. Furthermore, the assessment supports AdvanSix's strategic management of enterprise risk, allocation of resources and capital and planning for the future.

AdvanSix's direct greenhouse gas emissions arise from combustion of purchased fuels, direct process emissions certain manufacturing processes related to ammonia and caprolactam manufacturing, and a comparatively small portion of mobile combustion of fuels, along with indirect emissions from electricity purchases. In the prior reporting year AdvanSix refreshed our materiality assessment which again indicated that climate risks are of high importance to our stakeholders. In an effort to address customer feedback and better support their interest in creating more sustainable products we now have carbon footprint data for the majority of the products we sell.

AdvanSix is committed to reducing greenhouse gas (GHG) emissions throughout our operations and product lifecycles. We inventory our Scope 1 and Scope 2 GHG emissions and disclose them according to global and voluntary frameworks. Over the course of 2023 we continued to develop a roadmap to emissions reductions that could support our ambition to reduce our impact on the global climate as well as improve the carbon footprints of our products. We have completed a critically reviewed and ISO 14040/44-compliant life cycle assessment to generate the cradle-to-gate product carbon footprints (PCFs) for nearly all of our

products. We can leverage this data to identify potential improvements to our manufacturing processes and support development of a more specific climate goal in the near future. We can also further our customer's upstream emissions data with our PCF data. During this reporting year we received limited assurance of our 2018 GHG emissions data in alignment with the GHG Protocol Corporate Standard and Scope 2 guidance. Our 2022 acquisition of US Amines is not included in our baseline because it is immaterial at less than 1.3% of our 2022 total emissions, which is below our 5% significant threshold. We anticipate using 2018 as a baseline year when we are ready to update any climate goals in the future.

We expect to leverage phased emission reduction projects over the next several years as part of this effort. We have been finalizing our strategy for our SUSTAIN Project (Sustainable US Sulfate to Accelerate Increased Nutrition) which targets increasing our granular ammonium sulfate production volumes by 20% with no net increase in energy consumption or emissions. In addition to this we are working on a strategy for abating our nitrous oxide emissions, which represent more than 40% of our current Scope 1 GHG emissions, in order to further reduce our direct emissions. We are continuing to refine the roadmap supporting an updated climate goal with respect to these activities and our baseline year. Enterprise-wide we leverage continuous improvement efforts to improve our energy and emissions footprint on a routine and ongoing basis. As an example of these efforts one of our sites has been able to demonstrate reduced HFC emissions from refrigeration equipment.

Annually, as part of the sustainability reporting process, we evaluate our enterprise-wide emissions inventory and track it against prior years with a formal evaluation of both absolute emissions and emissions intensity to evaluate where improvements can be made as well as to identify aspects of our process we can improve. We track our emission reduction efforts formally in our public-facing reports and disclosures related to climate topics. We follow the GHG Protocol Corporate Standard and Scope 2 Guidance for tracking emissions. We were able to demonstrate a significant reduction in direct emissions from our boiler upgrades at our Hopewell location, which was fully implemented in reporting year 2019. We have continued to leverage improvements to our metric collections to better align with global and voluntary frameworks and achieve limited assurance. We were pleased to have been awarded a B rating for our climate change disclosure to CDP and continue to obtain limited assurance on select sustainability metrics, including GHG emissions, using a third-party. Since we have started to collect emissions data and develop formal reporting protocols, we have been able to identify the largest sources of emissions enterprise wide. We have been able to use the data to assess future projects that can have a positive impact on our footprint, such as nitrous oxide abatement as well as ensure future projects and activities are properly scoped to reduce emission impacts, such as our SUSTAIN project.

Summary of GHG Emissions in metric tons CO₂e:

	2018	2019	2020	2021	2022	2023
Scope 1	2,450,592	2,354,162	2,134,476	2,308,767	2,171,485	2,180,433
Scope 2	203,473	183,606	167,382	172,347	179,641	177,947
Total	2,654,065	2,537,768	2,301,858	2,481,114	2,351,126	2,358,379
GHG Intensity*	0.61	0.57	0.54	0.56	0.56	0.57

*Direct Scope 1 and indirect Scope 2 emissions in metric tons of CO₂e per metric ton of production

AdvanSix reports emissions on an operational control basis. All of our manufacturing locations are covered in our climate disclosures. We restate prior year climate metrics when certain defined impacts, e.g. organizational boundary changes, are above an established significance threshold. Standard emission factors from the US EPA's Emission Factor Hub are used where available, and where we burn non-standard fuels, emission factors are developed based on third-party elemental analyses. CO₂e is determined from individual gases of CO₂, N₂O, CH₄, and HFCs using 100-year GWP factors from IPCC AR6. Biogenic CO₂ emissions were not applicable in 2023. CO₂, CH₄, N₂O and HFCs are included in the Scope 1 calculation, other GHGs are not applicable to AdvanSix.

Scope 1 emissions are collected and accounted for in alignment with The Greenhouse Protocol: A Corporate Accounting and Reporting Standard (revised edition). Stationary combustion, mobile fuel emissions, and HFC refrigerant emissions are included in our Scope 1 calculations along with process emissions of carbon dioxide and nitrous oxide. Each manufacturing location compiles the necessary activity data for a company-wide aggregation of emission reporting. Petroleum-based fuels, typically used for mobile or temporary equipment, are not significant to our emissions inventory, and are estimated based on historical data usage.

Scope 2 emissions are accounted for in alignment with The Greenhouse Gas Protocol Scope 2 Guidance An Amendment to the GHG Protocol Standard. Purchased electricity consumption is aggregated across all of our manufacturing locations and other categories of indirect emissions are not applicable. We intend to disclose market-based Scope 2 emissions in future years. We report our Scope 2 emissions using a location-based methodology, using USEPA's eGRID emission factors and IPCC AR6 for 100-year GWP factors.

Stationary combustion, direct GHG emissions from our manufacturing processes, mobile emissions, HFC emissions and indirect electricity are included in our total GHG emission intensity, which cover all of our Scope 1 and Scope 2 emissions. We define our intensity denominator as a unit of production of new material generated by an intentional production process irrespective if it is

sold as sales or consumed internally as an intermediate product. During this reporting period we implemented a change to the unit of measure for the denominator of our intensity metrics. We changed from reporting in millions of pounds to metric tons to align with peer benchmarks and feedback from stakeholders. Historical intensity results found in this report have been updated to the new units of measure. Our intensity metric is increased over previous years due to a smaller volume of production metric tons as our absolute emissions are about the same as the prior reporting year. Over the course of the past several years our emissions intensity has improved due to the installation of natural gas boilers on-site at our Hopewell location, which eliminated the coal-based emissions.

305-3 Other Indirect Emissions

AdvanSix does not currently report on its Scope 3 emissions and is evaluating in alignment with potential future regulatory disclosure requirements. In light of this, we have undertaken a preliminary assessment and found that the most important categories include:

- purchased goods and services
- fuel and energy related activities, and
- use of sold products

305-5 Reduction of GHG Emissions

We did not have specific emission reduction projects to track in this reporting year, but intend to track progress in future reports as we establish a reduction target and baseline. In prior reporting years we had significant emission reductions from our natural gas boiler installation at our Hopewell location which eliminated the need for coal based energy. In addition, on an on-going basis we have productivity and continuous improvement projects that reduce our energy and emissions footprints but are not aggregated for annual reporting. We have reduced our total Scope 1 + Scope 2 emissions by 11% vs. 2018 and reduced our Scope 1 emissions by 11% vs. 2018. Compared to last year, our Scope 1 emissions increased by 0.4%, our Scope 2 emissions decreased by 0.9%, and our combined total emissions increased by 0.3%. Our intensity metric changed by 0.9%, which is impacted by a smaller production volume denominator compared to last year.

305-6 Ozone Depleting Substances

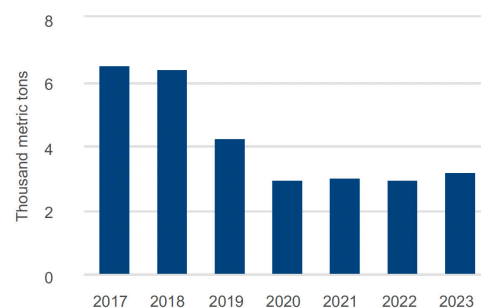
AdvanSix does not manufacture any ozone depleting substances. However, we do have fugitive emissions from refrigeration equipment of 34 metric tons of ODS as CFC-11 equivalent of Montreal Protocol listed sources. This year had improved results due to equipment reliability improvements.

305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Emissions

AdvanSix's air emissions are determined based on compliance calculations specific to each manufacturing location. Our air emissions are calculated using regulatory emission factors pertinent to each of our facilities. Typically, emission factors are from US EPA's AP42: Compilation of Air Pollutant Emission Factors when not otherwise defined in an air permit. The most recent year of available data is used for this report, one site reports prior year air emission data due to regulatory reporting cycles not aligning with our sustainability report timing. Air emission totals are compiled from raw data from each site.

Summary of Pollutants (in metric tons)

	2022	2023
NOx	1,814	1,737
SOx	188	213
VOC	327	354
CO	330	598
PM	222	221
HAP	90	63



GRI 306 Waste

Waste management is part of our overall environmental stewardship and awareness. We aim to generate less waste through operational controls, process improvements, and capital investments in our plants, while maintaining compliance with applicable laws and regulations.

