

Sustainability

2021

Corporate Social
Responsibility Report



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A Message From Our CEO

On the heels of our 10-year anniversary, we are looking ahead to our next decade and beginning an exciting new journey to transform our Company into a specialty materials and sustainable solutions provider. Sustainability has always been intrinsic to our Company — an essential component of our core values and a key element in our business strategy — and it will serve as a key tenet of our transformational process. In order to realize success, we must embrace significant change — something the butterfly on the cover of our report reminds us of. This mindset will be important to enabling our business transformation.

This past year, we reached many notable milestones in launching our strategic business transformation, including the announcement of our agreement to acquire Arkema’s PMMA business, which will bolster our Engineered Materials portfolio and serve as a catalyst for helping our Company transform into a higher margin, less cyclical solutions provider. Through our transformation journey, we are striving to take a leading role in advancing innovative, sustainable solutions that address key market megatrends, such as energy efficiency, health and wellness, mobility, and connectivity.

In the pages of our Sustainability and Corporate Social Responsibility Report, we catalog a year of progress and achievement in 2020 in spite of unprecedented global circumstances. Our future prospects are truly promising — we have ambitious goals and a clear path forward to achieve them. And there is so much to be proud of as a company — from achieving industry-best safety rankings and unveiling new sustainable materials innovations to laying the foundation to welcome and onboard our new colleagues and taking ever-forward steps in reducing our operational impact on the environment.

Our people and our technology are at the center of our success, and this report is a testament to the hard work, passion, and unwavering dedication to excellence that our employees have shown. To everyone who supported our journey over the past year, and into the future, I extend my most heartfelt appreciation.

Frank Bozich
President & CEO

“
Our people and our technology are at the center of our success, and this report is a testament to the hard work, passion, and unwavering dedication to excellence that our employees have shown.



A Message From Our Sustainability Leader

This past year was, without contest, one of the most challenging we have faced as a company, industry, and society. The global COVID-19 pandemic forced us all to adapt to significant change in the face of extraordinary circumstances, but despite the barriers, significant progress was made.

We took a notable step forward in our sustainability reporting by expanding our disclosures to include those aligned with the Sustainability Accounting Standards Board (SASB), so as to better communicate our progress to the investor community. We embarked on significant, sustainable-focused partnerships, and we secured mass balance certification for four of our facilities to better help our customers authenticate the sustainable content of their products. We also took steps to further embed sustainability into our business strategy with the formation of the Trinseo Sustainability Team, which will help direct our sustainability efforts.

Amidst all this progress, we also celebrated our first decade as Trinseo in 2020, and marked the milestone by committing even more fully to our sustainability journey by unveiling our 2030 Sustainability Goals, which lay a foundation for our future and outline our commitment to build a sustainable product portfolio, minimize our impact on climate change, increase supplier responsibility, improve the sustainability of our operations, and establish a sustainable workforce. Our goals are ambitious, but if we are not striving to achieve zero injuries or significantly lowered emissions or a sustainable product portfolio, then what are we reaching for?

Now, the real work begins in making these goals a reality. I am confident we will be successful, given how wholeheartedly and enthusiastically our organization has embraced sustainability and ingrained it into our DNA. In this, our eleventh Sustainability and Corporate Social Responsibility Report, you will find an archive of our efforts to advance sustainability and lay the foundation for future success.

Walter van het Hof
Global Industry Affairs & Sustainability Leader

“
I am confident we will be successful, given how wholeheartedly and enthusiastically our organization has embraced sustainability and ingrained it into our DNA.

About Trinseo

Trinseo is a global materials solutions provider and manufacturer of plastics, latex binders, synthetic rubber, and engineered materials with a focus on delivering innovative, sustainable, and value-creating products that are intrinsic to our daily lives.

Our future-oriented solutions power ideas and innovation, and help solve our customers’ complex materials challenges. They are thoughtfully curated to address the megatrends shaping our world, including the ever-increasing demand for sustainable solutions — like materials that enable light-weighting of cars while also maintaining safety and strength, life-saving medical devices with chemical and impact resistance, and tires with lower rolling resistance to improve fuel efficiency.

We maintain strong, long-standing relationships with our diverse base of global customers and rely on close collaboration to ensure our solutions enable their success and help them

reach their sustainability goals in a wide range of end markets, including automotive, consumer electronics, appliances, medical devices, packaging, footwear, carpet, paper and board, building and construction, and tires.

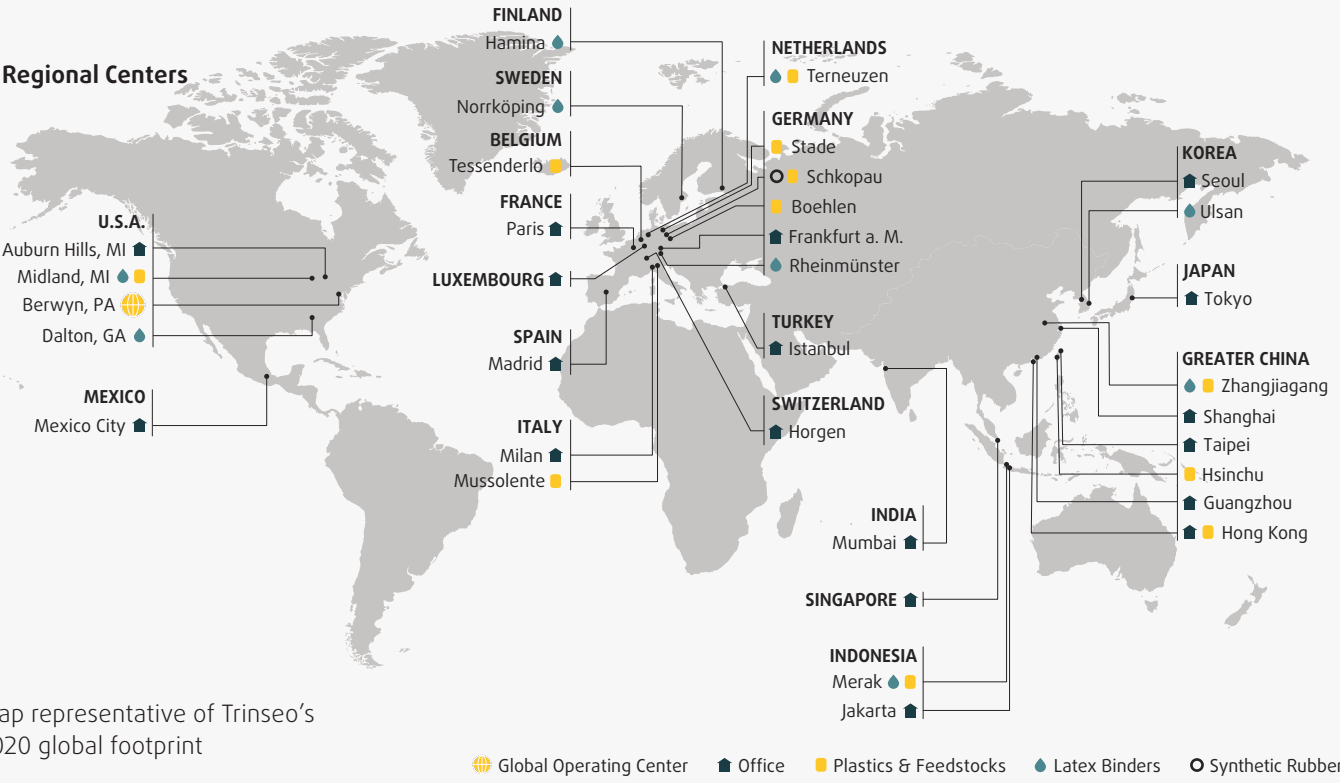
We have been dedicated to making a positive impact on society since our inception a decade ago, when we established our distinctive culture based on agility, accountability, profit and loss focus, commitment to Responsible Care®, and sustainability.

Our global footprint enables us to serve international customers at multiple locations, and our local presence allows us to respond

quickly and effectively to customers’ needs. Our plan for strategic growth incorporates organic market-driven growth, new product development, targeted acquisitions, and exciting new ventures.

Trinseo S.A., referred to in this report as “Trinseo” or “the Company,” is a publicly traded limited liability company listed on the New York Stock Exchange as TSE. The Company was formed in 2010 and exists under the laws of Luxembourg. Its largest shareholders include investment funds and institutional investors.

For more information about Trinseo and our product offerings, visit www.trinseo.com/about.



Map representative of Trinseo’s 2020 global footprint

2020 At a Glance

BUSINESS SEGMENTS

- Latex Binders
- Synthetic Rubber
- Engineered Materials
- Base Plastics
- Polystyrene
- Feedstocks
- Americas Styrenics

INDUSTRIES

Adhesives, Appliances, Automotive, Building and Construction, Electrical, Footwear, Consumer Electronics, Consumer Goods, Edgebands, Functional Nonwovens, Home Appliances, Lighting, Medical Devices, Packaging, Paper and Board, Personal Care, Sheet and Profile Extrusion, Tires, Technical Rubber Goods, and Textiles and Carpet.



Figures representative of Trinseo as of December 31, 2020

Highlights from 2020

SUSTAINABILITY JOURNEY

- Developed sustainability roadmaps to guide progress toward achieving Trinseo's Sustainability Goals to develop a sustainable product portfolio, increase supplier responsibility, elevate responsible operations, develop a sustainable workforce, and directly address climate change
- Began to identify opportunities to align sustainability efforts with the United Nation's Sustainable Development Goals



ENVIRONMENTAL PROTECTION

SINCE 2017, TRINSEO HAS REDUCED:

- Electricity usage by 12%
- Total Greenhouse Gas (GHG) emissions by 21%
 - Scope 1 GHG emissions by 11%
 - Scope 2 GHG emissions by 24%
- Nitrogen Oxide (NO_x) emissions by 15%
- Total chemical emissions by 33%
- Waste by 24%

CORPORATE CITIZENSHIP

- Employees and their families spent 2,700+ hours supporting more than 90 organizations at 13 locations across the globe as part of the 2020 Volunteer Days
- Donated \$100,000 following historic flooding to assist recovery efforts in Midland County, Michigan, U.S., where many Trinseo employees live and work

BUSINESS & OPERATIONS

- Announced the proposed acquisition of Arkema's PMMA business
- Navigated the COVID-19 pandemic by maintaining operations and supply chain sourcing with a focus on safety and commitment to meeting customer demand

PRODUCTS & INNOVATIONS

PLASTICS:

- Received ISCC Mass Balance certification for polystyrene produced in Tessenderlo, Belgium, and for polycarbonate produced in Stade, Germany
- Began production of bio-styrene as a feedstock and alternative to traditional fossil-based styrene

LATEX BINDERS:

- Helped develop a formaldehyde-free acrylic latex binder solution for leather-like applications
- Introduced a latex binder solution for carpet that reduced volatile organic compounds (VOC) emissions by 38%

SYNTHETIC RUBBER:

- Established commercial partnership with Tyre Recycling Solutions to accelerate the development of sustainable synthetic rubber tire formulations
- Received ISCC Mass Balance certification for synthetic rubber, including first commercial sales of this certified material

ENGINEERED MATERIALS:

- Expanded global footprint with a new thermoplastic elastomer (TPE) pilot facility in Hsinchu, Taiwan; an expansion of our TPE R&D center in Mussolente, Italy; and a new Sustainability Lab in Terneuzen, The Netherlands
- Joined the fight against coronavirus with increased production of TPE for personal protective equipment and manufacturing of medical-grade polycarbonate resin for COVID-19 testing kits

PEOPLE:

- Hired over 180 new employees, bringing global count to more than 2,600
- Introduced a company-wide new hire onboarding process
- Launched the Company's first Culture Survey to assess cultural strengths and opportunities for improvement

SAFETY:

- Achieved an injury rate of 0.28, which puts Trinseo in the upper echelons of the chemical industry for safety
- For the sixth year in a row, recorded no Process Safety Incidents
- More than 70% of eligible teams received the Triple Zero Award for achieving zero injuries, spills, and process safety incidents

Our Approach to Sustainability

Environmental and social responsibility is embedded into Trinseo. It is intrinsic to who we are and what we do each day, and an essential element of our core values. As necessity and customer demand drive the need for sustainable materials, technologies, and solutions, we see an increasing opportunity to create the most cutting-edge products that support our customers' desire to offer sustainable products to their customers across a wide range of end markets.

We also acknowledge the global environmental challenges within the industries we operate. These issues include climate change, plastic waste in the environment, a growing need for circular solutions that run counter to consumer behavior, increasing regulations, and more. These outside challenges are changing the consumer landscape and trends that will shape our future. We want to tackle these challenges in an organized and deliberate manner.

Integrating the GRI Sustainability Reporting Standards into our Sustainability Report has helped us put additional, valuable context around sustainability for our Company,

our customers, our suppliers, and all of our stakeholders. In addition, for the first time this year we integrated disclosures aligned with the Sustainability Accounting Standards Board (SASB) standards into the Index of this report. These additional disclosures enhance our reporting of the financial impacts of sustainability and come in response to a growing focus on sustainability within the investment community.

Building on the work we have done since 2010, we see tremendous opportunity to work in an innovative, collaborative, and reflective fashion to solve these major issues facing our industry. Through our sustainability journey — outlined in the coming pages of this report — we are making a meaningful difference in our operations to impact our environmental and societal footprint, while also collaborating with our customers to develop disruptive innovations and new technologies that will help them to meet their sustainability goals. We collaborate with our customers to develop future-oriented solutions aligned with their individual sustainability goals.

Core Values

We live out our core values every day through our commitment to sustainability, the environment, and the health and safety of our employees. They are deeply embedded within our culture, and we turn to them to help guide our Company along our transformative journey:



RESPONSIBLE CARE®

As a Responsible Care® company, the health and safety of our employees and the protection of our communities and the environment are our highest priorities. In everything we do, we strive to meet or exceed the highest standards of environmental, health, and safety performance.



RESPECT & INTEGRITY

We treat each other, our customers, our suppliers, and our stakeholders with respect, integrity, honesty, and dignity. We strive to conduct our business activities with the highest ethical standards and are fully committed to complying with the law everywhere we operate.



INNOVATION

We believe that innovation through our technology and the creativity of our people powers our success and the success of our customers.



ACCOUNTABILITY & VALUE CREATION

We believe that speed and agility combine with good decision-making to create value. We feel ownership and take accountability for our Company's success.



COMMITMENT TO CUSTOMERS

By collaborating with our customers, we deliver value through our technology, innovation, and solutions.

Governance

Trinseo is committed to good governance practices, and its Board of Directors (the Board), periodically assesses the Company’s governance against external standards.

As an international, publicly traded company listed on the New York Stock Exchange (NYSE), Trinseo is subject to the requirements of the U.S. Securities and Exchange Commission (SEC) and other regulatory bodies throughout the world.

The Board’s Committee on Environmental, Health and Safety (EH&S), Sustainability, and Public Policy (the Committee) assists the Board in fulfilling its oversight responsibilities by assessing

the effectiveness of programs and initiatives that support the environment, health and safety, sustainability, corporate social responsibility, risk management, and climate change policies and programs at Trinseo. The Committee, which is chaired by Trinseo’s Chief Executive Officer, also regularly advises the Board on matters related to these topics and reviews, approves, and recommends for adoption the annual Sustainability and Corporate Social Responsibility Report. The Committee

also conducts an annual evaluation to improve Committee performance.

The Executive Leadership Team (ELT) establishes the Company’s overall annual objectives and priorities, as well as the annual budget and financial plan, which are approved by the Board. While there are changes from year to year, these are typically focused on EH&S, sustainability, financial performance, strategic planning, and organizational effectiveness objectives.

Trinseo Sustainability Team

To drive the implementation of Trinseo’s Sustainable Product Portfolio goals, the Trinseo Sustainability Team was established in 2020 and is led by the Director of Strategy & Corporate Development. The new team features representation from each of the Company’s business units, and will focus on sustainability coordination between and with these businesses, specifically in the areas of Sustainable and Innovative Products for customers, Circular Solutions, and Economic Performance of the materiality matrix.

The Trinseo Sustainability Team is responsible for:

- Developing an overarching governance structure and management system that accelerates sustainable product portfolio development
- Driving accountability for executing and tracking sustainability goals
- Aligning activities around corporate and business unit targets
- Working to secure sustainable feedstock through strategic partnerships
- Leveraging knowledge and best practices across businesses and functions



Trinseo’s Sustainability Goals underpin that sustainability is a core element of our strategy going forward. The Trinseo Sustainability Team, together with the Sustainability Council, are essential elements for the Company to communicate and align around our actions toward becoming a more successful and sustainable company. The new structure will make sure that we leverage best practices throughout the Company in order to help speed up our transformation and achieve our goals.

Andre Lanning, Vice President, Strategy, Corporate Development, Sustainability and Marketing Communications

Sustainability Council

Trinseo’s sustainability efforts and reporting have been led by an ELT member in conjunction with Trinseo’s Global Industry Affairs and Sustainability Leader Walter van het Hof through the Sustainability Council. With the creation of the Trinseo Sustainability Team, the Sustainability Council was revised in 2020 in terms of role and responsibilities, as well as membership. The Council will continue to play an important role in the Company’s overall governance framework with a focus on:

- Tracking progress against the Company’s 2030 Sustainability Goals
- Facilitating quarterly assessment and alignment of Sustainability and CSR activities
- Providing strategic direction for sustainability strategies, workplans, and external engagements
- Ensuring alignment with GRI Sustainability Reporting Standards framework for disclosure/transparency
- Overseeing development of the Sustainability and Corporate Social Responsibility Report, including alignment of sustainability policies, standards, and programs with the GRI Sustainability Reporting Standards
- Providing oversight of stakeholder analysis, stakeholder engagement, and materiality matrix

The Sustainability Council is made up of senior leaders from across multiple Company functions, including but not limited to EH&S, Investor Relations, Finance, Procurement, Operations, Human Resources, and Legal. Five of the Council members are directly responsible for oversight of each of Trinseo’s five primary Sustainability Goal categories – Product Portfolio, Suppliers, Climate Change, Responsible Operations, and Sustainable Workforce and are known as the Goal Owners. The Director of Strategy and Corporate Development is a member of both the Sustainability Council and the Trinseo Sustainability Team, helping to provide alignment between the two groups.

The Council first convened in July 2018, and assists in developing and executing the Company’s sustainability strategies, elevates sustainability and CSR at Trinseo, and helps to enhance Trinseo’s culture of sustainability across the Company. The Council meets quarterly, has the ability to add sub-committees and task groups as needed, and its charter is reviewed annually.

Stakeholder Analysis & Engagement



Stakeholder Analysis

Recognizing the value of collaboration and input from audiences who can help enhance these efforts, Trinseo engages with a variety of stakeholder groups throughout the year. Trinseo’s Sustainability Council has identified the following stakeholder groups as priorities in its consistent and collaborative efforts toward a more sustainable future:

- Customers
- Communities
- Employees
- Government and regulatory bodies
- Industry and trade associations
- Shareholders and the investment community
- Suppliers

Sustainability Commitment Statement

Trinseo aims to be a preferred partner for sustainable solutions, committed to:

- Continually innovating and developing new and improved products and processes that advance Trinseo’s and our customers’ commitments to sustainability and a circular economy
- Promoting the responsible use of our materials through product stewardship
- Continually improving how we operate with respect to the environment, health, safety, the use of natural resources, and our impact on climate change
- Maintaining a robust ethics and compliance program which values diversity and human rights
- Adhering to the principles of Responsible Care®
- Being a good neighbor in the communities where we operate

Stakeholder Engagement

Trinseo is committed to fostering transparent and productive dialogue with all of our stakeholders, understanding that feedback and collaboration, both internal to Trinseo and with external audiences, are vital to our long-term success and our sustainability efforts.

The methods by which we engage with each group vary according to their needs and proximity, but Trinseo prioritizes transparency, accuracy, and purpose in all interactions with our key stakeholders. We work to make our communications transparent and informative and consider the input we receive from each group, which is reviewed and analyzed on an annual basis to identify new opportunities or risks related

to sustainability. This includes extensive meetings with customers to discuss our sustainability approach.

Trinseo’s 2020 stakeholder engagement looked differently than other years. Because of COVID-19, many of the traditional means for engaging with stakeholders went virtual, including trade shows, in-person meetings, and townhalls. A highlight of this year’s stakeholder engagement was a series of Voice of Customer exercises conducted with each business division, including extensive questionnaires and in-depth interviews that helped to build strategies and drive the development of sustainability roadmaps for each business.

	DESCRIPTION	METHODS OF ENGAGEMENT	KEY TOPICS
CUSTOMERS	Through our technology, our commitment, and our actions, Trinseo is focused on helping our customers realize their sustainability goals.	Meetings, visits, and calls; questionnaires including EcoVadis and the Carbon Disclosure Project; innovation collaboration; tradeshow; surveys; industry partnerships and conferences; media and social media.	Recycling and circularity, recycled materials, sustainability in value chain, climate change, regulation, transparency.
COMMUNITIES	Our doors are open to the communities we serve, and we invest in our commitment to being good neighbors.	Volunteer Days, open houses, Community Advisory Committees, charitable contributions, internet, direct contact.	Safety, volunteering, community involvement, emergency response, proactive communications.
EMPLOYEES	The engagement of our employees in the Company’s vision for sustainability is vital to our success. As such, we recognize that investing in our future means investing in our people.	Intranet and internet; meetings, employee broadcasts and town hall meetings; email newsletters; social media; employee surveys; our Annual Report and Sustainability Report.	Business strategies, company financial performance, sustainability, climate change, professional development, job opportunity, people resources, recruitment.
GOVERNMENT & REGULATORY	Trinseo prioritizes compliance with all applicable laws, including permitting, implementation of new laws and regulations, and necessary reporting that allow us to operate. We also participate in local government action plans regarding energy reduction, energy transition, and climate change, and we translate these into country and site implementation plans around the world.	In-person visits, associations, reports, training and inspections, seminars, audits.	Maintaining compliance, timely reporting, monitoring new legislation and implementation of new laws, including but not limited to those pertaining to EH&S, ethics and corporate compliance, customs and trade, data protection and privacy, labor and human rights, and commitments to sustainability action plans (climate change).
INDUSTRY & TRADE ASSOCIATIONS	Trinseo is a member of more than 60 industry and trade associations, including the American Chemistry Council, the World Plastics Council, the International Institute of Synthetic Rubber Producers, Plastics Europe, SCI Americas, Styrene Circular Solutions, and Styrene Information and Research Center (SIRC), among others.	Working groups, board meetings, conferences, events.	Board representation, advocacy, contribution to working groups, industry commitments, participation in sustainable organizations.
SHAREHOLDERS & INVESTMENT COMMUNITY	We expect that the demand for sustainable investing will continue to be of great importance to our investors.	Quarterly investor conference calls, public reports (including our Annual Report and Sustainability Report) and press releases, rating agency publications, financial analyst phone calls, annual shareholder meetings, one-on-one meetings, non-deal roadshows, investor day events.	Corporate performance and strategy.
SUPPLIERS	While formal supply chain sustainability programs remain an important practice, Trinseo believes a transparent, proactive dialogue with suppliers offers an opportunity for overall progress.	Meetings and reviews, assessments, sustainability ratings.	Strategy, supplier relationship management, adherence to Trinseo Supplier Code of Conduct or comparable codes, and supplier assessment and evaluation.

