



SUSTAINABILITY 2024

A resilient future...  
starts with good chemistry.

# Building a culture of continuous improvement.

To Our Stakeholders,

At AdvanSix, we believe that good chemistry is more than the foundation of our products—it's the catalyst for a more sustainable, resilient future.

As a diversified chemistry company, we recognize the vital role we play in the world and continue to advance our mission by delivering essential chemistries that support critical supply chains. In recognition of this, I am proud to share our 2024 Sustainability Report.

This year, while continuing to deepen our commitment to environmental stewardship, community engagement and operational excellence, we achieved several important milestones that reflect our values in action:

- As of early 2025, all of our manufacturing sites are now certified under the Responsible Care® RC14001 and ISO 14001 standards, reinforcing our dedication to safety and sustainability.

- We continued to advance our Sustainable U.S. Sulfate to Accelerate Increased Nutrition (SUSTAIN) initiative to help increase the domestic availability of fertilizer and nutrient alternatives for U.S. farmers.
- We were honored to receive our third consecutive Platinum rating from EcoVadis during 2024, placing us in the top one percent of companies assessed globally for corporate social responsibility.

Our people remain at the heart of our progress. From introducing the AdvanSix Living Safety Leadership Award to giving back in our hometown communities to continuing to invest in the next generation of leaders in chemistry, we are investing in a culture where safety, accountability, integrity and respect guide every decision. Our teammates show what's possible when purpose and performance align—whether it's improving stormwater systems, mentoring future STEM leaders or supporting local food banks.



As we look ahead, we remain focused on driving innovation, strengthening our communities and delivering long-term value for all stakeholders. Thank you for your continued trust and partnership as we build a more sustainable tomorrow—together.

Sincerely,

A handwritten signature in dark ink that reads "Erin N. Kane".

**ERIN N. KANE**

President and Chief Executive Officer



## FORWARD LOOKING STATEMENTS

This release 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, tariffs or the imposition of new tariffs, trade wars, barriers or restrictions, or threats of such actions, changes in interest rates, 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 new or proposed regulatory, trade or other policies of the U.S., and the conflict between Russia and Ukraine, the conflict in Israel and Gaza and related uncertainty in the surrounding region, and the possible expansion of such conflicts; the effect of any 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 cyclicity 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 release. Such forward-looking statements are not guarantees of future performance, and actual results, developments and business decisions may differ materially from those contemplated by such forward-looking statements as a result of a number of risks, uncertainties and other factors including those noted above and those identified 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, 2024, as updated in subsequent reports filed with the SEC. All subsequent written or oral forward-looking statements attributable to us or persons acting on our behalf are qualified in their entirety by this paragraph. We do not undertake to update or revise any of our forward-looking statements.



FRANK R.  
Production Engineer

SHANIYA O.  
Production Engineer

ANTONIO T.  
Packout Trainer

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## ABOUT ADVANSIX

# Diversified chemistry that makes an impact.



AdvanSix is an American leader in delivering essential chemistries that support critical supply chains and help customers solve real-world challenges. With five manufacturing sites and fully U.S.-based operations, backed by a legacy dating to 1884, we are committed to safe, stable and sustainable operations. We are driven by a culture of safety, consistent performance and continuous innovation that helps our customers meet their goals and build a more sustainable future.



## ~1450

NUMBER OF EMPLOYEES

## 400

CUSTOMERS SERVED

## 6

LOCATIONS ACROSS THE U.S.

## \$1.5B

FY24 SALES

## INDUSTRIES &amp; PRODUCTS

# Turning possibilities into solutions.

Whether used to grow the crops that feed the world, build the communities we live in or innovate the next generation of consumer goods that keep us comfortable and safe, our solutions keep customer operations and our daily lives running.



AdvanSix nylon resins are used for food packaging

## OUR PRODUCTS

## Nylon Solutions

From the nylon resins that help make car parts lighter and improve gas mileage, to preserving food and nutritional products, to protecting the wires and cables powering our communities – our nylon solutions deliver trusted performance across industries.

## Plant Nutrients

Our plant nutrients supply essential raw materials and nutrients that empower farmers to cultivate stronger, higher-yielding crops. By supporting global food production, strengthening local communities and promoting sustainable agriculture, we help drive better outcomes for growers.

## Chemical Intermediates

We provide a wide range of chemical intermediates that serve as critical building blocks for modern life – enabling our customers to make products for end consumers across diverse industries. From building and construction to automotive and healthcare, our high-quality and reliable solutions enhance everyday life through comfort, beauty and long-lasting performance.

## SALES BY END MARKET



## SALES BY PRODUCT LINE



## BUSINESS &amp; SUSTAINABILITY

# Advancing sustainability at AdvanSix.

We are dedicated to building a more sustainable and socially responsible future, evolving to help our customers meet their own sustainability objectives through continuous operational performance and innovative product solutions. AdvanSix achieved the following milestones, underscoring our commitment to innovation, sustainability and excellence:



## Responsible Care®

AdvanSix has worked to achieve Responsible Care® certification from the American Chemistry Council for every one of its manufacturing sites. As of early 2025, 100% of AdvanSix's manufacturing locations are all certified under the Responsible Care RC14001 standard as well as ISO 14001.



## SUSTAIN USDA Grant Recipient

AdvanSix was awarded a \$12 million grant from the U.S. Department of Agriculture's Fertilizer Production Expansion Program.



## Virginia Manufacturing Cup winner

Two of AdvanSix's products were recognized in the "Coolest Thing Made in Virginia" contest: Sulf-N® ammonium sulfate fertilizer and Aegis® Post-Industrial Recycled and Post-Consumer Recycled grades nylon resins.



## EcoVadis Platinum Rating

In 2024, AdvanSix was recognized with its 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.



## International Sustainability & Carbon Certification

AdvanSix has been certified to the ISCC PLUS standard for three of our manufacturing sites.



## BUSINESS &amp; SUSTAINABILITY

# Advancing sustainability at AdvanSix.

## OUR GOALS

**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.

**Engagement & 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.

**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.

**Product Offerings**

100% product regulatory compliance.

**Supply Chain**

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

# Environmental Stewardship



James River, near Richmond, Virginia

## OUR COMMITMENT

## Doing the right thing: Our commitment to environmental sustainability.

Since 2018, we've achieved a 15% reduction in greenhouse gas (GHG) emissions through a host of capital and continuous improvements, as well as ensuring future projects support energy conservation and minimize air emissions.

### Modernizing energy use: New steam power at Frankford

As part of our commitment to deliver safe, stable and sustainable operations, we have made key investments across our enterprise, including the replacement of a steam boiler at our Frankford site with a new model, designed to meet the entire plant's steam needs. This system not only improves thermal efficiency and reliability but also lowers energy consumption and reduces net air emissions.



AdvanSix  
Frankford plant

This enables us to have a 66% more stringent nitrogen oxides (NOx) limit than the old steam boiler. It's a clear example of how modern infrastructure can drive both operational and environmental gains.

### SUSTAIN initiative: Boosting production with purpose

We advanced our Sustainable U.S. Sulfate to Accelerate Increased Nutrition (SUSTAIN) initiative, a series of projects with multi-year investments targeting expansion of our granular ammonium sulfate production with no increases in net energy

consumption or emissions. These projects are designed to build on our Hopewell facility's nearly 100-year history of providing a reliable, domestic supply of essential nitrogen-based fertilizers, while also keeping environmental stewardship at its core. The SUSTAIN initiative is expected to add approximately 200,000 tons per year of granular ammonium sulfate to the domestic market predominately through increased granular conversion and driving improved shipping logistics capability for rail and truck. This program is aided by an approximately

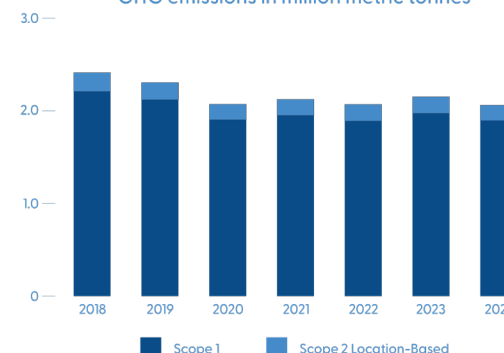


AdvanSix  
Hopewell plant

\$12 million grant award from the U.S. Department of Agriculture's Fertilizer Production Expansion Program, which is designed to help lower fertilizer costs, boost American production and promote sustainable farming practices.

Every step we take, whether replacing equipment or advancing sustainable production, reflects our focus on long-term climate action and operational excellence.

GHG emissions in million metric tonnes



Missouri farmer, Marc Kaiser  
with his soybean crops



## AIR EMISSIONS

## Advancing clean air: A decade of progress.

Reducing air emissions is a critical part of our journey toward more sustainable and responsible operations. A key milestone in this journey is the newly issued Title V Clean Air Permit for our Hopewell facility, granted by the Virginia Department of Environmental in June 2024 after extensive review and public input. This comprehensive permit consolidates all federal air quality requirements, increasing transparency and accountability.

Since the last permit, Hopewell has made significant improvements stemming from major capital investments, including:

### Technology investments

Since 2012, we've steadily reduced emissions at our Hopewell site through a phased installation of Selective Catalytic Reduction systems (SCR) that helps significantly lower nitrogen oxide emissions.

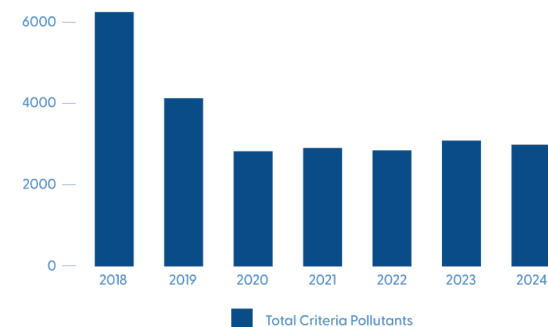
### Phasing out coal

In another major step forward, in 2019 we installed new natural gas steam boilers at our Hopewell plant and decommissioned coal-fired boilers that previously supplied steam.

This transition eliminated approximately 1,500 tons of sulfur dioxide and 1,000 tons of nitrogen oxides annually, substantially reducing our impact on local air quality and aligning with our broader goal of minimizing emissions from legacy energy sources.

Together, these actions reinforce our strategic dedication to operational excellence, environmental performance and a more sustainable future for American manufacturing.

Air emissions reduction in metric tonnes



Soybean field in Missouri

## WATER STEWARDSHIP

# Conserving a crucial resource.

AdvanSix recognizes water as a crucial resource, and we are committed to conserving it, protecting local water sources and adhering to environmental regulations.

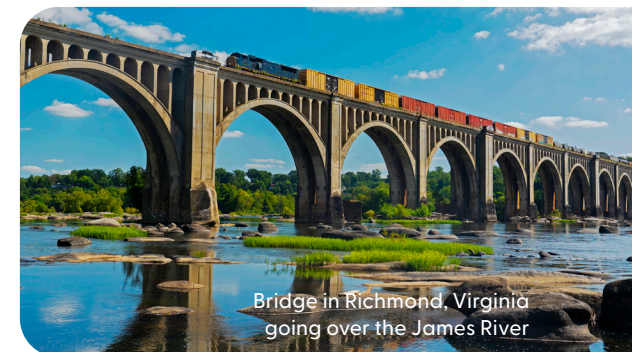
In 2024, the Virginia Department of Environmental Quality (DEQ) issued an updated water permit for our Hopewell facility. This milestone reflects our ongoing collaboration with scientists and regulators at DEQ to ensure our operations are not only safe for our employees and neighbors but are also aligned with our shared responsibility to safeguard nearby natural resources like the James River and Chesapeake Bay. This new permit, formally known as the Virginia Pollutant Discharge Elimination System permit, sets clear expectations for water quality and outlines the steps we are taking to meet the region's most current environmental standards. It gives us the framework to continue making major investments in how we manage water use, protect aquatic life and reduce nutrient discharges like nitrogen and phosphorus that can impact downstream ecosystems.

## Stormwater management

Stormwater management is a critical focus area for our Hopewell facility as it helps protect local waterways and supports our sustainable, responsible operations. As part of our long-term stormwater management plan, we completed several key improvements in 2024, demonstrating early progress ahead of regulatory deadlines:

- **Improving everyday practices:** We launched a new inspection and housekeeping program, called EDITH (Enhanced Daily Inspections, then Housekeeping), which also introduced a new street sweeper to the site to help to strengthen site cleanliness and environmental performance.
- **Upgrading infrastructure:** Engineering is under way for major improvements to how we collect and manage stormwater on site.
- **Strategic planning:** We submitted a key engineering report to state regulators, helping move important water management projects forward.
- **Getting ahead of the curve:**
  - » Redirected stormwater from key areas into our internal treatment system.
  - » Covered a railcar loading area to prevent rainwater from contacting materials.
  - » Built a new containment area designed to safely capture and manage runoff from equipment.

With these foundational upgrades complete, we're now moving into the next phase of improvements, with construction expected to finish by the end of 2027.



Bridge in Richmond, Virginia going over the James River

## Scientific studies

In parallel, we're conducting a pair of scientific studies to help guide future upgrades, including process improvements and the design of our cooling water intake structures, all to better protect aquatic organisms and enhance water quality.

These efforts reflect more than just regulatory compliance; they demonstrate our long-term commitment to environmental stewardship. This is further demonstrated by AdvanSix receiving an "A-" rating for water security from CDP, a global non-profit that runs the leading environmental disclosure platform – a score we've earned for two consecutive years, placing us in the "Leadership" category.

As we invest in innovative solutions and long-term infrastructure, we're building a stronger future not only for AdvanSix, but for the ecosystems and communities that surround us.

## SUSTAINABILITY AS A KEY PILLAR IN PRODUCT DESIGN

## Products designed to reduce footprint throughout their lifecycles.

We are committed to reducing our own environmental impact while helping our customers achieve their sustainability goals. With our customers, we bring forth innovative solutions that further reduce waste in product lifecycles and support the transition to a circular economy. As part of this commitment, we actively participate in a range of initiatives and programs that highlight our progress and partnerships, including:

### High standards of care

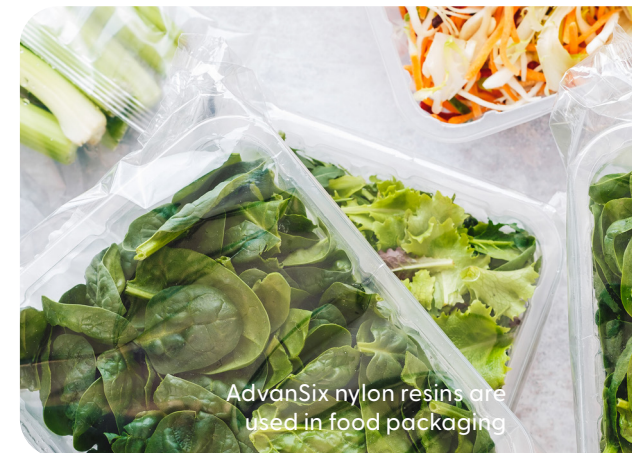
We take pride in not only making high-quality materials but also ensuring they are handled safely and responsibly throughout their entire lifecycle. That's why we actively support the Global Product Strategy: an international initiative focused on improving product safety and stewardship across the chemical industry. Through our involvement with the American Chemistry Council and the International Council of Chemical Associations, we're helping lead efforts to build trust and transparency around chemical management. A big part of that is sharing clear, accessible product safety information so our customers, partners and communities can confidently use our products without injury or harm.

### 100% recycled content nylon

AdvanSix was the first to allocate and achieve third-party certifications on its Post-Industrial Recycled (PIR) raw materials reclaimed from nylon monomer waste streams for its customers in 2021. We have since taken nylon recycling to a new level by adding Post-Consumer Recycled (PCR) materials to the mix to help meet the rapidly growing demand among plastic, fiber and film manufacturers and their end-user customers. Our 100% PCR nylon 6, and 80% PCR nylon 6,6 copolymers, along with 100% PIR and PCR caprolactam products have recycled content levels measured by industry-accepted mass balance allocation methods and are each independently certified. Our recycled nylon resin grades as well as recycled grade monomer product deliver cost-effective, reliable and viable materials that serve as a drop-in solution without detrimental environmental impact.

### ISCC PLUS certification

Further in our efforts to support circularity and traceability in supply chains, we have undertaken International Sustainability and Carbon Certification (ISCC) PLUS certification at our Frankford, Hopewell and Chesterfield sites. These third-party certifications recognize our use of recycled materials and confirm that we follow transparent, industry-accepted mass balance accounting practices.



AdvanSix nylon resins are used in food packaging



## SUSTAINABILITY AS A KEY PILLAR IN PRODUCT DESIGN

# Products designed to reduce footprint throughout their lifecycles.



## 4R Nutrient Stewardship

AdvanSix is a member of The Fertilizer Institute and a supporter of the 4R Nutrient Stewardship approach: applying the right fertilizer source, at the right rate, time and place. We incorporate these principles into our operations and product guidance to help customers use ammonium sulfate more effectively and sustainably, supporting long-term agricultural success.



## Together for Sustainability

AdvanSix is a member of Together for Sustainability (TfS), a global, procurement-driven initiative that delivers a groundbreaking framework to assess and improve the sustainability performance of chemical companies and their suppliers. TfS delivers a global standard for environmental, social and governance performance of chemical supply chains. The program is based on the UN Global Compact and Responsible Care® principles.