GRI 306-1 Waste Generation and Significant Impacts

AdvanSix consumes bulk and non-bulk chemical feedstock and purchases ancillary supplies to produce our products. Some of our output can be sold as coproducts to customers or consumed for energy recovery in lieu of end-of-life treatment. For example, we recover energy from a phenolic residue stream at our Frankford, PA facility. We also have on-site maintenance and construction activities that at times can periodically generate waste.

We minimize our waste streams and recycle scrap metal, cardboard, and wooden pallets at our manufacturing sites. We also have general office and plant recycling programs.

306-2 Management of Significant Waste-Related Impacts

Currently AdvanSix manages and oversees our on-site waste processes as part of our HSE program, with a goal of waste minimization and beneficial reuse. We partner with haulers and disposal facilities as a last option. To ensure that our hazardous waste is responsibly handled, we are members of CHWMEG, a non-profit trade association comprised of manufacturing and similar industrial organizations, educational/research institutions, and individual government installations concerned about risks associated with the wastes and spent materials that are related to their companies' manufacturing and business processes. Each site compiles waste data on a monthly or annual frequency, depending on the size of the site. Waste data from each location is reviewed and aggregated for corporate roll-up annually.

306-3 Waste Generated

Waste Generated (metric tons)	2021	2022	2023
Total	44,842	42,365	39,710
Hazardous Waste	22,658	21,587	20,463
Non-Hazardous Waste	22,183	20,778	19,246

Total waste covers all manufacturing locations and includes both hazardous and non-hazardous wastes. Materials that have a monetized benefit are not included in our waste metrics. Office based recycling programs are not included in our total waste metrics as they are not typically weighed.

Waste metric results typically vary year to year based on periodic activities, such as planned turnarounds or construction activities, as well as production volumes.

Some sites have small non-hazardous waste streams that are not weighed. In prior years these sites were not included in our non-hazardous waste metrics. This year these sites are included in our waste metrics using guidance provided by our waste partners on how much material weight is typically in a container. In addition, some non-hazardous aqueous wastes are excluded. We are continuing to improve the level of detail of our waste tracking mechanisms.

306-4 Waste Diverted from Disposal

Waste Diverted (metric tons)	2021	2022	2023
Total	21,958	20,989	19,755
Hazardous Waste Onsite, energy recovery	21,958	20,989	19,732
Hazardous Waste Offsite, recycling	0	0	1
Non-Hazardous Waste Onsite	0	0	0
Non-Hazardous Waste Offsite, recycling	0	0	21

306-5 Waste Directed to Disposal

Hazardous Waste Directed Offsite (metric tons)	2021	2022	2023
Total	690	639	730
Energy Recovery	279	251	313
Incineration	239	124	129
Landfill	0	119	69
Other	172	145	219

Non-Hazardous Waste Directed Offsite (metric tons)	2021	2022	2023
Total	22,183	20,778	19,225
Energy Recovery	6,330	4,651	7,046
Incineration	0	0	1
Landfill	15,853	15,788	12,090
Other	0	339	89

GRI 306-6 Significant Spills (Effluents and Waste 2016)

In this reporting year we did not have any significant spills reported in our Form 10-K.

Supply Chain

GRI 3-3 Management of Material Topics

AdvanSix is committed to the principles set forth in our Code of Business Conduct and our Supplier Code of Business Conduct and will only do business with suppliers sharing and supporting these principles. All suppliers are expected to comply with the [Supplier Code of Business Conduct](#). This requirement is included wherever possible in new contracts and in all purchase order terms and conditions entered into by AdvanSix and its affiliated entities. Sustainability is a key factor discussed during supplier reviews with all procurement personnel, with in depth training occurring every other year. AdvanSix maintains a publicly available [Sustainable Procurement Policy](#) that continues to drive supplier decisions.

Maximizing output while minimizing operational impacts is key to our success. As part of our sustainability strategy efforts, we have developed a sustainable procurement roadmap for the period through 2026 to include:

- a full-scale assessment of our procurement practices to align with our broader enterprise-wide sustainability strategy
- educating and training our procurement organization regarding sustainable procurement policies and practices
- establishing and tracking key performance indicators to track supplier performance
- conducting Corporate Social Responsibility risk assessments of our suppliers
- conducting annual reviews of supplier CSR assessments and policies.

Ultimately, we strive to support the development of sustainable supply chains through advocacy of transparent reporting, benchmarking supplier performance and supporting improvements, all of which collectively mitigates our risk profile and supports our goal of safe, stable and sustainable operations.

In 2023, we maintained our relationship with Together for Sustainability (TfS), a global, procurement-driven initiative, which enables member companies and their suppliers to assess, drive and improve sustainability performance of chemical supply chains through a shared infrastructure of Assessments and Audits. The program is based on the UN Global Compact and Responsible Care® guiding principles. Operating as a unique member-driven organization, TfS member companies shape the future of the chemical industry together. Assessments are carried out by a key partner EcoVadis, a global service provider specialized in sustainability performance assessments. For its Audits, TfS cooperates with an approved audit firm. All metrics regarding assessment status, results, corrective actions, and improvements are maintained within the EcoVadis platform. AdvanSix is able to review supplier scores as well as the number of agreed upon corrective actions for each supplier by topic.

Our procurement team leverages the assessments with a focus on our critical suppliers to understand and reduce potential supply, reputational and regulatory risk. EcoVadis creates a customized assessment based on the supplier's industry sector, countries of operations, and size. The assessment considers a range of sustainability issues, which are grouped into four themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. EcoVadis assessment for critical suppliers are reviewed regularly to monitor changes and reassess vendors.

As a member of TfS and by using EcoVadis assessments, AdvanSix is able to gain a clear, comprehensive and consistent view of our supply chain and its performance and seize opportunities for knowledge and best practice sharing within a network of companies committed to sustainability. Ensuring a sustainable supply chain is a critical success factor for remaining a trusted partner to our customers.

To evaluate the effectiveness of our supplier assessment process, we look to the TfS annual KPI measuring the percentage of our

suppliers that have an improved score since their last reassessment. This helps us evaluate which suppliers are making progress on each topic as well as their overall score, and guides our supplier engagement efforts. Our 2023 target covering the period 2021-2023, as committed to TfS, was 150 total valid assessments of our supplier base, 60 assessments or re-assessments in 2023, and a target of 60% improved scores since a supplier's last assessment. In 2023 we achieved our TfS commitments, with the exception of 150 total valid assessments of our supplier base. In the current reporting period 50% of suppliers who have been assessed at least twice by the end of the reporting year have demonstrated an improved overall score. We remain committed to developing and working towards our TfS goals.

GRI 204 Procurement Practices

204-1 Proportion of Spending on Local Suppliers

AdvanSix does not collect information on its proportion of spending on local suppliers. Because much of our direct procurement spend is for commodity feedstocks delivered from only a few facilities in the region, we focus our sustainable procurement efforts on ensuring that our suppliers meet stringent ESG criteria measured by EcoVadis assessments, and on engaging suppliers to develop corrective actions plans, rather than on local sourcing.

GRI 308 Supplier Environmental Assessment

308-1 New Suppliers That Were Screened Using Environmental Criteria

We are committed to supporting the assessment of our suppliers and will continue to prioritize assessments of critical suppliers that mitigate our risk profile and support our goal of safe, stable and sustainable operations.

In accordance with our AdvanSix Sustainable Procurement Policy, we expect all suppliers to adhere to our Supplier Code of Business Conduct. We work with new suppliers to evaluate their risk and prioritize within our screening frameworks. After such evaluation, less than 1% of new suppliers onboarded during this reporting period also completed EcoVadis assessments and were screened against the four themes, including environmental and social topics. This excludes the suppliers added through our acquisition of U.S. Amines.

308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken

This reporting year, we assessed 95 suppliers using EcoVadis assessments; this excludes reassessments of suppliers already assessed earlier in the year. Based on assessments completed this reporting year, 25 (approximately 26%) of our assessed suppliers were identified as having an environmental theme assessment score below our thresholds. AdvanSix leverages EcoVadis reporting to assess corrective actions if supplier's scores are under an acceptable threshold. AdvanSix is able to monitor adjustments to scores within the EcoVadis database and track as necessary. Of these suppliers below our acceptable threshold, 36% have agreed upon improvement plans. No supplier relationships have been terminated due to assessment.

For assessments taken in this year, some companies completed multiple re-assessments. For suppliers with re-assessments, the latest assessment of 2023 was used for metrics. If a supplier has a theme

score below our threshold we consider them to have potential or actual negative impact, which is a conservative approach.

GRI 414 Supplier Social Assessment

414-1 New Suppliers That Where Screened Using Social Criteria

Refer to GRI 308.

414-2 Negative Social Impacts in the Supply Chain and Actions Taken

In 2023, we have assessed 95 suppliers using EcoVadis assessments; this excludes reassessments of suppliers already assessed earlier in the year. Based on assessments completed this reporting year, 15 (approximately 16%) of our assessed suppliers have labor and human rights theme assessment scores below our thresholds. Approximately 47% of our assessed suppliers with a low labor and human rights theme score have agreed-upon improvement plans. Corrective Action Plans are put in place via EcoVadis assessments to facilitate labor and human rights score improvements. No supplier relationships have been terminated due to assessment.