Materiality Matrix

Our Materiality Matrix identifies the key topics of importance to our stakeholders and to our business, and has been used as a guideline for the development of larger goals and strategies related to sustainability, corporate social responsibility, and climate change.

Through our Materiality Matrix of sustainability topics, we have distilled the interests, requirements, capabilities, and insights of our key stakeholders. We define materiality in the context of a sustainability report using the GRI Sustainability Reporting Standards, which includes aspects that reflect the organization’s significant economic, environmental, and social impacts, or substantively influence the assessments and decisions of stakeholders.

As a result of engaging with stakeholders and in light of sustainability progress made in 2020, our material topics were adjusted slightly:

- Having established and unveiled our Sustainability Goals in 2020, the purpose of this material topic was shifted from focusing on goal development to instead prioritize tracking progress against these goals; the importance and impact remain the same
- Given that our Climate Goal was defined as part of our 2030 Sustainability Goals, this material topic was adjusted to focus on implementation of strategies to achieve our Climate Goal and thus significantly reduce Trinseo’s impact on climate change
- Demand for sustainable materials has crescendoed as customers set increasingly aggressive short-term targets for integration of recycled content and use of bio-based materials, and also long-term goals for adopting circular solutions. In light of this, both Sustainable & Innovative Products for Customers and Circular Solutions were elevated in importance and impact

- Diversity, equity, and inclusion came to the forefront of social discussion and corporate agendas in 2020, thus prompting an increase in impact for Labor & Human Rights
- Given the implications of the COVID-19 pandemic on health and safety, there was an increase in impact made for Employee Health & Safety

Our material topics and boundaries are defined as:



INCREASING STAKEHOLDER CONCERNS



Community Impact:
Serving as a good neighbor to the communities in which we operate



Labor & Human Rights:
Complying with local and international laws and standards for business ethics and human rights and requiring the same from our value chain; supporting the importance of eradicating modern slavery, child slavery, and promoting respect and dignity for all workers



Sustainable Procurement:
Working with suppliers who reflect our commitment to sustainability and make a positive impact on the value chain



Attract and Retain Talent:
Being an attractive employer through our employment engagement and responsible employer policies; recruiting and retaining talent that best helps us in our mission, with a focus on increasing gender diversity throughout our workforce and further developing our existing talent



Climate Change:
Identifying and addressing Trinseo’s impacts, risks, and opportunities regarding climate change, so as to help lower Trinseo’s influence upon the climate



Product Safety:
Eliminating or reducing the environmental, health, and safety impacts of our products



Ethics & Compliance:
Operating with the highest ethical integrity and in compliance with all applicable laws and regulations



Environmentally Responsible Operations:
Operating our manufacturing facilities in a way that reduces impact on air, water, land, and biodiversity, and that conserves natural resources



Economic Performance:
Pursuing a financial performance that positions us to continually innovate in support of our commitment to sustainability and return value for shareholders



Employee Health & Safety:
Prioritizing the health and safety of our employees and contractors



Sustainable & Innovative Products for Customers:
Solving our customers’ most complex materials challenges, many of which stem from the need for sustainability, through our innovative solutions



Sustainability Goals:
Tracking progress against the Company’s 2030 Sustainability Goals to help direct sustainability efforts across the organization



Circular Solutions:
Developing innovative solutions through the life cycles of our products that recover or reintroduce resources back into the life cycle of the product; participating in collaborative organizations to move toward a circular economy

INCREASING IMPACT FOR TRINSEO

Sustainability Goals

Our first materiality assessment was compiled in 2018, and it unveiled that setting sustainability goals was of significance for our key stakeholders. Our Sustainability Council developed a series of strategic, ambitious, and achievable goals using key insights from stakeholder engagement, the United Nations Sustainable Development Goals, and peer company sample goals by topic area.

The goals were approved by the Committee on June 5, 2020. The Board of Directors formally adopted and endorsed the Goals as part of its approval of the 2020 Sustainability Report on June 10, 2020.

Sustainable Product Portfolio

Focusing our business and innovation to incorporate sustainability into our product offerings to customers

- By 2025, 30% of Trinseo’s technology and R&D efforts will be aimed at circular economy solutions
- By 2030, 40% of Trinseo’s products will be sustainably advantaged*
- By 2030, 50% of Trinseo’s products will be used in applications that align with the United Nations Sustainable Development Goals (UNSDG)

Members of the Sustainability Council have been given oversight of each of the five primary goal categories, and are responsible for tracking and reporting progress made against these goals. In 2020, the five Goal Owners who oversee implementation of the Sustainability Goals worked with internal stakeholders across the Company to develop roadmaps to achieve each of these sustainability goals, and they will begin implementing against the identified strategies.

In our 2022 Sustainability & Corporate Social Responsibility Report, we plan to report on progress against these goals, as we will have collected our first full year of data on the implementation of these strategies.

Moving toward a sustainable product portfolio is a strategic imperative for our business model. Not only have our customers been demanding these kinds of sustainable product solutions, but we also have an intrinsic responsibility to address environmental challenges as an industry.

Samer Al Jabi, Goal Owner, Sustainable Product Portfolio

Supplier Responsibility

Extending our commitments to our suppliers, vendors, and value chain partners

- By 2025, implement a Sustainability and CSR Due Diligence program for new key suppliers as an addition to the existing supplier on-boarding process
- By 2030, 80% of our existing suppliers with recurring spend of >\$100K will be assessed and demonstrated to be compliant with Trinseo’s sustainability requirements

Our employees are proud that we are advancing supplier responsibility by serving as a proponent and a leader in the chemicals industry for these efforts. As more and more customers seek to understand the ‘supply chain of their supply chain,’ we are responding with efforts to ensure our suppliers operate in a safe, ethical, and sustainable manner.

Chris Smith, Goal Owner, Supplier Responsibility

Responsible Operations

Reducing the environmental footprint of our operations globally

- By 2030, reduce freshwater intake by 20%
- By 2030, reduce overall waste generation by 15%
- By 2030, reduce waste disposal to landfill to zero
- By 2030, all pellet-handling sites achieve zero pellet loss to the environment through Operation Clean Sweep®

It is important that our goals are ambitious, because that drives us to be innovative and problem solve. Reducing the environmental footprint of our operations is the right thing to do, particularly because we have a potential direct impact on our surrounding communities, where our employees live, work, and play.

Jason Scott, Goal Owner, Responsible Operations

In order to transform from a cyclical player into a specialty materials solutions provider, we need a sustainable workforce. We are working to build a culture that cares for our employees, empowers them to succeed, and celebrates their diverse backgrounds, experiences, and perspectives.

Jenn Steele, Goal Owner, Sustainable Workforce

Sustainable Workforce

Meeting societal expectations to live out our values of safety, respect for people, and employee engagement

- By 2030, achieve gender balance in the organization by filling 50% of company open positions with women and doubling the percentage of women in senior management and executive positions to 40%
- By 2030, achieve one or more years of zero recordable injuries for employees and contractors globally
- By 2023, all employees will have a personal employee development plan that will enable the creation of holistic learning and development strategy, which is to be implemented by 2025

Climate Change*

Creating strategies to help address energy, greenhouse gas (GHG), and climate change as a critical societal and environmental challenge

- By 2035, reduce by 35% Scope 1 & 2 GHG emissions intensity (science-based target – baseline 2017)
- By 2030, increase the share of electricity from non-fossil sources from 5% to 30%
- By 2025, establish a management system for Scope 3 emissions, and begin reporting and tracking Scope 3 emissions

Climate change is a critical social challenge globally, and we are committed to lowering the impact of our business on the environment. Achieving these goals will require extensive internal and external collaborations.

Guangqi Lu, Goal Owner, Climate Change

* **Sustainably Advantaged** is defined as products that have recycled, renewable, or degradable content contributing to a circular economy model; reduced or eliminated raw material substances of concern; or contribute to GHG emission reduction or material intensity reduction.

* **Climate Change Definitions:**
Scope 1 GHG Emissions are direct emissions from owned or controlled sources.
Scope 2 GHG Emissions are indirect emissions from the generation of purchased energy.
Scope 3 GHG Emissions are all indirect emissions that occur in a company’s value chain, including upstream and downstream emissions.
Non-Fossil Sources refers to nuclear and renewable sources, such as solar, hydraulic, wind, and tide.

Aligning Our Efforts with the United Nations Sustainable Development Goals

Trinseo is committed to aligning with global efforts to address sustainability. As part of this, we are heeding the United Nation’s urgent call to action by examining opportunities to directly align our efforts to the Sustainable Development Goals (SDGs), which provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.

Our efforts to date have prioritized addressing five of these goals — 7, 12, 13, 14, and 17 — given their relevance to our business. This is reflected in our sustainability goal to have 50% of our products used in applications that align with the SDGs by 2030. Given our role in the process of developing products that touch lives daily, our impact is largely indirect and facilitated through the application of our materials.



7. AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable, and modern energy for all

We develop products for applications that contribute to e-mobility through the use of lithium-ion batteries, helping to extend battery life and improve performance. Our polymers are used in anode coating formulations critical to the production of high-efficiency lithium ion batteries, including recharging characteristics that have a significant impact on the battery’s life cycle.

These efforts are supportive of Targets 7.2 — to increase the share of renewable energy in the global mix and 7.3 — to double the rate of improvement in energy efficiency.



12. RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns

At Trinseo, our materials contribute to applications after use, which helps enable sustainable consumption and production. We are integrating increasing levels of recycled content into our materials from both consumer and industrial sources. For example, our TPE solutions for automotive, appliances, and tools have up to 60% post-consumer recycled (PCR) content. And we are using mass balance to track our integration of starch-containing emulsions and other bio-based materials into our products, so as to reduce the levels of synthetic binders in circulation. In addition, we are reducing or removing ingredients from our materials that may be harmful to the environment or to humans, such as VOCs and formaldehyde.

Beyond formulation adjustments, we are exploring opportunities to recycle end-of-life materials through chemical and mechanical recycling. Our partnership with Tyre Recycling Solutions is supporting recycling and reuse efforts for end-of-life tires, and we are also taking steps to advance recycling via dissolution for PCR polystyrene (PS) in general purpose PS (GPPS).

Our efforts directly ladder back up to Target 12.4 — achieving environmentally sound management of chemicals and all wastes throughout their lifecycle and Target 12.5 — reducing waste generation through prevention, reduction, recycling, and reuse.



13. CLIMATE ACTION

Take urgent action to combat climate change and its impacts

We develop products that help reduce greenhouse gas (GHG) emissions through production and application improvements. For example, we use renewable energy from a nearby landfill to fuel our Dalton, GA, emulsion polymer plant that manufactures latex carpet backings. This partnership eliminates the use of approximately 160 billion Btu of fossil fuels and reduces oil consumption of more than 170,000 barrels per year, thus reducing GHG emissions by approximately 24 million pounds annually.

Our recycled-content containing material formulations have also been proven via life cycle assessment (LCA) to have an improved impact on the environment. An example is our line of PULSE™ ECO products, which use up to 48% less energy, have 39% lower water consumption, and have 39% less global warming potential.

In addition, our latex binder formulations for lithium-ion batteries help enable electric vehicles, which have a reduced impact on climate change than traditional automotive. And our synthetic rubber formulations help reduce rolling resistance for tires, which increases their energy efficiency and supports the reduction of CO₂ vehicle emissions during their use-phase.

These efforts are supportive of Target 13.2 — integrating climate change measures into national policies, strategies, and planning.



14. LIFE BELOW WATER

Conserve and sustainably use the oceans, seas and marine resources

Trinseo is taking steps to prevent and significantly reduce marine pollution. Through our participation in Operation Clean Sweep® — an international stewardship program of the Plastics Industry Association and the American Chemistry Council’s Plastics Division — we are taking steps directly aimed at preventing resin pellet, flake, and powder loss into marine environments.

We are also formulating our materials to optimize their use-phase, so as to help prevent marine pollution. An example of this is how our synthetic rubber formulations reduce abrasion and allow for enhanced wear resistance, which can reduce the amount of microplastics from tires that escape into marine environments.

In addition, we are taking steps to redirect plastic waste back into our products, thus reducing the quantity of plastics available to pollute marine environments. We are helping to advance recycling technologies and also increasingly integrating recycled content into our materials from post-consumer and post-industrial sources.

These efforts help support Target 14.1 — prevent and reduce marine pollution of all kinds.



17. PARTNERSHIPS FOR THE GOALS

Revitalize the global partnership for sustainable development

Trinseo is actively involved in several partnerships and industry initiatives to progress sustainable change. We are a founding member of Styrenics Circular Solutions — an industry-wide initiative to realize the full circularity of PS through efforts organized around PS collection and sorting, recycling and technology development, and advocacy. Another example is our membership in Operation Clean Sweep®.

We are also engaged in partnerships at the local level, such as with the “Let’s Do Recycling!” program in Indonesia, which aims to advocate for and expand recycling of PS through an alliance of manufacturers, restaurants, consumers, recycling associations, and other stakeholders in the country.

Through our partnerships, we are supporting Target 17.17 — encourage and promote effective public, public-private, and civil society partnerships.

Our Sustainability Journey Highlights

Newsweek Ranks Trinseo #53 in America’s Top 400 Most Responsible Companies

Newsweek recognized Trinseo as part of its second annual ranking of America’s Most Responsible Companies, ranking Trinseo #3 in the Materials industry and #53 overall. This is a significant improvement from Trinseo’s previous rankings of #5 for the Materials industry and #80 overall.

The four-phase analysis started with a pool of more than 2,000 companies that were screened and then analyzed in detail. The analysis included an independent survey among more than 7,500 U.S. residents and research based on publicly available key performance indicators derived from Corporate Annual Reports, CSR Reports, Sustainability Reports, and Corporate Citizenship Reports. It covered three areas of Corporate Social Responsibility: Environmental, Social, and Corporate Governance.

The final list recognizes the top 400 most responsible companies in the U.S., spanning 14 industries: Automotive and Components; Capital Goods; Consumer Goods; Energy and Utilities; Entertainment, Leisure, and Dining; Financial; Health Care and Life Sciences; Materials; Professional Services; Real Estate and Housing; Retail; Software and Telecommunications; Technology Hardware; and Travel, Transport, and Logistics.



Investor Relations and ESG Ratings

In 2020, Trinseo intensified communications with investors on topics related to sustainability in response to increased demand for these insights. Sustainability was a key topic of discussion during investor calls, we made direct outreach to investors to discuss our ongoing sustainability journey, and representatives of the Company also presented on our sustainability efforts as part of Fermium Research’s ESG Forum.

As a result of these investor relations activities in 2020 and building on our continuous sustainability improvement over the years, Trinseo was subsequently recognized with positive ESG ratings from various organizations. As of 2021, MSCI gave Trinseo a rating of AA, an increase from the previously issued A rating. In addition, as of April 2021, Trinseo received an ESG Risk Rating of 23.9 from Sustainalytics and was assessed to be at Medium risk of experiencing material financial impacts from ESG factors. This ESG rating places Trinseo in the 93rd percentile of all chemical companies and in the 95th percentile of commodity chemical companies. Sustainalytics also rated Trinseo’s ESG Management score as Strong.



Trinseo Achieves Silver Medal in Sustainability Rating from EcoVadis

Trinseo once again received a Silver Medal Sustainability Rating from EcoVadis. In EcoVadis’ Sustainability Performance Overview, Trinseo received an overall score in the top 13% of companies rated by EcoVadis in the manufacturing industry of plastics products. Trinseo also received noteworthy industry rankings in the following categories:

- Environment: top 25%
- Labor & Human Rights: top 24%
- Sustainable Procurement: top 23%
- Ethics: top 17%

EcoVadis is recognized as the world’s largest and most trusted provider of business sustainability ratings, creating a global network of more than 75,000 rated companies. This recognition is announced annually in December and the title is valid through the following year.





Our Approach to Sustainable Operations

Trinseo's focus on positive economic performance allows us to innovate in support of our sustainability commitments as a leading global materials company and manufacturer of plastics, latex binders, and synthetic rubber, including various advanced specialty products and sustainable solutions. Economic performance was identified within our recent Materiality Matrix as an issue of significance for our stakeholders.

Our product portfolio brings together plastics, latex binders, and synthetic rubber businesses that share feedstocks, operations, customers, and end users.

The Company's strategy is to grow margins and reduce earnings volatility through both organic investment and the pursuit of strategic acquisitions and joint ventures, targeting differentiated technologies focused on providing solutions that meet the evolving needs of our customers. The strategic acquisitions and investments that we pursue will have attractive risk-adjusted returns in markets and geographies that we believe have the best opportunity for growth, while also achieving cost efficiencies across our businesses.

In conjunction with our pursuit of targeted growth opportunities, our strategy may also include targeted divestitures of underperforming businesses or those less suitable to our portfolio. Our organic growth will be developed through strategic capital investments to extend our leadership position in select market segments and by innovation that provides technological differentiation to our customers who seek our technological and development capabilities to create specialty grades, new and sustainable products, and technologically differentiated formulations. Supporting this strategy is the Company's Business Excellence program, first implemented in 2019, which is focused on business process optimization and increasing our operational efficiency and effectiveness.

In 2020, we continued to focus our efforts and investments in product offerings serving the following applications, which are less cyclical and offer significantly higher growth and margin potential: coatings, adhesives, sealants, and elastomers (CASE) applications within the Latex Binders segment and Engineered Materials applications, including consumer electronics, medical, and thermoplastic elastomers (TPEs) applications.

In December 2020, we announced the proposed acquisition of Arkema's PMMA business, which included its polymethyl methacrylates (PMMA) and activated methyl methacrylates (MMA) assets. We expect this acquisition to further increase our margin potential and decrease earnings cyclicality. As of the publication of this report, Trinseo has completed this acquisition and acquired seven plants across five countries and three R&D facilities, in addition to having extended the Company's supply chain network and manufacturing footprint. The acquisition added approximately 300 new customers in Europe and the U.S. to Trinseo's customer base and approximately 6,300 new SKUs. PMMA is a transparent and rigid plastic with a wide range of end uses and is an attractive adjacent chemistry that complements Trinseo's existing offerings across several end markets including automotive, building and construction, medical, and consumer electronics.

In order to support our growth strategy, we remain committed to maintaining a strong financial position with appropriate financial flexibility and liquidity. We employ a disciplined approach to capital allocation and deployment of cash that strives to balance the growth of our business, funding for targeted acquisitions, and continued cash generation, while also providing attractive returns to our shareholders. For 2020, this included distributing a quarterly dividend to shareholders of \$0.40 per share, and using \$25.0 million in cash to repurchase approximately 0.8 million ordinary shares, about 2% of our

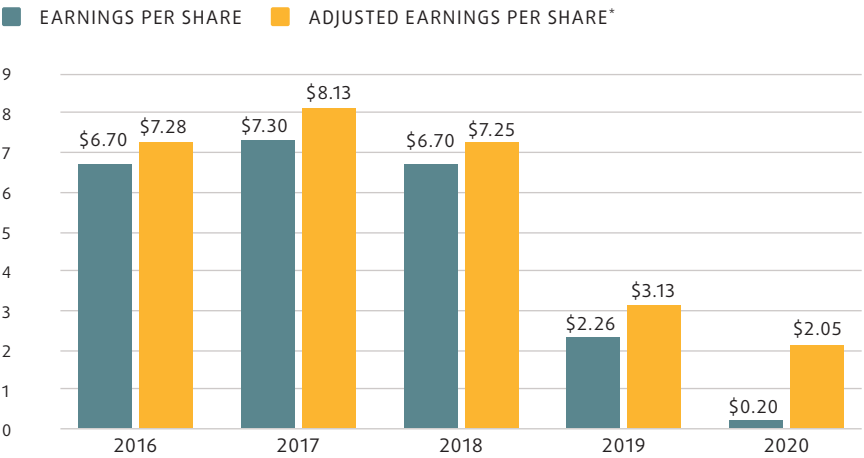
ordinary shares outstanding at the beginning of the year. In conjunction with our announcement of the proposed acquisition of the PMMA business from Arkema, we announced the implementation of a dividend reduction and suspension of our share repurchase program to preserve cash for the transaction and reduce the need for additional indebtedness. At the same time, we also announced the potential divestiture of our Synthetic Rubber business. Our Synthetic Rubber business is a valuable asset with significant growth opportunities in the tire market, however we believe there are other parties who can better capitalize on these growth opportunities in the face of continued industry evolution. At the time of this report's publication, the sale of our Synthetic Rubber business had been confirmed and is expected to close in 2022.

The priorities for uses of available cash include completion of the proposed acquisition of the PMMA business from Arkema, the servicing of our debt, the continued return of capital to our shareholders via quarterly dividends, the funding of targeted growth initiatives, and the repurchase of our ordinary shares, when deemed appropriate. Trinseo's management believes that strong cash flow generation, continued profitability, and spending discipline are critical to providing the Company with the ongoing flexibility to pursue our business strategy.