## Stewardship beyond our manufacturing plants

In addition to our own internal waste and recycling initiatives, AdvanSix is proud to support the recycling efforts of fellow business and community member, International Paper. In 2024, our Chesterfield facility recycled more than 276 tons of paper on behalf of International Paper, earning us a "Recycling Excellence Award" from International Paper in recognition of our contribution.

# Social Impact



Community event in Bucks, Alabama



## COMMUNITY ENGAGEMENT

# Supporting strong communities.

Driven by a commitment to our communities, we prioritize transparency and responsibility while fostering local growth by investing in talent, supporting community partnerships, promoting economic vitality and advancing environmental sustainability to create lasting impact.



## Empowering generations

We provide opportunities for future generations through a variety of scholarship programs and support of youth development programs such as the Science Leadership Academy. By investing in learning and career opportunities for the next generation in our communities, we are paving the way to create more opportunities to hire locally.



## Economic development

We focus on local investment and engagement to help communities grow and thrive economically because when the community prospers, everyone wins. By engaging with local chambers and actively participating in community events, we help to drive local economic development in our communities.



## Environmental stewardship

We support initiatives that protect natural resources and sponsor local environmental stewardship programs. These include the Friends of the Lower Appomattox River and Riverfront North Partnership.



## Giving back locally

We are committed to giving back through partnerships with the Rebuilding Together® Richmond, VA, and North Jersey Chapters, the John Randolph Foundation and the Bridesburg Boys & Girls Club.



Lending a hand at a Rebuilding Together event in Richmond, Virginia



## COMMUNITY ENGAGEMENT

# Supporting strong communities.

## Lending a helping hand with Rebuilding Together

“Giving back to our local community is what I love most about working at AdvanSix and our partnership with Rebuilding Together,” said Georgia Sink, Sr. Warehouse and Logistics Manager. “Each person is part of a bigger team with a mission, making this event a special and meaningful experience.”

AdvanSix is a proud partner of Rebuilding Together in New Jersey and Richmond, Virginia. In 2024, our teammates volunteered their time to rebuild homes for those in need in our hometown communities to support :

- In Richmond, AdvanSix team members from our Chesterfield, Hopewell and Portsmouth sites supported critical home maintenance and repairs including replacing bathroom and kitchen floors, fixing electrical issues, rebuilding a deck and landscaping.
- In New Jersey, AdvanSix team members from our Corporate Headquarters in Parsippany, NJ along with family and friends supported critical home maintenance and repairs including cleaning roof and gutters, waterproofing, replacing flooring, painting and landscaping.

## Bringing soil science to life

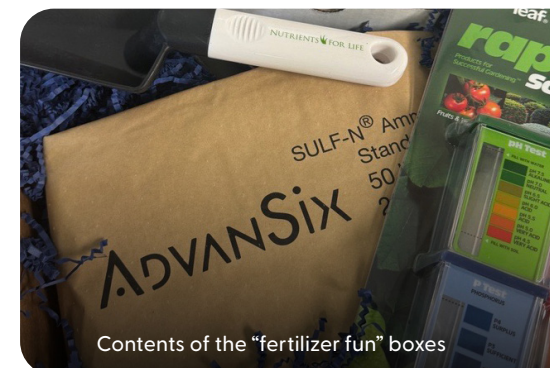
In October, team members in Hopewell brought STEM education to life during a visit to Harry E. James Elementary School where they delivered a hands-on lesson in soil science to third graders. As the students began exploring soil science, they got a chance to learn about fertilizers and the important role they play in agriculture. The interactive lesson reached a high point with each child receiving a “fertilizer fun box” – a hands-on educational kit developed in partnership with Nutrients for Life, an organization dedicated to promoting soil science education.

## Putting our hands where our heart is

Team members from our Hopewell facility helped clean up part of the Lower Appomattox River with FOLAR (Friends of the Lower Appomattox River) as part of our ongoing environmental conservation efforts. AdvanSix Vice President, Public Affairs and Sustainability, Rachel Jones, was fortunate to extend the hands-on experience to her two young nieces, stating after the event that it was more than a day full of impact; it also sparked important conversations about environmental stewardship. “I’m a firm believer in putting your hands where your heart is – taking action with causes you truly care about,” she added.



Rebuilding Together event in Richmond, Virginia



Contents of the “fertilizer fun” boxes



Clean-up event at the Lower Appomattox River

## COMMUNITY ENGAGEMENT

## Supporting strong communities.

## Building future STEM leaders

As a sponsor of the Future of STEM Scholars Initiative, or FOSSI, we're proud to support the next generation of industry leaders with life-changing scholarships for students attending Historically Black Colleges and Universities (HBCUs). Through partnerships with chemical manufacturers and other stakeholders, FOSSI awards scholarships of \$40,000 (\$10,000 per year per student) 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. Over the past four years, AdvanSix has contributed nearly half a million dollars and sponsored 16 scholarships annually.



Portsmouth team members collected food donations for their local food bank

## Supporting local food banks, together

In November, our AdvanSix team members came together to support local food banks across our communities for the holiday season. Through our company-wide food drives and donations, our team donated over 1,000lbs of food to help families facing food insecurity. This annual tradition is a true reflection of the generosity and community spirit that define our people.



Chesterfield and Hopewell teams clean up on Earth Day

## Earth Day clean ups

In recognition of Earth Day, dedicated AdvanSix team members from our Frankford, Chesterfield and Hopewell sites came together to make a create impact in their communities. With gloves on and trash bags in hand, they stepped away from their usual workspaces to pick up litter and clean up their local neighborhoods. Driven by a shared commitment to environmental stewardship and community pride, their efforts helped create cleaner and safer environments for all to enjoy.



FOSSI scholars Dieunette Adusei-Peasah (left) and Nahla Abdul-Hadi (right), with Erin Kane, President and CEO

## OUR WORKFORCE

# Ensuring safe, stable and sustainable operations.

We believe that great performance starts with great people, those who bring not only their skills and expertise, but also a deep sense of purpose and connection. At AdvanSix, we foster good chemistry in every sense of the word. It's not just about the science behind our products, it's about how we show up for one another, our customers and our communities.

## Guided by our values

Our values of safety, integrity, accountability and respect are the foundation of who we are. We bring them to life every day in how we work, lead and support one another. These values are not just words, they guide our decisions and shape our broader business strategy. By fostering a culture rooted in ownership and aligned with long-term value creation, we're ensuring safe, stable and sustainable operations for our teammates, sites and communities, which is key to being a leading diversified chemistry company. 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. Every teammate plays a vital role in Living Safety.

## Engagement and inclusion

In 2021, AdvanSix joined the first cohort of Dr. Steven L. Robbins' Inclusion Academy, a program focused on mindfulness, inclusion and unconscious bias education. Since then, we've continued our partnership with Dr. Robbins to actively engage our leaders, welcoming our third cohort in 2024 to a meaningful journey of awareness, authenticity and accountability as part of the Inclusive Leader program. We believe that developing a highly trained and engaged workforce is essential not only to employee growth, but also to delivering on our customer commitments and driving overall company success.





## OUR WORKFORCE

# The Living Safety Leadership award.

“Every day, I’m inspired by the passion for safety that our teammates bring to work from the executive level to the manufacturing floor. Our organization thrives on curiosity, innovation, collaboration and so does safety.”

– Ana Martin, Sr. Director of HS

In 2024, the Living Safety Leadership Award was introduced to recognize the impact that new ideas for safety projects, site initiatives and identifying and correcting hazards can have on our organization. Teams across AdvanSix stepped up, with all sites submitting initiatives for consideration and a team from our Chesterfield site secured the top prize. The Chesterfield team recognized a need and mobilized to make critical fire protection improvements, reducing risks and strengthening our emergency response. Their hard work didn’t just make the plant safer, it showed what teamwork and a dedication to Living Safety can accomplish. As winners of the Living Safety Leadership Award, the team selected the Chesterfield County Fire and EMS – Station 18 to receive a monetary donation on their behalf. “Contributions like this directly support our team assigned to Fire

Station 18 and improve our ability to better serve the people of Chesterfield County by enhancing the capabilities and preparedness of our team, opening pathways not normally available and making a lasting impact on the individuals directly benefiting from this contribution for the rest of their careers,” said Battalion Chief Charles Knowles of Chesterfield Fire & EMS. “The investment provided by AdvanSix not only provides essential resources but also demonstrates a meaningful commitment to the success and safety of our members. We are truly thankful for the partnership and support.” Living Safety – it is a choice we make hundreds of times every day in each decision we make and action we take, whether at work or at home, to protect those around us.



Erin Kane, President and CEO, Kyle Howerton, Plant Manager, Chesterfield and Ana Martin, Sr. Director of HSE



Chesterfield AdvanSix Teammates with Chesterfield County Fire & EMS representatives

# Reporting Index



BRANDI K.  
*Lab First Line Supervisor*

TAI D.  
*Lead Reliability Engineer*



# About This Report

GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-14

## General Information

In this report we disclose our sustainability-related information in alignment with an operational control boundary for AdvanSix Inc (NYSE: ASIX). Our reporting boundary includes all of our owned and operated manufacturing locations, which are all located in the United States, with our corporate headquarters in Parsippany, NJ. We have considered the following voluntary reporting frameworks for this report: Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and the Task Force on Climate Related Financial Disclosure (TCFD). Our focus for reporting is on themes we have deemed to be material sustainability topics applicable to our business strategies and corporate governance. Any deviations from the reporting scope of this section will be noted with the affected disclosure. Our prior acquisitions are included in our reporting for 2022 and forward, except where noted in this report. No significant business activity changes occurred in this reporting period.

We publish quarterly and annual financial reports and our annual reports cover full calendar year periods. The Sustainability Report covers the same entities as our consolidated financial statements. In alignment with our Annual Report on Form 10-K, our annual sustainability report covers the full calendar year for 2024, from January 1 to December 31, unless otherwise stated. Our 2024 report was published on July 15, 2025. For questions or comments about our report please email [investorrelations@advansix.com](mailto:investorrelations@advansix.com).

Please view our fully digital online report: [2024 Sustainability Report](#).

## Report Assurance Practices

Starting with AdvanSix's 2021 Sustainability Report, 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 2022 we included direct and indirect greenhouse gas emissions into our limited assurance coverage for historical years back to 2018. 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 health, safety, and 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 report, 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. Metric data that is not included in the limited assurance engagement is reviewed by our internal audit team for accuracy.

Any restated information is noted in the pertinent section of this report. Related to greenhouse gas disclosure, this year we changed the calculation method for nitrous oxide emissions from caprolactam manufacturing to align with new USEPA regulatory reporting requirements. The impact exceeded our significant threshold of 5% of total greenhouse gas emissions and required recalculating our baseline year. In order to provide transparent reporting, we have recalculated our baseline and all years presented in this report. This change reduced our total GHG emissions by approximately 9%.

Our annual sustainability report, including our selected material topics, is prepared by our Sustainability and Communications teams, 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.



# Business Activities

## GRI 2-6

AdvanSix Inc. is a diversified chemistry company playing a critical role in global supply chains, innovating and delivering essential products for our customers in a wide variety of end markets and applications that touch people's lives, such as building and construction, plant nutrients, agrichemicals, plastics, solvents, packaging, paints, coatings, adhesives and electronics. 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 key product lines are as follows:

### Nylon Solutions

**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 or building block 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, 2024.

**Plant Nutrients** - 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, 2024. We market and sell ammonium sulfate primarily to North American and South American distributors, farm cooperatives and retailers to fertilize crops. We also manufacture sulfuric acid, ammonia and carbon dioxide as part of our integrated operations at Hopewell and occasionally sell any excess material not consumed internally to customers externally.

**Chemical Intermediates** - We manufacture, market and sell a number of 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 solvents, paints, coatings, adhesives, resins and herbicides. Other intermediate chemicals that we manufacture, market and sell include phenol, alpha-methylstyrene ("AMS"), cyclohexanone, oximes, cyclohexanol, and alkyl and specialty amines. Additional end-products for intermediates include automotive components, and water treatment and pharmaceutical intermediates.

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, Virginia facility through an integrated series of unit operations, which also consume natural gas and sulfur, to primarily produce caprolactam and ammonium sulfate. In 2024, approximately 59% of the caprolactam we produced at our facility in Hopewell was shipped to our facility in Chesterfield, Virginia where it was polymerized into Aegis® Nylon 6 resins. Manufacturing for our U.S. Amines portfolio occurs at our two facilities located in Bucks, Alabama and Portsmouth, Virginia.

# Governance

GRI 2-9, 2-10, 2-11, 2-12, 2-15, 2-17, 2-18

## Structure

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 targets we set for ourselves, reinforcing the focus on safe, stable and sustainable operations as well as continuous improvement that has defined our journey since the company's inception.

Our Board of Directors is responsible for overseeing the activities of AdvanSix. The Board acts as the ultimate decision-making body and selects the Chief Executive Officer (CEO) and appoints the executive officers, who are charged with conducting the business of the company. In 2024, our Board was comprised of our CEO and eight independent Members, including an independent Board Chair. In August 2024, Mr. Donald P. Newman was appointed to the board, which increased the total number of Board Members to nine. The Board reviews and oversees implementation of our strategic and annual operating plans and corporate policies.

The Board currently has the following Committees:

- The Audit Committee,
- The Compensation and Leadership Development (C&LD) Committee,
- The Nominating and Governance Committee, and
- The Health, Safety, and Environmental (HS&E) Committee

Each committee undertakes, as applicable, extensive analysis and review of the Company's activities in key areas such as financial reporting, risk management, internal controls, compliance, corporate governance, cybersecurity, leadership development, succession planning, executive compensation, and ESG topics, including HS&E and sustainability matters.

Our Board has experience with the operations of complex, continuous manufacturing and ESG topics, HS&E and sustainability matters, provides critical perspective in understanding and evaluating operational planning, management, and risk mitigation, which are relevant and important to our businesses and structure.

Our [Corporate Governance Guidelines](#) provide that the positions of Board Chair and Chief Executive Officer are to be held by separate individuals. Mr. Todd D. Karran currently serves as Independent Chair of the Board who meets the independence requirements established by the NYSE and SEC guidelines. In addition, it states that a majority of our directors must be considered independent. The Nominating and Governance Committee conducts an annual

review of the independence of the directors and reports its findings to the full Board.

## Nomination and Selection of Board of Directors

In alignment with our Corporate Governance Guidelines and our [Director Nominations and Stockholder Communications Policy Statement](#) The Nominating and Governance Committee is responsible for nominating a slate of director nominees who collectively have the complementary experience, qualifications, skills and attributes to guide the Company and function effectively as a Board.

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 Guidelines do not prescribe a diversity policy or standards, as a matter of practice, they 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 experience of the Board itself and the variety of perspectives in Board and Committee meetings. The Committee conducts regular reviews of current directors in light of the considerations described above and past contributions to the Board.

## Board Oversight

The Board exercises oversight with respect to ESG matters including

- 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. Each Committee plays an important role in assisting the Board with its ESG oversight responsibilities.

The Board and its Committees perform an annual review of its priorities and calendarized agenda of topics to be considered for each meeting. During that review, each Board and Committee member is free to raise topics that are not on the agenda and to suggest items for inclusion on future agendas as well as providing feedback to management and management answers questions raised by the directors during Board and Committee meetings. The Board establishes

# Governance

GRI 2-12, 2-13, 2-16, 2-18, 2-19, 2-20, 2-21

its governance goals on an annual basis and utilizes the goals as the basis for agenda topics for meetings throughout the year. 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.

## Management Roles and Objectives

Responsibility for managing AdvanSix's 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. Together, they report quarterly on relevant ESG topics to the Nominating and Governance Committee of our Board of Directors. They are advised by our sustainability team as well as high-level subject matter experts from across the company. External consultants are engaged whenever necessary for specific areas of interest and benchmarking.

## 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 explained in the Stockholder Outreach and Engagement section in our [2025 Proxy Statement](#), or through our Business Conduct Incident Reporting process, which our General Counsel reports on a quarterly basis to applicable Committees of the Board and as needed to the full Board of Directors.

## Remuneration Processes

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 environmental, social, and governance priorities. Our executive compensation program received substantial support and was approved, on an advisory basis, by 95% of votes cast at our 2024 Annual Meeting of Stockholders. The ratio of the annual total compensation of our CEO to the annual total compensation of the median employee this year increased by about 2% compared to last year.



# Strategy, Policies & Practices

GRI 2-22, 2-23, 2-24, 408-1, 409-1, SASB RT-CH-530a.1

## United Nations Global Compact

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 Code of Conduct

Our values, principles, standards, and norms of behavior are primarily governed by our publicly available [Code of Business Conduct](#) which applies to all AdvanSix directors, officers and employees, as well as business partners and suppliers with our [Supplier Code of Business Conduct](#). This 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 is committed to integrity and compliance in all its business dealings.

## Human Rights

Our [Human Rights Policy](#) sets forth our expectations and policies regarding human rights. AdvanSix strives 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 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.

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 based on 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.

Additional human rights related policies are available on our public website:

- [Policy Statement Against Slavery and Human Trafficking](#)
- [AdvanSix Corporate Commitment Against Forced Labor and Child Labor in Supply Chains](#)
- [California Transparency in Supply Chains Act Disclosure](#)

## Embedding our Policies

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. 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

# Strategy, Policies & Practices

GRI 2-24, 2-25, 2-26

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 in our 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 are incorporated into supply contracts, where possible, incorporate our Supplier Code of Conduct, which reinforces Code principles. AdvanSix expects 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 by the Legal and Compliance Team.