GRI 401 Employment

401-1 New Employee Hires and Employee Turnover

New Hire Count	2022	2023
By Gender		
Male	193	171
Female	41	22
By Age Group		
under 30	102	74
30-50	100	93
over 50	32	26
Total New Hires	234	193

Employee Turnover Count	2022	2023
By Gender		
Male	230	218
Female	44	41
By Age Group		
under 30	66	69
30-50	100	103
over 50	108	87
Total Turnover	274	259

401-2 Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees

Our compensation programs are designed to align employee compensation with Company performance and to provide appropriate incentives in order to attract, retain and motivate our employees. We seek to offer compensation that is competitive and consistent with employee positions, skill levels, experience and geographic location. In addition to offering competitive base salaries, AdvanSix structures its compensation programs to balance incentive earnings for both short-term and long-term performance.

Our significant locations of operation are in the United States and AdvanSix offers the following benefits to full-time employees. These are not provided to temporary or part-time employees.

- Life insurance
- Health insurance
- Disability and invalidity coverage
- Participation in retirement plans
- Participation in payroll direct stock purchase plan

As part of our benefit programs the following supports were offered during this reporting year:

- Employee Assistant Program (EAP) with personal advocates to help individuals resolve issues they may be facing, connect them with the right mental health professionals, direct them to a variety of helpful resources in the community and more
- Access to medical decision support resources
- Access to wellness education topics
- Access to a wide variety of wellness and lifestyle discounts
- Company paid holidays and vacation time

401-3 Parental Leave

Last year AdvanSix was pleased to implement a formal paid parental leave program. The program offers four weeks of 100% paid leave for salary and non-bargaining hourly employees. For birth parents the paid leave follows a 100% paid short-term disability period. Non-birth parents are also covered under this policy as well as adoptive parents. We know that investing in paid parental leave benefits has an impact in many ways but most importantly we believe in the impact this will have on the overall employee experience at AdvanSix. AdvanSix tracks parental leave metrics in our internal HRIS software but does not publicly disclose results due to confidentiality reasons.

GRI 403 Occupational Health and Safety

GRI 3-3 Management of Material Topics (OH&S)

At AdvanSix, safety is our number one core value – we “Live Safety” in all we do. “Live Safety” means that we base every action and decision we make, whether at work, home or on the road, with consideration for what will keep us and our fellow teammates safe.

AdvanSix is a Responsible Care® company with a focus on personal and process safety and advancing as a sustainable enterprise. Responsible Care® is the environmental, health, safety and security performance initiative of the American Chemistry Council (ACC). AdvanSix has demonstrated its commitment to the Responsible Care® Guiding Principles, which encourage ethical leadership, product safety, a culture which reduces and manages process safety risk, reduction of pollution and waste, and continuous improvement in environmental, health, safety and security performance.

As an organization, we maintain a focus on continuous improvement and our vision is zero injuries for employees and contractors. Our CARE program – Courage to Act, Respond and Engage – was launched in 2019 and inspires us to Live Safety in all we do.

Our management system takes into consideration the positive and negative potential impacts of the manufacturing process through our risks and opportunities, emerging regulations, government relations and outreach, and aspects. To produce the materials essential to everyday life, AdvanSix must safely handle a variety of hazardous chemicals that could adversely impact the environment, physical health of employees or community, and impact security of the facility. The chemical intermediates of our process, as well as the raw materials, exhibit certain negative hazards to the employees, environment and community if loss of primary containment occurs. We work to provide safe, stable and sustainable work processes that allow for early detection of risk

and to safely manage them. Potential negative impacts are defined by our operating permits, standards and regulations that are mandated or voluntary-accepted.

AdvanSix is committed to the [ACC Responsible Care® Guiding Principles](#) and [ICCA Responsible Care Global Charter](#), which form the cornerstone of our commitment to deliver our essential products in a safe and ethical way. Together with our [Health, Safety and Environmental Values](#) statement and our [Health, Safety, Environmental and Sustainability Policy](#), and the safety-related provisions in our [Code of Business Conduct](#), these represent a comprehensive set of commitments and supporting policies and procedures designed to monitor and drive improvement in our safety performance.

The company works to provide safe, stable and sustainable work processes that allow for early detection of risk and to safely manage them. The work processes include but are not limited to mechanical integrity inspections, preventative maintenance, exposure assessments, life critical programs, shift safety inspections, shutdown/startup procedures, hazard recognition, and the STOP process. Mitigation and remediation actions are covered through our Emergency Response Preparedness and the Environmental protocols for the sites.

Effectiveness of corrective actions are completed utilizing a standard checklist and completed through our AdvanSix event reporting system. Additional training is required for an employee completing effectiveness reviews. This process aligns with Responsible Care® Guiding Principles.

Our AdvanSix HSE Strategic Plan is entitled “The Road to Zero” and has a continuous improvement plan and tactical actions assigned to process safety events, occupational safety events, environmental events, and compliance findings. Associated metrics are reported through our leadership team and Board Committee meetings as well to outside agencies on a routine basis. This strategic plan was put into place in mid-2023 and has made great progress. Our tactical actions are evaluated for effectiveness and criteria of intent in support of stable and

sustainable operations. Continuous improvement targets for each of the categories have been set based on prior year performance and emerging regulations that could impact our reporting limits. Lessons learned are incorporated into our management system to drive improvement.

AdvanSix has an active Government Relations program that engages employees, communities, agencies, government agencies, and other stakeholders in HSE/PSM, where they play an integral role in hazard and exposure assessments, personal protective equipment (PPE) determinations, field observations, permit audits, HSE inspections and incident investigations. Our Process Safety Management program and our HSE program more broadly are maintained in accordance with Responsible Care requirements and informed by our interactions with regulators. We also maintain an active dialogue with the leaders in the communities in which we operate, addressing topics such as emergency response plans.

403-1 Occupational Health and Safety Management System

AdvanSix is subject to regulatory requirements for worker and process safety, most notably those set by the Occupational Safety and Health Administration (OSHA). In our effort to exceed these minimum requirements, and consistent with our commitment to the ACC Responsible Care® Guiding Principles and the ICCA Responsible Care® Global Charter, AdvanSix has implemented a comprehensive management system that includes Health, Safety, and Environmental (HSE), Process Safety Management (PSM), product stewardship, security and sustainability.

Our management system has procedures in place with direct references to the ACC RC 14001® Technical Specification and is the direct responsibility of the AdvanSix HSE Management representative. Oversight for HSE was provided in 2023 by the HSE Committee of the Board of Directors. Our team of subject matter experts ensures timely development and implementation of process improvements and corrective action plans. This group of professionals has extensive knowledge and collective experience in safety, environmental and occupational health, chemistry, engineering, industrial hygiene, materials management, process safety and energy efficiency.

This management system is currently certified by a third-party auditor to cover the [Chesterfield](#), [Hopewell](#) and [Frankford](#) manufacturing locations to the RC 14001® and ISO 14001 standards. Our [Parsippany](#) headquarters location is certified to the RC 14001® standard. Our Bucks and Portsmouth locations, brought on in our acquisition of U.S. Amines, are in the process of implementation and scheduled to be certified by February 2025, consistent with the Responsible Care timelines set forth by the ACC for newly acquired companies.

403-2 Hazard Identification, Risk Assessment, and Incident Investigation

A key component of the HSE management system is the use of an HSE Aspects Register to guide objectives and planning actions for continual improvement of our HSE performance. The Register prioritizes HSE aspects based on risks – that is, the severity and likelihood of potential incidents. We drive the effectiveness of our management system processes through training and rely on inspections and trained internal and third-party audits to verify the application of our processes. The hazards and risk are evaluated based on controls, event history, program audits and other factors. These factors are utilized to align a numerical risk prioritization number (RPN) for identification of overall risk. Internal and external audits, effectiveness of corrective actions, mentoring of investigation leaders for root cause analysis, contractor site inspections, and field observations are all used to ensure our management system is effective. Outputs are utilized during management reviews, goals and objectives, strategic planning with tactical action plans, aspect risk management reviews. During these meetings and processes, the leadership involved identifies new actions for continuous improvement.

In addition, the Management of Change process tracks these opportunities for continuous improvement to be justified and documented.

AdvanSix uses CARE – Courage to Act, Respond, and Engage – as a means for everyone to have the ability to escalate an unsafe act, unidentified hazard, or hazardous behavior/situation to their supervisor or a subject matter expert. Our internal HSE systems

allow for tracking observations, STOP process escalations, near misses and events to be formally tracked and reviewed. The hazardous situation will be assessed by the appropriate personnel and all concerns will be addressed to reasonably mitigate the risk before restarting work. To promote the reporting of these unsafe conditions and behaviors, we have implemented a monthly CARE award to recognize the best example of a teammate using the STOP process.

When they occur, incidents are entered into our internal ASIXprotect event tracking system as either an operational or HSE event. The responsible departments review each event on a set frequency, risk rank the hazards, and assign investigations accordingly. The investigations are reported out at the site and business levels to share root cause analysis, corrective actions, and improvements enterprise wide. Our investigation leaders undergo training and mentoring throughout their career to learn proper incident investigation techniques and management of cross functional teams.

403-3 Occupational Health Services

AdvanSix provided medical services are available at our three largest sites. Onsite Medical is available 24/7 at the Hopewell facility with full staffing, including a Physician Assistant. The Chesterfield and Frankford facilities have onsite medical support during the workday and telemed in the off hours. Additionally, these three facilities have a volunteer Brigade made up of EMTs and Industrial Firefighters that work on shift within the processing areas. Our Headquarters facility has floor wardens that are trained in evacuation, workplace violence and first aid.