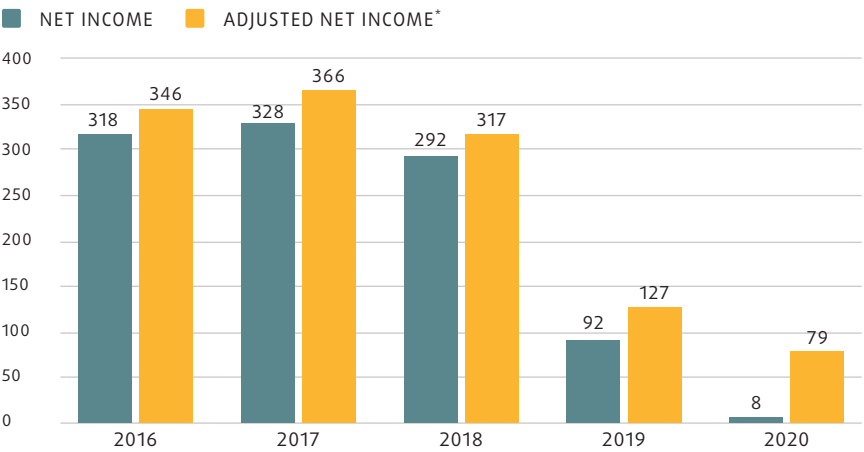
Trinseo develops a detailed annual plan and monthly financial forecasts, as well as a five-year strategic plan, which includes an analysis of economic outlook for key markets and geographies, assumptions about currency, our overall investment thesis, earnings projections by business, and the capital plan. Our employees and business teams play a critical role in creating our longer-term strategies for growth, including product and application development, new customers, technology strategy and investments, and acquisitions.

Historical Economic Performance Through 2020

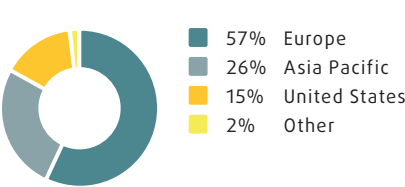
EARNINGS (DILUTED, \$)



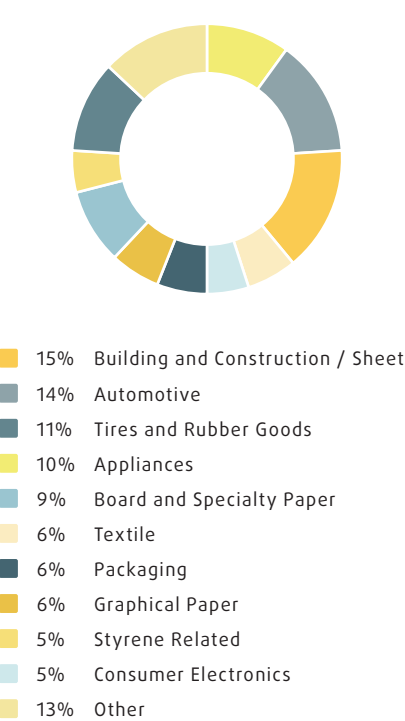
NET INCOME (\$MM)



2020 NET SALES BY GEOGRAPHY



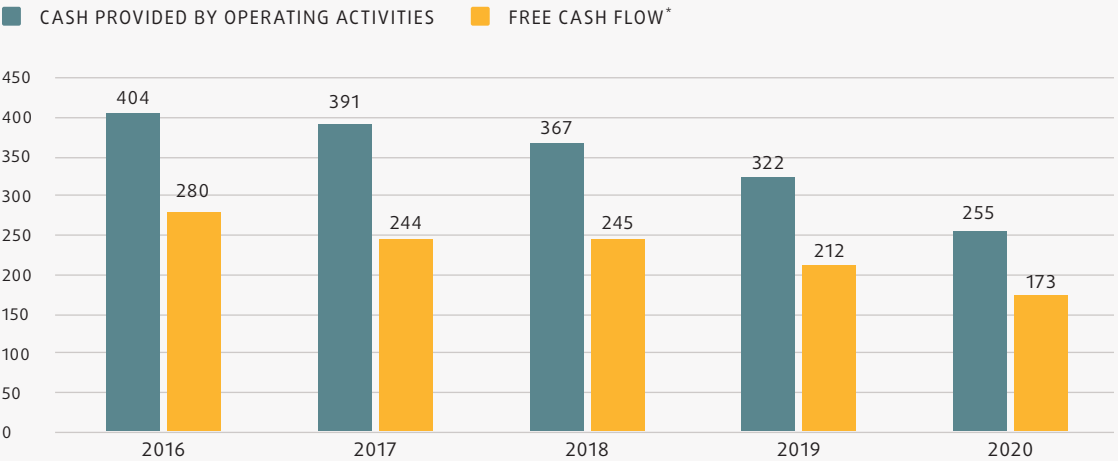
2020 NET SALES BY END MARKET



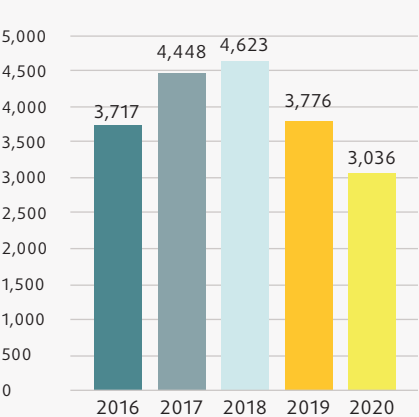
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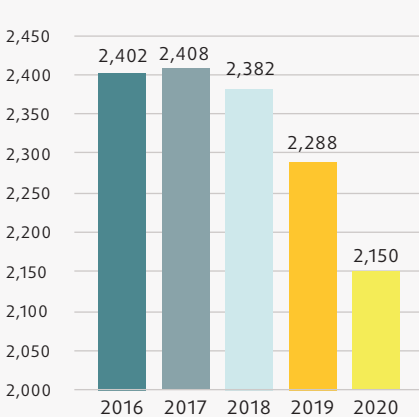
CASH (\$MM)



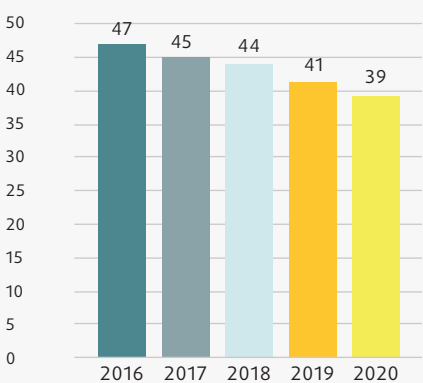
NET SALES (\$MM)



SALES VOLUME (KT)



WEIGHTED AVERAGE SHARES-DILUTED (MM)



Additional financial filings and disclosures are available at <https://investor.trinseo.com/investor-relations/company-overview>.

* For a reconciliation of Adjusted Net Income, which is a non-GAAP measure, to Net Income, as well as a reconciliation of Free Cash Flow and Adjusted EPS, see the [Index](#).

GRI 102-45

COVID-19 Pandemic

Trinseo noted adverse market and industry conditions beginning to emerge in mid-March 2020 stemming from the COVID-19 pandemic, which created an environment with historically-low demand, mainly in our Base Plastics and Synthetic Rubber segments, resulting from reduced sales to automotive and tire applications. To mitigate the impacts of the adverse conditions caused by COVID-19, our management team took cost management and liquidity-focused actions to reduce and control operating costs and capital expenditures, to manage working capital, and to reduce our utility costs. As a result of these actions, the Company achieved strong cash generation and year-end liquidity. During the second half of the year, we observed significant demand recovery in many of our end markets, such as automotive, construction, and appliances.

Through the fourth quarter, the Company continued operations at all of our manufacturing locations and did not experience any material disruptions in our supply chain, which allowed us to continue meeting customer demand.

Ethics & Compliance

Ethics and regulatory compliance are cornerstones of Trinseo’s mission to deliver technology and solutions that are intrinsic to our customers’ success. These were also deemed relevant by key stakeholder groups as part of our Materiality Assessment.

It is the policy of all Trinseo employees, officers, and directors in all regions to be lawful, highly principled, and socially responsible in all of our business practices. We expect all employees to learn and comply with all corporate policies and laws applicable to their job responsibilities,

and we provide extensive training and resources to make employees aware of these expectations, as well as mechanisms to report concerns relative to ethics and compliance.

Click on the following links to view some of Trinseo’s ethics and compliance policies:

- CODE OF BUSINESS CONDUCT
- ANTI-CORRUPTION POLICY
- ANTI-DISCRIMINATION POLICY
- CODE OF ETHICS FOR SENIOR FINANCIAL OFFICERS
- COMPETITION LAW COMPLIANCE
- CONFLICTS OF INTEREST POLICY
- CORPORATE GOVERNANCE GUIDELINES
- ENVIRONMENTAL, HEALTH & SAFETY POLICY
- GOVERNMENT CONTRACTING POLICY
- ADMINISTERING THE ETHICS PROGRAM

Trinseo’s Code of Business Conduct

Led by Trinseo’s Code of Business Conduct and a suite of supporting policies, employees are expected to uphold the highest ethical and business standards in all matters involving the Company. The code provides key ethical principles and policies to assist our employees as they conduct business around the world, in conjunction with existing Trinseo policies and standards and the laws, rules, and regulations in countries in which Trinseo does business. Trinseo’s Code of Business Conduct is extended to our suppliers through Trinseo’s Supplier Code of Conduct.

Key tenets of the Code of Conduct include Respect for Trinseo People, which addresses human rights, diversity and equal opportunity, protection against harassment, workplace health and safety, and privacy and protection of personal data; Protecting the Environment, which covers compliance with EH&S laws; Protection of Trinseo’s Assets and Reputation, which highlights conflicts of interest, gifts, records management, and political involvement, among other items; and Integrity in the Marketplace, which provides guidance on competition and fair trade and international trade laws.

Employees are expected to apply the principles and policies detailed to the left to the daily performance of their business activities, and immediately report any compliance concerns to a supervisor, Human Resources, Trinseo’s Chief Compliance Officer, or our ethics compliance hotline, which provides both telephonic and online access. Trinseo has zero tolerance for any reprisal or retaliation against a person who reports a known or suspected violation in good faith.



Ethics Administration & Training

We take great care to support proper administration of the Trinseo Ethics and Compliance Program, with an approach that includes executive oversight, protection of those reporting potential violations, employee training resources, and an ethics and compliance hotline. The Ethics and Compliance committee is composed of 11 senior Trinseo executives and led by our Associate General Counsel and Chief Compliance Officer, and it reports to the Audit Committee of Trinseo’s Board of Directors. The Committee reviews, modifies, and updates the Code of Business Conduct and its supporting policies on an ongoing basis, oversees the responses to any ethics or compliance reports or questions, conducts or monitors any investigatory activity, and assists in communication of the Ethics and Compliance Program to employees and the public, helping to ensure a positive compliance culture. Trinseo encourages employees to report any known or suspected ethical or legal violations, and clearly communicates its zero tolerance and disciplinary action for any retaliation against a person who reports in good faith. Trinseo contracts with NAVEX Global to provide a hotline that allows anonymous reporting for individuals inside or outside the Company.

Ethics and Compliance training is required of all Trinseo employees on a regular basis and is administered through a web-based portal that is available in 10 languages. Further training is conducted in person, and additional modules pertaining to ethics and compliance topics have been periodically added.

Human Rights & Modern Slavery

Trinseo believes that respect for the dignity, rights, and ambitions of all people is a cornerstone of business excellence. We seek to have a positive impact on the reduction of unlawful labor and child exploitation, follow all applicable child labor laws and regulations, and monitor that hours of work, rates of pay, and benefits follow applicable laws and regulations.

Our organization is working to develop a more in-depth approach to these topics within the Company and the supply chain, including more training and assessment specifically, as a result of our stakeholder analysis. Training will be scheduled in the future to continue these efforts.

Trinseo’s Procurement team has integrated modern slavery into its supplier screening and assessment process through Achilles, our supplier self-assessment tool; EcoVadis ratings; and our integrated risk management tool.

Supply Chain & Procurement

At Trinseo, ethical considerations are part of how we conduct business, and we work to select suppliers that mirror our commitment to ethical conduct, global corporate social responsibility, and sustainability. We work with over 5,000 suppliers across the globe, and we preferentially select those that exemplify behaviors set out in the Trinseo Supplier Code of Conduct.

In our Materiality Assessment, our key stakeholders indicated responsible procurement was a significant topic, and we believe this is an important element of our business that not only impacts our ability to operate, but also the entire value chain and the communities we serve.

Procurement activities are to be conducted with integrity and care for the health and safety of our customers, suppliers, employees, and communities and for the protection of the environment. Furthermore, Trinseo procurement strives to maintain a sound business relationship with its suppliers, aiming for mutual growth, encouraging innovation, and adopting a culture of continuous improvement.

TRINSEO'S SUPPLIER CODE OF CONDUCT

SUPPLIER PURCHASING ETHICS

Our Supplier Code of Conduct outlines expectations relating to topics including, but not limited to:

- Corporate Social Responsibility and Sustainability
- Human Rights
- Ethical Conduct
- Environmental Protection
- Energy and Resource Conservation
- Prioritization of Products
- Product Stewardship
- Material Sourcing
- Trade Compliance



Ethics and compliance training is required of Trinseo employees on a regular basis.

We also expect the integration of sustainability and corporate social responsibility into each company’s business strategy, products, supply chain management, material sourcing, research and development activities, manufacturing, and operations.

Basic expectations set out for Trinseo suppliers include: complying with applicable laws and regulations; adhering to the highest standards of product stewardship, product quality, environmental responsibility, occupational health and safety, sustainability, ethical behavior, corporate social responsibility, and fair labor practices; and operating, and encouraging their own suppliers to operate in a way that is consistent with the Trinseo Supplier Code of Conduct and related policies.

Trinseo’s Supplier Code of Conduct sets out guidelines for our suppliers in the value chain, establishing the expectation that they will:

- Respect human rights and not be complicit in human rights violations within its sphere of influence, and have appropriate safeguards to identify, track, and resolve any such violations
- Respect workers’ rights, including the right to fair wages and hours, to organize and be free of harassment or discrimination, and to prevent child labor

- Provide a safe and healthy workplace for employees, with operational controls and emergency prevention, preparedness, and response; and communicate any EH&S incidents to Trinseo if affected
- Conduct business in compliance with antitrust and fair competition laws; prevent situations with conflict of interest
- At no point source tin, tantalum, tungsten, or gold (conflict minerals) from the Democratic Republic of Congo or the adjoining countries in a manner that directly or indirectly finances or benefits armed groups

Adherence to our Supplier Code of Conduct, or substantially similar principles, is included as a requirement in our contracts. As applicable, we ask that suppliers be members of Responsible Care® or similarly certified. Trinseo also works with our supply chain partners to ensure the sustainability and safety of materials. Given the regulatory and customer attention on raw materials throughout the supply chain, we request that suppliers promptly notify us of compliance issues via our hotline, changes in product composition, regulatory status, and product performance in connection with raw materials supplied. We also use a Raw Materials Regulatory Checklist to collect regulatory and other data, including country of origin, International Organization for Standardization (ISO) certification, Responsible Care® status, and energy management system information of suppliers.

The primary focus of Trinseo’s Global Procurement function is to support our businesses and functions to achieve the Company’s profitability goals and implement appropriate controls as we engage and pay third parties in pursuit of Trinseo’s goals. Procurement is expected to employ category and subject matter expertise, utilize Company buying leverage, and establish professional supplier relationships that benefit the Company.

Procurement collaborates with Trinseo’s businesses and functions as a trusted partner aligning sourcing strategies, operational plans, and continuous improvement initiatives to build cost, reliability, technical, and other key advantages by:

- Continually challenging the supply market to bring greater value and performance, and by proactively managing and developing a capable and commercially secure supply base. Assisting the Company to achieve its EH&S and sustainability goals through the support of the supply base
- Serving as the owner and custodian of the Source to Pay process, and operating the procurement process using specifications and evaluation criteria as defined in this policy
- Processing all authorized purchase and service requisitions on behalf of our internal customers and managing the data files required to support these activities, including supplier information, price files, and catalogue data. All commitments for goods and services are made through our authorized systems and using our processes
- Expecting all current and potential suppliers to Trinseo to engage ethically through Trinseo’s Procurement function

TRINSEO APPOINTS RAINER SCHEWE VP, SUPPLY CHAIN SERVICES

In 2020, Rainer Schewe was appointed to oversee Supply Chain, Procurement, and Information Technology at Trinseo. In the role, Schewe is responsible for leading and driving further improvements and supply chain excellence in alignment with the Company’s transformational journey and business excellence focus.

Path to Sustainable Procurement

Building on the Supplier Code of Conduct, and bolstered by the results of our Materiality Assessment, Trinseo has been implementing a new Corporate Procurement Policy that debuted in 2019. The new policy not only restates the requirement that suppliers adhere to Trinseo’s Code of Conduct but also sets forth Trinseo’s policy to preferentially select suppliers that adhere to the principles in our Supplier Code of Conduct and demonstrate the integration of sustainability and corporate responsibility into their business strategies. The Procurement Policy is designed to leverage Trinseo’s purchasing power across the Company to establish the principles and directives for the procurement of materials, supplies, equipment, and services on behalf of Trinseo, and it reflects the transparency that we expect in all procurement-related activities.

This policy includes a selection criterion for new suppliers and an evaluation criterion to retain existing suppliers. Supplier evaluation criteria is based on environmental, risk, quality, innovation, cost, and price parameters; new suppliers are checked for financial stability, sustainability, performance, and all ethics and compliance factors.

Trinseo has developed a variety of evaluation tools to support this new policy, including a Supplier Relationship Management (SRM) scorecard that establishes a sustainability rating to evaluate our suppliers. The results of the scorecard are shared with suppliers and improvement points are identified. This is in addition to the tools used to monitor materials and an external tool used for compliance screening of suppliers.

In 2020, Trinseo’s procurement function advanced these efforts by introducing an integrated risk management tool to assess suppliers and their reputation, ethics, and compliance activity. The new supplier assessment program allows us to assess sustainability requirements for all of our suppliers above \$100,000 annually, including adverse media checks, regulatory noncompliance, financial risk checks, EcoVadis scores, EH&S policies, and adherence to Trinseo’s anti-corruption and due diligence program.

Over the past few years, Trinseo’s Procurement team has been developing and implementing a sustainability strategy to support Trinseo’s sustainability goals. These efforts were externally recognized by EcoVadis, which ranked Trinseo Procurement in the top quartile for the manufacturing industry of plastics products.

T2020

Trinseo completed a complex carve-out and spinoff from The Dow Chemical Company (Dow) in 2010. We established our distinctive culture — centered on agility, accountability, profit and loss focus, commitment to Responsible Care®, and sustainability — by blending the best of our heritage culture with new thinking. Following the spinoff, we entered into a Master Outsourcing Services Agreement (MOSA), which helped reduce start-up risks and allowed the Company to focus on key business activities in a cost-effective way.

Through the Trinseo 2020 (T2020) program, we have defined, shaped, and taken control of our work processes, services, and systems that were previously provided by Dow. In 2020, we took the final step in our journey to become a fully mature and independent company by transitioning the remaining services, process, and systems away from Dow, including elements of our informational technology infrastructure, security, ERP services, and applications.

Quality Management

Trinseo’s approach to quality is founded on the belief that every person in the Company is responsible for and contributes to the quality of Trinseo’s products and services. By integrating customer expectations into the planning of our business processes, we ensure that we deliver the right products at the right time in the right conditions.

We continuously strive for excellence of our products and services, involving cross-functional teams consisting of R&D, Procurement, Manufacturing, Supply Chain, and the Commercial Organization to evaluate our quality performance and define improvement plans.

Trinseo ISO Quality

Trinseo’s corporate quality management system is certified according to the international quality management system standard ISO 9001:2015, and relevant sectors are certified to applicable industry standards such as IATF 16949 for the automotive industry and ISO 13485 for the medical industry.

PRIVACY POLICY

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Privacy & Information Security

Trinseo recognizes the importance of security and protecting the personal data and information of our business, employees, and customers. Data security breaches could compromise sensitive information related to business or the personal data of employees, vendors, and customers.

We face risk of attack from outside the Company as well as risk from internal threats to information security, ranging from negligent employees to dishonest consultants, which could compromise our business or disrupt operations.

Trinseo’s global information security director maintains integrated security strategies and conducts risk and vulnerability assessments at operating facilities worldwide. Training is provided on information security, and the Company also has a Global Information Security Committee. We have identified and implemented appropriate measures to protect these facilities from physical and cyber-attacks, and we continue to assess security vulnerabilities and reinforce security to remain compliant with applicable data security and other data privacy laws and regulations.

In 2020, there were no known or substantiated reportable breaches associated with customer privacy and customer data stored by or for Trinseo.



Operation Clean Sweep®

The prevention and limitation of pellet, flake, and powder loss is a priority in the plastics industry and a critical issue for our environment. Reportedly, each year roughly 100 million spilled pellets enter the environment, making their way into local waterways and eventually into estuaries and oceans. Not only is this a litter issue, but these pellets, flakes, and powders can also harm birds or marine animals.

Since 2014, Trinseo has been an active member of Operation Clean Sweep® (OCS), a plastics industry association effort to reduce plastic pellets in the environment. The program helps facilities implement good housekeeping through pellet, flake, and powder containment practices

and work toward achieving zero pellet, flake, and powder loss — thereby protecting the environment and saving valuable resources.

Following internal assessments, many measures have been taken at Trinseo over the years to address the challenge of plastic escaping into the environment, including better housekeeping in warehouse and loading areas, the installation of sieves in rain and process water drains, and enhanced work instructions and training for logistics operators.

In November 2020, Trinseo’s Terneuzen site unveiled an innovative breakthrough project — a pellet blowing device for trucks intended to help reduce loss of plastic pellets

outside Trinseo’s facilities. Any vehicle that is loaded in the site logistics plastics area in Terneuzen will pass through a specially designed blowing device that removes all potential pellets left on the truck before site departure. A tunnel construction around the blowing device forces the truck to reduce speed during the cleaning operations, enables automatic start/stop, and most importantly, prevents blown-off pellets from escaping into the surrounding environment.

During 2020, Trinseo did not have any spill events that release significant or reportable amounts of plastic pellets or flakes into the environment.



Our Approach to Innovation

As a global materials provider, it is Trinseo’s mission to create value for our stakeholders by innovating and collaborating with our customers to deliver technology and solutions that power ideas and innovation.

We celebrated our 10th anniversary in 2020, representing a decade of growth, development, and investment that has transformed our Company into a global industrial player with products intrinsic to the lives of many. In fact, our name was derived from the word “intrinsic,” meaning something essential and innate. Our portfolio of plastics, latex binders, synthetic rubber, and engineered materials are “intrinsic” to products in high-growth end markets including building and construction, consumer electronics, footwear, health care, and high-performance tires.