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

- [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](#)

- [Conflict Minerals Policy Statement](#)
- [Political Contributions Policy Statement](#)
- [Health, Safety, Environmental and Sustainability Policy](#)
- [Sustainable Procurement Policy](#)

## Escalating and Reporting 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 the following:

- 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](mailto:access.integrity.helpline@advansix.com) or  
[www.advansix.ethicspoint.com](http://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, our policies and the 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. Anyone 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

# Strategy, Policies & Practices

GRI 2-26, 2-27, 2-28

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

<sup>1</sup> Refer to the Governance section in our [Basis of Reporting](#) for calculation details

<sup>2</sup> Refer to the Governance section in our [Basis of Reporting](#) for calculation details

During 2024, the Company investigated 20 submitted incidents<sup>1</sup>, of which 10 (or 50%) 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. The majority of the incidents assessed (55%) 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.

|                         | 2024 | 2023 | 2022 |
|-------------------------|------|------|------|
| Submitted Incidents     | 20   | 21   | 13   |
| Substantiated Incidents | 10   | 12   | 8    |

## 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, 2024, filed with SEC on February 21, 2025, consistent with the Securities Exchange Act of 1934, as amended. Two<sup>2</sup> matters from a prior reporting year and two matters for the current reporting year were reported there, with none expected to result in significant fines nor non-monetary sanctions in the reporting year or in the prior two reporting years.

|                            | 2024 | 2023 | 2022 |
|----------------------------|------|------|------|
| Significant Non-Compliance | 2    | 2    | 0    |

## Membership Associations

AdvanSix representatives participate in a wide variety of trade and industry 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, The Fertilizer Institute, Manufacturers Alliance and the American Fuel and Petrochemical Manufacturers.



# ENGAGING STAKEHOLDERS

GRI 2-29, 2-30

## Collective Bargaining Agreements

Approximately 52% of our teammates 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.

|                      | 2024 | 2023 | 2022 |
|----------------------|------|------|------|
| Employees with a CBA | 52 % | 51 % | 51 % |

## 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. 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. See the table 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 & Concerns                                                                                                                                                                                                                                                                      | Selected Engagements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Stakeholder | Key Topics & Concerns                                                                                                                                                                                                                                                                                                                                                                                                                   | Selected Engagements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees   | <ul style="list-style-type: none"> <li>Safety and workplace security</li> <li>Health and wellness</li> <li>Business strategy and culture</li> <li>Inclusion and diversity</li> <li>Career development</li> <li>Competitive compensation and benefits</li> <li>Work/life balance</li> </ul> | <ul style="list-style-type: none"> <li>Employee engagement</li> <li>Town hall meetings and informal Q&amp;A sessions with leaders</li> <li>Training programs</li> <li>AdvanSix intranet</li> <li>Social media, including LinkedIn</li> <li>Employee resource groups</li> <li>Surveys and roundtable discussions</li> <li>Service Anniversary Recognitions</li> <li>Emergency Brigade volunteering</li> <li>Medical operations at our plants</li> <li>Employee Assistance Program</li> <li>Health savings accounts</li> <li>Discounts on gym membership</li> <li>Ethics hotline</li> </ul> | Investors   | <ul style="list-style-type: none"> <li>Business performance and market dynamics</li> <li>Transparent reporting of financial performance</li> <li>Return on investment</li> <li>Capital expenditures</li> <li>Risk management</li> <li>Board composition</li> <li>Corporate Governance and Executive Compensation</li> <li>Corporate Social Responsibility and ESG</li> <li>Climate change</li> <li>Environmental performance</li> </ul> | <ul style="list-style-type: none"> <li>Quarterly earnings announcements, conference calls, and materials</li> <li>News releases and SEC Filings</li> <li>Annual report</li> <li>Proxy Statement and Annual Meeting of Stockholders</li> <li>Investor Relations website</li> <li>Investor Day</li> <li>Presentations at conferences</li> <li>Investor meetings</li> <li>Investment stewardship outreach</li> </ul>                                                                                                                                                                                                                                     |
| Customers   | <ul style="list-style-type: none"> <li>Safety</li> <li>Product quality</li> <li>Sustainability</li> <li>Supply chain management</li> <li>New product development</li> <li>Innovative products and technology</li> <li>Technology needs</li> </ul>                                          | <ul style="list-style-type: none"> <li>Maintenance of regular dialogue</li> <li>Collaborative customer service</li> <li>Account management interaction</li> <li>Presence at industry events</li> <li>Technical and application support</li> <li>Distribution channels</li> <li>Customer service team</li> <li>Customer service call centers</li> <li>Quality control and management</li> <li>Marketing solutions</li> <li>Social media</li> </ul>                                                                                                                                         | Suppliers   | <ul style="list-style-type: none"> <li>Safety</li> <li>Environmental performance</li> <li>Human rights</li> <li>Risk management</li> <li>Corporate responsibility</li> <li>Diversity and inclusion</li> <li>Value chain insights</li> <li>Local supplier development</li> <li>Quality</li> <li>Performance expectations</li> <li>Operational integrity</li> <li>Expectations for suppliers</li> <li>Education</li> </ul>                | <ul style="list-style-type: none"> <li>Education and requirement of suppliers to follow our HSE values and procedures</li> <li>Engagement with Supplier Code of Business Conduct</li> <li>Contractual authority to conduct audits and enforce compliance with Supplier Code of Business Conduct</li> <li>Industry and trade group involvement</li> <li>Periodic business review meetings</li> <li>Supplier relationship management to ensure performance and corrective actions</li> <li>Periodic assessment of supplier qualifications</li> <li>Supplier Assessment Framework through EcoVadis and Together for Sustainability Initiative</li> </ul> |
| Government  | <ul style="list-style-type: none"> <li>Employment opportunities</li> <li>Ethics and integrity</li> <li>Local supplier development</li> <li>Education</li> <li>Energy supply and security</li> <li>Environmental performance</li> <li>Compliance</li> </ul>                                 | <ul style="list-style-type: none"> <li>Plant tours and site visits</li> <li>Industry / trade association involvement</li> <li>Support economic development</li> <li>Support co-ops and employment programs</li> <li>Issuance of information and insights on policies that may affect our business</li> <li>Ongoing regulatory liaison</li> </ul>                                                                                                                                                                                                                                          | Communities | <ul style="list-style-type: none"> <li>Economic development</li> <li>Environmental impacts</li> <li>Community involvement and support</li> <li>Support of education</li> <li>Employment opportunities</li> <li>Human rights</li> <li>Operational impacts</li> <li>Community impacts and needs</li> </ul>                                                                                                                                | <ul style="list-style-type: none"> <li>Contributions to community initiatives</li> <li>Volunteer support with non-profits</li> <li>Support local emergency services</li> <li>STEM education support and interaction</li> <li>Local community associations</li> <li>Social media postings</li> <li>Co-op programs</li> <li>Local sponsorships</li> <li>Local media relations</li> </ul>                                                                                                                                                                                                                                                                |

# ECONOMIES

GRI 201-1, 203-1, 203-2, 205-1, 205-2, 206-1

## Economic Value

AdvanSix serves approximately 400 customers annually, primarily in the United States, with global capabilities, spanning a wide variety of industries. For 2024 we had sales of \$1,518 million, with net income of \$44 million, and international sales were \$213 million.

## Indirect Economic Impacts

Two of our largest manufacturing sites are in Virginia, located in Hopewell and Chesterfield. We are the number one property taxpayer and one of the largest employers in the Hopewell community. We are continuing to work on building engagement and tracking our local impacts for selected high-impact sites in the context of our community engagement strategy. We recognize that with economic development comes opportunities for the entire community to prosper. That is why we strive to invest in buying local when making purchasing decisions in support of our site operations.

AdvanSix is part of the Hopewell Water Renewal Commission. The commission is a unique partnership between the City of Hopewell and its large industrial users. This agreement sets out the fiscal responsibilities of the Commission members in paying for the operational and maintenance costs of the water treatment plant.

## Anti-Corruption

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 anti-corruption 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, anti-bribery and anti-corruption), 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 anti-corruption policies for various functional groups including our Strategy, Sales and Procurement Teams
- Training for teammates attending trade shows, customer events and procurement meetings

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.

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.

In 2024, AdvanSix did not become aware of any incidents of corruption, nor were any legal cases regarding corruption brought against either AdvanSix or its employees<sup>3</sup>.

|                                     | 2024 | 2023 | 2022 |
|-------------------------------------|------|------|------|
| Confirmed Anti-Corruption Incidents | 0    | 0    | 0    |

## Anti-Competition

Our AdvanSix [Code of Business Conduct](#) details how we manage compliance to international competition laws. We reinforce this commitment with annual compliance training that includes training on our Antitrust Policy. We have not

<sup>3</sup> Refer to the Governance section in our [Basis of Reporting](#) for calculation details

# ECONOMIES

GRI 205-3, 206-1

had any pending or completed legal actions related to anti-competitive behavior or anti-trust and monopoly legislation<sup>4</sup>.

|                            | 2024 | 2023 | 2022 |
|----------------------------|------|------|------|
| Anti-Competition Incidents | 0    | 0    | 0    |

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.

<sup>4</sup> Refer to the Governance section in our [Basis of Reporting](#) for calculation details



# Material Topics

GRI 3-1, 3-2

## Our Process to Determine Material Topics

In 2018, we conducted our first 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 employee engagement and inclusion in our workplace. We utilize cross-functional teams who interact with our sustainability teams as well as our leadership team 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. For 2023 and again in 2024, the executive leadership team and the Board of Directors determined there were no material changes to be made to the material topics.

## AdvanSix 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                  |                                                                                                                                                                                                                                                                                                                                                            |

# Employment

GRI 2-7, 2-8, 401-1, 401-2

As a company, we recognize that our people are our greatest asset and the foundation of our success. We feel a deep sense of responsibility to provide a safe, inclusive and engaging workplace for all our employees and contractors and strive for a zero-incident safety culture. Our core values of Safety, Integrity, Accountability and Respect guide our day-to-day activities and inform our broader business strategy as we drive safe, stable and sustainable operations through an ownership mentality aligned to shareholder value creation. Our Board, along with management and cross-functional teams, work closely to evaluate and proactively address human capital management topics such as safety, employee development, employee benefits and employee engagement and inclusion.

There were no significant changes in headcount since our acquisition of U.S. Amines in 2022. All our employees are permanent and based in the United States. We supplement our employee 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.

## Employees and Workers<sup>5</sup>

|           | 2024  | 2023 | 2022  |
|-----------|-------|------|-------|
| Employees | 1448  | 1443 | 1451  |
| Total     | 1,218 | 230  | 1,448 |
| Full Time | 1,206 | 228  | 1,434 |
| Part Time | 12    | 2    | 14    |

■ Male  
■ Female

## New Hires and Turnover<sup>6</sup>

|           | 2024 | 2023 | 2022 |
|-----------|------|------|------|
| New Hires | 242  | 193  | 234  |
| Turnover  | 246  | 259  | 274  |

|           |     |    |     |
|-----------|-----|----|-----|
| New Hires | 198 | 44 | 242 |
| Turnover  | 205 | 41 | 246 |

■ Male  
■ Female

|           |     |     |    |     |
|-----------|-----|-----|----|-----|
| New Hires | 104 | 105 | 33 | 242 |
| Turnover  | 63  | 105 | 78 | 246 |

■ under 30  
■ 30-50  
■ over 50

## Employee Benefits

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 believe that to maintain the strength of our workforce it is critical to monitor and assess the current business environment and labor market to refine our compensation and benefits programs and other resources available to 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 compensation and benefit programs are designed to support our business strategy through four key objectives:

- Attract and retain best-in-class talent;
- Drive and pay for performance that creates superior results and sustainable stockholder value;
- Manage risk through oversight and sound management; and
- Nurture a culture of employee health and wellness.

<sup>5</sup> Refer to our [Basis of Reporting](#) for social metric information

<sup>6</sup> Refer to our [Basis of Reporting](#) for social metric information

# Employment

GRI 401-2, 401-3, 403-6, 404-2

AdvanSix offers the following benefits to full-time employees, which 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
- Educational assistance program

## Parental Leave

AdvanSix's paid parental leave 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.

## Transition Assistance

For employees eligible for benefit plans 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. Transition assistance is also covered in our collective bargaining agreements. In addition, transition assistance is offered to our executive leadership team.

# Engagement and Inclusion

GRI 3-3

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. We strive to represent the communities in which we operate, celebrate our differences, inspire belonging, and are tenacious in our pursuit of bringing out the best in people both individually and collectively. 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.

During 2024, we progressed a number of key actions to advance engagement and inclusion within the organization including focus group discussions, review of our talent pipeline and overall development programs. We created a program in 2022 for inclusive leadership, ensuring our leaders understand and have the tools to create an inclusive environment where all can thrive. Our third inclusive leadership cohort kicked off a full year of experiential learning in 2024.

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. Supporting Women in Manufacturing (SWiM), an AdvanSix Employee Resource Group, was formed in 2019 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.

At a national level, AdvanSix continues its participation 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 environmental, social and governance ("ESG") focus including engagement 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.

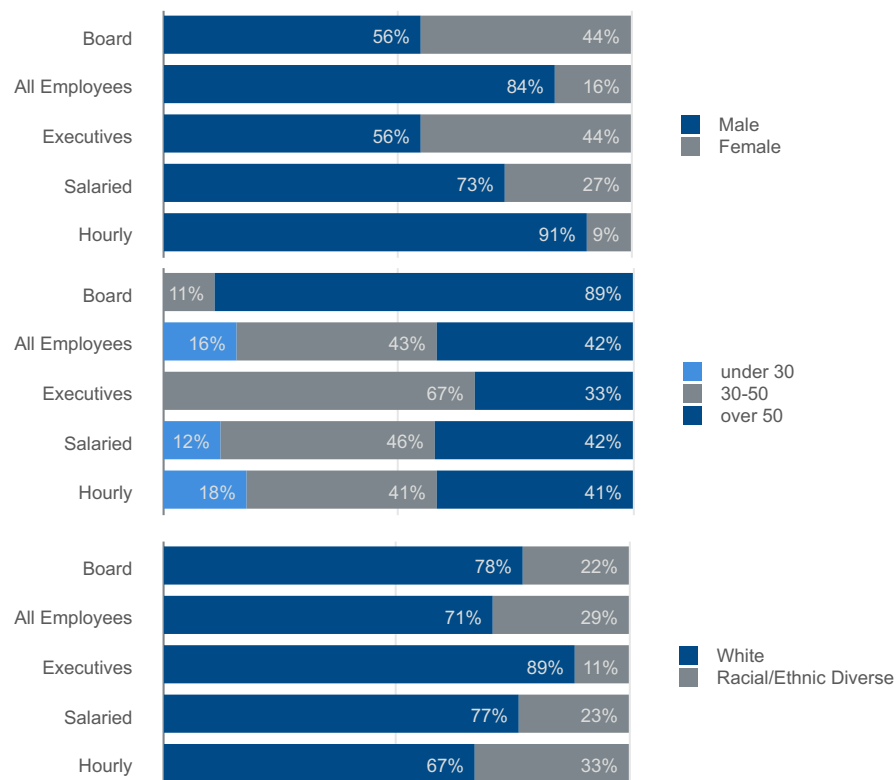
AdvanSix is committed to pay equity for its employees and regularly performs reviews of its compensation practices to evaluate and maintain pay equity in several respects, including gender, ethnicity and race as well as against living wage benchmarks.



# Engagement and Inclusion

GRI 405-1, 405-2, 406-1

## Employee and Board Summary<sup>7</sup>



## Non Discrimination

At AdvanSix, we strive for an inclusive work environment that fosters respect for all our coworkers, customers, suppliers and business partners. We value the various backgrounds, experiences, and ideas of our directors, employees, contractors, and other stakeholders.

Our [Code of Conduct](#) outlines our commitment to provide employees a workplace that is free from discrimination or harassment 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 a variety of backgrounds and experiences across our AdvanSix team.

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 will be investigated promptly and, if substantiated, the Company implements corrective actions such as training, policy modification, discipline and/or termination, as applicable. Included in our submitted incidents was 1 alleged incident<sup>8</sup> of discrimination, which was unsubstantiated and resolved.

|           | 2024 | 2023 | 2022 |
|-----------|------|------|------|
| Incidents | 1    | 4    | 1    |

| Employee and Board Summary      | 2024 | 2023 | 2022 |
|---------------------------------|------|------|------|
| Female                          | 16 % | 16 % | 16 % |
| Racial/Ethnic Diverse           | 29 % | 28 % | 27 % |
| Executive Female                | 44 % | 45 % | 40 % |
| Executive Racial/Ethnic Diverse | 11 % | 0 %  | 0 %  |
| Female on Board of Directors    | 44 % | 50 % | 44 % |

<sup>7</sup> Refer to our [Basis of Reporting](#) for social metric information

<sup>8</sup> Refer to the Governance section in our [Basis of Reporting](#) for calculation details

# Training & Performance Development

GRI 403-5, 404-1, 404-2

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 aim to create 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.

## Average Employee Training Hours<sup>9</sup>

For 2024 our employees completed an average of 20 hours of training. Hourly employees averaged 20 hours of training, salary employees 21 hours, and our leadership team completed 9 hours this year. By gender, male employees completed 21 hours and females completed 17 hours this year.