403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety

AdvanSix engages workers to participate and consult in the development, implementation and evaluation of the environmental, safety and health management system through multiple processes, including process hazard assessments, exposure assessments, personal protective equipment determinations, ergonomic assessments, observations, inspections, auditing and providing input to and feedback on incident

investigations. We observe all hazard communication regulations. The Frankford, Chesterfield and Hopewell facilities operate with collective bargaining agreements. They provide for formal joint management-worker health and safety committees that include worker representation, meet quarterly or as needed, and are chartered to advance awareness of health and safety issues and make recommendations.

403-5 Worker Training on Occupational Safety and Health

Annually, training needs are assessed in accordance with standards and regulations applicable to the company, site or employees. New and/or transferred employees follow an integrated training plan that uses the following methods: computer-based training, in-person instruction, on the job training, competency testing and mentoring/coaching. Refresher training is completed in accordance with regulations, and procedures are represented in the training matrix. Our ASIXconnect online learning platform provides detailed compliance and status reports that are shared with managers to ensure adherence to required training programs. Training is provided free of charge and during paid working hours.

403-6 Promotion of Worker Health

AdvanSix offers health insurance to all full-time and part-time employees that work a minimum of 20 hours per week. The insurance complies with the minimum essential Affordable Care Act requirements and covers 100% of the cost of preventive care while deductibles and coinsurance are applicable to other treatment. We also offer vision and dental benefits to insurance-eligible employees. In addition, we offer multiple voluntary programs to promote employee health which include:

- Medical operations at our plants offer on-site physicals, flu vaccines, and other preventative medicine, in addition to emergency first aid as well as fitness-to-work and other evaluations.
- Emergency brigades enable quick response to any medical or other emergency at our sites.
- See information on our benefits program in [GRI 401-2](#) and [401-3](#).

403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships

Aligning with Responsible Care® Guiding Principles, we work with our business partners to foster improved occupational health and safety performance through our value chain. We assess our suppliers' occupational health and safety performance with EcoVadis through our membership in Together for Sustainability ([please see GRI 414](#)). We routinely engage with and audit our contract manufacturers to ensure the safe handling of our intermediates and products. Our adherence to the Responsible Care® Product Safety Code of Practice ensures that we adequately assess and communicate the hazards of our products to protect workers at our customers' sites.

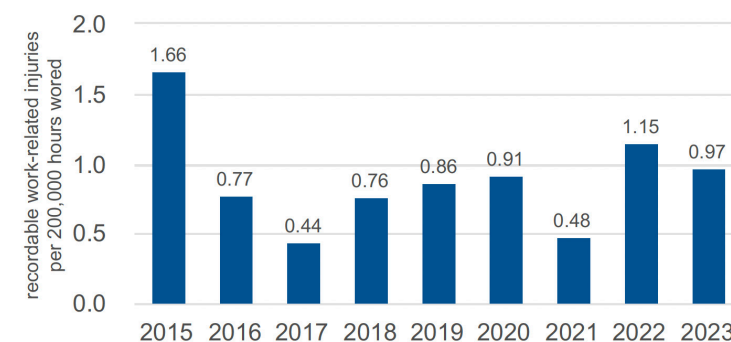
403-8 Workers Covered by an Occupational Health and Safety Management System

95% of our workers are covered by our occupational health and safety management system which is both internally and externally audited. Our Frankford, Hopewell, Chesterfield sites along with our corporate headquarters locations are covered by the Responsible Care® Technical Specifications and the acquisitions within the last 3 years are undergoing an integration process with certification scheduled by February 2025, consistent with the Responsible Care timelines set forth by the ACC for newly acquired companies. The sites located in Bucks, AL and Portsmouth, VA are not included in the employees covered under OH&S Management System. Workers that are not employees and non-US employees are excluded from these metrics.

403-9 Work Related Injuries

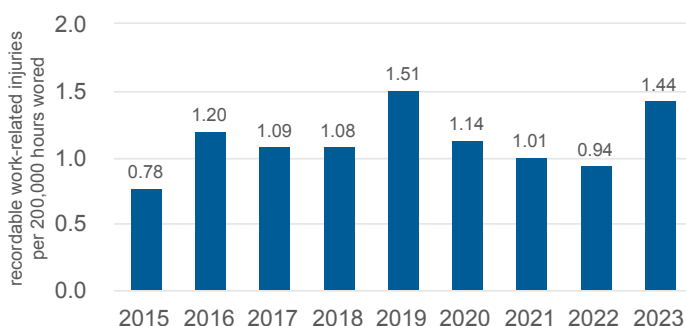
Employee Metrics	2021	2022	2023
Fatalities as a result of work-related injuries			
Number of fatalities	0	0	0
Fatalities per 200,000 hours worked	0	0	0
Lost-time work-related injuries			
Number of injuries	2	11	9
Injuries per 200,000 hours worked	0.14	0.70	0.58
Recordable work-related injuries			
Number of injuries	7	18	15
Injuries per 200,000 hours worked	0.48	1.15	0.97
Hours worked	2,920,521	3,124,067	3,103,758

Employee Total Case Incident Rate



Contractor Metrics	2021	2022	2023
Fatalities as a result of work-related injuries			
Number of fatalities	0	0	0
Fatalities per 200,000 hours worked	0	0	0
Lost-time work-related injuries			
Number of injuries	3	1	2
Injuries per 200,000 hours worked	0.60	0.19	0.41
Recordable work-related injuries			
Number of injuries	5	5	7
Injuries per 200,000 hours worked	1.01	0.94	1.44
Hours worked	999,581	1,066,618	973,905

Contractor Total Case Incident Rate



There are no workers excluded from these metrics. We follow industry-standard Total Case Incident Rate (TCIR) to measure our ongoing safety performance and compare it with benchmarks. TCIR is defined as the number of recordable injuries per 200,000 hours worked (approximately 100 full-time employees for one year). High consequence work-related injuries are those that result in lost workdays. Rates for high consequence injuries and fatalities are also calculated based on 200,000 hours worked. The main types of employee injury were chemical burns, strains and sprains, and being struck by an object. The main types of contractor injuries were lacerations/contusions and chemical exposure.

Our HSE management system uses the Aspects process and the Risk Visualization process, along with third party consultants, to identify and prioritize existing and emerging risks. Reviews are completed by stakeholders across the organization to align significant risks and hazards to the enterprise and our sites using an eighteen month trailing history. The Aspects are prioritized using a methodology that takes into account mitigation controls, likelihood, event history and HSE impact to assign a ranking, with significant aspect rankings being adjusted as incidents occur. Each site's significant aspects have improvement actions generated to address high consequence injuries. For 2023 our significant risks were mechanical integrity, control of hazardous energy, and staffing retention. In order to mitigate these risks, we leverage a third party consultant for mechanical integrity practices, formed a life critical permit improvement team, complete field assessments, and perform both hazard recognition and root cause analysis training. HSE events or near misses that have the potential to result in injury, environmental deviation, process safety events and health concerns are investigated and corrective actions implemented to prevent recurrence of the associated root cause.

403-10 Work-Related Ill Health

Employee	2022	2023
Number of fatalities	0	0
Number of recordables	0	0
Contractor		
Number of fatalities	0	0
Number of recordables	0	0

There are no workers excluded from these metrics.

The HSE/PSM management system uses the same Aspects process to manage ill health; please see our GRI 403-9 disclosure, above. AdvanSix has programs to mitigate the risk of ill-health consequences such as asbestos and lead abatement, exposure monitoring, annual physicals, respiratory protection program, and PPE requirements.

410-1 Security Personnel Trained in Human Rights Policies or Procedures

We promote the security of our workers and premises and take affirmative steps to maintain a workplace that is free from violence, intimidation, or other disruptive conditions. We strive for a security response that is respectful of human rights, consistent with international standards and proportional to the threat identified. Security at our Bucks, Chesterfield, Frankford and Hopewell sites is managed through a third-party contractor with oversight by a site-level security specialist. Hopewell and Frankford are covered under MARSEC (Maritime Security) and maintain a TWIC (Transportation Worker Identification Credential) program and facility security plan in accordance with United States Coast Guard regulations. Our shared goal with our contractor is a security response proportionate to each incident and that respects human rights consistent with governing standards.

GRI 404 Training and Education

404-1 Average Hours of Training Per Year Per Employee

A highly trained and engaged workforce is essential for AdvanSix to be our customers' trusted partner, and those partnerships are built by delivering best-in-class experiences that result in satisfied customers and support shareholder return.

We are an empowered, high-performing team, and we encourage each other to engage, participate and learn through experiences and relationships, as well as formal training. We are creating a dynamic learning mindset within our teams that cultivates curiosity about our work and the industries and regions where we engage. We recognize that while we invest heavily in classroom or formal learning, much of the real development and learning happens on the job and our programs reflect that approach. This is a key tenet of our contemporary employee engagement strategy and one way we build our culture. We promote development through experiences and formal training which enhances work-related skills. Learning is a career-long endeavor and we place the greatest emphasis on experiential learning, supported by feedback, training, and self-reflection.

Reporting on training for subpopulations for 2023 is limited to training offerings captured in our Human Resources Information System's Learning Management System module, which are mostly computer-based training modules. Significant known exclusions from this metric include role progression training for CBA-covered employees, and company-sponsored external training. We continue to work on broadening the scope of coverage for training metrics for future reporting. Some details, such as subpopulation assignments, are captured in the metric for all employees, but could not be apportioned to subpopulations, so averages are artificially lower for subpopulations. The number of employees, on December 31, 2023 is used as the denominator for average hours per employee.