As consumers and our customers continue to demand more sustainable, circular products, we see our innovative products as a means to bolster our business strategy for growth. Notably, Sustainable and Innovative Products for Customers was viewed as the most material topic for stakeholders and Trinseo alike, reinforcing the significance of these efforts and supporting our mission and competitive strategy.

Our Board and Executive Leadership Team has established our focus on

sustainable innovation, which is then implemented by business leaders in Plastics, Latex Binders, Synthetic Rubber, and Engineered Materials who are driving toward business objectives. We have invested in innovation for all business units intended to help create sustainable change, including developing new products and technologies and implementing projects to improve energy usage and raw material efficiencies. In each of our business segments, leadership is working to develop and enhance both sustainability and innovation road maps.

An essential element of our innovation is focused on developing and delivering sustainable solutions and striving for less reliance on fossil fuels. Across all businesses, this is a driving force of our R&D efforts. Our approach to sustainable innovation is centered on energy and waste management, eco-based product design, the development of bio-products, pursuing advancements in recycling and chemical recycling, and establishing the means to fully close the loop. Our product development

aligns with global trends, such as improving fuel efficiency through production of tires with lower rolling resistance, light-weighting cars while maintaining safety and strength, sustainable living and housing, and life-saving medical devices.

In building our portfolio of innovative, sustainable material solutions, we use a stage-gate approach to innovation. The process starts with a surplus of creative ideas and funnels them through a series of quality control “gates” designed to increasingly refine and focus our innovation, ultimately resulting in a more sustainable product portfolio. This process helps us to efficiently and effectively commercialize new product offerings that directly help to fulfill our Sustainability Goals to ensure 30% of our R&D efforts are aimed at circular economy solutions by 2025, and also that 40% of our product portfolio is sustainability advantaged and 50% of these products are used in applications that align with the United Nations Sustainable Development Goals by 2030.

Offering a Sustainable Product Portfolio

We will focus our business and innovation to incorporate sustainability into our product offerings to customers.



Plastics & Feedstocks

Driven by global supply and demand, Trinseo’s Plastics & Feedstocks business strives to anticipate and respond to global trends including mobility, digitalization, a growing and changing population, circularity, sustainability, anti-plastics sentiment, and global concerns about marine litter and waste. An essential part of our business strategy to address these trends and concerns is the creation of a more sustainable innovation pipeline, which is designed to help our customers reach their sustainability goals by offering them the solutions they need to provide more sustainable products to consumers.

We have a long history of providing solutions to complex material and logistical challenges. As a company built on a unique combination of capabilities, we have a strong market position, world-class production assets, and leading technology. Our Plastics & Feedstocks business supports customers across a variety of application areas, including appliances, automotive, building and construction, packaging, and more.

Our Plastics & Feedstocks business includes many of our flagship materials that comprise the custom solutions we offer to our customers, including our CALIBRE™ Polycarbonate (PC) Resins, MAGNUM™ ABS (acrylonitrile butadiene styrene), and STYRON™ Polystyrene (PS). It also includes our Styrene monomer, a key building block across many materials in the plastics business and beyond, and our materials supporting the automotive industry, including PULSE™ PC/ABS, PULSE™ ECO, and ENLITE™ LGF (long glass fiber) ABS Alloys.

The following features highlight some of Trinseo’s achievements in Plastics & Feedstocks in 2020.

Trinseo Offers Bio-Styrene as a Feedstock

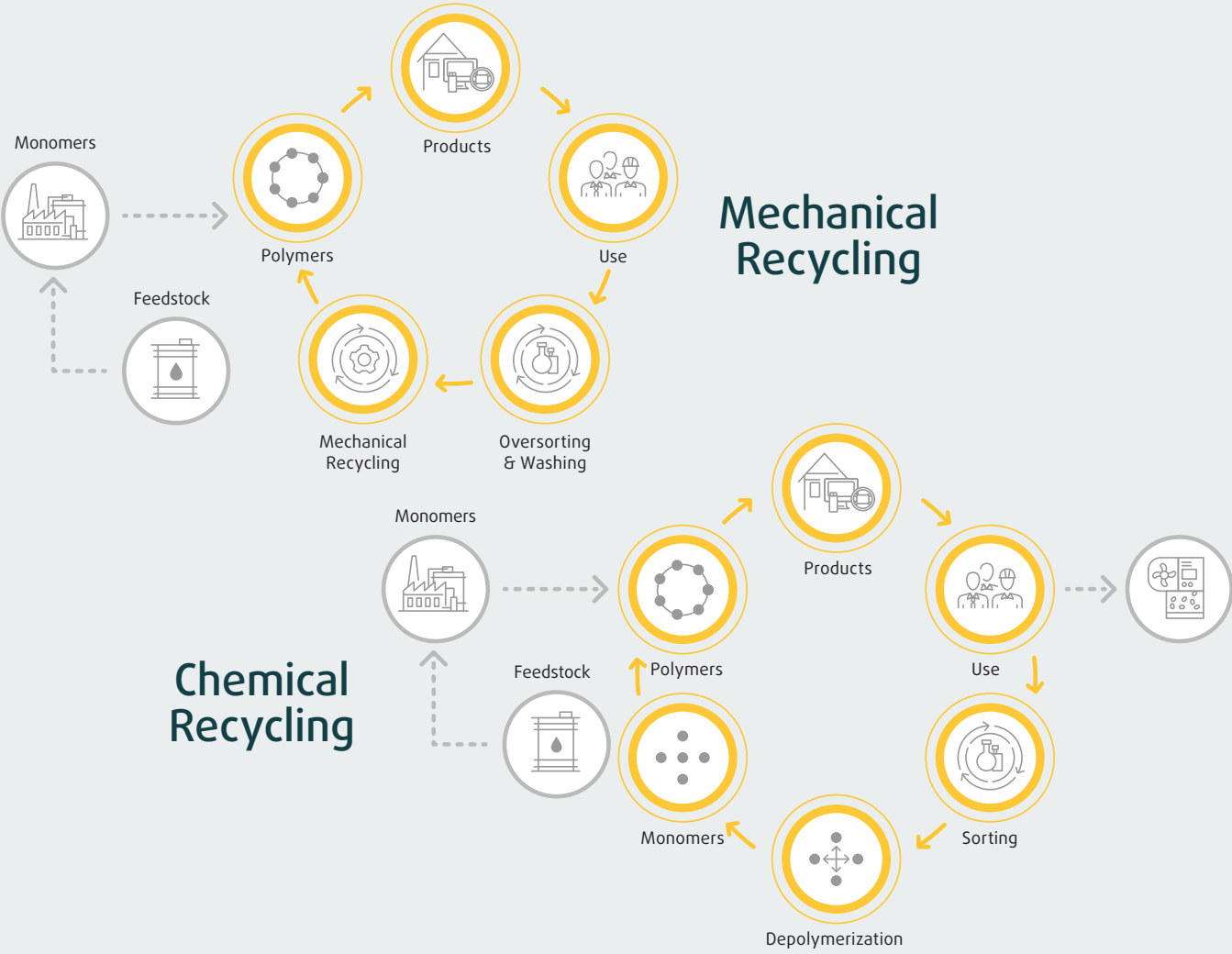
There is a high demand throughout the marketplace for ways to add renewable raw materials into products. As a solutions provider, Trinseo recently met this challenge with another critical ingredient.

In December 2020, we began producing bio-styrene, an important feedstock and an alternative to traditional fossil-based styrene. The material is manufactured at our ethylbenzene feedstock plant in Terneuzen, The Netherlands and is used to produce resins such as PS, ABS, Styrene Acrylonitrile (SAN), and Styrene Butadiene (SB) Latex.

Styrene is a compound obtained by reacting ethylene and benzene, both petroleum-based products. The bio component of the material in Trinseo’s formulation replaces benzene with “oil” made from the remains of wood pulp manufacturing, a second generation recycle. By using second generation bio waste, we ensure that our bio-sources do not consume more natural resources than necessary or compete with food chains.

The percentage of bio content in Trinseo’s styrene varies based on the proportion of bio to fossil-based content. For example, the first batch of bio-styrene produced at Trinseo had 75% bio-content and was made from 100% bio-benzene blended with ethylene from fossil-based naphtha.

The sustainable content is traced via the Mass Balance methodology, which allows Trinseo to track both bio and recycled feedstocks at the facility and provide customers with Sustainability Declarations as evidence of sustainable content claims. Trinseo’s feedstock plant in Terneuzen holds an ISCC+ certification for its Mass Balance processes.



The Road to Achieving Circularity for Polystyrene

For over 80 years, Trinseo has led the way in developing PS polymers, maximizing its versatility for a wide range of end markets. Over the past several years, we made great strides toward unlocking the sustainable potential of the polymer. Achieving full PS circularity will be a game changer, offering the unique potential for short closed loop recycling with the added benefit of fewer steps than recycling of other polymers because of its simple chemistry.

Our efforts have focused on dissolution and depolymerization recycling methods. With dissolution, post-consumer waste is dissolved in a solvent, put through a filtration process, and a recycled PS slurry is fed into a reactor with fossil-based material. With depolymerization, PS waste is converted back to its monomer state with the use of pressure and heat. Both methods produce sustainable materials, with depolymerization producing a monomer identical to the fossil-based material including food contact safety.

Achieving PS circularity requires collaboration across the entire value chain and a systems-based approach. As a leader in the advancement of circular solutions for PS and a founding member of Styrenics Circular Solutions, we participate in initiatives to close the loop on PS recycling. In 2020, we made the following advancements:

- Made our first sale of recycled general-purpose polystyrene (GPPS) for food packaging with converter Fernholz, bringing a unique, more sustainable product to the market
- Achieved ISCC certification for mass balance processes for PS at our Tessenderlo and ethylbenzene styrene monomer (EBSM) Terneuzen plants
- Pursued projects to advance the industrial validation of Recycling Technologies’ depolymerization technology in partnership with INEOS Styrolution. As of the publication of this report, these plans have been revised and now include the joint development of a pilot PS depolymerization plant in the U.K. in 2022. Trinseo also announced plans to build a full commercial scale PS depolymerization facility in Belgium in 2023 and INEOS Styrolution plans to build a recycling facility in France
- Collaborated with leading dairy brand Yoplait and leading packaging converter Intraplás on developing the first yogurt cup made with chemically recycled Polystyrene
- Signed a joint development agreement with Americas Styrenics (AmSty) and INEOS Styrolution to advance the circularity of PS
- Collaborated with COEXPAN to validate PS recycling technologies for use in the dairy industry for the form fill seal (FFS) market



Recycled Polystyrene via Dissolution Method Becomes a Reality

In partnership with Fernholz, a converter of plastic and polystyrene for the food packaging industry, Trinseo developed and commercialized a high-quality recycled polystyrene. The material uses post-consumer waste and dissolution technology, resulting in a material with 30% post-consumer recycled (PCR) content that is used for dairy packaging.

To measure the environmental impact of this material, we compared a general-purpose PS produced with 100% fossil fuel against a batch made from 30% PCR content in a life cycle assessment (LCA) and found it provided a 20% reduction in CO₂ emissions. A separate study found that the

performance properties of the recycled content containing material remained similar to the fossil-based material, including for transparency — a difficult property to achieve with recycled content.

Our goal now is to develop further recycled PS grades that allow a higher proportion of recycled PS in the packaging and further increase the PCR proportion. We can achieve all this without compromising quality and enable a high benefit for both our customers and the environment. Potential applications include consumer electronics, appliances, household products, and home furnishings.

Polystyrene’s Environmental Benefits in Food Packaging



Lightweight



Easily processable



Durable & shock-absorbent



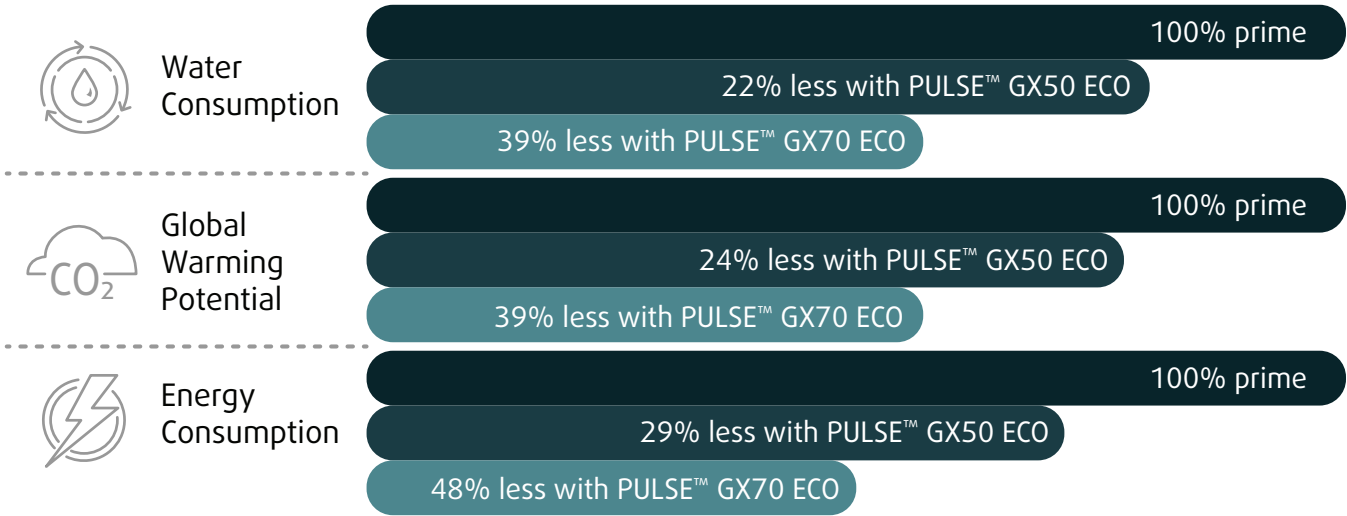
Clean, hygienic surface



Prolongs shelf life of food content

LCA-PROVEN:

THE FAVORABLE ENVIRONMENTAL IMPACT OF PULSE™ GX ECO PC/ABS



PULSE™ ECO Contributes to Automakers’ Sustainability Goals

Launched in Europe in 2020, Trinseo’s PULSE™ ECO Engineering Resins is a portfolio of recycled content-containing PC/ABS for automotive applications, offering manufacturers an alternate material to help them achieve their sustainability objectives. The material can be formulated with between 30 to 50% recycled content — as PULSE™ GX50 ECO and PULSE™ GX70 ECO — and combines European-sourced recycled polycarbonate sourced from industrial applications with our virgin MAGNUM™ ABS Resins.

Developed using an extensive source-by-source validation process of its recycling feedstocks, PULSE™ ECO offers strong technical features, including superior flow properties, low temperature ductility, and low density — making its performance comparable to its fossil-based equivalent.

Because the material contains Trinseo MAGNUM™ ABS, inherently, it has low volatile organic compounds. This property makes it ideal for automotive interior applications, such as mid/floor consoles, instrument panels, and pillars. The material meets major OEM specifications for PC/ABS, while its lower density results in up to 3% more parts per ton compared to competitive materials.

Through an LCA, we have proven it has a favorable environmental impact. PULSE™ ECO was a more sustainable solution compared to fossil-based materials, with up to 48% less energy, 39% lower water consumption, and 39% less global warming potential.



Latex Binders Materials & Solutions

With over seven decades of expertise, the Latex Binders portfolio offers chemistries for a wide range of applications in coatings, adhesives, sealants, and elastomers (CASE); paper and board; and textiles. Building on our portfolio of styrene butadiene latex, styrene acrylic latex, and vinyl acrylic latex solutions, we develop binders that deliver on performance, environmental and regulatory compliance, and processing efficiencies.

We have focused a significant portion of our innovation efforts on sustainability in response to customer demand for solutions that eliminate harmful chemistries and reduce environmental impact. We have developed many exciting sustainable innovations for our customers over the years, helping them to achieve their sustainability objectives for products that reduce energy usage, enhance safety, improve durability, and conserve natural resources.

At Trinseo, innovation is the product of collaboration with our customers and our wide-reaching network, so our Technical and R&D teams place our customers at the core of our research pipeline. We take a highly collaborative approach to new product development and are committed to fostering strong, long-term customer relationships.

We recently identified CASE as a key growth business for the Company, and have focused our innovation on developing sustainable products that support marketplace and environmental megatrends. We also offer industry-lowest VOC releasing and formaldehyde-free products for coatings and adhesives.

The following features highlight Trinseo’s recent sustainability-driven developments in the Latex Binders business.

Low VOC Technology for Carpet Adhesives

Trinseo’s Latex Binders business has been supporting the carpet industry for more than 60 years by supplying carboxylated styrene butadiene emulsion polymers designed to bind carpet fibers together. Our product is a necessary component of the completed carpet application, providing greater strength, durability, and dimensional stability.

As part of our ongoing efforts to increase the sustainability of our product portfolio, we created a more environmentally friendly latex recipe for carpet. By adjusting the latex binder chemistry, we were successful in reducing the quantity of VOCs released into the atmosphere, thus supporting the

United Nations’ Sustainable Development Goal of Climate Action and our own sustainability goals.

We introduced this technology in 2020 for the carpet market in China, and the end result was a 38% reduction in VOC emissions. This has also resulted in lower odor, in addition to having a positive impact on indoor air quality in the carpet manufacturing process and as part of the carpet installation process at the end user’s facility.

As momentum builds in regions beyond Asia Pacific for low VOC formulations, we expect the demand for this technology to grow.



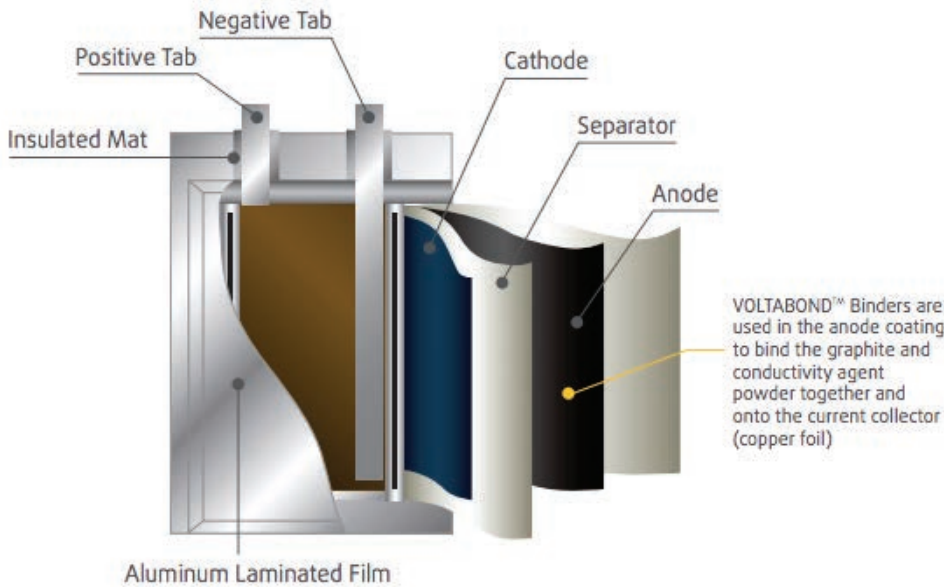
VOLTABOND™ for Sustainable Battery-Powered Vehicles

Trinseo’s Latex Binders business plays an essential role in the growing lithium-ion battery market with VOLTABOND™ material, a high-performance adhesive used in the coating formulation of the anode electrode of a battery to bind the graphite and the conductivity agent powder onto the current copper collector. Through this offering, we are helping our customers achieve their sustainability objectives and make a real impact.

Although VOLTABOND™ is a small part of a lithium-ion battery, it plays a critical role in ensuring performance and efficiency. The material balances adhesion and ionic conductivity, electrolyte absorption, and chemical resistance, and it also enhances recharging characteristics and cycling lifetime.

Our materials are used in batteries in three areas: Consumer, which includes batteries for computers, communication, and consumer electronics; Electric Vehicle, which includes batteries for automobiles, buses, bikes, and other modes of transportation; and Electric Storage System, which are larger battery units that replace generators and allow for storage of solar and wind energy.

We produce material for battery applications at our Zhangjiagang, China, and Rheinmünster, Germany, locations. To date, Asia Pacific represents the largest market for batteries with the major manufacturers in this region. However, other regions of the world are experiencing a surge and will likely continue that trend due to increased battery-powered applications.



Latex Coatings Enable Sustainable Paper & Board Applications

Coated paperboard is used in a variety of packaging applications for food and consumable household products. The material is generally made from natural wood pulp or other plant-based material; it is highly sustainable and, consequently, widely recycled across the globe.

Trinseo’s latex binders plays a key role in packaging applications. Our coatings not only allow the material to accept printing but also deliver excellent appearance, quality, and durability to the packaging surface. An additional benefit is recyclability. While we have been providing recyclable water-based coatings for paperboard packaging systems for quite some time, research and development in this area never stops.

In 2020, we partnered with one of our strategic customers, UPM Communication Papers, to explore ways to enhance coating functionality. Our goal is to commercialize innovative, new sustainable paper-based packaging systems. This includes “flow wrapping” for snacks and dry food — a material that typically makes use of a non-recyclable protective barrier.

Although our latex plays a small part in the total system — on average our material is less than 10% of any packaging application — the fact that our products enable customers to use renewable, recyclable wood-based alternatives is impressive.



Synthetic Rubber Materials & Solutions

For over 80 years, we have been honing our expertise in the production and innovation of synthetic rubber, working alongside our partners in the value chain. Together, we develop high performing synthetic rubber for our customers in the tires and technical rubber goods markets, while also helping them meet their own sustainability goals. Our product portfolio includes established rubber materials, specialized high-performance elastomers, and high-performance recycled rubber powder.

As societal demands change and consumers place more emphasis on environmental protection, Trinseo Synthetic Rubber has pioneered materials with a more sustainable life cycle. This is a multifaceted effort, including sourcing feedstocks responsibly and extracting maximum performance and efficiency from products when in use. To us, it means moving towards a circular economy in which rubber is returned to the value chain at the end of its life, instead of being wasted.