Our online Learning Management System (LMS) offers more than a thousand training modules that cover a wide variety of topics including regulatory and legal, corporate topics, job-specific and career development. We also provide employees with access to training that educates them on how our operations impact corporate sustainability and ESG issues.

Training hours vary year over year because of the periodic nature of some of our training cycles. Each year we work to improve our training metrics to be more inclusive of training that occurs outside of our LMS system such as operator progression training, external training, and instructor led training.

|                | 2024 | 2023 | 2022 |
|----------------|------|------|------|
| Training Hours | 20   | 14   | 25   |

## Environmental, Health, and Safety Training

Training needs are assessed on an on-going basis in accordance with standards and regulations applicable to the company, our sites, or is job-specific training aligned to an employee role. Training is provided free of charge and during paid working hours for all employees. New employees being on-boarded as well as

transferred employees follow an integrated training plan that may include computer-based training, in-person instruction, on the job training, competency testing and mentoring or coaching. Refresher training is completed in accordance with regulations, and procedures are represented in the training matrix to ensure proper reviews take place. For training in our online learning platform, detailed compliance and status reports are shared with managers to ensure adherence to required training programs.

A 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.

## Employee Performance and Development

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 developing a talent pipeline, which includes our co-op and internship programs. We have emphasized investing in our talent and focusing on developing our people to incorporate opportunities for advancement based on experiential learning and development. We acknowledge that development is a career-long endeavor and place the greatest emphasis on learning by doing, supported by feedback, training, and self-reflection.

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; and
- Functional competencies that are position specific and used to inform job progression.

We support the continued development of our employees through semi-annual performance and development reviews, including annual enterprise-wide talent development assessments to ensure leadership development and succession planning. Formal progression training programs are defined in our collective bargaining agreements and provide a means for employees to understand what skills and knowledge are necessary to progress their career at our manufacturing sites.

<sup>9</sup> Refer to the Social section in our [Basis of Reporting](#) for calculation details

# Training & Performance Development

GRI 404-3

## Employees Receiving a Review<sup>10</sup>

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. Approximately 43% of our employees are eligible to participate in the performance management process.

|                    | 2024 | 2023 | 2022 |
|--------------------|------|------|------|
| Employees Eligible | 43 % | 48 % | 49 % |

This year, participation in the performance management process by employee category was as follows: 9% of our hourly employees, 97% of our salaried employees, and 100% of our leadership team; and by gender was as follows 79% of our female population and 36% of our male population were included. Our intent is for all employees that are eligible for a performance and development review receive a review and have access to a career development plan and participate in these processes with their manager. Eligible employees are defined based on tenure at the time of performance review assignment. For the majority of the remaining employees the performance and development process is determined by collective bargaining agreements.

<sup>10</sup> Refer to the Social section in our [Basis of Reporting](#) for calculation details

# Occupational Health & Safety

GRI 3-3, 403-1, 403-2, 403-4, 403-5, 403-8, 410-1, SASB RT-CH-320a.2

At AdvanSix, safety is our number one core value — we “Live Safety” in all we do. “Live Safety” is an interdependent concept meaning that employees care not only for their own safety, but for the safety of their teammates and the communities in which we operate.

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](#) and ICCA Responsible Care [Global Charter](#), 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. 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.

As an organization, we maintain a relentless focus on continuous improvement and achieve safety performance that ranks in the top quartile of American Chemistry Council small/medium sized member companies on our path to the goal of zero incidents. Our CARE program — Courage to Act, Respond and Engage — was launched in 2019 and inspires us to Live Safety in all we do.

## Our Responsible Care® Management System

We implement a rigorous HSE management system that exceeds governance and compliance standards and includes comprehensive procedures and clearly defines responsibilities. As of February 2025, we finalized incorporating our US. Amines acquisition into our management systems. As of the issuance of this report, all five of our manufacturing sites are [certified](#) by a third-party auditor in accordance with both the RC-14001® and ISO 14001 Technical Specification. In addition, our corporate headquarters is certified in accordance with the RC-14001® Technical Specification. Having all of our sites certified is an achievement which underscores our dedication to maintaining the highest standards of HSE practices.

Oversight of our management system is provided by the Health, Safety and Environmental Committee of the Board of Directors. Our AdvanSix teams work together to provide safe, stable and sustainable work processes that allow for early detection of risk and to safely manage them. Our team of professionals has extensive knowledge and collective experience across multiple themes such as environmental and occupational health and safety, process safety management (PSM), security, chemistry, engineering, industrial hygiene, product stewardship,

materials management, and sustainability. These subject matter experts ensure timely development and implementation of process improvements and corrective action plans to drive improvements and maintain our management systems to provide safe, stable and sustainable work processes that allow for early detection of risk and to safely manage them.

To ensure our management systems are effective our leadership teams follow a management review process along with having both internal and third-party assessments and audits of our practices. Leading and lagging metrics are reviewed at all levels of the organization on a routine basis and aggregated for regulatory reporting when required. This data is regularly shared with all employees and workers. Reviewing these metrics, we evaluate each site's performance and determine if existing oversight and actions are sufficient, or corrective actions need implemented to sustain improvements.

## Empowering Safety with the STOP Process

A key aspect of our CARE philosophy is the empowerment given to every AdvanSix employee and contractor through our STOP Process. This authority ensures that any team member can pause any task or operation the moment an unsafe condition or behavior is identified. STOP is not just a tool but a responsibility—everyone 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.

## Engaging Participation

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 our Senior 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.

AdvanSix engages workers to participate and consult in the development, implementation and evaluation of our HSE 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



# Occupational Health & Safety

GRI 3-3, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 410-1, SASB RT-CH-320a.2

incident investigations. We observe all hazard communication regulations to ensure chemical safe handling practices are addressed. We have programs in place to engage leaders, agencies and other stakeholders in the communities in which we operate where they play an integral role to address topics such as emergency response plans and public feedback.

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.

## Identifying, Assessing, and Mitigating our Risks

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 local communities, and impact security of our facilities. The chemical intermediates of our manufacturing processes, as well as the raw materials, exhibit certain negative hazards to the employees, environment and community if loss of primary containment occurs. These hazards are evaluated using a risk register to prioritize these risks based on severity and likelihood of potential incidents. Our site-specific comprehensive risk reviews consider employee feedback, existing controls in place, event history, program audits, and various other activities and factors. Using this information, we are able to understand how to identify and mitigate our highest priority risks.

Through our commitment to top tier process safety management, we ensure safe operations, protect communities and pursue our zero-incident vision. 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.

When they occur, HSE events as well as near misses, are reviewed and tracked using an internal HSE management software system. 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 ensure proper techniques are followed for a thorough incident investigation along with managing cross functional teams. Lessons learned from event reviews, brigade responses, turnaround activities, life critical assessment, program assessments, and escalations are incorporated into corrective actions to drive changes or continuous improvement of company

operational policies and procedures as well as for knowledge sharing company wide.

AdvanSix has programs to mitigate the risk of ill-health consequences such as asbestos and lead abatement, exposure monitoring, respiratory protection program, PPE requirements and a medical surveillance program.

## Managing Security

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. Our Hopewell and Frankford sites 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.

## Occupational Health Services Offered

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. Additional services are offered such as on-site physicals, flu vaccines, and other preventative medicine, in addition to emergency first aid as well as fitness-to-work and other evaluations. Additionally, these three facilities have a volunteer Brigade made up of EMTs and Industrial Firefighters that work on shift within the processing areas. Emergency brigades enable quick response to any medical or other emergency at our sites. 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. Our Headquarters facility has floor wardens that are trained in evacuation.

# Occupational Health & Safety

GRI 3-3, 403-9, 403-10, SASB RT-CH-320a.1, RT-CH-320a.2, RT-CH-540a.1

## HSE Management System Metrics <sup>11</sup>

For 2024 our significant hazards were mechanical integrity, control of hazardous energy, and staffing retention. To minimize these risks, we participate in ACC's progressive achievement program, leverage a third-party consultant for mechanical integrity practices, formed a life critical improvement team, completed field assessments, and performed both hazard recognition and root cause analysis training. The most common types of injuries to workers and contractors are lacerations, contusions/concussions, and chemical exposure. We are continuing to focus on HSE strategic improvements as well as monitoring leading and lagging indicators to monitor our performance. Notable progress was made in reducing the number of PSE-1 process safety events, as well as reducing certain types of recordable injury sub-categories.

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 routinely engage with and audit our partners 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 in addition to our own sites. For additional details refer to our [Product Stewardship](#) and [Supply Chain](#) disclosures.

| Employees             | 2024      | 2023      | 2022      |
|-----------------------|-----------|-----------|-----------|
| Fatalities & Rate     | 0         | 0         | 0         |
| Lost Time Incidents   | 6         | 9         | 11        |
| Lost Time Rate        | 0.39      | 0.58      | 0.70      |
| Recordable Incidents  | 18        | 15        | 18        |
| Recordable Rate       | 1.16      | 0.97      | 1.15      |
| Ill-health Fatalities | 0         | 0         | 0         |
| Ill-health Recordable | 0         | 0         | 0         |
| Hours Worked          | 3,109,423 | 3,103,758 | 3,124,067 |

| Contractors           | 2024    | 2023    | 2022      |
|-----------------------|---------|---------|-----------|
| Fatalities & Rate     | 0       | 0       | 0         |
| Lost Time Incidents   | 3       | 2       | 1         |
| Lost Time Rate        | 0.65    | 0.41    | 0.19      |
| Recordable Incidents  | 7       | 7       | 5         |
| Recordable Rate       | 1.52    | 1.44    | 0.94      |
| Ill-health Fatalities | 0       | 0       | 0         |
| Ill-health Recordable | 0       | 0       | 0         |
| Hours Worked          | 918,398 | 973,905 | 1,066,618 |

| Process Safety Events          | 2024 | 2023 | 2022 |
|--------------------------------|------|------|------|
| PSE Incidents (PSIC)           | 16   | 19   | 25   |
| Total Incident Rate (PSTIR)    | 0.3  | 0.5  | 0.4  |
| Incident Severity Rate (PSISR) | 0.3  | 1.6  | 2.5  |

| Management System                 |     |    |    |
|-----------------------------------|-----|----|----|
| % RC14001 & ISO14001 Coverage     | 100 | 60 | 60 |
| % of Employees Covered by RC14001 | 100 | 95 | 96 |

<sup>11</sup> Refer to the OHS section in our [Basis of Reporting](#) for calculation details

# Engaging Communities

GRI 413-1, 413-2, 415-1, SASB RT-CH-210a.1

At AdvanSix, we believe that we can drive positive change by actively supporting and engaging with our communities and residents. 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.

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 and 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.

We 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

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. 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. Company-wide we actively and purposefully engage with a broad range of community stakeholders and interests.

## 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 2024. Certain AdvanSix employees who meet the eligibility criteria consistent with policy and applicable regulations, contributed approximately \$99,000 in total during 2024 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

| Community Interest                           | State | Organization                                    |
|----------------------------------------------|-------|-------------------------------------------------|
| Citizen Services /<br>Community Transformers | VA    | Hopewell Rotary Club                            |
|                                              | VA    | American Legion Post                            |
|                                              | PA    | Boys & Girls Clubs of Philadelphia (Bridesburg) |
|                                              | PA    | Bridesburg Community Action Alliance            |
|                                              | PA    | Riverfront North Partnership                    |
|                                              | PA    | Bridesburg Memorial Day Parade                  |
|                                              | PA    | Bridesburg Bulletin                             |
|                                              | VA,NJ | Rebuilding Together                             |
| Economy                                      | AL    | Mobile Chamber of Commerce                      |
|                                              | VA    | Hopewell Downtown Partnership                   |
|                                              | PA    | Chamber of Commerce of Greater Philadelphia     |
| Education / Workforce                        | VA    | City of Hopewell Administration & School System |
|                                              | VA    | Community College Workforce Alliance            |
|                                              | VA    | John Randolph Foundation                        |
| Environment                                  | VA    | Friends of the Lower Appomattox River           |

# Environmental Stewardship

GRI 3-3

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

We are subject to various federal, state, local and foreign government requirements regarding protection of human health and the environment, and compliance with these laws and regulations is essential to our operations. We implement a rigorous HSE management system that exceeds governance and compliance standards and includes comprehensive procedures and clearly defines responsibilities.

Early in 2025 we finalized incorporating our US. Amines acquisition into our management systems. As of the issuance of this report, all five of our manufacturing sites are certified by a third-party auditor in accordance with both the RC-14001® and ISO 14001 Technical Specification. In addition, our corporate headquarters is certified in accordance with the RC-14001® Technical Specification. Having all of our sites [certified](#) is an achievement which underscores our dedication to maintaining the highest standards of environmental practices.

We are committed to compliance with environmental laws and regulations and strive to move beyond compliance to minimize operational impacts on the environment. This includes addressing climate change, reducing air emissions, managing wastes, and protecting water resources. We implement practices that will support 100% compliance and 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 goals.

In 2024, we have had two formal environmental enforcement actions, one related to air and one related to water compliance.<sup>12</sup> We invest significant financial and human resources into ensuring ongoing environmental compliance and we continue to monitor emerging developments. We have taken action to enhance interlocks for environmental pollution control equipment, invest in control equipment reliability, enhance our mechanical integrity inspection program, and optimize our continuous emissions monitoring systems (CEMS) as well as our leak detection and reduction (LDAR) program and training practices. Our largest site, in Hopewell, VA has had an 85% reduction in control equipment malfunctions and an 83% reduction in reportable LDAR events since 2020.

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<sup>12</sup> Refer to the Governance section in our [Basis of Reporting](#) for calculation details



# Water

GRI 3-3, 303-1, 303-2, RT-CH-140a.3

AdvanSix recognizes water as a critical 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, and engage with communities, regulators and environmental groups to uphold best practices. At AdvanSix, we recognize water as essential to life and a fundamental human right. Our objective is to minimize our negative impacts, with consideration to the quantity of our withdrawals, the quality of the discharges from our sites, and from the use of our Plant Nutrients products. 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.

## Water Body Risk Assessment

In order to better understand our impacts on shared water resources we completed a Water Body Risk Assessment to assist us with developing a long term stewardship plan. We evaluated each of our sites using tools, including WRI Aqueduct and WWF Water Risk Filter, to assess risk across several dimensions, such as physical, regulatory and reputational risks. The evaluation 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 stakeholders. This process has helped identify the need to develop more formal water goals while holding ourselves accountable for a marked change. It is important to note that three of our five manufacturing sites are in the Chesapeake Bay watershed, which are impacted by the Chesapeake Bay Total Daily Maximum Limit (TDML). 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.

## Water As A Shared Resource

We realize our dependency on water is critical to ensure sustainable manufacturing operations across our sites. In Virginia, both our Chesterfield and Hopewell sites withdraw river water directly from the James River, which accounts for about 91% of our total water withdrawals. This source is used mainly for non-contact cooling, with a smaller portion being contact cooling as part of our normal operations and is returned to the James River. Both of these sites also purchase a portion of their water withdrawals from third parties, both sourced from the Appomattox River basin, which we identified as a stressed basin, which makes up approximately 7% of our total withdrawals. Our remaining sites withdrawal either purchased third party water or groundwater. Third-party purchased water is typically purchased from the local municipality, with the majority being used for evaporative cooling and to support our manufacturing process. Our team closely monitors water indicators in relation to our operations

to ensure we are responsible with our water usage and following regulatory requirements.

Across all categories of water usage, our Hopewell, VA site makes up the majority of our water footprint. As part of our water stewardship strategy we finalized the VPDES permit for our Hopewell, VA site in December 2024. This permit implements new and updated regulatory requirements adopted by the state of Virginia since our last permit. The core benefits to updating the permit are that it will support investment in capital projects to (i) reduce nutrient discharges in accordance with the Commonwealth's [Watershed Implementation Plan](#), which is Virginia's roadmap for protecting the Chesapeake Bay; (ii) modify the facility's cooling water intake structures to ensure the protection of aquatic organisms; and (iii) conduct site-specific scientific studies on water quality and aquatic organisms so that we can optimize the design of the capital projects and maximize protection of the James River and Chesapeake Bay.

In line with these commitments, we have commenced a long-term 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. AdvanSix will have significant capital investment for water improvements across multiple phases of the program. Upcoming phases in our long-term stormwater management plan are designed to support robust stormwater management to further reduce our nutrient discharges into the James River. In the meantime, AdvanSix has been continuously making improvements to our stormwater program over the course of the permitting process. Design and engineering work has already started for the next two phases which enabled construction to start in 2025 and completion of stormwater upgrades by the end of 2027.

In parallel with the capital investment in stormwater, we will perform three water quality studies to design and inform future investments in ammonia reduction, thermal discharges, and our cooling water intake structures. We anticipate that we will complete the studies and install any further required ammonia reduction projects by early 2028 and cooling water intake modifications by 2030. Stakeholder engagement has been critical through this strategy-setting process and we maintain an open dialog with government and community stakeholders as we implement our water commitments.

## Water Discharge Management

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

# Water

GRI 3-3, 303-3, 303-4, 303-5, SASB RT-CH-140a.1

parameters and compliance points for the discharge point. Each site tracks and monitors where and how water is withdrawn and discharged. The vast majority of our total discharges are into the James River from our Chesterfield and Hopewell sites. Priority substances of concern are nitrogen, phosphorus, and organics, which are measured and monitored in alignment with compliance activities. Sources within our Hopewell plant account for the majority of the nutrient loading in our effluents. Our nutrient metrics, as presented in this report, are heavily impacted by the quantity and incoming quality of the river water because the majority is used for non-contact pass-through cooling.