Average Employee Training Hours

Overall	14
By Gender	
Male	10
Female	10
By Employee Category	
Hourly	8
Salaried	12
Exec Leadership	7

404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs

AdvanSix seeks to attract the best talent from a diverse range of sources in order to meet the needs of our business now and in the future. We have established strong relationships with community colleges, universities, professional associations and industry groups with a focus on technical positions and development in order to attract talent by utilizing co-op and internship programs as a talent pipeline. We have emphasized investing in our talent and focusing on developing our people to incorporate opportunities for advancement based on experiential learning and development as well as the needs of the organization. Development like learning is an effort and we place the greatest emphasis on learning by doing, supported by the right leaders and guidance to ensure success.

AdvanSix promotes development through training that broadens work-related skills. These include:

- Core competencies for all employees to develop and apply
- Leadership competencies needed by all employees managing people

We support the continued development of our employees through semi-annual performance and development reviews, including annual enterprise-wide talent development assessments discussion to ensure robust leadership development and succession planning. We conduct safety and environmental training for new employees as part of HSE orientation, along with

job-specific training aligned to roles. Our hands-on coaching and development initiative, focused on our front-line teammates, is designed to support safe, stable and sustainable operations, providing our operational workforce with the right tools and processes to execute their work efficiently while enabling streamlined decision making to best serve our customers.

Our online Learning Management System (LMS) offers more than 1,000 Training Modules that cover a wide variety of topics including, regulatory and legal, corporate topics, job-specific and career development. We provide employees with access to training that educates them on how our operations impact corporate sustainability and ESG issues. More than half of all annual training hours are related to safety, including initial safety onboarding, recertifications and life critical procedures. Safety and environmental training modules for new employees are required as part of HSE orientation, and job-specific training is aligned to roles as identified in our continually updated training matrix. Our LMS platform provides detailed compliance and status reports that are shared with managers to ensure adherence to required learning programs. Learning at AdvanSix extends to individual development and personal career growth to ensure our workforce is best able to meet today's challenges and tomorrow's opportunities. To support that, we implemented competencies – or sets of skills – related to what is required to be successful and fuel our collective performance throughout our talent development processes in 2023, including individual performance feedback and development planning.

For employees eligible for benefit plans set forth in GRI 401-2, transition assistance, such as COBRA, is offered. Additional services, such as severance and outplacement, may be offered to such eligible employees based on terms of service. In addition, transition assistance is offered to our executive leadership team, see our 2024 Proxy Statement on pages 26, 32-33 and 41 for details.

404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews

Percentage of Employees Receiving a Review

Overall	48%
By Gender	
Male	42%
Female	82%
By Employee Category	
Hourly	15%
Salaried	100%
Exec Leadership	100%

Processes for performance and career development reviews for the 51% of employees covered by collective bargaining agreements are determined by those agreements. Our intent is that all employees that meet eligibility criteria receive a performance review and have access to a career development plan. For these performance review metrics the total employees is the count of eligible employees on the last business day of the reporting period.

GRI 405 Diversity and Equal Opportunity

GRI 3-3 Management of Material Topic

At AdvanSix, we strive for an inclusive work environment that fosters respect for all our coworkers, customers, suppliers and business partners. We value the diversity reflected in the various backgrounds, experiences, and ideas of our directors, employees, contractors, and other stakeholders. Our Equity, Diversity and Inclusion purpose statement reflects our journey to be our customers' trusted partner for Advantaged Chemistries by caring, innovating and advancing together. To achieve that togetherness, we strive to represent the communities in which we operate, celebrate our differences, inspire belonging, and be tenacious in our pursuit of bringing out the best in people both individually and collectively.

Our Code of Conduct outlines our commitment to provide employees a workplace that is free from discrimination or harassment (specifically related to gender, race, disability, ethnicity, nationality, religion and sexual orientation) or personal behavior not conducive to a productive and inclusive work climate. We believe it is important that each employee feels a sense of belonging and is valued as part of the organizational culture we are cultivating, and we feel it is important that each employee sees diverse representation across our AdvanSix team.

AdvanSix joined hundreds of companies in signing the CEO Action for Diversity and Inclusion pledge in 2019, which centers around three main commitments: to have complex discussions about diversity and inclusion, to implement and expand upon unconscious bias education and to share diversity and inclusion practices. We supported this pledge through 2023 as we engaged in honest and transparent conversations with our employees through various employee feedback forums and learning programs.

During 2023, we progressed a number of key actions to advance equity, diversity and inclusion within the organization including focus group discussions, review of our talent pipeline and overall

development programs. Notably, we continued our program of mandating a diverse candidate slate with the goal to increase our organization's workforce diversity and improve outreach in the local communities where we operate. In 2022, we created a program with a focus on inclusive leadership, ensuring our leaders understand and have the tools to create an inclusive environment where all can thrive. Our second inclusive leadership cohort kicked off a full year of experiential learning in 2023. We held our third annual Days of Understanding at two of our largest manufacturing facilities creating an opportunity for active engagement by leadership with all employees to listen to their experiences and gather feedback for improvement.

AdvanSix also seeks to improve gender equality in the manufacturing industry, starting with supporting science, technology, engineering and math (STEM) education and work in related fields. A group of employees formed Supporting Women in Manufacturing (SWiM), an AdvanSix Employee Resource Group, with the goal of promoting women in manufacturing, female leadership and growth in STEM-related fields. SWiM seeks to raise awareness on these matters through programs, events and discussions, including networking, professional development, outreach, volunteering and internal programs highlighting leadership and career paths in multiple disciplines. AdvanSix is committed to pay equity for its employees and regularly performs reviews of its compensation practices to evaluate and maintain pay equity in several respects, including by gender, ethnicity and race.

At a national level, AdvanSix participates as a patron level supporter of the American Institute of Chemical Engineers' ("AIChE") "Doing a World of Good" initiative that actively supports five high priority pillars within the chemical engineering field that align closely with sustainability and ESG principles including equity, diversity and inclusion. In addition, AdvanSix supports the Future of STEM Scholars Initiative ("FOSSI"), a national, industry-wide program which provides scholarships to students pursuing STEM degrees at Historically Black Colleges and Universities ("HBCUs") and connections to internships, leadership development and mentoring opportunities. During 2023, we

welcomed our third class of FOSSI scholars all of whom attend an HBCU, increasing our total number of scholars to thirteen. This program provides development and learning for both the scholars in the program and our AdvanSix team members that are mentors to the scholars.

Our senior leadership team was comprised of over 40% women in 2023, including our Chief Executive Officer, Chief Human Resources Officer, Chief Information Officer, Vice President Chemical Intermediates, Emerging Chemistries and Vice President, Nylon Solutions Business Director. Four directors of our eight-member Board are women, and two directors of our eight-member Board are ethnically diverse.

AdvanSix is committed to managing, monitoring and reporting on equity, diversity and inclusion for our employees to show progress toward our goal that the diversity of our employees reflects the communities in which we operate.

405-1 Diversity of Governance Bodies and Employees

Employee Population Percentages by Category

	Overall	BOD	Executive Leaders	Salaried	Hourly
Gender					
Male	84%	50%	55%	75%	90%
Female	16%	50%	45%	25%	10%
Age Group					
under 30	15%	0%	0%	12%	17%
30-50	43%	13%	64%	47%	41%
over 50	42%	88%	36%	41%	42%
Ethnicity					
White	72%	75%	100%	77%	68%
Diverse	28%	25%	0%	23%	32%

This data is from the last business day of the calendar year. Executive leaders are defined as the CEO and the CEO's direct reports and does not include administrative professionals. Salaried employees are compensated each pay period on the basis of a predetermined annual amount. Hourly employees are paid based on a predetermined hourly rate and for the amount of time worked each pay period.

405-2 Ratio of Basic Salary and Remuneration of Women to Men

AdvanSix is committed to pay equity for its employees and regularly performs reviews of its compensation practices to evaluate and maintain pay equity in several respects, including by gender, ethnicity and race.

GRI 406 Non-Discrimination

We believe that an inclusive work environment is critical to foster respect and belonging for all our coworkers, customers, suppliers and business partners. We value the diversity reflected in the various backgrounds, experiences, and ideas of our employees, contractors, and other stakeholders. Our Code of Business Conduct outlines our commitment to providing employees a workplace that is free from discrimination or harassment (specifically related to gender, race, disability, ethnicity, nationality, religion and sexual orientation) or personal behavior not conducive to a productive work climate.

406-1 Incidents of Discrimination and Corrective Actions Taken

AdvanSix investigates all reports of alleged discrimination and treats all such matters with the utmost confidentiality, consistent with the law, Company policy and the Company's need to conduct a comprehensive investigation. Suspected concerns may be reported through various channels including the anonymous ACCESS Integrity and Compliance Helpline. All reports are investigated promptly and, if substantiated, the Company implements corrective actions such as training, policy modification, discipline and/or termination, as applicable. Please see our [GRI 2-26](#) disclosure for details regarding our business conduct incidents.

In an effort to prevent harassment before it happens, we conduct annual anti-harassment training. In the 2023 reporting period, we had 4 alleged incidents of discrimination submitted, all of which were unsubstantiated and resolved.