Trinseo’s Synthetic Rubber business focus is to develop innovative product solutions that enable tire manufacturers to be compliant with challenging climate goals. Our functionalized solution-styrene butadiene rubber (S-SBR) is used in tires that will enable the next mobility revolution. We are also scaling up the use of certified renewable and circular raw materials, thus enabling further CO₂ emission reductions, and we are developing solutions for the collection, processing, and recycling of scrap tires.

The following features highlight important developments we are making in this sector, driving sustainable applications in all of the industries we serve.



Scaling Up Sustainability in Synthetic Rubber

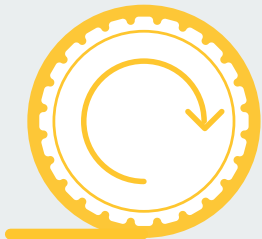
A key milestone in Trinseo’s sustainability journey was the development of functionalized S-SBR. Lab tests have proven tires made with functionalized S-SBR can reduce rolling resistance lab indicators by 50%, without compromise in wet grip or wear resistance. Tires generate 90% of their lifetime emissions during the use phase, and using Trinseo’s

functionalized S-SBR can improve fuel consumption by 3 to 5%. We are committed to helping our customers meet their sustainability targets, and that is why we are constantly innovating and developing new grades of functionalized S-SBR.

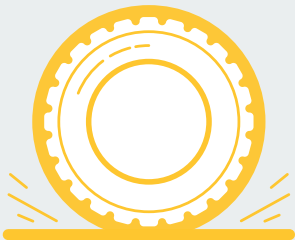
We took this a step further in 2020 by becoming the first synthetic rubber

manufacturer to achieve mass balance certification (ISCC) for our facility in Schkopau, Germany. Through the use of the mass balance approach, inputs of sustainable feedstock at the beginning of the value chain are tracked throughout a complex value chain and are appropriately allocated to the finished goods.

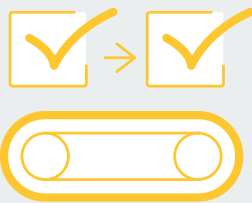
Sustainability Advantages of Functionalized S-SBR



Lower rolling resistance
Significant reduction of emissions during tire’s use phase



Improved wear resistance
Extended durability and lifespan for resource efficiency



Easier processing
S-SBR designed for easier processing in the manufacturing phase (reducing Scope 1 GHG emissions)

Making Tires from Tires

As an innovator driving the future of mobility from linear to circular, Trinseo is furthering the development and adoption of more energy-efficient and environmentally friendly synthetic rubber products. We believe that collaboration is essential to achieving full circularity and have engaged in several partnerships to help the performance tire market achieve its goal to become at least 80% sustainable by 2045.

One such collaboration was established in 2020 with Tyre Recycling Solutions (TRS), a company focused on building profitable, sustainable, and global solutions for the collection, processing, and recycling of end-of-life tires. By joining forces and putting our technology and stakeholder networks to use to develop solutions, we can further drive circularity in synthetic rubber.

Through this partnership, our customers benefit from access to the high-performance, recycled rubber powder TyreXol™, which can be manufactured for use in industries

ranging from building and construction to automotive and transportation, footwear, 3D printing, and beyond. TyreXol™ can serve as a partial replacement of virgin raw materials for rubber compounds and can be used to formulate and compound Styrene Butadiene Rubber-, Butadiene Rubber-, and Nitrile Butadiene Rubber-based compounds for tires and technical rubber goods.

Not only does TyreXol™ provide a distinct environmental benefit, but it also offers desirable performance advantages, which have been validated by several tire manufacturers. They proved that mechanical properties such as tear resistance and abrasion can benefit from compounding with TyreXol™. Furthermore, selective sourcing of high-quality raw materials from tire treads and TRS’ proprietary Water Pulse™ manufacturing process help ensure a remarkably high level of quality and consistency with these powders.



Engineered Materials & Solutions

Trinseo’s Engineered Materials business was formed in 2020 to serve customers from the consumer electronics, medical and personal care, footwear, appliances and tools, and automotive TPE markets. Our broad material solutions portfolio is composed of an assortment of specialty rigid compounds, thermoplastic elastomer (TPE) and thermoplastic polyurethanes (TPU) materials, biopolymers, and recycled containing resins. The business was created with sustainability at its core,

driving our innovation and business strategy. Our vision is to provide our customers with sustainably advantaged polymer solutions with no compromise to performance properties. Our materials can be made from sustainable sources with up to 100% recyclable and renewable content, and many are recyclable themselves. To achieve this, we are focused on building our entire Engineered Materials portfolio with a focus

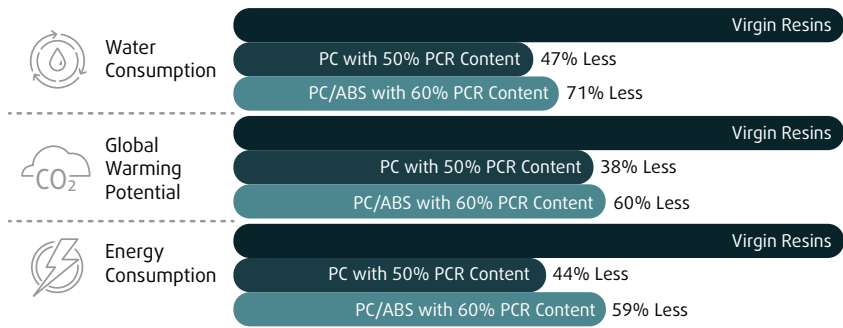
on sustainable solutions, including energy usage and raw material efficiencies that enable sustainable change throughout the value chain. Changing consumer landscape and trends will inevitably shape our future, so we are collaborating with our customers to develop future-oriented solutions aligned with their individual sustainability goals. Highlights of our notable achievements to advance sustainability in Engineered Materials from 2020 are summarized below.

Post-Consumer Recycled Content Growth in Consumer Electronics

As more customers require complex, sustainable solutions for their material needs, Trinseo is developing its portfolio of resins containing post-consumer recycled (PCR) polycarbonate (PC). Our PCR offering is now available with up to 95% of PCR material. Our PCR-containing PC and PC/ABS EMERGE™ ECO Advanced Resins are suitable for a wide range of applications, including enclosures, powered parts, packaging, and semi-structural components.

In 2020, our already substantial sales of PCR-containing resins increased by 50% as compared to 2019 and will continue to expand to further support our sustainability journey.

Trinseo’s PC and PC/ABS with PCR content



GRS Certification for Footwear

Trinseo’s footwear business, together with customer VAMAS, was audited by ICEA, a non-profit consortium that certifies food and non-food companies in areas of sustainability, and received Global Recycled Standard (GRS) accreditation for three of our TPUs. These materials

are part of our sustainable solutions portfolio and contain varying amounts of recycled content. Trinseo and VAMAS have collaborated for the past five years on a closed-loop initiative to secure scrap material from the manufacturing floor and feed it back into the cycle for reprocessing.

Bio TPU Growth in Footwear & Fashion

Trinseo’s solutions for the footwear industry have a long and successful history, meeting the highest requirements for aesthetic, lightweight, durability, and, most importantly, sustainability. We recognize that today, consumers in the footwear market expect more than just comfortable, lightweight, and ergonomic shoes that are also fashionable; they expect their footwear to be sustainable too.

With our range of innovative bioplastics, our customers no longer need to choose between performance and the environment. Our materials deliver the same physical-mechanical properties and performance as legacy resins, while also delivering benefits for public health an environmental sustainability.

In 2020, we ramped up support of luxury footwear manufacturers in their sustainability efforts by supplying biobased TPU materials, doubling sales of these products. We also expanded our customer base for biobased TPU beyond just footwear and into accessories applications, an exciting new opportunity for growth.



Investment in Growth

In order to better serve our customers, Trinseo is devoting resources to expanding manufacturing sites, research and development labs, and sustainability labs around the world. Throughout 2020, we also prioritized our human resources, investing in new people and skills improvement programs, and working to realign our resources and capabilities to execute our strategy and pivot to more innovative solutions.

— In December 2020, we announced the inauguration of our TPE pilot facility in Hsinchu, Taiwan, representing a major step in our wider growth strategy for TPEs. This state-of-the-art facility enables faster innovation cycles in close collaboration with customers for sustainably advantaged materials in the automotive, consumer electronics, footwear, and medical markets.

- In July 2020, we finalized the expansion of our TPE R&D Center in Mussolente, Italy, representing another step toward our growth strategy for TPE. The site had been under construction since February, and despite the COVID-19 pandemic hitting Italy especially hard, work was able to continue with complete adherence to plans and protocols laid out to keep workers safe and prevent the spread of the virus.
- In 2020, we kicked off a project to build a Sustainability Lab in Terneuzen, The Netherlands, with the aim to centralize our sustainability-related process and materials research for rigid plastics. The lab is operated by a dedicated team of scientists and technologists, and its activities center around crafting recycling process technologies for styrenics such as ABS and also polycarbonate.

Joining the Fight Against Coronavirus

When the coronavirus pandemic upended life as we knew it, Trinseo stepped up to help support efforts to combat the COVID-19 pandemic. Through close collaboration with our suppliers and logistic partners, and a global commitment from all our employees, we were able to accelerate production of key materials and deliver timely solutions where they were needed most.

In response to acute demand, we ramped up production of TPE for personal protective equipment for first responders and ventilators. We also began manufacturing testing equipment made of our CALIBRE™ medical-grade PC resin for the housing of a quick saliva test to detect the presence of the SARS-CoV-2 virus within 15 minutes.



Our Approach to People

Because we operate at the intersection of people, technology, and customers, we recognize that our future success lies in making deep investments in our employees, particularly by focusing on their long-term success, development, and recognition. Our key stakeholders share this belief, which is reflected in our Materiality Assessment.

Attracting and retaining a diverse pool of top-tier talent is paramount to our approach, and our Core Values and Culture are at the center of these efforts — helping to define who we are at our best and how we live our purpose.

Our Company's culture has been established over the years and brought to life by the people that are Trinseo. As we look forward, we are taking steps to refine and strengthen our culture by building on our strengths, identifying opportunities for improvement, and reinforcing those attributes that will allow us to progress further along our transformative journey to become an innovative solutions provider of sustainable materials.

Our Company's values are centered around community service, environmental protection, safety, innovation, commitment to customers, and sustainability. Every day we work to share our values and circular vision with the value chain, and they are reflected in the goals of our People Strategy:

- Reflect the value of the job and the contribution of the individual and team
- Foster attitudes of accountability and employee responsibility
- Link employee's performance to business results
- Be easily and effectively communicated to all employees
- Offer flexibility to serve differing employee and business needs across the global enterprise

Our organizational development and talent management strategies are defined by Human Resources in partnership with business leaders. Through strategic workforce planning, we strive to adopt the best organizational structures, better understand our current and future capability needs, and identify opportunities for talent acquisition and employee development to help achieve our goals.

Our People Strategy is integrated to support:

ORGANIZATIONAL DEVELOPMENT

To design organization models to achieve business strategies, assess employee engagement, evolve the culture, and facilitate and foster open, two-way communication

TALENT MANAGEMENT

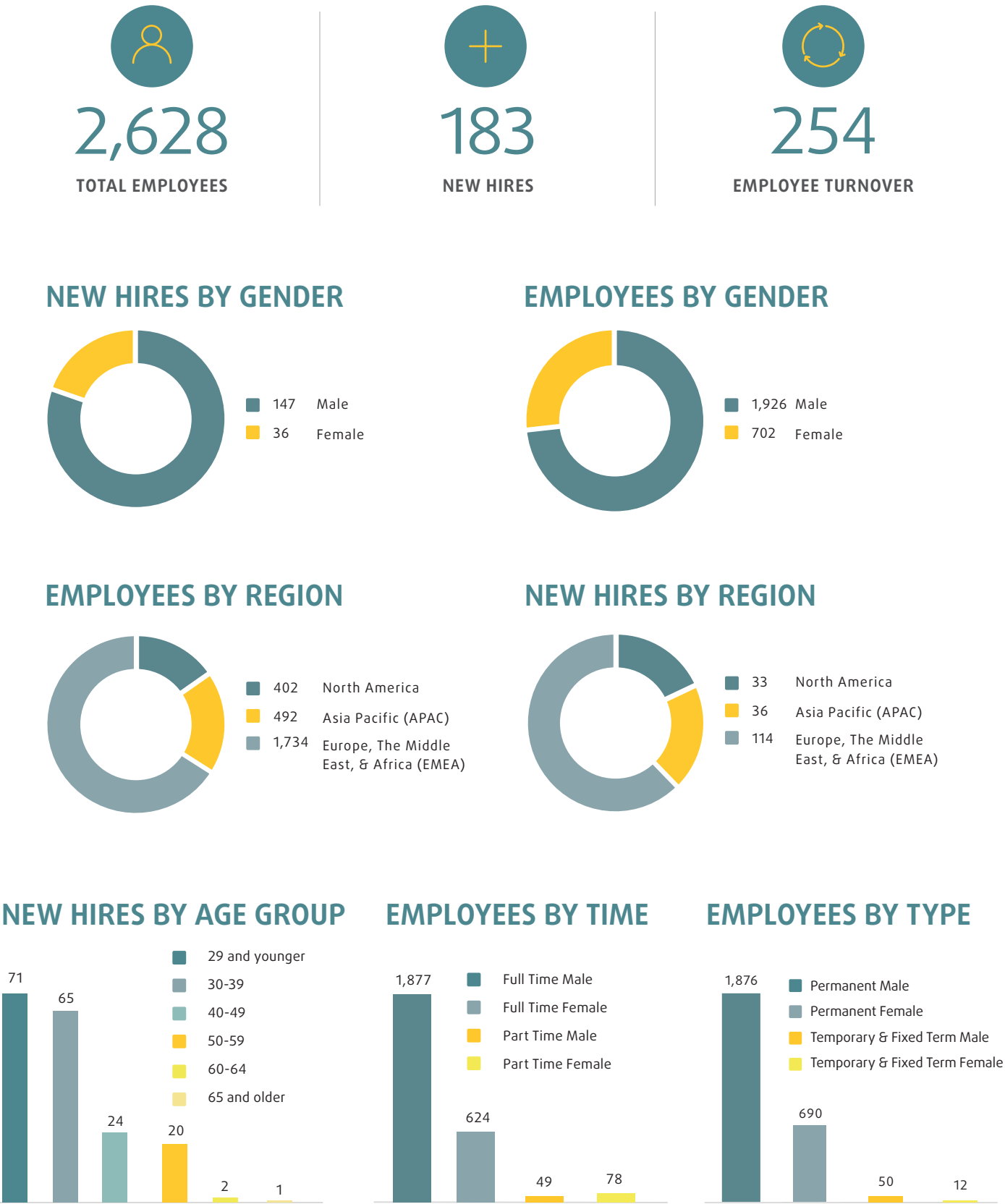
To attract and select the right talent for the right roles, onboard new employees to improve integration, build critical capabilities, and develop leaders of the future with a culture of collaboration among high-performing and diverse teams

RECOGNITION AND REWARDS

To manage, measure, and pay for performance; differentiate and recognize job growth with increases, promotions, and pay; distribute Annual Performance Awards; and utilize the Arrow Award program to recognize outstanding contributions from employees throughout the year



2020 Employee Reporting



Labor, Employment, & Compensation Policies

It is Trinseo’s policy to be lawful, highly principled, and socially responsible in our business practices, and we expect our employees to mirror that commitment. We are also committed to ensuring compensation equity among our employees.

Diversity and Equal Employment Opportunity

We are committed to creating and maintaining an environment in which all Trinseo people have an equal opportunity to reach their potential and contribute fully to the success of Trinseo. Trinseo provides equal employment opportunity (EEO) with a policy to recruit, hire, develop, and promote qualified applicants or employees without regard to race, color, religion, sex, pregnancy, gender identity, sexual orientation, veteran status, national origin, age, disability (mental or physical), or genetic information.

As part of our efforts to build a more diverse and sustainable workforce, Trinseo evaluated its global workforce and set forth a goal to achieve gender balance throughout the organization by 2030, inclusive of doubling the percentage of women in senior management and executive positions to 40%. This goal was integrated into Trinseo’s 2030 Sustainability Goals, which help direct the Company’s global sustainability initiatives and provide a target to measure progress against. Trinseo has also set out to address diversity needs beyond gender identity, inclusive of but not limited to race, sexual orientation, age, and disability. Given that the composition of Trinseo’s workforce can vary widely between regions and sites, the Company’s non-gender-based diversity goals are being established and addressed at a local and regional level.

Anti-Discrimination

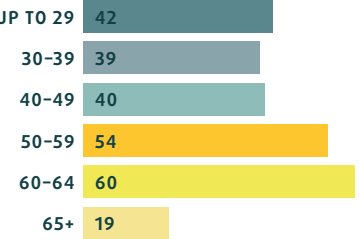
All employees can expect to work in a professional environment free from discrimination and are expected to fully comply with the requirements of our Anti-Discrimination Policy. Trinseo does not tolerate actions of harassment or reprisal taken based on an individual’s or group of individuals’ memberships in a protected classification. Trinseo also does not tolerate retaliation against a person who, in good faith, either reports or participates in any investigation regarding incidents of discrimination or harassment.

Trinseo also follows all applicable laws that provide protection for employees.

Violations of this policy will be addressed with corrective action and, if appropriate under the circumstances, disciplinary action up to and including immediate termination of employment.

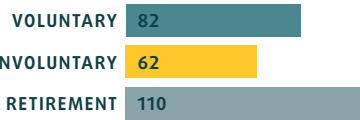
Complaints or concerns about these policies should be reported immediately to an employee’s supervisor, Human Resources, or the Trinseo Chief Compliance Officer, either directly or through the Compliance Hotline. All complaints will receive prompt, appropriate, and confidential review and investigation. Trinseo employees are expected to cooperate if they are involved in the investigation process and maintain appropriate confidentiality about matters being investigated.

TURNOVER BY AGE GROUP

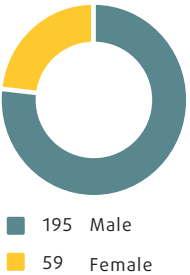


TURNOVER BY REASON

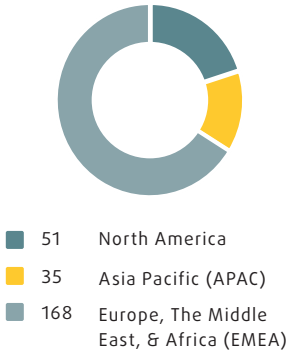
Trinseo experienced voluntary turnover of one employee following parental leave in 2020.



TURNOVER BY GENDER



TURNOVER BY REGION



Compensation Policies

Trinseo’s process for determining remuneration reflects the Employee Value Propositions (EVPs) with two main components: base pay and an annual variable program called the Performance Award. Stakeholders’ views are sought and considered regarding remuneration with an external consultant responsible for benchmarking Trinseo’s remuneration status with the market.

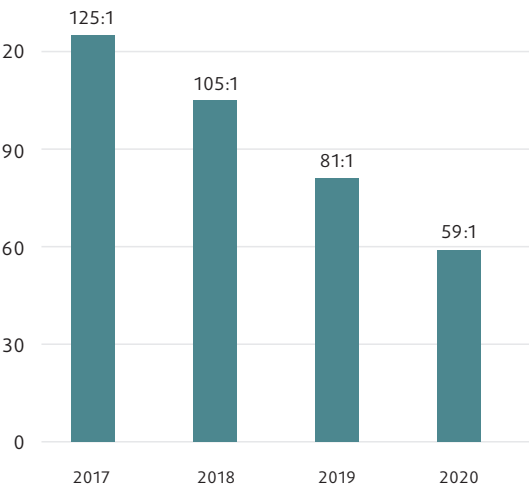
The Securities and Exchange Commission (SEC)’s Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 requires annual disclosure of the ratio of the median annual total compensation for all employees other than the CEO to the annual total compensation of the CEO. The rule (Item 402(u) of Regulation S-K) requires disclosure of this information starting with the first fiscal year beginning on or after January 1, 2017.

Trinseo reported this ratio in its annual proxy for the first time in 2018 (using 2017 data), in 2019 (using 2018 data), in 2020 (using 2019 data), and we will publish this ratio again in 2021 (using 2020 data).

As there were no significant changes to the global employee population nor significant changes to employee compensation arrangements in 2020, the Company used the same median employee for the 2020 CEO pay ratio calculation as was used in 2019. To identify the median employee, the Company chose target total cash compensation as the consistently applied compensation

CEO PAY RATIO

2017 as reported in our 2018 proxy, 2018 as reported in our 2019 proxy, 2019 as reported in our 2020 proxy, 2020 as reported in our 2021 proxy



measure. To make this calculation, the Company annualized pay for those employees who commenced work during the year and any employee who was on unpaid leave for a portion of the year. The Company used a valid statistical sampling methodology to identify a population of employees whose target total cash compensation was within a 2% range of the median. From this sample, the Company identified the median employee.

Fair Pay

Equal opportunity and diversity are important at Trinseo. We conduct internal reviews to assess fair treatment to determine if our pay practices are being implemented appropriately in all jurisdictions where we operate. In the United States, we also conduct internal reviews with new hires as well as an annual exam to determine the impact of ethnicity on pay decisions.

In 2019, we examined the impact of gender on pay decisions for each employee category globally. In this assessment, we reviewed three components of compensation: annual base salary, performance awards, and long-term incentives. The assessment examined any pay differences, adjusted for performance rating, job level, education, years of service, experience for given role, and/or geography.

The 2019 pay equity assessment found no significant differences in annual base salary, performance awards, or long-term incentives based on gender or ethnicity. The results of this study demonstrate that pay equity exists and our global compensation planning guidelines are being applied consistently across Trinseo. The next pay equity assessment is planned for 2022.

Fair pay has been identified as a focus topic for Trinseo’s performance agenda with the Compensation and Talent Development Committee. The Company will embark on this review following the integration of Arkema’s PMMA business.

Benefits

Employee benefits vary by country and reflect national laws and practices. Trinseo’s benefits, which are applicable for Trinseo employees, typically include health and life insurance, disability coverage, vacations and holidays, a 401(k) plan in the United States, and pensions and retirement plans.

Talent Management

Trinseo’s talent management systems are designed to strengthen key capabilities required to build the leaders of tomorrow.