## Water Performance Metrics<sup>13</sup>

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. We have maintained an A- in our CDP Water disclosure for two consecutive years.

In 2024, our water withdrawals increased by 3.7%. This was driven mainly by increased surface water withdrawals from the James River 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 ambient temperatures, production volumes, and plant uptime.

## Freshwater Withdrawals (megaliters)

|                                    | 2024    | 2023    | 2022    |
|------------------------------------|---------|---------|---------|
| Total                              | 187,897 | 181,107 | 171,650 |
| Surface Water                      | 170,349 | 164,350 | 155,429 |
| Third Party Water (Surface Source) | 16,781  | 15,988  | 15,454  |
| Groundwater                        | 767     | 769     | 769     |
| Withdrawals in Water Stress Areas  |         |         |         |
| Third Party Water (Surface Source) | 13,948  | 13,216  | 12,637  |

## Discharges (megaliters)

|                                  | 2024    | 2023    | 2022    |
|----------------------------------|---------|---------|---------|
| Total                            | 180,090 | 174,350 | 167,125 |
| Surface Water                    | 170,633 | 164,716 | 156,275 |
| Third Party                      | 9,457   | 9,633   | 10,850  |
| Discharges to Water Stress Areas | 0       | 0       | 0       |
| Nutrients to James River         | 464,146 | 419,070 | 450,541 |

## Consumption (megaliters)

|       | 2024  | 2023  | 2022  |
|-------|-------|-------|-------|
| Total | 7,807 | 6,757 | 4,525 |

<sup>13</sup> Refer to the Environmental section in our [Basis of Reporting](#) for calculation details

# Climate

GRI 3-3, 305-1, SASB RT-CH-110a.2

At AdvanSix, addressing climate change and its effects on our operations, stakeholders and the environment is paramount. Regulatory scrutiny, extreme weather, rising sea levels and other climate impacts pose risks that can disrupt our supply chains and increase our costs, and also impact 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's impacts will be significant and accompanied by some disruption. Accordingly, our materiality assessment identifies climate related themes as being the highest perceived risks for all stakeholders groups.

In 2023 and into 2024, we recognized a need to refresh our climate risk assessment process. A focused team, led by an external consultant with expertise in climate related risk and scenario analysis, comprised internal subject matter experts participated in interviews to understand climate transition risks and opportunities across the enterprise. They provided their input on transition-related risks as well as acute and chronic physical risks using scenario analysis. These scenarios 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.

Transitional risks and opportunities were focused under the International Energy Agency (IEA) Announced Pledges Scenario (APS) lens and considered market, legal & regulatory, technology, reputational, resource efficiency, energy sources, products & services, markets, and resiliency risks across short-term (0-4 years), medium-term (5-10 years), and long-term (beyond 10 years) time horizons. Multiple stages of our value chain were considered (upstream, direct operations, and downstream).

Acute and chronic physical risks were assessed under the view of the International Panel on Climate Change (IPCC) scenarios to compare the current climate baseline to potential end of century time horizons:

- RCP 4.5 (SSP 2 - 4.5): Representative of likely scenario if current pledges and voluntary agreements of the Paris accord were implemented in full
- RCP 8.5 (SSP 5 - 8.5): Representative of a worst-case scenario which assumes no major global effort to limit GHG emissions will go into effect.

This structured evaluation approach addressed the following:

- Defined climate scenarios across transitional and physical risks and opportunities
- Identified risks and opportunities across transitional and physical risks
- Evaluation and quantification of potential impacts

- Identification and evaluation of potential responses, including prioritization

Aligned with our enterprise-wide risk assessment methodology, risk quantification involves a matrix of likelihood and potential impact a risk or opportunity may have on key business indicators such as earnings or sales. The overall risk rating determines the prioritization and oversight necessary to manage the potential risk. We classify risks from 'insignificant' up to 'major'. Likelihood of a potential risk occurring is also evaluated and ranked. The risks identified by the teams are prioritized by determining a risk score, with the highest risk scores being substantive (top) risks.

Furthermore, the climate risk assessment supports AdvanSix's strategic management of enterprise risk, allocation of resources and capital and planning for the future. Our climate risk assessment identified top risks applicable to our businesses, which are typical risks for the US chemical industry. These risks could cause us to incur additional operational or capital costs which could adversely affect our business, financial condition, and results of operations:

- Since we emit GHGs from our manufacturing processes there is a potential risk of new or more stringent regulations that limit or set pricing on GHG emissions.
- Energy availability concerns could also impact our ability to source reliable and cost efficient energy, which we depend on as a raw material.
- Acute climate impacts could interrupt supplies of raw materials or logistics channels. Chronic impacts could limit our ability to source from preferred suppliers and logistics channels.
- There are potential opportunities to supply products with positive sustainability attributes.

## Direct Emissions

AdvanSix's direct greenhouse gas emissions (GHGs) arise from combustion of purchased fuels, direct process emissions from activities related to ammonia and caprolactam manufacturing, and a comparatively small portion of mobile combustion of fuels, along with indirect emissions from electricity purchases.

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 and scope new projects with the intent to minimize climate impacts. We continue to leverage continuous improvement efforts to optimize our energy and emissions footprint on a routine and on-going basis. AdvanSix is committed to reducing GHG emissions throughout our operations and product lifecycles.

# Climate

GRI 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, SASB RT-CH-110a.1

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 identify and evaluate 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 have maintained our B score for our most recent climate change disclosure to CDP.

We have continued to leverage improvements to our metric collections to better align with global and voluntary frameworks and achieve limited assurance annually, at the same time we are monitoring potential regulatory reporting requirements that may impact us. 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 and assess future projects that can have a positive impact on our environmental footprint. We have assessed nitrous oxide abatement and evaluate future projects and activities to determine how they may impact our emissions inventory. For example, our SUSTAIN project was intentionally scoped to have no GHG emission increases.

## Indirect Emissions

AdvanSix does not currently report publicly on its Scope 3 emissions but is preparing to do so in alignment with 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 as part of our supply chain
- Fuel and energy related activities since we rely on natural gas as a utility as well as a raw material for ammonia production.
- Use of sold products, mainly related to carbon dioxide sales and fertilizer field emissions

## GHG Emissions Over Time

We do not publicly report on specific emission reduction projects implemented each year but track corporate wide progress for self-evaluation year over year. Starting in mid 2019, we had GHG reductions due to replacing coal fired boilers with natural gas boilers at our Hopewell location. This has been the main source of corporate-wide GHG reductions, with a 15% reduction in total emissions and a 7% reduction in total intensity in 2024 compared to 2018.

Compared to last year, our Scope 1 emissions decreased by 4%, our Scope 2 location-based emissions decreased by 7%, our combined total emissions decreased by 4% and our intensity metric decreased by 1%. This is our first year reporting market-based scope 2 metrics. Year over year changes are typically

due to changes in both routine and non-routine operational activities that might impact uptime and volumes.

## Summary of GHG Emissions (in metric tonnes)<sup>14</sup>

|                        | 2024      | 2023         | 2022         | 2018         |
|------------------------|-----------|--------------|--------------|--------------|
| Scope 1                | 1,890,546 | 1,969,597    | 1,885,564    | 2,204,655    |
| Scope 2 location-based | 166,089   | 177,947      | 179,641      | 203,473      |
| Scope 2 market-based   | 182,882   | not reported | not reported | not reported |
| Total location-based   | 2,056,635 | 2,147,544    | 2,065,205    | 2,408,128    |
| GHG Intensity          | 0.51      | 0.52         | 0.50         | 0.55         |

<sup>14</sup> Refer to the Environmental section in our [Basis of Reporting](#) for calculation details



# Air

GRI 305-6, 305-7, SASB RT-CH-120a.1

## Ozone Depleting Substances

AdvanSix does not manufacture any ozone-depleting substances. However, we do have fugitive emissions from refrigeration equipment of 17 metric tons of ODS as CFC-11 equivalent of Montreal Protocol listed sources.

## Air Emissions<sup>15</sup>

Criteria pollutants are emitted from our sites from a wide variety of manufacturing operations. Each site adheres 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. In addition to installation of emission reduction technologies, monitoring, recordkeeping, and other requirements are in place which may include continuous online emission monitoring, electronic data collection and reporting systems, alarm systems with early warning and exceedance alarms, and preventive maintenance and inspection programs. AdvanSix is transparent in its emissions reporting and has significantly reduced pollutant emissions by more than half since 2018, enhancing air quality in our local communities. The majority of air emission reductions are due to replacing coal fired boilers with natural gas boilers at our Hopewell location as well as corporate-wide capital and continuous improvement upgrades over the past several years.

### Air Pollutants (in metric tonnes)

|     | 2024  | 2023  | 2022  |
|-----|-------|-------|-------|
| NOx | 1,667 | 1,737 | 1,814 |
| SOx | 214   | 213   | 188   |
| CO  | 577   | 598   | 330   |
| PM  | 219   | 221   | 222   |
| VOC | 344   | 354   | 327   |
| HAP | 82    | 63    | 90    |

# Energy

GRI 302-1, 302-2, 302-3, RT-CH-130a.1

Energy consumption is a critical focus for AdvanSix. Our sites prioritize energy efficiency by continuously monitoring, tracking, and improving our production processes with the aim to reduce energy usage. Our energy sources include a mix of purchased and recovered fuels, alongside purchased electricity from the grid. Our manufacturing plants are designed to recover waste heat to reduce energy purchases. We also continue to optimize our process and make smart investments to reduce energy intensity. As an example, a new boiler at our Frankford plant is expected to be more efficient than current equipment.

AdvanSix consumes natural gas, purchased and recovered fuels, as well as purchased electricity, which are all included in our energy intensity. We do not currently have any renewable energy sources being consumed, other than the mix included in our purchases of grid electricity. Compared to last year, our energy intensity is about the same. Energy from purchased electricity makes up approximately 11.8% of our total energy. AdvanSix places a high priority to monitor and optimize energy efficiency in our manufacturing operations for both energy savings and cost optimization. Starting in mid-2019, we had significant energy efficiency improvements from replacing coal fired boilers with natural gas boilers at our Hopewell location. This has been the main source of enterprise-wide energy reduction, with a 21% reduction in total energy since 2018.

### Total Energy Metrics (Gigajoules)<sup>15</sup>

|                  | 2024       | 2023       | 2022       | 2018       |
|------------------|------------|------------|------------|------------|
| Total            | 18,724,029 | 19,233,034 | 18,206,739 | 23,737,960 |
| Non-Renewable    | 16,520,817 | 17,016,179 | 16,024,267 | 21,636,016 |
| Renewable        | 0          | 0          | 0          | 0          |
| Electricity      | 2,203,212  | 2,216,854  | 2,182,472  | 2,101,944  |
| Energy Intensity | 4.68       | 4.65       | 4.37       | 5.44       |

<sup>15</sup> Refer to the Environmental section in our [Basis of Reporting](#) for calculation details

# Waste

GRI 306-1, 306-2, 306-3, 306-4, 306-5, 306-6, RT-CH-150a.1

Waste management is part of our overall environmental stewardship and compliance programs. 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. AdvanSix manages and oversees our waste processes as part of our HSE management system, with a goal of waste minimization and beneficial reuse. We partner with haulers and disposal facilities as a last option.

## Waste Generation and Significant Impacts

AdvanSix consumes bulk and non-bulk chemical feedstock as well as ancillary supplies to produce our products. Most of our outputs can be sold as products to customers or consumed for on-site energy recovery in lieu of off-site end-of-life treatment. For example, we recover energy from a phenolic residue stream at our Frankford, PA facility. For this year, nearly 97% of our hazardous waste generated was recovered for energy on-site. Our waste metric results typically vary year to year based on periodic activities, such as planned turnarounds or construction activities, as well as production volumes.

### Waste Generated (metric tonnes)

|                     | 2024   | 2023   | 2022   |
|---------------------|--------|--------|--------|
| Total               | 34,032 | 39,710 | 42,365 |
| Hazardous Waste     | 18,648 | 20,463 | 21,587 |
| Non-Hazardous Waste | 15,383 | 19,246 | 20,778 |

### Waste Diverted From Disposal (metric tonnes)

|                                         | 2024   | 2023   | 2022   |
|-----------------------------------------|--------|--------|--------|
| Total                                   | 18,053 | 19,755 | 20,989 |
| Hazardous Waste Onsite, energy recovery | 18,015 | 19,732 | 20,989 |
| Hazardous Waste Offsite, recycling      | 2      | 1      | 0      |
| Non-Hazardous Waste Onsite              | 0      | 0      | 0      |
| Non-Hazardous Waste Offsite, recycling  | 35     | 21     | 0      |

## Waste Directed to Disposal (metric tonnes)

| Hazardous       | 2024 | 2023 | 2022 |
|-----------------|------|------|------|
| Total           | 630  | 730  | 639  |
| Energy Recovery | 36   | 313  | 251  |
| Incineration    | 58   | 129  | 124  |
| Landfill        | 10   | 69   | 119  |
| Other           | 527  | 219  | 145  |

| Non-Hazardous   | 2024   | 2023   | 2022   |
|-----------------|--------|--------|--------|
| Total           | 15,349 | 19,225 | 20,778 |
| Energy Recovery | 3,799  | 7,046  | 4,651  |
| Incineration    | 6      | 1      | 0      |
| Landfill        | 11,543 | 12,090 | 15,788 |
| Other           | 0      | 89     | 339    |

## Significant Spills

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

# Materials

GRI 201-4, 301-1, 301-2, 301-3

At AdvanSix, we recognize our potential to positively impact the world beyond our operations. We select responsible suppliers to ensure our products are produced in the safest and most sustainable manner possible. We are also diligent in communicating with our customers so as to ensure that our products are used safely to support and enhance customer applications. Our commitment to responsible sourcing and marketing 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.

## 100% PIR and PCR nylon

AdvanSix offers nylon with 100% PIR and PCR content, allocated based on an industry-recognized mass balance methodology, meeting customer demand for recycled materials and manufacturing processes that reduce waste in support of a more sustainable future. This showcases AdvanSix's commitment to offering recycled nylon products that are equally processable, formable and durable as no-recycled products of the same grades. By offering these recycled grade products 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 and fuel-efficient vehicles.

## AdvanSix Sustainable Supply Chain Certifications

In addition to our SCS Recycled content certificates available for each of our PIR and PCR caprolactam and nylon products, and in support of supply chain transparency and traceability of products, AdvanSix also offers the International Sustainability and Carbon Certification (ISCC) PLUS for products manufactured at our sites in Frankford, PA, Hopewell, VA and Chesterfield, VA. New for 2024, and in addition to our traditionally sourced raw materials and circular products, we have added bio-based and bio-circular sustainability attributes to our ISCC PLUS certification, and we are continuing to evaluate the feasibility of introducing renewable (bio-based or bio-circular) raw materials to our processes. Our current practice involves bringing in circular content from industry, as well as from our own processes, which together reduces product end-of-life impacts from our manufacturing processes. An aggregated production volume measure taking account of weights and volumes of renewable and non-renewable products we make, and quantity or percentage of renewable and/or reclaimed materials among inbound raw materials, is used internally to calculate our manufacturing intensity metrics, which are not publicly reported.

## Sustainable Agriculture

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) has been for decades and remains the primary go-to for sulfur nutrition, projecting enduring, strong consumption growth. North American customers inform us of their strong preference and growing needs for the granular form of AS, and our SUSTAIN program has been designed and executed exactly to meet the requirements. Our SUSTAIN program is comprised of a series of interconnected projects backed by multi-year investment to target expansion of granular ammonium sulfate production by approximately 200,000 tons per year, but each project had been deliberately examined and assessed from the start of design with respect to environmental stewardship principles and measures so that the overall program would result in no increase in energy consumption or emissions.

Our SUSTAIN program is further buttressed by an award of an approximately [\\$12 million grant](#) from the U.S. Department of Agriculture (USDA), through the Fertilizer Production Expansion Program (FPEP) supporting the expansion of innovative American fertilizer production strengthening domestic supply chains of fertilizers, and creating economic opportunities for American businesses. AdvanSix SULF-N® ammonium sulfate is made in America and directly supports over 800 high-paying jobs in central Virginia.

## Life Cycle Assessment

Furthering our commitment to sustainability and our customer base, we completed a critically reviewed and ISO-14040 and ISO-14044 compliant life-cycle assessment for products produced at our three largest manufacturing facilities. This multi-year effort served to further enhance our understanding of the environmental impacts of our products from cradle-to-gate, while allowing us to share verified product carbon footprint data with our customers, so as to meaningfully support their efforts towards their respective sustainability goals.

# Product Stewardship

GRI 416-1, 416-2, 417-1, 417-2, 417-3, SASB RT-CH540a.2

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. Our Product Stewardship Management System is multi-faceted, it encompasses product development, hazard communication, chemical regulatory compliance, and transportation of dangerous goods. Customers are reviewed prior to purchasing our materials to ensure adequate processes and procedures are in place to allow for proper use, handling, transportation, and storage of our products. Established customer satisfaction and engagement teams work together to resolve customer complaints and reduce any potential non-conformances. Customer audits and requested self-audits of manufacturing facilities are used as part of our assessment program. Our program covers 100% of our sales, consistent with Responsible Care® requirements and driving full product regulatory compliance.