GRI 413 Local Communities

GRI 3-3 Management of Material Topic; GRI 413-1 Operations with Local Community Engagement, Impact Assessments, and Development Programs; GRI 413-2 Operations with Significant Actual and Potential Negative Impacts on Local Communities

AdvanSix and its predecessor companies have operated as a responsible industrial neighbor and an integral part of the communities in which they have operated for over a century. We're proud to contribute to the prosperity of our communities as a premier local employer, providing high-quality manufacturing jobs in a high-technology industry. We're also proud of our efforts to develop the skills of the local workforce, through the training we offer to our employees, which includes onboarding, continuous in-house training for skill development and to ensure safety, and tuition reimbursement. We also engage with community partners, such as universities and vocational training centers, to shape training programs to equip students for success.

Our Equity, Diversity and Inclusion policies ([see GRI 405](#)) are critical to our engagement with our communities, and we strive to represent the communities in which we operate. We also routinely support community groups with donations of time and resources. Finally, we feel a deep sense of responsibility to maintain safe, stable and sustainable operations, and take extensive steps through our Responsible Care® Management System to ensure that any risks or impacts from our operations are suitably mitigated.

Two of our sites (Bucks, AL and Frankford, PA) have active community advisory panels (CAPs) in addition to our participation in the Hopewell Local Emergency Planning Committee (LEPC), which bring us together with a variety of community stakeholders to engage on topics of mutual interest and address any impacts we may be having. We hope to grow the program in the near future to include more sites.

We also actively and purposefully engage with a variety of community stakeholders, for example we engage with a range of

community groups in Virginia and Pennsylvania on a broad swath of interests, as detailed below:

Community Interest	Location	Organization
Citizen Services	Hopewell	Hopewell Rotary Club
	Hopewell	American Legion Post
	Frankford	Boys & Girls Clubs of Philadelphia (Bridesburg)
	Frankford	Bridesburg Civic Association
	Frankford	Bridesburg Bulletin
Housing / Citizen Services	Richmond & North Jersey	Rebuilding Together
Development	Bucks	Mobile Chamber of Commerce
	Hopewell	Hopewell Downtown Partnership
	Frankford	Chamber of Commerce of Greater Philadelphia
Development / Citizen Services / Education	Hopewell	City of Hopewell Administration & School System
Education	Frankford	Philadelphia Education Fund
Education/ Workforce	Chester	Community College Workforce Alliance
Workforce / Citizen Services	Hopewell	John Randolph Foundation
Workforce / Development	Richmond	VA Manufactures & Manufacturing Skills Institute
Environment	Chester	Friends of the Lower Appomattox River

We also proudly engage in community involvement activities such as back to school drives, food drives, fence line and community clean ups and community revitalization projects. Also see our Community Engagement overview starting on page 18.

GRI 415 Public Policy

415-1 Political Contributions

The AdvanSix Political Contributions policy includes a prohibition on the use of corporate funds for political purposes. Consistent with this policy, AdvanSix did not make any donations to political campaigns during 2023.

Certain AdvanSix employees who meet the eligibility criteria consistent with policy and applicable regulations, contributed approximately \$99,000 in total during 2023 to political candidates within the United States through the AdvanSix Inc. Political Action Committee. AdvanSix has instituted a charitable match program where Political Action Committee contributions are matched dollar-for-dollar to a 501(c)(3) charity selected by the employee from an approved list. The Committee's disbursements are disclosed in reporting to the Federal Election Commission.

GRI 416 Customer Health and Safety

GRI 3-3 Management of Material Topic

We take responsibility through our Product Stewardship & Safety Program to control and minimize all possible safety risks and adverse effects on human or animal health and on the environment, which could be caused by our products throughout their lifecycles. Our Product Stewardship Management System is multi-faceted, forming the bedrock of our processes to ensure sustainable business practices. It encompasses product development, hazard communication, chemical regulatory compliance, and transportation of dangerous goods. At AdvanSix, we work to innovate safer and better compounds and materials with a focus both on safety and waste reduction by design and communicate with stakeholders about improvements in efficacy and efficiency in applications. We work directly with customers and perform formal audits to ensure proper storage, handling, use, and disposal of our materials.

Three out of our five AdvanSix manufacturing locations are RC 14001®:2015 and ISO 9001:2015 certified, with scope set forth in certificates for [Chesterfield](#), [Frankford](#) and [Hopewell](#). These management systems include the implementation of a Product Safety Management System covering 100% of our sales consistent with Responsible Care® requirements and driving 100% product regulatory compliance. Our Bucks and Portsmouth locations, brought on in our acquisition of U.S. Amines, are in the process of implementation and scheduled to be certified by February 2025, consistent with the Responsible Care timelines set forth by the ACC for newly acquired companies.

Our support for industry initiatives includes the Global Product Strategy (GPS) – an innovative program to improve product stewardship & safety within the chemical industry and with suppliers and customers throughout the chain of commerce. Our work here is part of our participation with the American Chemistry Council (ACC) and the International Council of Chemical

Associations (ICCA). The ultimate goal of GPS is to increase public and stakeholder awareness and confidence that chemicals in commerce are safely managed throughout their lifecycle. To further that goal we are committed to making public all relevant product safety information on chemicals in commerce.

416-1 Assessment of the Health and Safety Impacts of Product and Service Categories

All of our products undergo a risk review. 100% of our products' health and safety impacts have been assessed, consistent with our commitment to the Responsible Care® Product Safety Code of Management Practices and applicable chemical management laws.

416-2 Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services

In 2023, AdvanSix had no incident of non-compliance with regulations or voluntary codes concerning the health and safety impacts of our products.

GRI 417 Marketing and Labeling

417-1 Requirements for Product and Service Information and Labeling

Internally we have quality and technical specifications and standards to ensure proper sourcing of materials and components of our products including packaging. In addition, we have procedures in place to ensure compliance with Safety Data Sheets (SDS's) and Globally Harmonized System (GHS) labelling requirements. Material content, safe usage, handling, disposal information and other pertinent product health and safety information are included in our SDS and labelling information.

417-2 Incidents of Non-compliance Concerning Product and Service Information and Labeling

We have not identified any incidents of non-compliance with voluntary regulations and/or voluntary codes related to product information or labelling this year.

417-3 Incidents of Non-compliance Concerning Marketing Communications

We have not identified any incidents of non-compliance concerning marketing communications.

Cybersecurity

AdvanSix is committed to protecting the data and confidential information of its business, employees, customers and suppliers. As an organization, we face the risk of cybersecurity breaches and incidents from both external threat actors and from insiders which could compromise the security of our information and networks. Any cybersecurity breach or incident could harm our business or disrupt our operations.

Cybersecurity risk is closely monitored by our executive leadership with governance and oversight by the Audit Committee of the Board of Directors, whose oversight is expressly noted in its chartered responsibilities along with broader enterprise risk management. A cybersecurity team, led by the General Counsel, the Chief Information Officer (CIO) and Chief Information Security Officer (CISO), is responsible for the management, implementation and operation of the cybersecurity program, alongside qualified internal and external security and IT subject matter experts.

Our CIO leads the Company's information technology organization and brings over 25 years of experience to the role. She joined AdvanSix as Senior Director, Information Technology in September 2016, and prior to that time, spent 17 years with Honeywell, where she held IT positions of increasing responsibility in the Transportation Systems business and Corporate functions. Before joining Honeywell, our CIO held several roles at Electronic Data Systems (EDS), including system design and development, configuration management and database administration. She earned a Bachelor's Degree in Psychology and an MBA, in Supply Chain and Business Information Systems, from Michigan State University.

Our CISO leads the Company's cybersecurity and IT infrastructure organization and brings over 19 years of experience in the areas of technology governance, risk and compliance management, information security and cybersecurity, risk assessments, secure-Software Development Life Cycle (SDLC), security architecting, cloud security design and operations, threat and vulnerability management, Security Information and Event Management (SIEM)/

Security Operation Center (SOC), and incident response management. He joined AdvanSix in December 2018 as our Cybersecurity Leader, and prior to that time, he worked as VP and Information Security Officer at MUFG, managing the overall risk management program, design and implementation. Prior to that role, our CISO served as a cybersecurity and privacy manager with PricewaterhouseCoopers, as a technology manager – IT security and infrastructure with Suez Environment North America, and as an IT auditor for Pentair. Our CISO has a Master's Degree in Computer Science from New Jersey Institute of Technology and a Bachelor's Degree in Mechanical Engineering from University of Madras. In order to stay current with best practices, our CISO regularly completes cybersecurity certification courses and attends industry conferences.

We track the effectiveness of our cybersecurity program using key performance and risk metrics through daily surveillance with dashboard updates provided by the CISO to the General Counsel and the CIO supplemented by regular updates to the senior leadership team, which includes the Chief Executive Officer and the Chief Financial Officer. In addition, the CISO provides cybersecurity updates to the Audit Committee and the full Board. Informational report-outs, with risk metrics and dashboard updates, are provided to the Audit Committee on at least a quarterly basis. At least annually, the full Board is provided an update which includes a review of governance oversight, cybersecurity controls, implemented improvements and mitigations, vulnerability risks, third-party vendors utilized, and status of key initiatives.