Employee Development

Trinseo provides opportunities for career development through a combination of training, coaching, and on-the-job experiences. This tiered approach to development provides employees with the right balance of learning options. Employees are able to create an annual development plan that aligns their annual goals with key developmental actions they can focus on to ensure they achieve their objectives.

Training opportunities are also available via a Learning Management System on a variety of safety, business, and operational topics. Leaders are encouraged to support their employees’ continued development. Trinseo does not currently track training hours per employee for programs such as leadership and professional development but may initiate this in the future.

Leadership Development

Trinseo believes that leadership development is a catalyst for future growth. We proactively nurture our leadership talent using 360-degree feedback surveys, personal coaches, accelerator experiences, and opportunities for top talent to meet the Company’s Board of Directors. Our Executive Leadership Team believes that investing today ensures that our leaders have the skills and capabilities they will need to be successful within a complex and ever-changing business environment.

Succession Planning

As part of its overarching People Strategy, Trinseo conducts an annual Succession Planning process in which successors for some of the Company’s most critical roles are identified. Tangible developmental actions are recommended — and ultimately shared — with these employees for incorporation into their long-term personal development plans.

Trinseo leaders also conduct Quarterly Talent Talks in which they discuss developmental progress, identify opportunities for movement, and mitigate any retention risk. The Company maintains several Talent Key Performance Indicators and shares these with senior leadership on a quarterly basis.

Performance Management

Trinseo leadership utilizes a goal setting scorecard that enables employees to document and align their goals within a leadership team and across functions. All employee goals are set against the annual Company Priorities. This provides employees with a clear line of sight to how their contributions support team and Company goals.

Within the Performance Management process, employees are evaluated on their performance versus individual goals and on the Company’s performance versus corporate goals. Part of the performance review process includes Personal Assessment goals, which are then tracked and reviewed throughout the year. These goals are required to be SMART: Specific, Measurable, Achievable, Results Focused, and Timebound.

Leaders are accountable for all employees having agreed upon, approved, and documented goals annually, which are part of their annual performance review. In 2020, 100% of employees received an annual performance review.

New Employee Onboarding & Integration

In 2020, Trinseo launched a new, globally consistent approach to onboarding and integrating new hires into the Company. Dubbed the PowerUp! Program, the new process provides tools and guidance for preparing for a new hire’s arrival and ensuring that during their first 90 days that they are feeling confident in their new role and connected within the greater company.

Two online portals were launched for new hires and their managers, and an automated New Hire Satisfaction survey was implemented to solicit feedback. Currently, 73% of new hires who completed the survey indicated they are satisfied with the new hire onboarding process, giving it an overall average score of four on a scale of five.

Culture Assessment

A key component of our sustainability commitment is building and maintaining a sustainable work environment for our employees. To help facilitate this, Trinseo conducted its first ever Culture Survey, which aimed to assess the current culture at Trinseo, including its strengths and opportunities for improvement, and those attributes that should be prioritized in further refining our culture for the future.

culture, sharing that collaboration, quality, customer focus, accountability, efficiency, and ethics are the traits that are most apparent and valued of Trinseo’s current culture. Our employees also identified innovation, long term-perspective, and learning and development as critical components of what Trinseo’s future culture should prioritize. The results were shared with all employees and are being incorporated into current organization development activities.

The survey was made available to all employees in five core languages, and garnered an impressive 62% completion rate. Employees provided feedback on Trinseo’s current

Healthy Lifestyles

As part of Trinseo’s EH&S policy, we promote healthy lifestyles in a variety of media channels, as we believe it improves the overarching culture of our Company. Corporate articles and videos are delivered from the Trinseo intranet home page, and local facilities deliver appropriate and targeted programs.

employees. To address and help minimize this, Trinseo leaders and Human Resources teams put the following in place, among other actions, to prioritize the wellbeing of our employees:

For example, our office facility in Switzerland offers a safe skiing program, a stress reduction course, and introduction to yoga. Many of our employees have access to an on-site fitness facility to promote physical activity and wellness. Facilities also have the flexibility to craft fitness encouragement programs aligned with their local community and culture.

- Flexible work schedules and remote working
- Toolkits for working at home safely
- Training for returning to work safely
- A dedicated COVID-19 webpage with up-to-date safety guidance and illness reporting
- Heightened workplace safety procedures for employees and essential visitors
- People Leader capability building sessions focused on enhancing communications with employees and leading through complexity
- Employee workshop focused on resiliency
- Social media content sharing peer-to-peer wellness tips

In 2020, the global COVID-19 pandemic presented many challenges to the health and mental wellbeing of our



Our Approach to EH&S Management

At Trinseo, safety means that every decision we make prioritizes the safety of our people, our communities, and the environment. Our focus is on responsibly and intentionally caring for our colleagues, our communities, our customers, and the natural world – all with the ultimate goal of achieving zero injuries, spills, or process incidents in our facilities every year.

Our Environmental, Health, and Safety (EH&S) management system has its roots in Responsible Care®. Through a carefully built and maintained culture of rigorous investigation, corrective action, and continuous improvement applied over many years, we have delivered a world-class set of internal policies, processes, and procedures.

This system, which includes all Trinseo employees and people doing work on behalf of Trinseo or working in our facilities, is designed to meet Trinseo’s Environmental, Health, and Safety objectives to:

- Continually reduce EH&S incidents and risks
- Maintain full regulatory compliance
- Satisfy stakeholders’ expectations
- Optimize resources and continuously improve

Our EH&S management system is consistent with International Organization for Standardization (ISO) and Responsible Care®. Many of our businesses and facilities maintain several certifications, such as: ISO 14001 Environmental, ISO 50001 Energy, ISO 9001 Quality, ISO 13485 Medical Devices, ISO 16949 Automotive, and RC101.04 Responsible Care Management System®.

These systems have been audited and certified by third party auditors. There are several structured triggers for a methodical investigation and improvement, and rigorous investigations are conducted on undesirable events such as injuries, spills, unsafe conditions, impaired

safeguards, and near misses. Our methodical root cause investigation process generates corrective actions locally, and globally appropriate actions are incorporated into the management system. In 2020, we selected and globally communicated 41 learning experiences across the Company, which are described as near misses, unsafe conditions, or any line of defense discovered to be impaired.

We conduct intense, comprehensive, and detailed facility audits, self-assessments, and management system reviews as part of the “Plan, Do, Check, Act” cycle to examine our compliance with regulatory requirements and internal standards. Facility leadership promptly corrects audit non-conformances and addresses improvement opportunities, and reports are used to improve the management system.

Senior manufacturing directors and EH&S leaders conduct a Management System Review of our EH&S management system annually. This methodical and thoughtful review validates and improves the management system, as well as generates key EH&S plans for the year. In 2020, the COVID-19 pandemic impacted the Company’s ability to facilitate corporate audits.

The Management System Review also evaluates the effectiveness of the EH&S organization. Corporate management system leaders use

external expertise, as appropriate, and they are strongly connected to operational needs and line management.

Trinseo has developed a strong set of leading indicators to help highlight and drive improvement of Operational Safety, Process Safety, and Product Safety across the organization. The effectiveness of these indicators is assessed on a regular basis, and they are modified as needed to drive improvement. The indicators for 2020 reflect:

- On-time training completion
- Engagement in the behavioral improvement program and implementation of an office safety awareness program
- Timely assessment of changing regulatory requirements
- Distribution Emergency Response Incidents
- High Potential Near Misses related to Trinseo’s Life Critical Standards
- Targeted set of Process Safety Indicators related to alarm management, mechanical integrity, and identification of process safety near miss incidents
- Targeted set of Product Safety Indicators related to safety data sheet management and hazard communication with stakeholders

Safety Reporting

As a global company with facilities around the world, Trinseo reports injury data in accordance with the regulatory requirements where we operate. In addition, for internal consistency, comparison, and analysis, we apply the U.S. Occupational Safety and Health Administration (OSHA) injury classification criteria to our facilities globally.

Work-related activities that pose a risk of “high-consequence injury” involve maintenance operations on chemical processing equipment. Safely conducting work to prepare, clean, inspect, service, and return to operations is a high hazard potential, so this risk assessment considers potential exposure to chemical substances in the risk involved with the maintenance tools and work itself.

For example, there is potential for injuries in work involving: isolation of energy sources, line and equipment opening,

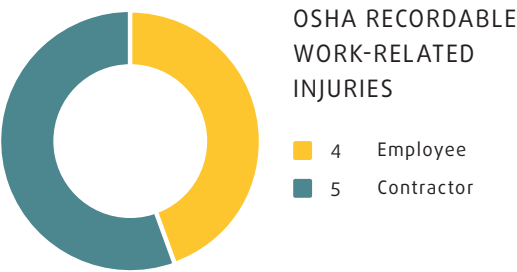
hot work (i.e., welding), confined space work, elevated work, electrical work, high-pressure water cleaning, and so on. Rigorous standards, procedures, and training are required to complete this work safely.

In recent years, we have identified contractors as higher risk of having an injury. As a result, in 2020 we focused our efforts on reducing contractor injuries and identified improvement programs to be executed in 2021.

We utilize the hierarchy of controls to minimize injury risk. Each injury is rigorously investigated with a methodical cause-and-effect analysis. In addition, the annual management system review analyzes the set of injuries for potential trends and improvements in light of the hierarchy of controls.

Work-Related Injuries

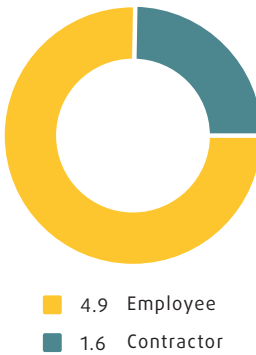
WORK-RELATED FATALITIES



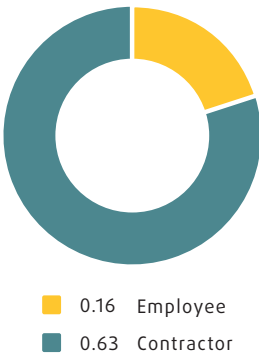
HIGH-CONSEQUENCE WORK-RELATED INJURIES



HOURS WORKED (MILLION)



INJURY RATE

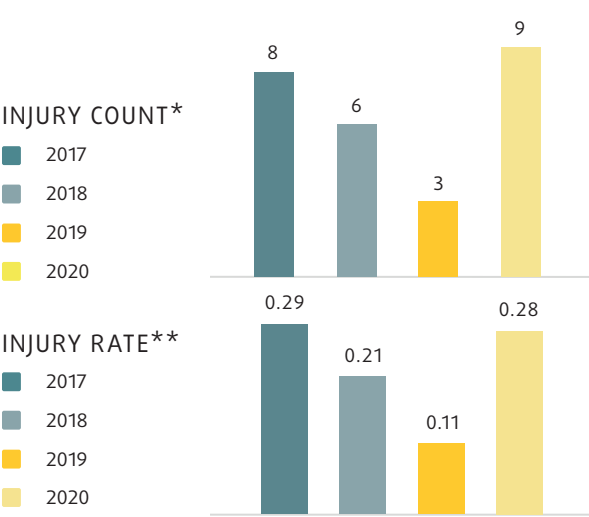


There have been no work-related fatalities in the history of the Company.

For the injuries recorded in 2020, each worker completely recovered within six months.

Injury Rates

Injury rates are calculated according to the U.S. OSHA methodology and are stated in injuries per 200,000 hours worked.

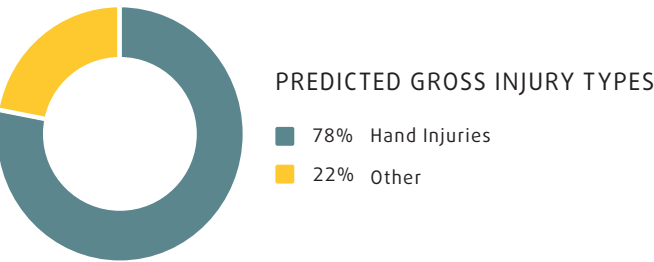


INDUSTRY INJURY RATE COMPARISON

3.30 All Manufacturing+

0.73 ACC Member Companies++

0.28 Trinseo



Our sample size of injuries is small. If we aggregate our injuries over a longer timeframe, the types of injuries follow typical industrial distribution.

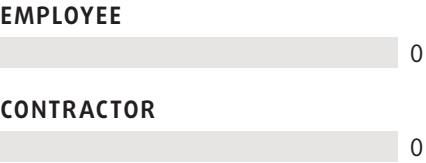
Illness

Historically, the highest potential risk to worker illness is hearing loss due to workplace noise exposure. To counteract this, we maintain a rigorous hearing conservation program at our facilities. Area noise measurement and abatement programs are used, and personal noise dosimeters capture noise exposure data. We evaluate and implement the most effective noise reducing technologies for equipment and personal hearing protection. We have a medical surveillance program to detect and prevent hearing loss. We also prevent and reduce the risk of other chronic illnesses through our Industrial Hygiene programs and qualitative exposure assessment process.

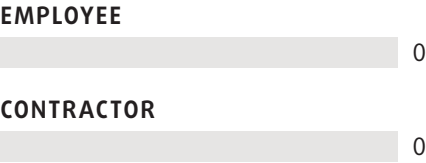
In 2020, the most significant risk to employee health was the COVID-19 pandemic. Since the beginning of the pandemic, Trinseo initiated a Global Crisis Management Team (GCMT) to closely monitor the status of each facility and coordinate preventative measures to mitigate the risk of infection among our employees and within our sites. With a cross-functional team, the GCMT implemented safety guidelines and policies, including the Trinseo Pandemic Response Plan for Facilities, Quarantine Policy, Mandatory Global Mask Policy, COVID-19 Case Response Guidelines, COVID-19 Vaccine Guidelines, Ergonomics: Tips on Working from Home, COVID-19 Recovery Guidelines, and more.

These actions have been successful in protecting our people, complying with government direction in each jurisdiction that we operate, and maintaining business operation through a challenging and unprecedented time. There were no cases of work-related COVID-19 illness for employees or contractors in 2020.

CASES OF WORK-RELATED ILLNESS



FATALITIES AS A RESULT OF WORK-RELATED ILLNESS



*The Trinseo injury count is global and includes contractors.

**The injury rate is defined by OSHA as injures per 200,000 hours worked, and is the same as the percent of employees injured in a year.

+ Source: Bureau of Labor Statistics for 2019 (latest available, U.S. only)

++ Source: American Chemistry Council, 2020 (latest available average of all ACC companies)

Transportation

Trinseo had zero motor vehicle accidents in 2020. Trinseo employees who drive frequently for business, or are issued company cars, are required to attend defensive driving courses and refreshers. Trinseo forbids using a cell phone while driving.

In 2020, there were 19 transportation incidents that occurred outside of Company facilities as reported by CHEMTREC, Trinseo’s transportation service provider. Two of these incidents were leaks/spills that involved hazardous materials. Trinseo uses the Distribution Emergency Response (DER) Standard process to report any transportation emergencies and incidents with our

emergency incident response service provider, so as to minimize any negative impact on health, community, property, or the environment.

We have contracted CHEMTREC, a service of the American Chemistry Council, to support our Company with round-the-clock call center support for emergencies related to the distribution of Trinseo’s products, and have separately contracted as-needed on-scene incident support with SGS. When sourcing logistics partners, we use the questionnaires and guidelines provided by Cefic, the European Chemical Industry Council for assessing the management systems of any transportation carriers, including of their safety.

Safety Indicators

Risk Management

Trinseo’s approach to safety is grounded in risk management and data-driven decision-making. We practice a hierarchy of controls approach to risk management:

- Elimination of the substance, equipment, or activity
- Inherently safe design
- Failsafe, redundant, and diverse process control interlocks
- Robust, safe operating discipline and procedures
- Effective personal protective equipment
- Rigorous safety standards for maintenance work
- Engaging work technique behavior improvement culture
- A continuous improvement mindset in each component

Improvements in any component of the risk management hierarchy are carefully reviewed by our Management of Change (MOC) work process. The MOC process clearly defines the scope and purpose of the change, the change is reviewed by qualified experts, and it is not put into operation until all relevant considerations have been addressed and implementation is acknowledged by affected personnel.

Ensuring worker safety on non-operational work, such as maintenance or troubleshooting, is covered by detailed Safety Standards. Trinseo’s Life-Critical Safety Standards are established for:

- Safe work permit
- Isolation of energy sources
- Line and equipment opening
- Hot work
- Confined space entry
- High-pressure water cleaning
- Elevated work
- Electrical work

These global internal standards are implemented and practiced consistently across the Company. They meet or exceed regulatory requirements where we operate and are improved through incident learnings, other learning experiences (internal and external to the Company), and audits.

Collectively, these standards form the basis of safe maintenance work in operating facilities, and affected workers and leaders are thoroughly trained and qualified to execute them effectively. This training program includes interactive computer training, hands-on field training, and proficiency testing and qualification. Adherence to these standards is periodically assessed through self-assessments and audits. Any issues identified as part of these assessments are documented and addressed.

Procedures clearly indicate the proper use of personal protective equipment, and workers needing protective equipment are thoroughly trained in its use. The effectiveness of personal protective equipment is carefully evaluated by qualified industrial hygienists.

Line management is accountable and responsible for effectively implementing the components of Trinseo’s hierarchy of controls for risk management. Leaders accomplish this through open, constructive, collaborative participation with workers in the facility. Raising concerns, suggestions, and improvements is highly encouraged. Everyone is empowered to stop work immediately for a safety concern. This concept has been thoroughly embedded in operations with the “stop signals” program, which encourages workers to notice any changing conditions and immediately stop, investigate, and resolve issues with the full support of leaders.

Our industrial health program is comprehensive and informed by the latest techniques in industrial hygiene expertise. Our programs monitor worker exposure and the effectiveness of personal protective equipment, so as to continuously reduce exposures.

We also have a comprehensive incident investigation process. Any unplanned event can be investigated for learning. Events of significant interest from either actual or potential consequences are more rigorously investigated. Investigation facilitators are competent and trained in investigation techniques. The goal of investigations is to prevent recurrence and reduce the probability and magnitude of a similar event occurring in the future.

Trinseo provides third-party occupational health services to all workers in every location. These services are fully

qualified to manage personal medical data privacy issues. Our internal work processes are strictly compliant with workers’ rights regarding medical data privacy.

These services include:

- Emergency care in the wake of an exposure or accident
- Medical fitness surveillance (such as audiograms)
- Medical surveillance for toxic and hazardous chemicals
- Health promotion programming and consultation

Occupational, Health, & Safety Training

Trinseo has a rich and comprehensive training program with emphasis on EH&S topics. Each facility develops and implements a detailed training program establishing the training requirements for every individual role necessary in the facility, and an employee cannot work in a given role without that required training. Training is tracked and methodically managed in a training matrix.

Initial training, which is always delivered in the language of the individual being trained, includes a combination of classroom, interactive computer, and hands-on instruction. In each format, there is an assessment of proficiency. The proficiency assessment also provides feedback for the

improvement of training materials and delivery. In addition to the initial training, a “refresher” training schedule is determined, with appropriate follow-up proficiency evaluation criteria.

Trinseo also actively leverages learning across the organization. For recordable injuries, or learning experiences that have the potential to be significant, the incident is rigorously investigated locally for all contributing and root causes. From this investigation, key learnings with value across the organization are extracted and shared in a monthly hour-long session reaching 80 line and EH&S leaders. The sessions are illustrated with photographs and diagrams to capture information in an easily understandable way. Facility leaders then conduct meetings with their teams to reinforce these key learnings from other facilities across the Company.



Behavior-Based Safety Program

Trinseo’s culture fully embraces and encourages highly interactive and constructive worker and leader interactions. At the level closest to the work, leaders frequently engage with workers in Safety Conversations as part of Trinseo’s behavior-based safety program, Safety on Purpose.

The program creates open, constructive exchanges on work tasks, including the risks involved and ways to make the task even safer. Selected workers are provided 20 hours of training to become Safety Influencers to effectively perform Safety Conversations. These influencers and plant leaders meet weekly to discuss Safety Conversations, during which they address safety concerns and opportunities identified during the previous week, identifying appropriate resolution and follow-up. Plant leaders in each region meet periodically to share learnings and experiences about the implementation of Safety on Purpose and the effectiveness of influencing behaviors and safety culture.

This program builds on, and is more advanced than, conventional observation and intervention safety programs. Any of the components in the Trinseo risk management approach can be brought into this discussion, such as: safer design, safer process control, safer procedure, or safer work techniques.

Safety Management System

Trinseo employees and contracted personnel performing work in our facilities or on our behalf are addressed and incorporated in the Trinseo Responsible Care® management system. This system is certified at a corporate level by the American Chemistry Council criteria and external audit certification process. In addition, our facilities around the world are members of the comparable Responsible Care® organization in their countries. Our facilities comply with, and maintain, local certifications on their Responsible Care® management system. All of our employees and contractors are appropriately covered with this system.

As part of the Trinseo “Plan, Do, Check, Act” cycle, Trinseo conducts a formal Management System Review annually. This in-depth review considers and evaluates inputs from:

INTERNAL LEARNING

- Learning experiences
- Near misses
- Incidents
- Self-assessments

Safety on Purpose was introduced in 2017 in our facilities, and it continues today to improve collaboration and engagement between workers and leaders in addressing and resolving safety opportunities in the facility. All employees are invited to participate in this program, as well as unions, works councils, or other groups in applicable locations. We are providing Safety Influencer Training to more people, including Trinseo employees and contractors.

To further improve its effectiveness and enhance sharing of best practices, an assessment of the Safety on Purpose program was initiated in 2020. Through 54 interviews, 24 teams in Trinseo manufacturing facilities were engaged globally. By assessing the implementation of the Safety on Purpose program in these teams, we identified four elements reflective of what an engaged workforce for Safety on Purpose looks like:

- Supportive leadership engagement
- Effective connection meetings
- Active participation
- Communication and involvement of more people

By analyzing over 300 pieces of feedback from these engagements and assessments by the EH&S team, 10 indicators and associated metrics were developed to drive continuous improvement and engage senior leadership.