## Customer Health and Safety

We actively support industry initiatives, including the Global Product Strategy (GPS) — a program aimed at enhancing product stewardship and safety across the chemical industry, as well as with suppliers and customers throughout the entire value chain. Our efforts in this area align with our involvement in the American Chemistry Council (ACC) and the International Council of Chemical Associations (ICCA). The primary objective of GPS is to foster greater public and stakeholder trust, ensuring that chemicals in commerce are managed safely throughout their lifecycle. In support of this goal, we are dedicated to publicly sharing all relevant product safety information related to chemicals in commerce.

All of our products undergo annual or more frequent risk reviews in which 100% of our products' health and safety impacts are assessed, consistent with our commitment to the Responsible Care® Product Safety Code of Management Practices and applicable chemical management laws. We have had no non-compliance incidents with voluntary or regulatory codes concerning the health and safety impacts of our products. Many of our products with these hazard classifications are essential building block chemicals which are converted in closed processes to effectively limit exposures to non-hazardous materials by our customers, who then deliver them to be used in a wide variety of end markets. We work directly with our customers to perform formal audits to ensure proper storage, handling, use, and disposal of products. Throughout the entire lifecycle of each of our products, our product stewardship and safety program are applied to control and minimize all possible safety risks and adverse effects on the health of humans and animals and the environment.

## Marketing and Labeling

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

In 2024, AdvanSix had one non-compliance citation concerning the labeling standards for fertilizers in the state of Florida. However, upon investigation, the citation was found to pertain to an old fertilizer package that was fully compliant at the time of sale and during the first years of uses at the customer's site, but only later became non-compliant due to regulation change as the packaging became outdated when the content was unexpectedly not used up. Following the citation, bags and labels were updated accordingly. There has been no incident of non-compliance concerning marketing communications.

## Transportation

With a goal to minimize risks and incidents associated with the transportation of its products, AdvanSix has systems and procedures in place to fully comply with all national and international dangerous goods transport regulations, as a part of our Product Stewardship program. Such systems and procedures include, in key aspects, defined procedures for continuous risk assessments as well.

We rely on third-party carriers for most of our product transportation, and each carrier we use is carefully vetted for safety and reliability in operation prior to onboarding. All our carriers are under written contracts, selected with a preference for those participating in the Responsible Care® Partner Program, requiring pre-verification as well as periodic audits of licensing, qualifications for handling and transporting hazardous materials, and insurance coverages. We evaluate the performance, including safety performance, of our carriers at least annually, engaging with them when there are findings. When incidents do occur, we work with our carriers to uncover root causes, implement corrective actions, and evaluate the effectiveness of such corrective measures. We also maintain emergency response procedures specific to transportation.

In 2024, there were a total of 3 events reported to PHMSA via DOT F5800 which indicate significant events for transportation incidents. Of the events reported to PHMSA, only 2 of them were called into CHEMTREC, with the remaining event being a mechanical part failure on a tank car that was immediately corrected when discovered before it was sent onwards to a customer. All other incidents called into CHEMTREC were minor, involving non-hazardous and/or minor



# Product Stewardship

GRI 3-3, SASB RT-CH540a.2

infractions concerning certain physical parts of tank cars. All incidents were mitigated and corrected in a timely manner.

**Product Stewardship Metrics**

|                                 | 2024 | 2023 | 2022 |
|---------------------------------|------|------|------|
| Transport Incidents (F5800)     | 3    | 5    | 2    |
| Customer H & S Incidents        | 0    | 0    | 0    |
| Marketing & Labelling Incidents | 1    | 0    | 0    |

# Supply Chain

GRI 3-3, 308-1, 308-2, 403-7, 414-1, 414-2

AdvanSix is committed to the principles set forth in our [Code of Business Conduct](#) and our [Supplier Code of Business Conduct](#) and 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 contracts and purchase order terms and conditions entered into by AdvanSix. Sustainability risks are discussed during supplier reviews with procurement. 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, we are developing a sustainable procurement roadmap for the period through 2026 to drive continuous improvement by:

- Aligning our procurement practices with our broader enterprise-wide sustainability strategy.
- Training our procurement organization regarding sustainable procurement policies and practices.
- Establishing and tracking key performance indicators to track supplier performance.
- Conducting sustainability risk assessments of our suppliers,
- Conducting periodic reviews of supplier 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.

## EcoVadis Assessments and Together for Sustainability

As members of Together for Sustainability (TfS) we have 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.

We leverage our TfS membership to gain a comprehensive and consistent view of our supply chain and its performance and seek 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. As TfS members, we commit to annual targets to demonstrate participation in the supplier assessment and audit

efforts. In 2024, our procurement organization's staffing impacted our ability to allocate resources to achieve our assessment goals; however, we have taken numerous actions to prioritize and improve our engagement late in 2024 and during 2025. With this membership, we can capitalize on the collective efforts of member companies to drive supply chain improvements across multiple sustainability themes.

## Supplier Risk Assessment

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 assessments for critical suppliers are reviewed to monitor changes and to reassess vendors. In the current reporting period, 60% of suppliers who have been assessed at least twice by the end of the reporting year have demonstrated an improved overall score, and this increased 10% over last year.<sup>16</sup>

In accordance with our AdvanSix Sustainable Procurement Policy, we expect suppliers to adhere to our Supplier Code of Business Conduct and we prioritize which suppliers to participate in our EcoVadis supplier assessments. By leveraging our policies, practices, risk reviews, and EcoVadis assessments, we effectively manage our overall supply chain risks as well as new suppliers. Most raw materials are sourced from suppliers in the US, in which we have longstanding partnerships which reduce country-related social, human, and labor risks. According to EcoVadis IQ, the majority of potential supply chain risks are related to HSE. For raw material suppliers, which are most likely to have the highest HSE risks, we have a stringent vetting process, which includes our management of change process, to assess a variety of critical topics. We typically have multiple approved suppliers, so the need to qualify new raw material suppliers is non-routine. Due to our highly integrated value chain, we are our own supplier for some of our most critical raw materials, such as phenol and caprolactam.

The bulk of our direct procurement spend is for commodity feedstocks delivered from only a few facilities in the US region, and we focus on building partnerships with our suppliers. Approximately 98% of our procurement spend is in the US.

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<sup>16</sup> Refer to the Supply Chain section in our [Basis of Reporting](#) for calculation details.

# Supply Chain

GRI 3-3, 308-1, 308-2, 403-7, 414-1, 414-2

## Environmental and Social Risks<sup>17</sup>

This year we had 97 suppliers complete an EcoVadis questionnaire. Based on these assessments 13 (approximately 13%) of these assessed suppliers were identified as having an environmental theme assessment score below our thresholds. Of these suppliers below our acceptable threshold, 4 (approximately 31%) have agreed upon corrective action plans. Based on these same 97 assessed suppliers, 7 (approximately 7%) have labor and human rights theme assessment scores below our thresholds. Approximately 4 suppliers below our threshold (or 57%) have agreed-upon corrective action plans. In addition, we have policies and commitments against forced labor and child labor in our supply chain and have not identified any instances of these practices. No supplier relationships have been terminated due to EcoVadis environmental assessment results, but results of overall risk assessments may be considered when selecting future suppliers.

## Summary of Trends

|                                          | 2024 | 2023 | 2022 |
|------------------------------------------|------|------|------|
| Assessments                              | 97   | 95   | 97   |
| Improved Score                           | 60   | 50   | 68   |
| % Assessed Suppliers w/ Low Env Score    | 13   | 26   | 28   |
| % Assessed Suppliers w/ Low Social Score | 7    | 16   | 16   |

<sup>17</sup> Refer to the Supply Chain section in our [Basis of Reporting](#) for calculation details.

# 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, 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 the 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 the New Jersey Institute of Technology and a Bachelor’s Degree in Mechanical Engineering from the 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.



# Cybersecurity

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 Annual Report on Form 10-K, 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.

# GRI Aligned Disclosure Reference

## GRI 2 General Disclosures

|      |                                                                         |                                                                                                            |
|------|-------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| 2-1  | The Organization and Reporting Practices                                | <a href="#">About This Report</a> and our <a href="#">Annual 10-K Report</a> pages 1-3                     |
| 2-2  | Entities included in our sustainability reporting                       | <a href="#">About This Report</a> and our <a href="#">Annual 10-K Report</a> Exhibit 21.1 on page 77       |
| 2-3  | Reporting Details                                                       | <a href="#">About This Report</a>                                                                          |
| 2-4  | Restatements of Information                                             | <a href="#">About This Report</a>                                                                          |
| 2-5  | External Assurance                                                      | <a href="#">About This Report</a>                                                                          |
| 2-6  | Activities, Value Chain, and Other business relationships               | See pages 5-6, <a href="#">Business Activities</a> and our <a href="#">Annual 10-K Report</a> on pages 2-3 |
| 2-7  | Employees                                                               | <a href="#">Employees</a>                                                                                  |
| 2-8  | Workers who are not employees                                           | <a href="#">Employees</a>                                                                                  |
| 2-9  | Governance Structure                                                    | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> on pages 6-9                            |
| 2-10 | Nomination and Selection of the Highest Governing Body                  | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> on pages 9 and 12-13                    |
| 2-11 | Chair of the Highest Governing Body                                     | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> page 6                                  |
| 2-12 | Role of the Highest Governance Body in Overseeing Management of Impacts | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> on pages 7-9                            |
| 2-13 | Delegation of Responsibility for Managing Impacts                       | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> pages 11-12                             |
| 2-14 | Role of the Highest Governing Body in Sustainability Reporting          | <a href="#">About This Report</a>                                                                          |
| 2-15 | Conflicts of Interest                                                   | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> on pages 1-6, 11, 12 and 17             |
| 2-16 | Communication of Critical Concerns                                      | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> pages 8-9, 21                           |
| 2-17 | Collective Knowledge of the Highest Governing Body                      | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> pages 1-5, 14                           |
| 2-18 | Evaluation of the Performance of the Highest Governing Body             | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> page 9                                  |
| 2-19 | Remuneration Policies                                                   | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> on pages 22-46.                         |
| 2-20 | Process to Determine Remuneration                                       | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> on pages 10-11                          |
| 2-21 | Annual Total Compensation Ratio                                         | <a href="#">Governance</a> and our <a href="#">Proxy Statement</a> on page 43                              |
| 2-22 | Statement on Sustainable Development Strategy                           | <a href="#">Strategies, Policies &amp; Practices</a> and our Message from the CEO on page 2                |
| 2-23 | Policy Commitments                                                      | <a href="#">Strategies, Policies &amp; Practices</a>                                                       |
| 2-24 | Embedding Policy Commitments                                            | <a href="#">Strategies, Policies &amp; Practices</a>                                                       |
| 2-25 | Process to Remediate Negative Impacts                                   | <a href="#">Escalating Concerns</a>                                                                        |
| 2-26 | Mechanisms for Seeking Advice and Raising Concerns                      | <a href="#">Escalating Concerns</a>                                                                        |
| 2-27 | Compliance with Laws and Regulations                                    | <a href="#">Compliance with Laws and Regulations</a> and our <a href="#">Annual 10-K Report</a> page 26    |
| 2-28 | Member Associations                                                     | <a href="#">Member Associations</a>                                                                        |
| 2-29 | Stakeholder Engagement                                                  | <a href="#">Engaging Stakeholders</a>                                                                      |
| 2-30 | Collective Bargaining Agreements                                        | <a href="#">Collective Bargaining Agreements</a> and <a href="#">Occupational Health &amp; Safety</a>      |

## GRI 3 MATERIAL TOPICS

|     |                                      |                                 |
|-----|--------------------------------------|---------------------------------|
| 3-1 | Process to Determine Material Topics | <a href="#">Material Topics</a> |
| 3-2 | List of Material Topics              | <a href="#">Material Topics</a> |
| 3-3 | Management of Material Topics        | See each material topic         |

# GRI Aligned Disclosure Reference

## GRI 201 ECONOMIC PERFORMANCE

|       |                                                                              |                                                                                                                                                                                      |
|-------|------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 201-1 | Direct Economic Value Generated and Distributed                              | <a href="#">Economies</a> and our <a href="#">Annual 10-K Report</a> Part II Item 8 starting on page 31                                                                              |
| 201-2 | Financial Implications and Other Risks & Opportunities due to Climate Change | <a href="#">Climate</a> and our <a href="#">Annual 10-K Report</a> Item 1A on pages 20-23                                                                                            |
| 201-3 | Defined Benefit Plan Obligations and Other Retirement Plans                  | In general, we do not report on level of employee participation in our offered benefits or retirement plans. Refer to AdvanSix's <a href="#">Annual 10-K Report</a> page 62 Note 10. |
| 201-4 | Financial Assistance Received from Government                                | <a href="#">Materials</a>                                                                                                                                                            |

## GRI 203 INDIRECT ECONOMIC PERFORMANCE

|       |                                                   |                                                         |
|-------|---------------------------------------------------|---------------------------------------------------------|
| 203-1 | Infrastructure Investments and Services Supported | <a href="#">Economies</a>                               |
| 203-2 | Significant Indirect Economic Impacts             | <a href="#">Economies</a> and <a href="#">Materials</a> |

## GRI 204 PROCUREMENT PRACTICES

|       |                                           |                               |
|-------|-------------------------------------------|-------------------------------|
| 204-1 | Proportion of Spending on Local Suppliers | <a href="#">Supply Chains</a> |
|-------|-------------------------------------------|-------------------------------|

## GRI 205 ANTI-CORRUPTION

|       |                                                                          |                                                 |
|-------|--------------------------------------------------------------------------|-------------------------------------------------|
|       |                                                                          | <a href="#">Anticorruption Policy Statement</a> |
| 205-1 | Operations Assessed for Risks Related to Corruption                      | <a href="#">Anticorruption</a>                  |
| 205-2 | Communication and Training About Anti-Corruption Policies and Procedures | <a href="#">Anticorruption</a>                  |
| 205-3 | Confirmed Incidents of Corruption and Actions Taken                      | <a href="#">Anticorruption</a>                  |

## GRI 206 ANTI-COMPETITION

|       |                                                                                 |                                 |
|-------|---------------------------------------------------------------------------------|---------------------------------|
| 206-1 | Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices | <a href="#">Anticompetition</a> |
|-------|---------------------------------------------------------------------------------|---------------------------------|

## GRI 301 Materials

|       |                                                  |                                                                                  |
|-------|--------------------------------------------------|----------------------------------------------------------------------------------|
| 301-1 | Materials Used by Weight or Volume               | <a href="#">Materials</a> and our <a href="#">Annual 10-K Report</a> on page 2-3 |
| 301-2 | Recycled Input Materials Used                    | <a href="#">Materials</a>                                                        |
| 301-3 | Reclaimed Products and Their Packaging Materials | <a href="#">Materials</a>                                                        |

## GRI 302 Energy

|       |                                                |                        |
|-------|------------------------------------------------|------------------------|
| 302-1 | Energy Consumption Within the Organization     | <a href="#">Energy</a> |
| 302-2 | Energy Consumption Outside of the Organization | <a href="#">Energy</a> |
| 303-3 | Energy Intensity                               | <a href="#">Energy</a> |

## GRI 303 Water and Effluents

|       |                                              |                                            |
|-------|----------------------------------------------|--------------------------------------------|
| 3-3   | Management of Material Topic                 | <a href="#">Water</a>                      |
| 303-1 | Interactions with Water as a Shared Resource | <a href="#">Water As A Shared Resource</a> |

# GRI Aligned Disclosure Reference

|       |                                               |                                            |
|-------|-----------------------------------------------|--------------------------------------------|
| 303-2 | Management of Water Discharge-Related Impacts | <a href="#">Water Discharge Management</a> |
| 303-3 | Water Withdrawals                             | <a href="#">Water Performance Metrics</a>  |
| 303-4 | Water Discharges                              | <a href="#">Water Performance Metrics</a>  |
| 303-5 | Water Consumption                             | <a href="#">Water Performance Metrics</a>  |

## GRI 305 Emissions

|       |                                                                             |                                               |
|-------|-----------------------------------------------------------------------------|-----------------------------------------------|
| 3-3   | Management of Material Topic                                                | <a href="#">Climate</a>                       |
| 305-1 | Direct Emissions                                                            | <a href="#">Direct Emissions</a>              |
| 305-2 | Indirect Emissions                                                          | <a href="#">Indirect Emissions</a>            |
| 305-3 | Other Indirect Emissions                                                    | <a href="#">Other Emissions</a>               |
| 305-4 | Emissions Intensity                                                         | <a href="#">Emissions Table</a>               |
| 305-5 | Reduction of GHG Emissions                                                  | <a href="#">Emissions Reduction Over Time</a> |
| 305-6 | Ozone Depleting Substances                                                  | <a href="#">ODS</a>                           |
| 305-7 | Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Emissions | <a href="#">Air Emissions</a>                 |

## GRI 306 Waste

|       |                                                 |                       |
|-------|-------------------------------------------------|-----------------------|
| 306-1 | Waste Generation and Significant Impacts        | <a href="#">Waste</a> |
| 306-2 | Management of Significant Waste-Related Impacts | <a href="#">Waste</a> |
| 306-3 | Waste Generated                                 | <a href="#">Waste</a> |
| 306-4 | Waste Diverted from Disposal                    | <a href="#">Waste</a> |
| 306-5 | Waste Directed to Disposal                      | <a href="#">Waste</a> |
| 306-6 | Significant Spills (Effluents and Waste 2016)   | <a href="#">Waste</a> |