AdvanSix's cybersecurity program is based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework and consists of technical, administrative and operational controls working together as an integrated solution. AdvanSix engaged the services of a best-in-class third party cybersecurity firm to conduct an independent comprehensive maturity assessment of our cyber security program across critical areas which align with the NIST Cybersecurity Framework. As a result of the assessment, best practice recommendations were incorporated into the cybersecurity

program to improve our cybersecurity posture and program maturity. We regularly monitor the qualitative and quantitative performance of the program and other risk metrics. Key risks are identified, and appropriate mitigations are implemented through a combination of people, process, and technology solutions that are continuously evolving to address a dynamic and increasingly sophisticated threat environment.

Based on this framework, we have developed and implemented a comprehensive set of cybersecurity policies and procedures to address the key cybersecurity risks faced by AdvanSix. We continue to assess evolving threats and update our policies and procedures appropriately. Our cybersecurity program is designed to protect information technology networks and assets using the latest technologies that leverage artificial intelligence, machine learning and automation. Our security architecture uses a “defense-in-depth approach”, with controls implemented at user, email, endpoint, cloud, access, and network levels.

In addition, training our employees is a critical element of our cybersecurity program. Our comprehensive security awareness and training program covers 100% of our employees on protective measures regarding information security, data privacy, cyber-attacks and recognizing phishing attempts. This program includes regular communication, interactive trainings, and simulated phishing assessments and is designed to reinforce risk awareness and address the latest and most relevant risks. We have implemented robust controls and procedures to ensure trainings are completed in a timely manner and to track our cybersecurity performance metrics.

Our environment is monitored continuously for security events by our security operations center, which detects, alerts, and responds to any potential security incidents on 24/7 basis. Escalations of potential incidents or notable risks are escalated by the cybersecurity team and the CISO to the General Counsel and the CIO. If appropriate, the status of such potential incidents or notable risks will be further escalated to the Chief Executive Officer and the Chief Financial Officer. As of the date of this sustainability report, we are not aware of any cybersecurity incidents that have

materially affected or are reasonably likely to materially affect the Company.

AdvanSix has developed cybersecurity incident response plans and procedures, including the formation of a designated cybersecurity incident response team with representatives from across the organization. In the event of an actual cybersecurity incident, the cybersecurity incident response plan serves as the guiding framework for the Company including with respect to incident assessment, mitigations and controls, as well as response, recovery, reporting and resolution. We conduct periodic scenario planning sessions and tabletop exercises with the cybersecurity incident response team and other key functional roles in the enterprise to improve our response preparedness in the event of a security incident. AdvanSix has implemented various measures to protect its sites from both physical and cyber-attacks, which take into account applicable data security and other data privacy laws and regulations. Emerging threats and opportunities to further mitigate cybersecurity risk are continuously explored and evaluated. A vulnerability management program continually assesses our environment to identify and remediate system and software vulnerabilities. A data governance policy and data loss prevention program have been implemented to protect our intellectual property and other sensitive data. We also engage independent third parties to perform security assessments on at least an annual basis, which include penetration testing of our external and internal environment.

In summary, the Company’s approach to cybersecurity is intended to assess, identify, and manage risks from cybersecurity threats, implement mitigations and controls consistent with the NIST Cybersecurity Framework and support safe, stable and sustainable operations, while protecting our intellectual property, confidential information, privacy data, operations, and infrastructure.

SASB Chemical Index

RT-CH-000.α: ACTIVITY METRICS

RT-CH-000.α	Production by reportable segment	4,139,879 metric tons of production volume aggregated across our manufacturing sites. A unit of production is any new material generated by an intentional production process irrespective of whether it is sold or consumed internally as an intermediate product
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RT-CH-110α: GREENHOUSE GAS EMISSIONS

RT-CH-110α.1	Gross Global Scope 1 emissions, percentage covered under emissions-limiting regulations	See GHG Emission disclosures Emissions-limiting regulations do not apply
RT-CH-110α.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against the targets	See Emissions disclosures

RT-CH-120α: AIR QUALITY

RT-CH-120α.1	Air emissions of the following pollutants (1) NOx (excluding N2O), (2) SOx, (3) volatile organic chemicals (VOCs), and (4) hazardous air pollutants (HAPs)	See Criteria Pollutants disclosures
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RT-CH-130α: ENERGY MANAGEMENT

RT-CH-130α.1	(1) Total energy consumed, (2) percentage grid electricity, (3) total and percentage renewable, (4) total self-generated energy	See Energy disclosures 11.5% of our energy is from grid electricity 0% of our energy is self generated 0% renewable energy
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RT-CH-140a: WATER MANAGEMENT

RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed percentage of each in regions of High or Extremely High Baseline Water Stress	See Water metric disclosures 7% of water withdrawals in water stress area
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	In 2023, AdvanSix had zero incidents of non-compliance reportable under this standard as none resulted in a formal enforcement action. However, there were water discharge events at our Frankford, PA facility that are pending enforcement action.
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate the risks.	See Water general disclosures

RT-CH-150a: HAZARDOUS WASTE MANAGEMENT

RT-CH-150a.1	Amount of hazardous waste generated, % recycled	See Waste disclosures 96% of hazardous waste is recycled
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RT-CH-210a: COMMUNITY RELATIONS

RT-CH-210a.1	Discussion of engagement process to manage risks and opportunities associated with community interest	See Local Communities
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RT-CH-320a: WORKFORCE AND HEALTH SAFETY

RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	See Occupational Health and Safety disclosures
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long term (and chronic) health risks	See Occupational Health and Safety disclosures

RT-CH-410a: REVENUE FROM PRODUCTS DESIGNED FOR USE PHASE RESOURCE EFFICIENCY

RT-CH-410a.1	The entity shall disclose its total revenue from products that are designed to increase resource efficiency during their use-phase	
RT-CH-410a.2	A product shall be considered to have been designed to increase use-phase resource efficiency if documentation shows that the entity has tested, modeled, or otherwise established the increase to resource efficiency its product delivers during its use phase.	AdvanSix does not track revenue from products that are designed to increase use-phase resource efficiency.
RT-CH-410a.3	Examples of products that increase resource efficiency include, but are not limited to, insulation materials, high-albedo paints and coating, fuel additives that result in more efficient combustion, energy-efficient lighting materials, additives or materials that extend the useful-life of use-phase products, materials that enable vehicle lightweighting (e.g., polymers to replace metals), biofuels, solar films, solar shingles, and other renewable energy materials.	

RT-CH-410b: SAFETY & ENVIRONMENTAL STEWARDSHIP OF CHEMICALS

RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	100% of AdvanSix products have undergone a hazard assessment, and we comprehensively disclose hazards to our customers in Safety Data Sheets prepared according to GHS and relevant national laws. Many of our products with these hazards are essential building block chemicals that are converted, in closed processes that limit exposures, to non-hazardous materials by our customers to deliver their products for a wide variety of end markets and applications.
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	

RT-CH-410c: GENETICALLY MODIFIED ORGANISMS

RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	AdvanSix does not sell any GMOs.
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RT-CH-530α: MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT

RT-CH-530α.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Please see our GRI 2-28 and GRI 415 disclosures.
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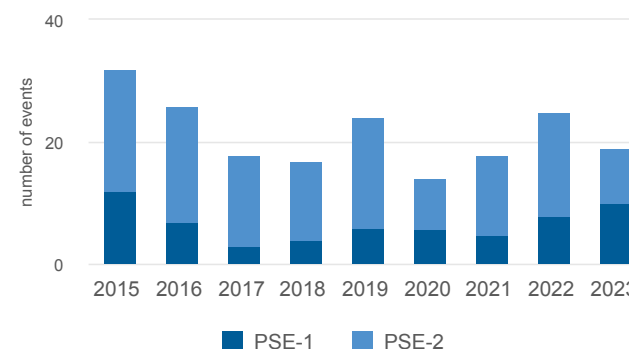
RT-CH-540α: OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE

For this report, we align with ACC Responsible Care process safety reporting, further defined in the Center for Chemical Process Safety’s “Process Safety Leading and Lagging Metrics,” and based on ANSI/API RP 754.

PSE Incidents (PSIC)	19
Total Incident Rate (PSTIR)	0.5
Incident Severity Rate (PSISR)	1.6

Historical Process Safety Events

RT-CH-540α.1
Process Safety Incidents Count (PSIC),
Process Safety Total Incident Rate (PSTIR),
and Process Safety Incident Severity Rate (PSISR)



*ANSI/API RP 754 defines PSE-1 (Tier 1) Events as “LOPC Events of Greater Consequence” and PSE-2 (Tier 2) Events as “LOPC Events of Lesser Consequence,” where LOPC refers to “Loss of Primary Containment.”

RT-CH-540a: OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE (continued)

RT-CH-540a.2	Number of transport incidents	AdvanSix's goal is to minimize risks and incidents associated with the transportation of its products, and has systems and procedures in place to comply at all times with national and international dangerous goods transport regulations, including defined procedures for risk assessment of our products as part of our overall Product Stewardship program. We rely on third-party carriers for most of our product transportation, and each carrier must be vetted and approved. Our approval process, among other items, requires written contracts, takes into consideration carriers' historical safety performance, with a preference for carriers participating in the Responsible Care® Partner Program, and requires verification of licensing (including Hazardous Materials) and insurance coverage. We evaluate the performance (including safety performance) of our carriers at least annually, engaging with them where there are findings. When incidents do occur, we work with carriers to uncover root causes, implement corrective actions, and evaluate the actions' effectiveness. We also maintain procedures for transportation emergency response. Five DOT 5800 transportation incidents were reported in 2023. One incident was a drum of cyclohexanone punctured by an unloading crew with fork truck at customer site. 3 were Railcar incidents isolated to a rail yard and caught by inspection. The last incident was involving phenol transportation class 6.1 was of most concern. There were medical injuries and damage to a vehicle, and incident location did not report in a timely manner. For all significant incidents it was determined that AdvanSix was not a responsible party upon full investigation.
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TCFD Recommended Disclosures

GOVERNANCE Recommended Disclosure

Response

a) Describe the board's oversight of climate-related risks and opportunities.