- Internal audits
- Second party audits (i.e., customers)
- Third-party audits (i.e., independent certified auditors, such as ISO)
- Regulatory inspections, visits, and audits

EXTERNAL LEARNING

- Industry associations
- Regulatory trends
- Experiences and learnings from peer companies

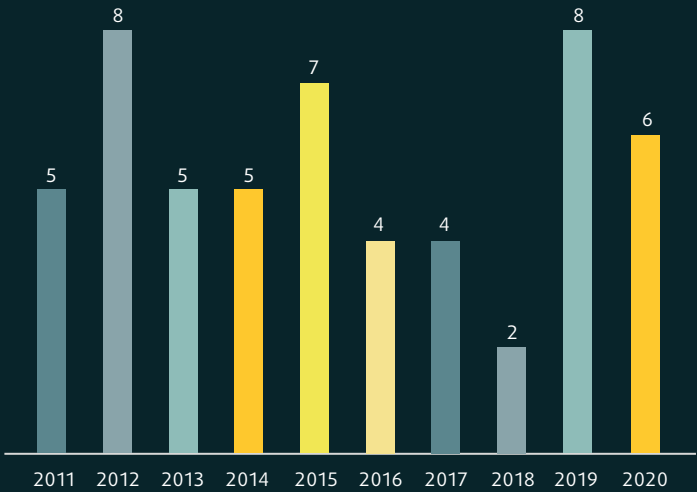
We use a methodical process for scheduling internal comprehensive EH&S audits of every facility, which assess the inherent risk in the facility’s process; the performance history; compliance with laws and applicable standards, including management systems; and the results of the last audit, in determining the audit frequency. Typically, a facility is audited in-depth every three years. As part of that process, a team of internal, and sometimes external, auditors conduct a rigorous weeklong, comprehensive, in-depth field verification audit that includes every aspect of the facility’s management system, inspection, verification

of records, and interviews. The audit documentation and follow-up process are rigorously defined and followed (see more in Environmental Protection section of this report).

Our facilities are well-schooled in the requirements of management systems from frequent interaction with

Trinseo’s Responsible Care® Management System, ISO standards, and audits, among them quality, automotive, energy, safety, and environmental (see more in the Quality Management section of this report).

Loss of Primary Containment



Under Trinseo’s system, Loss of Primary Containment (LOPC) refers to spills and leaks for any material (excluding water) greater than 100 pounds. We use LOPCs as an indicator for Process Safety Incidents, and we track, monitor, investigate, and correct spill events to prevent harm to people and the environment.

In 2020, Trinseo had six LOPC incidents categorized as chemical spills. Two of them involved hazardous substances and four of them non-hazardous substances. Five spills were contained by secondary containment.

Process Safety Incidents



Trinseo did not experience any Tier 1 Process Safety Incidents (PSI) in 2020 across our global locations for the sixth year in a row. Our system uses the same criteria to define a PSI as the American Chemistry Council, which classifies an incident as a Tier 1 PSI if a release from the process causes serious injury, a threat to the environment, or significant equipment damage. Trinseo’s Process Safety Total Incident Rate (PSTIR) and Process Safety Incident Severity Rate (PSISR) were also zero for Tier 1 PSI in 2020.

Trinseo experienced one PSI in 2020 that was classified as Tier 2. The Company’s PSTIR was 0.031 for Tier 2 PSI and our PSISR was zero for Tier 2 PSI.

Safety Highlights

Trinseo’s 2020 Triple Zero Award Recipients

In 2020, 21 Trinseo manufacturing facilities and 10 global R&D groups — 1,439 individual recipients — earned the Triple Zero Award, making 2020 an impressive year for Trinseo in EH&S performance, with 72% of eligible teams receiving Triple Zero recognition.

Trinseo believes in continuously improving EH&S performance, with the ultimate goal of zero injuries, spills, and process safety incidents in all of our facilities every year. EH&S and Responsible Care® are core values and strategic priorities for Trinseo. The Triple Zero Award program recognizes and appreciates the effort and discipline of manufacturing plant and lab teams that achieve incident-free operation over the calendar year.

There were many programs aimed at improving Trinseo’s safe work culture in 2020. Noteworthy programs included the continuation of Life Critical Standards online training, our second annual Safe Summer weekly topic discussions, as well as ongoing Safety on Purpose conversations.



Trinseo’s Safe Summer Program

With safety, there is always opportunity to improve, and the summer can be a particularly dangerous time. During the warmer months, injury rates historically spike across the manufacturing industry due to a wide range of contributing factors, including heat stress, less available resources due to vacation schedules, increased workload, and distractions from other priorities. The summer of 2020 also presented additional challenges due to the COVID-19 pandemic. This resulted in new safety considerations, such as adding mask wearing into PPE protocols. Additionally, implementing social distancing reduces face-to-face interaction and discussion opportunities, and there are added distractions from the uncertainty of our recovery and the challenge of adapting to this new normal.

Clearly, combating this summer injury spike is an essential component of our safety efforts. That is why we implemented the Safe Summer program. Safe Summer is a proactive and effective safety program designed to prevent the summer spike in injury rate by enhancing

engagement and accountability among all stakeholders, including leadership. The EH&S Leadership team initiated the Safe Summer program in 2019 to much success, and it was extended to include office employees in 2020.

The program focuses on a series of monthly safety themes with supporting weekly topics that teams share as part of their huddles. Custom materials are prepared for employees working in both office environments and manufacturing plants. During these meetings, teams — including employees and contractors — discuss the week’s safety topic, share experiences, and establish pre-task analysis to support the weekly topic. A key factor for success is to make the discussions open, active, and informal. We also increase contractor engagement by discussing the safety topics during Safe Work Permit hand-over to the full crew of contractors in the field. Safe Summer enhances our ongoing safety conversations, part of our Safety on Purpose program, and has been well-received by leadership, employees, and contractors alike.



Office Safety Program: Think-Think-Act

We approach office safety from two angles — establishing office safety requirements and fostering safety awareness and safe behaviors. Our systematic office safety requirements were established in 2015 and have been very effective. But in order to achieve our ultimate zero injury goal, we must also continuously improve our safety awareness and reinforce our safety behaviors. Trinseo introduced the Think-Think-Act approach in 2020 to do just this.

The Think-Think-Act approach is an application of risk assessment process, which is commonly used in EH&S. For example, whenever we are faced with risk scenarios, the first step is to think “what is the risk?”. The second step is to think about how to prevent harm. The last step is to act carefully. This is a simple, effective approach to improve safety awareness and reinforce safety behaviors.

The Think-Think-Act program, initiated in China, had received significant support from leaders in our Shanghai office. In response, our EH&S team is currently rolling this program out to all of our offices globally.

ACC Honors Trinseo with Responsible Care® Facility Safety Award

At the American Chemistry Council (ACC)’s virtual 2020 Responsible Care® & Sustainability Conference, Trinseo was presented with the Responsible Care® Facility Safety Award, which recognizes member companies with significant achievements in employee health and safety performance.

“Trinseo is a proud member of the ACC’s Responsible Care® program, which upholds our industry’s strong commitment to environmental protection, health, safety, and sustainability,” said Melissa Kirkland, EH&S Regional Leader, Americas.

Trinseo’s U.S. manufacturing facilities in Midland and Dalton were both recognized for their excellent safety performance in 2019. Notably, the Dalton Binders and Midland Plastics plants were awarded the Certificate of Excellence for achieving zero injuries for both employees and contractors in 2019. These awards recognize our employees’ commitment to keep each other and everyone who works on our sites safe and injury free every day.



Our Approach to Environmental Protection

Our commitment to protecting the environment and to safeguarding the health and safety of our employees is at the center of everything we do at Trinseo. Our Core Values guide us in striving ever forward to continuously measure our impact on the environment and improve our processes, so that we may prevent adverse environmental impacts, reduce and prevent wastes and emissions, and promote resource conservation at every stage of the life cycles of our products.

There is an urgent and growing need globally for sustainable products, which is backed by consumer-driven demand that companies take responsibility for their environmental footprint. We believe that Trinseo's environmental impact will be of growing concern for stakeholders. This was validated in our Materiality Assessment, where environmentally responsible operations were identified as a material topic and an important issue for our customers. Through our Sustainability Council and under our Environment, Health, & Safety (EH&S) policies, we are working to develop new environmental protection initiatives that will lessen our environmental impact.

As a materials and solutions provider, Trinseo is subject to a broad array of chemical control requirements globally, such as the U.S. Toxic Substances Control Act/Lautenberg Chemical Safety Act (TSCA) and the European Union's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), and is subject to other extensive, evolving, and increasingly stringent environmental and safety laws and regulations around the world that govern our operations.

We comply with all EH&S laws and regulations, as well as internal EH&S policies and standards. Pertaining

to environmental protection, these include, but are not limited to those pertaining to emissions, discharges, handling of waste materials, climate change regulations, registration and evaluation of chemicals, and many more.

Trinseo monitors compliance with applicable local, state, national, and international EH&S requirements and maintains policies and procedures to manage and control environmental, health, and safety risks. In many cases, Trinseo's internal standards exceed the requirements imposed by applicable laws.

We have a mature EH&S audit program for our facilities to monitor compliance. Where noncompliance with the law is identified, our process requires swift corrective action or a compliance plan so that corrective action may be tracked to completion. We have implemented an environmental management system throughout the Company and have received third-party certification of our Responsible Care® Management System. Many of our facilities have also been certified by the International Organization for Standardization (ISO) 14001 environmental management system. We also focus on emergency preparedness, crisis planning, and drills in the event of an environmental emergency.

We have implemented a comprehensive system for monitoring and complying with applicable industry standards and government regulations globally. Our system, which is continually evaluated and can be improved upon at any time, relies on internal expertise, third-party consultants, regulatory databases, tools, industry associations, and internal standards to:

- Develop and adhere to internal standards and local requirements for Trinseo's products and operations
- Monitor and document compliance with existing regulations and industry standards
- Implement compliance approaches for newly enacted regulations
- Identify emerging regulations and industry trends

We devote adequate resources and training to satisfy these EH&S requirements, and every employee and contractor is responsible for compliance. We audit our performance regularly, and the Executive Leadership Team monitors commitments and progress relating to the EH&S policy and compliance.

Trinseo received one fine (\$750,000 USD) globally during 2020 for noncompliance with EH&S laws.

Environmental Reporting*

Trinseo monitors and tracks our environmental performance at plants globally, with the goal of continually reducing emissions, waste, water intake, and energy consumption.

We have been publicly communicating our environmental data annually since the Company’s first full year of operation in 2011. To ensure the consistency of data reporting across all the regions where Trinseo operates, Trinseo’s Sustainability Metrics Standard as well as training materials have been reviewed and updated in 2020 according to our sustainability goals and the GRI Sustainability Reporting Standards.

We use a corporate database tool that serves as the basis for regional and global reports of sustainability metrics. Each Trinseo facility has an environmental focal point responsible for collecting and reporting energy, emissions, water, and waste metrics. In accordance with internal reporting standards, we conduct staged reviews at the site and regional level. To continuously improve data accuracy, the database tool has been enhanced with the inputs from facility focal points, regional reviewers, and external experts in 2020.

Making meaningful comparisons of emissions data over time is an integral part of Trinseo’s environmental reporting — so that we can present credible, transparent, and useful

information to our stakeholders. In order to maintain the consistency between data sets, a Base Year Emissions Recalculation Policy has been developed to articulate the basis and context for any recalculations depending on “significance threshold” applied for deciding on historic emissions recalculation. Base year performance needs to be recalculated when structural changes occur in the Company that change the inventory boundary. In 2020, Trinseo recalculated base year performance for 2017 to reflect the Company’s acquisition of Latex Binders production facilities and related infrastructure in Rheinmünster, Germany, and rail operations at the Company’s Midland, Michigan, U.S., site.

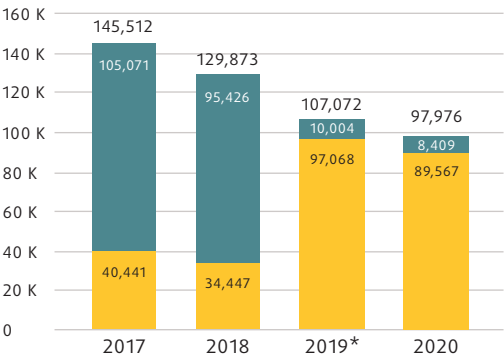
8% REDUCTION IN
CHEMICAL EMISSIONS
FROM 2019 TO 2020

8% REDUCTION OF
VOC EMISSIONS
FROM 2019 TO 2020

- Trinseo’s Volatile Organic Compounds (VOC) emissions decreased by 8% from the prior year.
- Total chemical emissions decreased 8% from 2019, and Trinseo reduced total chemical emissions by 33% from the 2017 baseline.
- Trinseo’s plant in Schkopau decreased production, which contributed to the decrease in total chemical emission compared to the prior year.

TOTAL CHEMICAL EMISSIONS (Kg)

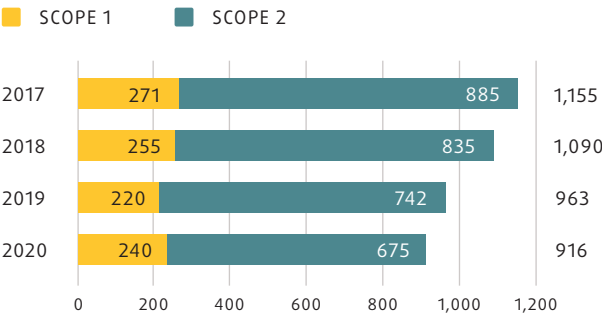
VOC EMISSIONS ALL OTHER CHEMICAL EMISSIONS



*The increase in VOC emissions shown in 2019 is attributed to Trinseo renewing its list of VOC chemicals so as to align with GRI Sustainability Reporting Standards

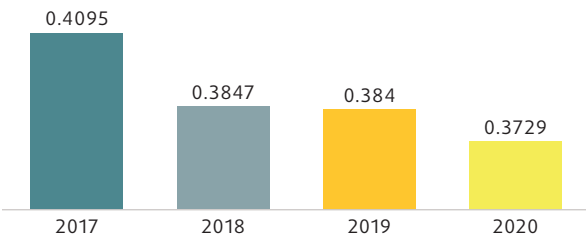
Emissions

GREENHOUSE GAS (GHG) EMISSIONS (THOUSAND MT)



Scope 1 emissions are from sources that are owned or controlled by Trinseo | Scope 2 emissions are from electricity and steam purchased by Trinseo

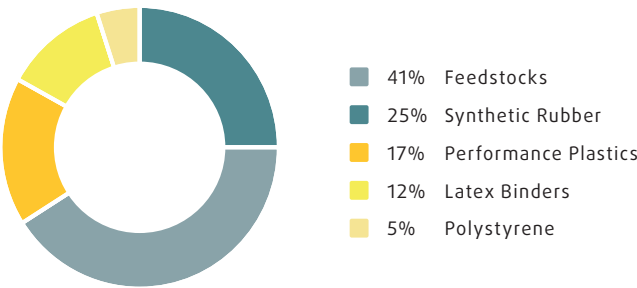
GREENHOUSE GAS INTENSITY (MT CO₂E/MT PRODUCT)



GHG intensity is equivalent to the GHG emissions per metric tonne of product produced

5% REDUCTION OF GHG
EMISSIONS FROM 2019 TO 2020

GHG EMISSIONS BY BUSINESS DIVISION



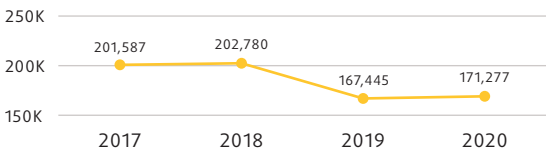
- Trinseo’s total GHG emissions decreased by 5%, and GHG emission intensity decreased by 3% from the prior year, due in part to employee-led projects that resulted in reductions and a decrease in production at two of Trinseo’s plants.
- The Trinseo feedstocks plant in Boehlen reduced steam by decreasing the steam/oil ratio from 1.2 to 1.1 t/h.
- At Trinseo’s feedstocks plant in Terneuzen, a catalyst was replaced in 2020 to achieve better raw material and energy efficiency.
- Total GHG emissions reduced 21% from 2017 base year, with Scope 1 CO₂ emissions reduced by 11% and Scope 2 CO₂ emissions by reduced 24%.
- GHG emission intensity reduced 9% from 2017 base year.

Hazardous Air Pollutants (HAPs)

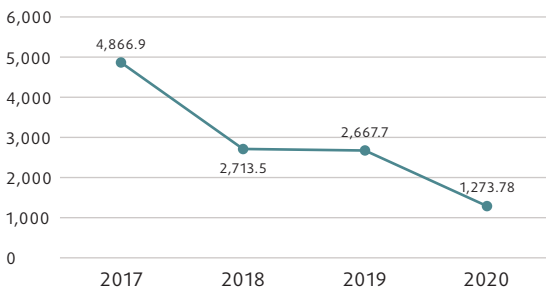
Emission data of HAPs are collected and reported by Trinseo’s plants located in North America according to specific local regulation. Trinseo collects, monitors, and strives to reduce all chemical emissions from its plants globally.

- Trinseo reduced its NO_x emissions by 15% from the 2017 baseline.
- There was a 2% increase in NO_x emissions from the previous year, which was partially attributed to an increase in production at Trinseo’s Boehlen site.

NO_x COMPOUNDS (kg)

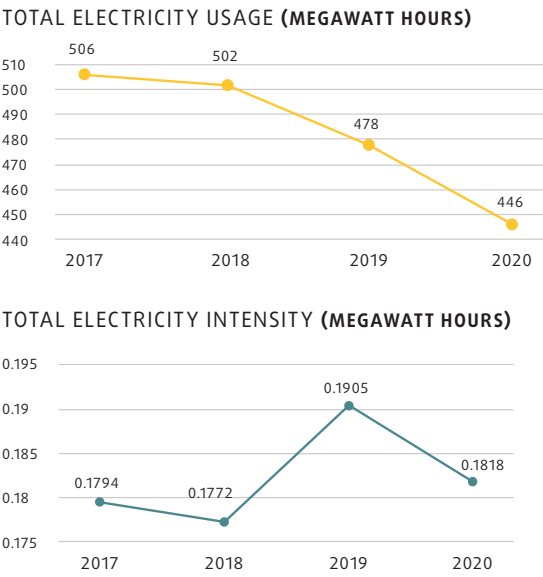


SO_x COMPOUNDS (kg)



*Base year performance for 2017 has been recalculated in 2020 to reflect Trinseo’s acquisition of Latex Binders production facilities and related infrastructure in Rheinmünster, Germany, and rail operations at the Company’s Midland, Michigan, U.S., site.

Electricity

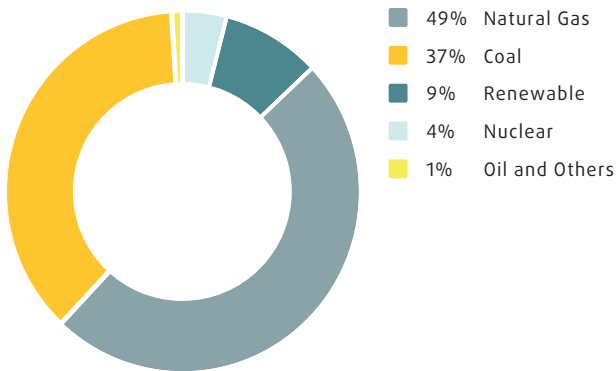


7% REDUCTION OF ELECTRICITY USAGE FROM 2019 TO 2020

11-13% INCREASE OF ELECTRICITY GENERATED FROM NON-FOSSIL FUEL SOURCES FROM 2019 TO 2020

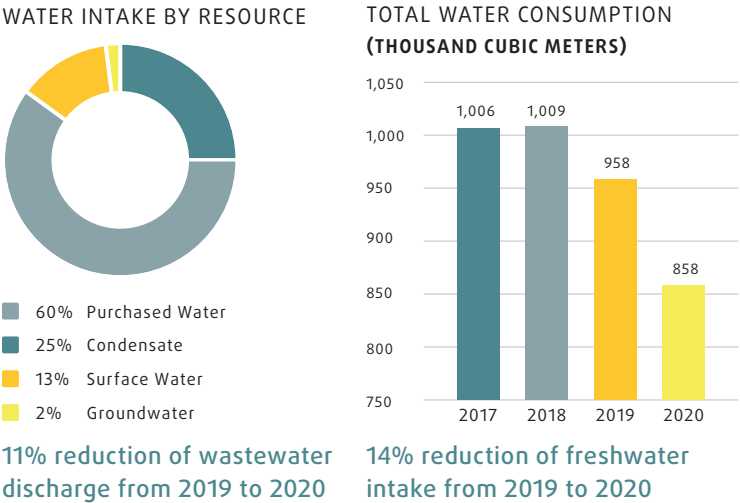
Electricity intensity is equivalent to the electricity use per metric tonne of product produced

ELECTRICITY BY FUEL SOURCE

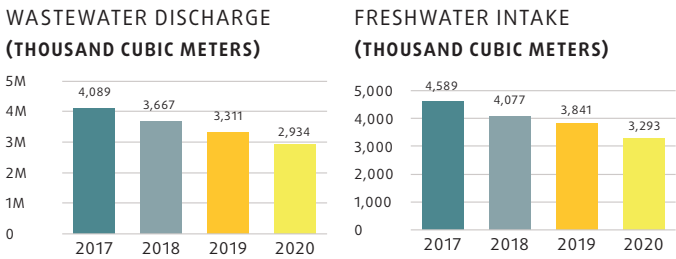


- Trinseo has reduced its total electricity usage by 12% from the 2017 baseline and by 7% from 2019.
- Electricity intensity is lower than the previous year due to lower electricity usage and energy reduction programs in many of the Company's plants.
- Nine percent of electricity generated by Trinseo used renewable sources and 4% was generated by nuclear energy. Total non-fossil electricity increased by two percentage points from last year.
- Renewable sources include biomass, wind, solar, and hydroelectric. For example, Trinseo's plant in Bohlen switched its grid power supply from a 100% coal fuel source to one that used 35% renewable energy sources.

Water



10% REDUCTION IN WATER CONSUMPTION FROM 2019 TO 2020



Water Management Strategy

Trinseo facilities strictly comply with internal and external requirements, permits, approvals, and agreements of water management to minimize our impact on the environment and water sources. We have a management system in place to monitor water intake sources and destinations of water return from our facilities. As part of this, facility surface water drainage must be assessed and controlled. Furthermore, we have global requirements that address both the discharges of process wastewater to industrial wastewater treatment facilities and the prohibition of process water discharges to sanitary wastewater treatment systems, in accordance with our Responsible Care® Management System.