## GRI 308 Supplier Environmental Assessment

|       |                                                                      |                              |
|-------|----------------------------------------------------------------------|------------------------------|
| 3-3   | Management of Material Topic                                         | <a href="#">Supply Chain</a> |
| 308-1 | New Suppliers That Were Screened Using Environmental Criteria        | <a href="#">Supply Chain</a> |
| 308-2 | Negative Environmental Impacts in the Supply Chain and Actions Taken | <a href="#">Supply Chain</a> |

## GRI 401 Employment

|       |                                                                                                    |                           |
|-------|----------------------------------------------------------------------------------------------------|---------------------------|
| 401-1 | New Employee Hires and Employee Turnover                                                           | <a href="#">Employees</a> |
| 401-2 | Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees | <a href="#">Employees</a> |
| 401-3 | Parental Leave                                                                                     | <a href="#">Employees</a> |

## GRI 403 Occupational Health and Safety

|       |                                                  |                                                  |
|-------|--------------------------------------------------|--------------------------------------------------|
| 3-3   | Management of Material Topic                     | <a href="#">Occupational Health &amp; Safety</a> |
| 403-1 | Occupational Health and Safety Management System | <a href="#">Occupational Health &amp; Safety</a> |



# GRI Aligned Disclosure Reference

|        |                                                                                                               |                                                                                   |
|--------|---------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| 403-2  | Hazard Identification, Risk Assessment, and Incident Investigation                                            | <a href="#">Identifying, Assessing &amp; Mitigating Our Risks</a>                 |
| 403-3  | Occupational Health Services                                                                                  | <a href="#">Occupational Health Services Offered</a>                              |
| 403-4  | Worker Participation, Consultation, and Communication on Occupational Health and Safety                       | <a href="#">Engaging Participation</a>                                            |
| 403-5  | Worker Training on Occupational Safety and Health                                                             | <a href="#">Training</a>                                                          |
| 403-6  | Promotion of Worker Health                                                                                    | <a href="#">Occupational Health Services Offered</a> and <a href="#">Benefits</a> |
| 403-7  | Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships | <a href="#">Engaging Participation</a> and <a href="#">Supplier Assessments</a>   |
| 403-8  | Workers Covered by an Occupational Health and Safety Management System                                        | <a href="#">Our Responsible Care Management System</a>                            |
| 403-9  | Work Related Injuries                                                                                         | <a href="#">HSE Management System Metrics</a>                                     |
| 403-10 | Work-Related Ill Health                                                                                       | <a href="#">HSE Management System Metrics</a>                                     |

## GRI 404 Training and Education

|       |                                                                                      |                                                                                                           |
|-------|--------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| 404-1 | Average Hours of Training per Year per Employee                                      | <a href="#">Training</a>                                                                                  |
| 404-2 | Program for Upgrading Employees Skills and Transition Assistance Programs            | <a href="#">Training</a> , <a href="#">Employment</a> and our <a href="#">Proxy Statement</a> pages 31-32 |
| 404-3 | Percentage of Employees Receiving Regular Performance and Career Development Reviews | <a href="#">Training</a>                                                                                  |

## GRI 405 Equity, Diversity, and Inclusion

|       |                                                        |                                            |
|-------|--------------------------------------------------------|--------------------------------------------|
| 3-3   | Management of Material Topic                           | <a href="#">Engagement &amp; Inclusion</a> |
| 405-1 | Diversity of Governance Bodies and Employees           | <a href="#">Engagement &amp; Inclusion</a> |
| 405-2 | Ratio of Basic Salary and Remuneration of Women to Men | <a href="#">Engagement &amp; Inclusion</a> |

## GRI 406 Non Discrimination

|       |                                                          |                                            |
|-------|----------------------------------------------------------|--------------------------------------------|
| 406-1 | Incidents of Discrimination and Corrective Actions Taken | <a href="#">Engagement &amp; Inclusion</a> |
|-------|----------------------------------------------------------|--------------------------------------------|

## GRI 408 Child Labor

|       |                                                                           |                                                                                                |
|-------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 408-1 | Operations and Suppliers at Significant Risk for Incidents of Child Labor | <a href="#">Human Rights</a> and our <a href="#">Commitment Against Forced and Child Labor</a> |
|-------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|

## GRI 409 Forced Labor

|       |                                                                                          |                                                                                                |
|-------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 409-1 | Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor | <a href="#">Human Rights</a> and our <a href="#">Commitment Against Forced and Child Labor</a> |
|-------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|

## GRI 410 Security Practices

|       |                                                                   |                                   |
|-------|-------------------------------------------------------------------|-----------------------------------|
| 410-1 | Security Personnel Trained in Human Rights Policies or Procedures | <a href="#">Managing Security</a> |
|-------|-------------------------------------------------------------------|-----------------------------------|

## GRI 413 Local Communities

|     |                              |                                                                       |
|-----|------------------------------|-----------------------------------------------------------------------|
| 3-3 | Management of Material Topic | <a href="#">Engaging Communities</a> and Social Impact on pages 13-16 |
|-----|------------------------------|-----------------------------------------------------------------------|

# GRI Aligned Disclosure Reference

|                                           |                                                                                               |                                                |
|-------------------------------------------|-----------------------------------------------------------------------------------------------|------------------------------------------------|
| 413-1                                     | Operations with Local Community Engagement, Impact Assessments, and Development Programs      | <a href="#">Engaging Communities</a>           |
| 413-2                                     | Operations with Significant Actual and Potential Negative Impacts on Local Communities        | <a href="#">Engaging Communities</a>           |
| <b>GRI 414 Supplier Social Assessment</b> |                                                                                               | <a href="#">Sustainable Procurement Policy</a> |
| 3-3                                       | Management of Material Topic                                                                  | <a href="#">Supply Chains</a>                  |
| 414-1                                     | New Suppliers That Where Screened Using Social Criteria                                       | <a href="#">Supply Chains</a>                  |
| 414-2                                     | Negative Social Impacts in the Supply Chain and Actions Taken                                 | <a href="#">Supply Chains</a>                  |
| <b>GRI 415 Public Policy</b>              |                                                                                               |                                                |
| 415-1                                     | Political Contributions                                                                       | <a href="#">Political Contributions</a>        |
| <b>GRI 416 Customer Health and Safety</b> |                                                                                               |                                                |
| 3-3                                       | Management of Material Topic                                                                  | <a href="#">Product Stewardship</a>            |
| 416-1                                     | Assessment of the Health and Safety Impacts of Product and Service Categories                 | <a href="#">Product Stewardship</a>            |
| 416-2                                     | Incidents of Non-compliance Concerning the Health and Safety Impacts of Products and Services | <a href="#">Product Stewardship</a>            |
| <b>GRI 417 Marketing and Labeling</b>     |                                                                                               |                                                |
| 417-1                                     | Requirements for Product and Service Information and Labeling                                 | <a href="#">Product Stewardship</a>            |
| 417-2                                     | Incidents of Non-compliance Concerning Product and Service Information and Labeling           | <a href="#">Product Stewardship</a>            |
| 417-3                                     | Incidents of Non-compliance Concerning Marketing Communications                               | <a href="#">Product Stewardship</a>            |

# SASB Chemicals Index

## RT-CH-000.a: ACTIVITY METRICS

|             |                                  |                                                                                         |
|-------------|----------------------------------|-----------------------------------------------------------------------------------------|
| RT-CH-000.a | Production by reportable segment | 4,003,772 metric tonnes of production volume aggregated across our manufacturing sites. |
|-------------|----------------------------------|-----------------------------------------------------------------------------------------|

## RT-CH-110a: GREENHOUSE GAS EMISSIONS

|              |                                                                                                                                                                   |                                                                                       |
|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| RT-CH-110a.1 | Gross Global Scope 1 emissions, percentage covered under emissions-limiting regulations                                                                           | See <a href="#">Climate</a> disclosures, Emissions-limiting regulations do not apply. |
| RT-CH-110a.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 <a href="#">Climate</a> disclosures                                               |

## RT-CH-120a: AIR QUALITY

|              |                                                                                                                                                                                                  |                                               |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| RT-CH-120a.1 | Air emissions of the following pollutants (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic chemicals (VOCs), and (4) hazardous air pollutants (HAPs) | See <a href="#">Air Emissions</a> disclosures |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|

## RT-CH-130a: ENERGY MANAGEMENT

|              |                                                                                                                                 |                                        |
|--------------|---------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| RT-CH-130a.1 | (1) Total energy consumed, (2) percentage grid electricity, (3) total and percentage renewable, (4) total self-generated energy | See <a href="#">Energy</a> disclosures |
|--------------|---------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|

## 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 <a href="#">Water</a> metric disclosures                                  |
| RT-CH-140a.2 | Number of incidents of non-compliance associated with water quality permits, standards, and regulations                           | AdvanSix had one formal non-compliance related to water at the Hopewell site. |
| RT-CH-140a.3 | Description of water management risks and discussion of strategies and practices to mitigate the risks.                           | See <a href="#">Water</a> general disclosures                                 |

## RT-CH-150a: HAZARDOUS WASTE MANAGEMENT

|              |                                                 |                                       |
|--------------|-------------------------------------------------|---------------------------------------|
| RT-CH-150a.1 | Amount of hazardous waste generated, % recycled | See <a href="#">Waste</a> disclosures |
|--------------|-------------------------------------------------|---------------------------------------|

## RT-CH-210a: COMMUNITY RELATIONS

|              |                                                                                                       |                                       |
|--------------|-------------------------------------------------------------------------------------------------------|---------------------------------------|
| RT-CH-210a.1 | Discussion of engagement process to manage risks and opportunities associated with community interest | See <a href="#">Local Communities</a> |
|--------------|-------------------------------------------------------------------------------------------------------|---------------------------------------|

# SASB Chemicals Index

## 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 <a href="#">Occupational Health and Safety</a> 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 <a href="#">Occupational Health and Safety</a> 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.                                                                                                                                                                                                                   |                                                                                                               |
| 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. | AdvanSix does not disclose revenue from products that are designed to increase use-phase resource efficiency. |

## 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 | See <a href="#">Product Stewardship</a> disclosures |
| 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. |
|--------------|--------------------------------------------------------------------------------------|----------------------------------|

## RT-CH-530a: MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT

|              |                                                                                                                                                                  |                                                                   |
|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| RT-CH-530a.1 | Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry | See our <a href="#">Annual 10-K Report</a> Item 1A on pages 20-23 |
|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|

# SASB Chemicals Index

**RT-CH-540a: OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE**

|              |                                                                                                                                            |                                                                  |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| RT-CH-540a.1 | Process Safety Incidents Count (PSIC),<br>Process Safety Total Incident Rate (PSTIR), and<br>Process Safety Incident Severity Rate (PSISR) | See <a href="#">Occupational Health &amp; Safety</a> disclosures |
| RT-CH-540a.2 | Number of transport incidents                                                                                                              | See <a href="#">Product Stewardship</a> metrics                  |



# TCFD Recommended Disclosures

## GOVERNANCE Recommended Disclosure

- a) Describe the board's oversight of climate-related risks and opportunities.
- b) Describe management's role in assessing and managing climate-related risks and opportunities.

## Response

[Board Oversight](#), Also see our [Proxy Statement](#), pages 9-12

[Management Roles & Objectives](#) and [Climate](#)

## STRATEGY Recommended Disclosure

- a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.
- b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.
- c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

## Response

[Climate](#); Also see our [Annual Report Form 10-K](#) pages 21-22

[Climate](#); [CDP](#) C2.2 and C3.1

[Climate](#); [CDP](#) C2.2.1

## RISK MANAGEMENT Recommended Disclosure

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

## Response

[Climate](#); Also see our [Proxy Statement](#) pages 11-12; [CDP](#) C2.2

[Climate](#), Also see our [Proxy Statement](#) page 12; [CDP](#) C2.3a, C2.4a

[Climate](#), Also see our [Proxy Statement](#) pp 12; [CDP](#) C2.1, C2.2

## METRICS & TARGETS Recommended Disclosure

- a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
- b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
- c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

## Response

[Climate](#), [CDP](#) C4.2, C6, C7, C8, C-CH9.3a, C-CH9.6, C-CH9.6

[Climate](#), [CDP](#) C6.1, C6.3, C6.5

See page 8, [CDP](#) C4.1, C4.2, C4.3, C4.5

# UN Global Compact Ten Principles

| Focus Area      | Principle                                                                                             | Disclosure                                                                                                                                                                                                                                                                                                                   |
|-----------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Human Rights    | Support and respect the protection of internationally proclaimed human rights                         | <a href="#">Human Rights</a> , <a href="#">AdvanSix Human Rights Policy</a> , <a href="#">Code of Business Conduct</a>                                                                                                                                                                                                       |
|                 | Make sure that not complicit in human rights abuses                                                   | <a href="#">Human Rights</a> , <a href="#">AdvanSix Human Rights Policy</a> , <a href="#">Code of Business Conduct</a> , <a href="#">Supply Chain</a> , <a href="#">Supplier Code of Business Conduct</a>                                                                                                                    |
| Labor           | Uphold the freedom of association and the effective recognition of the right to collective bargaining | <a href="#">Human Rights</a> , <a href="#">Code of Business Conduct</a> , <a href="#">AdvanSix Human Rights Policy</a>                                                                                                                                                                                                       |
|                 | Uphold the elimination of all forms of forced and compulsory labor                                    | <a href="#">Human Rights</a> , <a href="#">Code of Business Conduct</a> , <a href="#">AdvanSix Human Rights Policy</a> , <a href="#">Policy Statement Against Slavery and Human Trafficking</a>                                                                                                                              |
|                 | Uphold the effective abolition of child labor                                                         | <a href="#">Human Rights</a> , <a href="#">Code of Business Conduct</a> , <a href="#">AdvanSix Human Rights Policy</a>                                                                                                                                                                                                       |
|                 | Uphold the elimination of discrimination in respect of employment and occupation                      | <a href="#">Human Rights</a> , <a href="#">Code of Business Conduct</a> , <a href="#">AdvanSix Human Rights Policy</a> , <a href="#">Engagement &amp; Inclusion</a>                                                                                                                                                          |
| Environment     | Support a precautionary approach to environmental challenges                                          | <a href="#">Policies</a> , <a href="#">Code of Business Conduct</a> , <a href="#">Environmental Compliance</a> , <a href="#">Materials</a> , <a href="#">Energy</a> , <a href="#">Water</a> , <a href="#">Climate &amp; Air</a> , <a href="#">Waste</a> , <a href="#">Supply Chain</a> , <a href="#">Product Stewardship</a> |
|                 | Undertake initiatives to promote greater environmental responsibility                                 | <a href="#">Policies</a> , <a href="#">Code of Business Conduct</a> , <a href="#">Environmental Compliance</a> , <a href="#">Materials</a> , <a href="#">Energy</a> , <a href="#">Water</a> , <a href="#">Emissions</a> , <a href="#">Waste</a> , <a href="#">Supply Chain</a> , <a href="#">Product Stewardship</a>         |
|                 | Encourage the development and diffusion of environmentally friendly technologies                      | <a href="#">Strategy</a> , <a href="#">Code of Business Conduct</a> , <a href="#">Environmental Compliance</a> , <a href="#">Materials</a> , <a href="#">Water</a> , <a href="#">Climate &amp; Air</a> , <a href="#">Waste</a>                                                                                               |
| Anti-corruption | Work against corruption in all its forms, including extortion and bribery                             | <a href="#">Anticorruption</a> , <a href="#">AdvanSix Anticorruption Policy Statement</a> , <a href="#">Code of Business Conduct</a> , <a href="#">Supply Chain</a> , <a href="#">Supplier Code of Business Conduct</a>                                                                                                      |

# REPORTING BASIS

AdvanSix aims to be transparent and factual in reporting performance metrics. All metrics cover the full operational control reporting boundary, which includes all of our manufacturing sites: Frankford, PA; Hopewell, VA; Chesterfield, VA; Bucks, AL; and Portsmouth, VA as well as our headquarters location in Parsippany, NJ. Any exceptions are noted in this reporting basis. We have not had any acquisitions or divestitures during this reporting period, which is January 1, 2024 to December 31, 2024. In order to ensure quality data is presented, metrics that are not covered by our third-party assurance scope are reviewed by our internal audit team to ensure accuracy.