[GRI 2-9, 2-12](#); Also see our [2024 Proxy Statement](#), pp. 10, 12.

b) Describe management's role in assessing and managing climate-related risks and opportunities.

[GRI 2-13](#)

STRATEGY Recommended Disclosure

Response

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

[GRI 3-3 \(Climate\)](#) and [GRI 305](#); Also see our [2023 Annual Report](#) pp. 20-21; [CDP](#) C2.1a, C2.3, C2.3a, C2.4, C2.4a

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

[GRI 305](#); [CDP](#) C2.3a, C2.4a, C3.1, C3.3, C3.4, C3.5

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

[GRI 3-3 \(Climate\)](#) and [GRI 305](#)

RISK MANAGEMENT Recommended Disclosure

Response

a) Describe the organization's processes for identifying and assessing climate-related risks.

[GRI 3-3 \(Climate\)](#) and [GRI 305](#); Also see our [2024 Proxy Statement](#) pp 12; [CDP](#) C2.2, C2.2

b) Describe the organization's processes for managing climate-related risks.

[GRI 3-3 \(Climate\)](#) and [GRI 305](#), Also see our [2024 Proxy Statement](#) pp 12; [CDP](#) C2.3a, C2.4a

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

[GRI 3-3 \(Climate\)](#) and [GRI 305](#), Also see our [2024 Proxy Statement](#) pp 12; [CDP](#) C2.1, C2.2

METRICS & TARGETS Recommended Disclosure

Response

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process

[GRI 302-1](#), [GRI 302-3](#), [GRI 305-1](#), [GRI 305-2](#), [GRI 305-4](#), [GRI 305-5](#), [CDP](#) C4.2, C4.2b, C6 (all), C7(all), C8(all), C-CH9.3a, C-CH9.6, C-CH9.6a

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	GRI 305-1 , GRI 305-2 , GRI 305-3 CDP C6.1, C6.3, C6.5, C6.5a
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See page. 5 CDP C4.1, C4.1a, C4.2, C4.2b, C4.3, C4.3a, C4.3b, C4.3c, C4.5, C4.5a

UN Global Compact Ten Principles

Focus Area	Principle	Disclosure
Human Rights	Support and respect the protection of internationally proclaimed human rights	GRI 2-23 , AdvanSix Human Rights Policy , Code of Business Conduct
	Make sure that not complicit in human rights abuses	GRI 2-23 , AdvanSix Human Rights Policy , Code of Business Conduct , GRI 3-3 Supply Chain , Supplier Code of Business Conduct , GRI 414
Labor	Uphold the freedom of association and the effective recognition of the right to collective bargaining	GRI 2-23 , Code of Business Conduct , AdvanSix Human Rights Policy
	Uphold the elimination of all forms of forced and compulsory labor	GRI 2-23 , Code of Business Conduct , AdvanSix Human Rights Policy , Policy Statement Against Slavery and Human Trafficking
	Uphold the effective abolition of child labor	GRI 2-23 , Code of Business Conduct , AdvanSix Human Rights Policy
	Uphold the elimination of discrimination in respect of employment and occupation	GRI 2-23 , Code of Business Conduct , AdvanSix Human Rights Policy , GRI 405 , GRI 406
Environment	Support a precautionary approach to environmental challenges	GRI 2-23 , Code of Business Conduct , GRI 3-3 Environmental Compliance , GRI 301 , GRI 302 , GRI 303 , GRI 305 , GRI 306 , GRI 308
	Undertake initiatives to promote greater environmental responsibility	GRI 2-23 , Code of Business Conduct , GRI 3-3 Environmental Compliance , GRI 301 , GRI 302 , GRI 303 , GRI 305 , GRI 306 , GRI 308
	Encourage the development and diffusion of environmentally friendly technologies	GRI 2-23 , Code of Business Conduct , GRI 3-3 Environmental Compliance , GRI 301 , GRI 303 , GRI 305 , GRI 306 , GRI 308
Anti-corruption	Work against corruption in all its forms, including extortion and bribery	GRI 2-23 , AdvanSix Anticorruption Policy Statement , Code of Business Conduct , GRI 3-3 Supply Chain , Supplier Code of Business Conduct

Independent Limited Assurance Report to AdvanSix Inc.

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by AdvanSix Inc. (“AdvanSix”) to provide limited assurance in relation to the selected information set out below and presented in the AdvanSix Sustainability Report 2023 (the “Report”).

Engagement summary

Scope of our assurance engagement

Whether the following selected indicators are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Environmental Indicators

- Direct (Scope 1) GHG emissions [Thousands of MT CO₂e]
- Indirect (Scope 2 location-based) GHG emissions [Thousands of MT CO₂e]
- Year on year change in direct GHG emissions (Scope 1) [%]
- Year on year change in indirect GHG emissions (Scope 2 location-based) [%]
- Year on year change in GHG emissions (Scope 1 and 2 location-based) [%]
- GHG Intensity (Scope 1 and 2 location-based) [Metric tons of CO₂e per metric ton of production*]
- Total energy consumption [GJ]
- Total electricity [GJ]
- Energy intensity [GJ per metric ton of production*]
- Total freshwater water withdrawal [megaliters]
- Total water discharge [megaliters]
- Total water consumption [megaliters]
- Number of incidents of non-compliance associated with water quality permits, standards, and regulations [#]
- Total weight of waste generated [metric tons]
- Total weight of hazardous waste generated [metric tons]
- Total weight of non-hazardous waste generated [metric tons]
- Total weight of waste diverted from disposal [metric tons]
- Total weight of waste directed to disposal [metric tons]

Scope of our
assurance
engagement

Safety Performance Indicators

- Total Recordable Incident Rate (TRIR) employees [injuries per 200,000 hours worked]
- Employee lost-time work-related injuries [injuries per 200,000 hours worked]
- Total Recordable Incident Rate (TRIR) contractor [injuries per 200,000 hours worked]
- Contractor lost-time work-related injuries [injuries per 200,000 hours worked]
- Employee fatalities [per 200,000 hours worked]
- Contractor fatalities [per 200,000 hours worked]
- Hours worked for direct employees [#]
- Hours worked for contract employees [#]
- Process Safety Incidents Count (PSIC) [#]
- Process Safety Total Incident Rate (PSTIR) [incidents per 200,000 hours worked]
- Process Safety Incident Severity Rate (PSISR) [severity-weighted incidents normalized by hours worked]
- Transport incidents [#]

Supply Chain

- Onboarded suppliers that completed EcoVadis assessments and were screened against environmental and social topics [%]

Equality, Diversity and Inclusion

- New employee hires [#]
- Total employee turnover [#]
- Benefits provided to full-time employees that are not provided to temporary or part-time employees [description]
- Board of Director population by category (gender, age range, ethnicity) [%]
- Overall employee population by category (gender, age range, ethnicity) [%]

Scope of our assurance engagement	Ethics & Governance • GRI 2-27: Significant instances of non-compliance with laws and regulations by whether fines or non-monetary sanctions incurred [#] • GRI 2-27: Value of fines for instances of non-compliance by current and previous reporting periods [#] • GRI 206-1: Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation [#] • GRI-205-3 (a): Confirmed incidents of corruption and action taken [#] * ERM CVS did not independently assure pounds of production but relied on production totals assured as part of the metrics reported in the 10-K filing. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Reporting period	• 1 January 2018 – 31 December 2018 (Direct GHG emissions and Indirect GHG emissions for baseline only) • 1 January 2023 – 31 December 2023 (all metrics in Scope)
Reporting criteria	• WBCSD/WRI GHG Protocol: A Corporate Accounting Standard (2004, as updated January 2015) • GRI Sustainability Reporting Standards (2021 and 2016) • OSHA Injury and Illness Recordkeeping and Reporting definitions • American Petroleum Institute Process Safety Standards • Sustainability Accounting Standards Board (SASB) Chemical Sector Standard (2023) • AdvanSix's reporting criteria and definitions as disclosed throughout the Report
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	AdvanSix is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the selected information. ERM CVS' responsibility is to provide a conclusion to AdvanSix on the agreed scope based on our engagement terms with AdvanSix, the assurance activities performed and exercising our professional judgement.

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the data and information for the disclosures listed under ‘Scope’ above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope;
- Interviewing management representatives responsible for managing the selected issues;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the reported information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the 2018 baseline year GHG reporting and in the consolidated 2023 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting in-person site visit to AdvanSix facilities/production sites in Hopewell [VA] to review source data and local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used;
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings;

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to AdvanSix in any respect.

Observation

Advansix has disclosed clarifications throughout the Report to indicate where company-specific reporting criteria is used or publicly available reporting frameworks require interpretation or additional definition. For further transparency to users of the information, we recommend Advansix develop a standalone Basis of Reporting.



Andrea Duque
Partner, Corporate Assurance
Malvern, PA

July 8, 2024

On behalf of:
ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com

The logo for ERM CVS, featuring the letters "ERM CVS" in a dark green serif font. A large, stylized green checkmark is positioned over the "V" and extends upwards and to the right.