## Governance Metrics

AdvanSix monitors and compiles business conduct reports as part of our governance processes described in our [Policies](#). These are compiled and reported on for this sustainability report by our legal team. There are no signification exclusions in our data, all locations, business activities, and employees are included and all business partners and stakeholders have access to submit any concerns.

|             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Indicator:  | Number of Significant instances of non-compliance with laws and regulations by whether fines or non-monetary sanctions incurred, Value of fines for instances of non-compliance by current and previous reporting periods                                                                                                                                                                                                                                                                             |
| Standard:   | GRI 2-27                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Method:     | We report significant instances of non-compliance under our legal proceeding disclosure in Part I, Item 3 of our Annual Report on <a href="#">Form 10-K</a> for the year ended December 31, 2024, filed with SEC on February 21, 2025, consistent with the Securities Exchange Act of 1934, as amended. This is aligned with the formal enforcement actions and fines listed in USEPA's public ECHO database. Fines posted in ECHO would be included when deemed significant for financial reporting. |
| Indicator:  | Number of Reported business incidents, Non-discrimination incidents, Confirmed incidents of corruption and action taken, and Number of legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.                                                                                                                                                                                                                                  |
| Standard:   | GRI 406, GRI-205, GRI-206-1                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Definition: | Substantiated or partially substantiated reports to our ACCESS reporting process or reported internally.                                                                                                                                                                                                                                                                                                                                                                                              |
| Method:     | Business ethics reports are compiled, reviewed, and categorized on a regular basis by our legal department. Compilation from this metric includes items from our ACCESS reporting process, from internal reporting, and our legal docket. Categories, such as discrimination, are reported as a sub-category. Status of incidents and outcome is compiled and reviewed with our Board of Directors as routine agenda items.                                                                           |

# REPORTING BASIS

## Supply Chain Metrics

Our procurement data is tracked from the EcoVadis IQ platform and is based on the current reporting year. Data is extracted from EcoVadis and internally compiled for data compilation. Our most recent acquisition of US Amines is not yet fully incorporated into our corporate procurement systems scope but are not necessarily excluded as they may use the same suppliers who participate in our assessments.

| Indicator:  | Supplier Assessment Count                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Standard:   | GRI 414, GRI 308                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Definition: | Supplier assessments are EcoVadis assessments shared with AdvanSix                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Method:     | Using EcoVadis assessment information a procurement representative extracts assessment information, such as counts, scores, and corrective action plans which are entered by our suppliers. Internally we review and aggregate the results into metrics for this report annually.<br><br>For assessments taken in this reporting year, some companies completed multiple re-assessments. For suppliers with re-assessments, the latest assessment of 2024 was used for metrics. If a supplier has an environmental or social and human rights theme score below our threshold, then we consider them to have potential or actual negative impact, which is a conservative approach. |

## Social Metrics

Our AdvanSix human resource data subject matter experts compile metrics from data available in our internal human resource information software (HRIS) system and compile for corporate wide aggregation. All of our employees are permanent and located in the United States. We do not have temporary or non-guaranteed employees. For consistency purposes all employee related metrics presented in this report is based on data from the last business day of the reporting year. There are no significant exclusions in our employee data, all locations are included for full corporate wide coverage.

| Indicator:         | Employee and/or Board of Director Totals and by Category                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Standard:          | GRI 2-7, GRI 405-1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Definition:        | Employees are direct workers employed on the last day of the reporting period 12/31/24. Our governance body is our Board of Directors, which are also based on the last day of the reporting period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Unit of Reporting: | Numerical count or percentage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Method:            | Identifying information is self reported by employees using our HRIS system. Independent governance body information is self reported in connection with annual reporting requirements and they are not included in our metrics as employees. Information about our Board of Directors (BOD) can be found in our <a href="#">Proxy Statement</a> . Executive leaders are defined as the leadership team, as published on our public website. This is a change from prior reporting years. Prior years we included all of the CEO's direct reports (except administrative professionals) even if they were not part of the formal executive leadership team. Salary and hourly categories are defined as follows: 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. |

| Indicator:         | Employee Turnover and New Hire Metrics                                                                                                                                                                                                                    |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Standard:          | GRI 401-1                                                                                                                                                                                                                                                 |
| Definition:        | New hires are employees who began employment in the reporting year and turnover is defined as employees who left the company in the reporting year.                                                                                                       |
| Unit of Reporting: | Count of employees                                                                                                                                                                                                                                        |
| Method:            | Our AdvanSix human resource data subject matter experts categorize employees by the start or end date of employment and totalizes the count of employees starting employment as well as the count of employees leaving the company in the reporting year. |

# Reporting Basis

|                   |                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Indicator:</b> | <b>Employee Benefits</b>                                                                                                                                                                                                                                                                                                                                                             |
| Standard:         | GRI 401-2                                                                                                                                                                                                                                                                                                                                                                            |
| Definition:       | Benefits offered to employees                                                                                                                                                                                                                                                                                                                                                        |
| Method:           | Employee benefits are compiled in a listing based on voluntary benefit offerings applicable to the calendar year. The benefits are communicated to employees normally in an annual enrollment process as well as any time pertinent information requires communication. In general, we do not report on level of employee participation in our offered benefits or retirement plans. |

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Indicator:</b>  | <b>Training Metrics</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Standard:          | GRI 404-1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Definition:        | Training hours for employees and groups based on information in our computer based learning system                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Unit of Reporting: | Hours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Method:            | Reporting on training for subpopulations for 2024 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, 2024, is used as the denominator for average hours per employee. |

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Indicator:</b>  | <b>Performance Metrics</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Standard:          | GRI 404-2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Definition:        | Training hours for employees and groups based on information in our computer based learning system                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Unit of Reporting: | Percentage of total employees                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Method:            | Total employees used in the denominator is aligned with our HRIS system and aligned with GRI 2-7 and GRI 405-1 reporting. Eligible employees are defined based on tenure at the time of performance review assignment. Our intent is for all employees that are eligible for a performance and development review receive a review and have access to a career development plan and participate in these processes with their manager. For the majority of remaining employees the performance and development process is determined by collective bargaining agreements. |



# Reporting Basis

## Occupational Health & Safety Metrics

AdvanSix uses an internal HSE software application for recording, reporting, investigating and learning from Health & Safety events. Incidents are recorded and reported by any member of the workforce. Managers are accountable for ensuring completeness and accuracy of the information submitted for the incident report in our HSE software system. Information collected from an incident report is used to classify the type of event. An AdvanSix HSE or PSM subject matter expert verifies accuracy of the report information and classification. There are no significance exclusions in our data, all locations are included and both direct and contractor workers are covered.

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Indicator:</b> | <b>Total Recordable Incident Rate - by Workforce Category, Lost-Time Incident Rate - by Workforce Category, Fatality Rate - by Workforce Category</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Standard:         | Metrics are aligned with OSHA 49 CFR 1904.7(b)(5), OSHA 49 CFR 1904.7(b)(3), and OSHA 49 CFR 1904.7(b)(2) definitions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Definition:       | Event counts or rates for safety metrics for both direct and contractor workers for every 200,000 hours worked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Method:           | We follow industry-standard Total Case Incident Rate (TCIR) to measure our ongoing safety performance. 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. Total number of incidents is divided by the total hours worked, then multiplied by 200,000 for each workforce classification. Workforce hours worked are obtained from HR data systems for employees and from our contractor management systems for contractor hours. |
|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Indicator:</b> | <b>Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), Process Safety Incident Severity Rate (PSISR)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Standard:         | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Definition:       | A process safety event (PSE) is an unplanned or uncontrolled release of any material from a process. Tier 1 PSEs are the most severe and include days away from work injuries, fires or explosions with direct cost greater than \$100,000, or a release above a defined threshold. A Tier 2 PSE event includes recordable injury, less severe fire/explosion, or a release above 10% of the Tier 1 threshold quantity.                                                                                                                                                                                                                                                                               |
| Method:           | PSIC is calculated by an AdvanSix HSE expert based on classifications of Tier 1 and Tier 2 events. PSTIR for Tier 1 events is calculated by an AdvanSix HSE expert based on a count of total PSE 1 events divided by the Total Number of work hours multiplied by 200,000. PSISR includes a severity weighting based on the effects on health, direct cost, release amount, community impact, and environmental impact. A High Severity event is a PSE-1 with 9 points or higher.                                                                                                                                                                                                                     |

# Reporting Basis

## Water Metrics

Activity data for each site is collected and aggregated annually for our operational control boundary which covers all of our manufacturing sites. Each site monitors and categorizes water metrics in alignment with regulatory requirements or standard engineering methods.

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Indicator:</b> | <b>Water Withdrawals, Discharges, and Consumption in megaliters (ML)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Standard:         | GRI 303-3, 303-4, 303-5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Definition:       | Water is brought into our manufacturing sites from outside of our operational boundary. Our water body risk assessment identifies if any withdrawals are sourced from stressed basins. Water discharges are defined as water effluents discharging outside of our operational boundary, none of which are to water stressed basins. Consumed water is withdrawn but not discharged.                                                                                                                                                             |
|                   | We consider our withdrawals to be freshwater. For water purchased from a third-party billing information is compiled to determine quantity. Surface water, or river water, is calculated using flow meters and is aligned with regulatory reporting methods. Groundwater quantities are based on engineering calculations and aligned with regulatory reporting methods. Remediation activities are not included in our metrics, and are considered inconsequential to our overall water usage. Other water withdrawal categories do not apply. |
| Method:           | We discharge to surface water and/or third-party treatment plants, other categories do not apply. Some sites have discharges that are directly metered while others are estimated or calculated using engineering methods, all are aligned with regulatory reporting methods. In general, sanitary flows are estimated to be immaterial, not metered, and not included in our discharge metrics.                                                                                                                                                |
|                   | 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.                                                                                                                                                                                                                                                                                                                                        |
| <b>Indicator:</b> | <b>Nutrient Discharges in kilograms</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Standard:         | GRI 303-4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Definition:       | Discharges of nitrogen, phosphorus, and organics (priority substances of concern) into Virginia surface waters via the James River.                                                                                                                                                                                                                                                                                                                                                                                                             |
| Method:           | Nutrient load is defined as the total discharges of nitrogen, total phosphate, and net organics into the James River from our Hopewell and Chesterfield Virginia sites. Nutrient load is calculated using effluent flows and sample analysis to determine concentration of the substance, in alignment with regulatory reporting requirements.                                                                                                                                                                                                  |

# Reporting Basis

## Environmental Metrics

AdvanSix reports emissions on an operational control basis, covering 100% of our boundary. We restate prior year climate metrics when certain defined impacts from, e.g. organizational boundary changes, are above an established significant threshold of 5%. Each site location compiles information for company-wide aggregation of emission, air, and waste reporting annually and is typically aligned with regulatory reporting when applicable. Billing information is used when possible.

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Indicator:</b> | <b>Direct (Scope 1) GHG Emissions in metric tonne of CO<sub>2</sub>e</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Standard:         | GRI 305-1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Definition:       | Direct greenhouse gas emissions are generated by manufacturing processes AdvanSix owns and operates. CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, and HFCs are included in the Scope 1 calculation, other GHGs are not applicable to AdvanSix.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Method:           | <p>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. Petroleum-based fuels, typically used for mobile or temporary equipment, are not significant to our emissions inventory, and are estimated based on historical usage.</p> <p>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. CO<sub>2</sub>e is determined from individual gases of CO<sub>2</sub>, N<sub>2</sub>O, CH<sub>4</sub>, and HFCs using 100-year GWP factors from IPCC AR6. In alignment with recent regulatory requirements, we report nitrous oxide emissions in alignment with subpart YY of the USEPA GHG reporting program.</p> <p>We anticipate using 2018 as a baseline year when we are ready to update any climate goals in the future. Biogenic CO<sub>2</sub> emissions were not applicable this reporting period and AdvanSix did not purchase any offsets.</p> |
| <b>Indicator:</b> | <b>Indirect (Scope 2) GHG Emissions in metric tonne of CO<sub>2</sub>e</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Standard:         | 305-2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Definition:       | Indirect emissions are generated by purchased electricity; no other sources are applicable to AdvanSix. GHG emissions of CO <sub>2</sub> , CH <sub>4</sub> , and N <sub>2</sub> O are included.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Method:           | Scope 2 emissions are accounted for in alignment with The Greenhouse Gas Protocol Scope 2 Guidance An Amendment to the GHG Protocol Standard. We report our Scope 2 emissions using a location-based methodology, using USEPA's eGRID most recently published emission factors and IPCC AR6 for 100-year GWP factors. We are able to report market-based emissions and have one provider supplying a market-based emission factor.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

# Reporting Basis

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Indicator:</b> | <b>Total Emissions and Emissions Intensity in metric tonnes of CO2e and MT of CO2e per metric ton of production</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Standard:         | 305-4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Definition:       | Total Emissions is the sum of Scope 1 and Scope 2 emissions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Method:           | <p>Stationary combustion, direct GHG emissions from our manufacturing processes, mobile emissions, HFC emissions and indirect location-based electricity are included in our total GHG emission intensity, which cover all of our Scope 1 and Scope 2 emissions.</p> <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Indicator:</b> | <b>Air Emissions in metric tonnes</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Standard:         | GRI 305-7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Definition:       | Criteria Pollutants are reported as NOx, SOx, CO, VOC, and particulate matter (PM)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Method:           | <p>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.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Indicator:</b> | <b>Total Energy and Energy Intensity in Gigajoules (GJ) or GJ per metric tonne</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Standard:         | GRI 302                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Definition:       | Total energy consumed and total energy per production volume.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Method:           | <p>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, it is not our routine practice to sell energy to other consumers. 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. Activity data for purchased fuels is tracked at our manufacturing sites, typically from billing data when possible, on a routine basis and aggregated corporate wide annually for this report. Heating values for fuels are obtained from the USEPA Emission Factor Hub or from site-specific third-party sample analysis. Energy outside of our organization is not included in our energy disclosures.</p> <p>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.</p> |

# Reporting Basis

|             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Indicator:  | Total Waste Generated by Category in metric tonne (MT)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Standard:   | GRI 306-1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Definition: | Waste is defined in alignment with regulatory requirements and is typically not generating any revenue.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Method:     | <p>Hazardous waste is defined in accordance with applicable environmental regulations. Total waste covers all manufacturing locations and includes both hazardous and non-hazardous wastes categories. Hazardous and non-hazardous wastes are based on regulatory waste definitions. Each site tracks their waste using billing information, measures their waste on-site, or has it provided to them by a third-party waste handling partner. Waste metrics are aggregated corporate-wide annually. Materials that have a monetized benefit are not included in our waste metrics.</p> <p>Some sites have small non-hazardous waste streams that are not weighed but estimated based on containerized volumes. Additionally, some non-hazardous aqueous wastes are excluded. Office based recycling programs are not included in our total waste metrics as they are not typically weighed. We are continuing to improve the level of detail of our waste tracking mechanisms.</p> |



# Independent Limited Assurance Report

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 2024 (the "Report").

## ENGAGEMENT SUMMARY

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**Scope of our assurance engagement**

Whether the following Selected Information for 2024 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report, unless otherwise noted.

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**Selected Information****Environment**

- Direct (Scope 1) GHG emissions [MTCO<sub>2</sub>e]
- Indirect (Scope 2 location-based) GHG emissions [MTCO<sub>2</sub>e]
- Indirect (Scope 2 market-based) GHG emissions [MTCO<sub>2</sub>e]
- Year on year change in emissions (Scope 1) [%]
- Year on year change in emissions (Scope 2 location-based) [%]
- Year on year change in emissions (Scope 1 and 2 location-based) [%]
- GHG Intensity (Scope 1 and 2 location-based) [MT of CO<sub>2</sub>e per MT of production\*]
- Total energy consumption [GJ]
- Total electricity [GJ]
- Energy intensity [GJ per MT of production\*]
- Total freshwater water withdrawal [megaliters]
- Total water discharge [megaliters]
- Total water consumption [megaliters]
- Year-on-year change in water withdrawal [%]
- Incidents of non-compliance associated with water quality permits, standards, and regulations [#]
- Total weight of waste generated [MT]
- Total weight of hazardous waste generated [MT]
- Total weight of non-hazardous waste generated [MT]
- Total weight of waste diverted from disposal [MT]
- Total weight of waste directed to disposal [MT]

\*Note: ERM CVS has not independently assured production volumes. We place reliance on production totals assured as part of the financial statutory audit.

**Safety Performance**

- 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

- Suppliers who completed an Ecovadis assessment in 2024 [#]

#### Employment, Engagement and Inclusion

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

#### 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: Confirmed incidents of corruption and action taken (a) [#]
- Total Submitted Business Conduct Incidents [#]
- Total Substantiated Business Conduct Incidents [#]

|                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Reporting period</b>                          | January 1, 2018 – December 31, 2018 (Restatement of Direct GHG emissions only)<br>January 1, 2023 – December 31, 2023 (Restatement of Direct GHG emissions only and Alignment of Unit of Measurement of Indirect GHG emissions from 2023 Assurance Report)<br>January 1, 2024 - December 31, 2024                                                                                                                                                                                                                                                                                                                                                      |
| <b>Reporting criteria</b>                        | <ul style="list-style-type: none"> <li>• WBCSD/WRI GHG Protocol: A Corporate Accounting Standard (2004, as updated January 2015)</li> <li>• EPA Subpart YY of the Greenhouse Gas Reporting Program (GHGRP) (40 CFR 98.510 -98.518)</li> <li>• GRI Sustainability Reporting Standards (2021 and 2016)</li> <li>• OSHA Injury and Illness Recordkeeping and Reporting definitions</li> <li>• American Petroleum Institute Process Safety Standards (API)</li> <li>• Sustainability Accounting Standards Board (SASB) Chemical Sector Standard (2023)</li> <li>• AdvanSix's Basis of Reporting (as published in standalone Basis of Reporting)</li> </ul> |
| <b>Assurance standard and level of assurance</b> | <p>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'.</p> <p>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.</p>                          |
| <b>Respective responsibilities</b>               | <p>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.</p> <p>ERM CVS' responsibility is to provide a conclusion to AdvanSix on the agreed assurance scope based on our engagement terms with AdvanSix, the assurance activities performed and exercising our professional judgement.</p>                                                                                                                                        |

## OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance activities

## 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 Information;
- 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 Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting an in-person site visit to Chesterfield, VA to review source data and local reporting systems and controls;
- Conducting an abbreviated in-person site visit to Hopewell, VA to review selected source data and selected local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.



10 July 2025

Malvern, PA

ERM Certification & Verification Services Incorporated

[www.ermcvs.com](http://www.ermcvs.com) | [post@ermcvs.com](mailto:post@ermcvs.com)

## THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected 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.