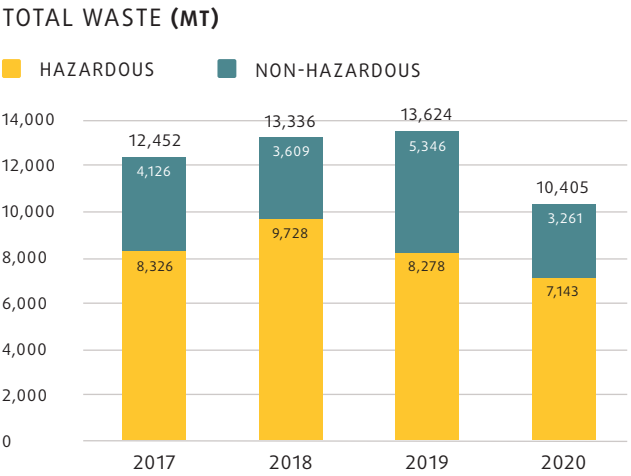
Reduction of freshwater intake is one of our long-term sustainable operations goals, and our Manufacturing team and Technology team are collaborating to attain this target.

For example, when we designed our Latex Binders plants, we leveraged advanced technology enabling the majority of water and steam used in the production process to be recycled and reused.

- Water consumption has been reduced by 10% from the previous year.
- Freshwater intake has been reduced by 14% from the previous year.
- Freshwater intake includes surface water, groundwater, and purchased municipal water.
- Wastewater was reduced by 11% from the prior year. This decrease in wastewater was partially attributed to three of Trinseo's plants decreasing production.
- Trinseo plants implemented programs in 2020 to reduce water use, including optimizing cooling tower blow down, replacing freshwater with process water for washing, increasing recycled water usage, and recipe changes.

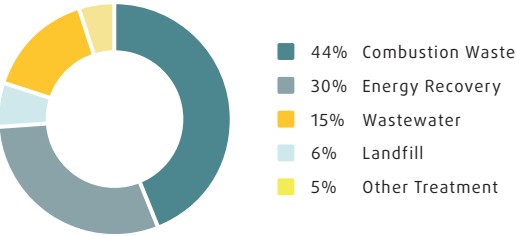
Waste

24% reduction of total waste from 2019 to 2020

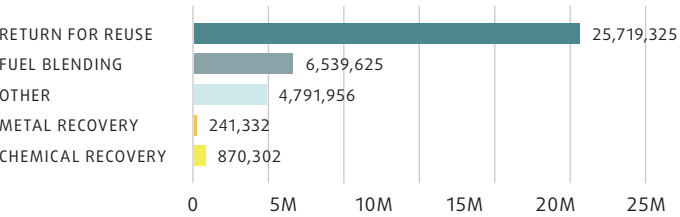


26% reduction of landfill use from 2019 to 2020

WASTE DISPOSAL BY TREATMENT



RECYCLED MATERIALS (Kg)



- Trinseo has decreased its total waste by 24% from the previous year due to global efforts to reduce packaging materials, scraped materials, waste streams, and plastics.
- Landfill disposal was reduced by 26% from the previous year.
- All hazardous wastes are treated by a qualified waste treatment facility according to local regulations; Trinseo does not transport hazardous wastes internationally.
- In 2020, many Trinseo plants implemented programs to reduce waste or prevent the generation of waste. These included better waste classification and tracking, reusing rather than disposing returned materials, and technological improvements that eliminated waste in processes.
- Trinseo's Plastics facilities are committed to reducing plastic pellets and flecks in the environment as members of Operation Clean Sweep® and OCS Blue. In 2020, our Ternuezen site implemented a unique and innovative pellet blowing device for trucks that removes all potential pellets from the truck after loading and before its departure from the site.
- At Trinseo, 51% of hazardous waste generated by the production process was not sent to waste treatment facilities, but was recycled as fuels blend or reused in the process.

Responsible Care®

For the past decade, Trinseo has been a dedicated member of the American Chemistry Council’s Responsible Care® Program. A voluntary initiative of the global chemistry industry, this program is an effort to improve EH&S and security performance for facilities, processes, and products. The principles of our EH&S policy and management system directly reflect the Responsible Care® Principles.

Environmental commitments include:

- To design and develop products that can be manufactured, transported, used, and disposed of or recycled safely
- To work with customers, carriers, suppliers, distributors, and contractors to foster the safe and secure use, transport, and disposal of chemicals and provide hazard and risk information that can be

- accessed and applied in their operations and products
- To design and operate facilities in a safe, secure, and environmentally sound manner
- To promote pollution prevention, minimization of waste, conservation of energy, and other critical resources at every stage of a product’s life cycle

Product Safety & Stewardship

Trinseo is committed to minimizing the harmful impacts of our products to humans and the environment, throughout all stages of their life cycles. Doing so is foundational to our business, and it is also an issue that was determined to be of significance to stakeholders as part of our Materiality Assessment. Product Safety and Product Stewardship fall under our Corporate Legal Department.

Trinseo follows the American Chemistry Council’s Responsible Care® Product Safety Code guidelines, which require companies to include product

safety and stewardship as part of their management systems. Our business plans are based on this standard, and annual self-assessments assist us in monitoring progress and performance.

The code of practice for product stewardship consists of: Leadership commitment, accountability and management, prioritization of products, product information and regulatory compliance, risk characterization, product safety and risk management, management of new information, product design and improvement, value chain communication, cooperation and

outreach, information sharing with publicly available product safety and stewardship information, and performance assessment, continuous improvement, and training.

RESPONSIBLE CARE®
GUIDING PRINCIPLES

RESPONSIBLE CARE®
PRODUCT SAFETY CODE

RESPONSIBLE CARE®
PRODUCT SAFETY CODE OF
MANAGEMENT PRACTICES

PRODUCT SAFETY
DATA SHEETS

Product Stewards

In alignment with the American Chemistry Council’s Responsible Care® Product Safety Code, Trinseo has Product Stewards, as well as Regional Product Stewardship Leadership, in every region around the world where our materials are transported and sold. They are responsible for defining and supporting regulatory compliance issues and conforming to product regulations and industry standards related to human health and environmental risks, chemical inventories, and product regulatory restrictions.

Our commitment to product stewardship principles spreads throughout the Company, bringing together colleagues from all areas of Trinseo including Research, Product Development, Manufacturing, Quality, Supply Chain, and Sales and Customer Service. Trinseo encourages suppliers and customers to join its efforts to collaborate, innovate, and elevate industrial processes and expectations to ensure

chemical products are managed safely throughout their life cycles.

With a key component of our product stewardship consisting of the exchange of information regarding product hazards, intended uses, handling practices, exposures, and risks, we have developed Product Safety Overview documents on the primary products we sell. We regularly update these documents with important information revealed during our six-step product monitoring activities to take appropriate actions — such as modifying products or operational processes — consistent with our commitment to product stewardship and product safety.

Trinseo has not identified any non-compliances with regulations in connection with the health and safety impacts of its products and services that resulted in a fine or penalty during 2020.

Product Safety Process

Through a six-step process, Trinseo maintains the integrity of its products over time. As part of this product safety process, product stewards:

1. Gather existing scientific information about potential hazards of our product
2. Determine likely levels of exposure by considering factors such as product composition, manufacturing practices, and applications
3. Evaluate risks to human health and the environment
4. Revisit the product safety process periodically to review best practices and identify and correct information gaps
5. Manage and/or reduce risks accordingly
6. Document conclusions

Sustainable Chemistry

Trinseo products are, by design, safe to their users and the environment. Specifically, more than 95% of Trinseo’s revenue comes from non-classified products, as per the Global Harmonized System (GHS) of Classification and Labeling. Products, which are classified under GHS, are principally feedstocks used and consumed in industrial settings. All Trinseo products have undergone complete chemical hazard assessment.

Additionally, Trinseo has implemented a Sustainable Chemistry program, which focuses on elimination or reduction of substances recognized by key global regulatory authorities to potentially cause serious effects to human health and/or the environment, due to their regulatory classifications and/or negative public perception. The Sustainable Chemistry program is managed by Trinseo’s Global Toxicology Team and follows a multi-step approach:

- Regularly review the latest information on toxicological and regulatory developments on all chemicals used in Trinseo’s products
- Prioritize chemicals of concern according to their hazard profile, exposure of users, and product applications
- A multifunctional project is developed to eliminate or replace the chemicals with the highest priority, with the participation of Research and Product Development, Supply Chain, Purchasing, and Sales
- Product Stewards and the Global Toxicology Team monitor the progress of the Sustainable Chemistry projects and report to Trinseo management

Trinseo’s Sustainable Chemistry program ensures that our products are safe for people and the environment.

Life Cycle Analysis

Trinseo works to minimize harmful impacts on our products throughout all stages of their life cycles, and we promote the responsible use of our materials throughout the value chain. To do this, we work to understand the impact of our products and their use, working closely with industry trade associations to appropriately classify products and their hazards.

To enhance our understanding of the impact of our products, Trinseo

contributed to developing eco-profiles or Life Cycle Assessments (LCAs). LCA is a methodology used to determine the potential environmental impact of various plastics materials and to offer evidence of a quantifiable positive impact on the planet through our materials. We regularly contribute to the creation of eco-profiles in Europe and North America, which are maintained by industry associations and are a compilation of data from multiple companies and industry sources.

Trinseo is exploring opportunities to build LCA capabilities internally. By supporting LCAs, Trinseo helps the industry determine the impact of plastics and latex products on the environment in areas such as energy and raw material use, water consumption, emissions, and waste.

LIFE CYCLE THINKING

Climate Strategy

Climate change has a significant impact on our world, particularly regarding extreme weather conditions, rising sea levels, and regulations limiting the emission of greenhouse gases. Trinseo acknowledges the urgent need to address climate change, and supports global efforts to combat it. In the jurisdictions in which we operate, we comply with extensive regulations required as a result of nationwide or local greenhouse gas targets and resource conservation requirements. In addition to being an issue of importance for our Company, our stakeholders also determined it to be a topic of significance in our Materiality Assessment.

In 2020, we unveiled a Climate Change Goal as part of the Company’s 2030 Sustainability Goals, and have begun to implement plans to achieve this goal. Developing our Implementation Plan to achieve this goal included identifying and assessing

recognized climate-related risks and opportunities. The process helped to evaluate and provide insights into market and technology shifts, stakeholder expectations, policy and legal developments, and physical risks.

An element of the process included working with our insurance partners to assess and analyze physical risks related to extreme weather and natural catastrophes, to ultimately act to reduce risks and prepare for business continuity. This exercise included computer modeling based on Trinseo site geography, asset values, occupancies, and other data points to determine Probable Maximum Loss (PML) for extreme weather including hurricanes, inland flood, and earthquakes. The process also included onsite visits to assess risks, including those from climate change and extreme weather. Following these visits, Trinseo received recommendations for each site that

are tracked for follow-up by Trinseo’s Risk Manager. As part of the yearly insurance renewal process for Trinseo, Risk Management engages with the Company’s property insurance underwriting lead carrier for any assessment or information they may have as it relates to climate change risks. This information is evaluated by the Company for an assessment of impact.

The announcement of the Company’s Climate Change Goal and Implementation Plan motivates closer collaboration between our businesses and functions globally. Roadmaps for achieving the goal have been discussed with cross-function teams, and key initiatives have been reviewed by the Trinseo Sustainability Council. We look forward to reporting on Trinseo’s progress executing the new Implementation Plan in the coming years.



Circular Solutions

Circular solutions have been identified as one of the most promising opportunities for achieving a future in which our collective actions minimize the impact we have on the world in which we live. As governments and regions make commitments to the circular economy, so too has Trinseo. We are working to align ourselves with circular economy policies and embed them into our own efforts.

In a circular economy resources are continuously regenerated and waste is eliminated. Achieving such an ambitious model for eliminating end-of-life materials requires a new approach and mindset shift, in addition to extensive industry collaboration and commitment. At Trinseo, we are taking steps to ensure our efforts take circularity into consideration, from our partnerships and customer relations to product development and investment. Our position is to be an industry leader and pave the way to circular solutions for our customers and the world, contributing to the possibility of a circular economy. This topic was also identified as important to our stakeholders as part of our Materiality Assessment.

Over the years, we have taken significant steps to advance circularity — particularly for polystyrene — by working with our partners to tackle everything from waste streams and management systems to waste laws and sorting systems. This experience and our expertise in circular solutions establishes us as a forward-thinking partner and a resource to all our customers.

As one of the largest manufacturers and suppliers of polystyrene globally, we support proactively advancing polystyrene recycling solutions to help address the issue of plastics waste in the environment and are helping to lead an industry initiative to work toward an objective, technology-based strategy and

vision for the plastics and packaging industry, guided by circular economy principles. As a founding member of Styrenics Circular Solutions (SCS) — a consortium dedicated to accelerating the transformation of the polystyrene industry and fully realizing the circularity of polystyrene — we are driving the adoption of new technologies to find new methods for polystyrene recycling, creating an infinitely recyclable and sustainable material. In addition, Nicolas Joly, Vice President, Plastics & Feedstocks, currently serves as SCS President.

Plastics have become an invaluable part of everyday life, contributing to resource efficiency, increased functionalities, and superior aesthetics in a multitude of applications. Modern polystyrene has long been a preferred material of the foodservice industry, because it uses less energy and fewer resources to produce compared to alternatives, and it is also used to insulate homes to enable better energy efficiency. Polystyrene touches lives every day and has a positive role to play in the face of pressing challenges such as food waste, climate change, resource scarcity, the demand for a higher standard of living, and urban population growth.

With polystyrene, we recognize an opportunity to truly close the loop — full recycling back to the monomer and virgin polystyrene is possible. Polystyrene’s intrinsic circularity can only be unlocked when used polystyrene-containing products are properly collected, sorted, and channeled into the most effective and efficient recycling technologies. That is where SCS is helping to lead the way. Given the urgency of reducing waste, litter, and the environmental impact of plastics, SCS is engaging the entire value chain — from partners in supply chains to converters, recyclers, brand owners, and trade associations, as well as universities, suppliers, and service providers.



We have an ambitious agenda for 2020 and beyond, as SCS drives the unified industry’s commitment to the circular economy by harnessing the unique recyclability of styrenics.

Nicolas Joly, President of Styrenics Circular Solutions; VP of Plastics and Feedstocks for Trinseo

We took significant steps in 2020 to advance these efforts alongside our partners:

- Along with INEOS Styrolution, we advanced conceptual design plans to build first-of-their-kind chemical recycling plants for polystyrene in Europe. Our mutual goal is to build facilities capable of processing post-consumer polystyrene feedstock. This will make a significant contribution toward achieving our commitment to integrate an average of 30% recycled content in food packaging in Europe by 2025.
- Our joint venture, Americas Styrenics (AmSty), has a joint venture with Agilyx, named Regenyx LLC, which is now producing ISCC Plus certified recycled styrene monomer from post-consumer polystyrene materials in North America. AmSty also partnered with INEOS Styrolution to build another U.S. recycling facility.

Environmental Highlights

Expansion of Waste Management Center Pilot Program in City of Tegal, Indonesia

Trinseo and the City of Tegal share a common goal of realizing a circular economy in Indonesia. Together, we believe that circularity can be unlocked, with the ultimate goal of achieving a landfill-free city for the City of Tegal.

As part of these efforts, the first municipal waste management center in Indonesia was introduced, and the facility was equipped with a sizable polystyrene foam compacting machine in March 2020, followed by a waste predator machine capable of processing 20 tons of wet waste daily.

Both additions were part of a pilot program in which plastic waste collected from local communities is sent to the waste management center for sorting and processing. Polystyrene waste, due to its high recyclability value, is separated, compressed, and sent to Kemasan Group — one of the founders of Trinseo’s “Let’s Do Recycling!” program — for processing into recycled polystyrene through mechanical recycling. The remaining plastic waste will be recycled as alternative energy. Hanggara Sukandar, Senior Site Leader of Trinseo, Indonesia, and Director of Sustainability Responsible Care®, Indonesia serves as Consulting Director of Sustainability at the center.

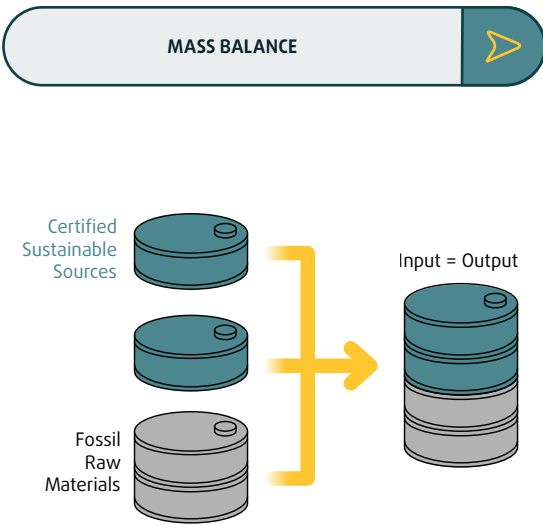


Trinseo Receives Mass Balance Certification from ISCC

As part of Trinseo’s ongoing transformation to becoming a leader in sustainable solutions, the Company pursued and secured Mass Balance certification for four families of products manufactured in Europe from the International Sustainability & Carbon Certification (ISCC). The certifications were issued for our polystyrene from Tessenderlo, Belgium; polycarbonate produced in Stade, Germany; synthetic rubber from Schkopau, Germany; and styrene manufactured in Terneuzen, The Netherlands.

Mass balance is a chain of custody model designed to track of the total amount of input of sustainable raw materials throughout the production cycle and ensure an appropriate allocation to the output of finished goods — thus enabling the tracking of sustainably advantaged materials through complex value chains.

For Trinseo, mass balance tracking is part of our effort to meet our 2030 Sustainability Goals, which includes evolving our materials portfolio so that 40% consists of sustainably advantaged materials by 2030. It also represents an important step in the development of a circular economy.



Our Approach to Corporate Citizenship

At Trinseo, we believe improving the world extends beyond our core business. Giving back to the communities we serve is intrinsic to who we are as an organization — just as our materials are intrinsic to the products that touch lives every day across the globe.

Guided by our Core Values, we live out our Company mission through volunteer efforts and charitable contributions. Our focus is on uplifting the communities where our employees work and live, educating and inspiring the next generation of professionals in chemistry and engineering, and combating climate change through environmental stewardship. Our stakeholders have identified community involvement as an issue of significance in our Materiality Assessment. Through ongoing engagement with local stakeholders, we aim to better understand and meet the needs of their — and our — communities.

Our community relations strategy is set by Trinseo’s Corporate Communications team and is focused

on improving quality of life in locations in which we operate, with an emphasis on supporting employee volunteerism.

The Trinseo Volunteerism Policy provides guidelines for employee volunteering, but does not direct where employees should volunteer. Diversity within these efforts helps ensure the most organizations possible receive support, and allows our employees to direct their charitable effort toward causes and organizations meaningful to themselves and their communities. We support employees by sharing volunteer opportunities on our Intranet pages, providing recognition ideas for employees who have volunteered, and outlining regulations on donation solicitation.

Trinseo’s Charitable Contributions/Donations Policy outlines giving themes and donation criteria aligning with our Company mission and values. Our charitable contribution program focuses on three core areas for financial donations: Making positive contributions to the local economy and community development, promoting science education and environmental stewardship, and supporting workplace and community safety.

Donations must meet all relevant tax requirements for the geographic location of the contribution, and all recipients must be a U.S. 501(c)(3), or equivalent, certified charitable organization.

Community Involvement

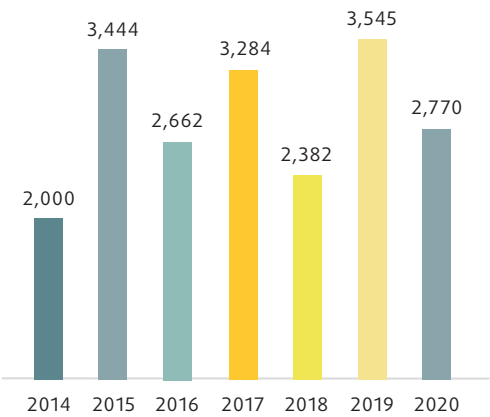
Volunteer Days

Every year, our Company joins together for a month of community service projects as part of our employee Volunteer Days. The initiative brings together hundreds of Trinseo employees and their families around the world to support their communities by organizing local volunteer events and donating their time, talents, and resources.

Although the COVID-19 pandemic restricted many in-person volunteer activities in 2020, our employees still found countless creative ways to give back and make a meaningful impact during this time. One such example is Trinseo Zhangjiagang’s charity “relay,” which recognized the philanthropic actions that Trinseo employees and their families took during this time, including financial and in-kind donations, blood donations, online charitable events, and community-level volunteer efforts.

In total, 587 Trinseo employees and their families from 13 Trinseo locations spent 2,770 hours volunteering to support more than 90 organizations. Trinseo volunteers also donated a variety of much-needed goods to their communities, including food, books, clothing, and toys.

TRINSEO VOLUNTEER DAYS PARTICIPATION BY HOURS



Community Outreach

As members of the communities where our employees live and work, and in acknowledgement that our operations have a potential to impact the surrounding community, Trinseo engages in community outreach to manage risks and opportunities associated with community interests.

Our sites are members of relevant local advisory panels, allowing us to share and receive insights and best practices with regards to environmental issues, laws and regulations, and new technologies. They cooperate with local governments and environmental agencies to support disaster prevention in the event of a chemical accident, which can include supplying prevention supplies and

support personnel. Each site also has an emergency plan that outlines collaboration with local emergency services and neighbors to address and properly report any serious incident or accident. The plans include periodic emergency drills in collaboration with local fire departments and other relevant parties.

For some plants and facilities, extensive Stakeholder Analyses have been conducted, which include the evaluation of risk. The analyses are reviewed on an annual basis and confirmed by site management. Additionally, each plant and facility evaluate their environmental impacts and define the most relevant impacts. The individual impact matrices are re-evaluated on an annual basis and in

case of potential changes.

Many of our sites further engage with the community by hosting or attending annual community meetings where community members and neighboring companies come together to address concerns, promote efforts to mitigate environmental impact in the region, and discuss emergency planning processes. Furthermore, our sites engage directly with the community through volunteering, in-kind donations, and local clean-up activities to foster good will and give back to the areas that support our business. Some sites also invite local students to visit and learn more about our chemical manufacturing and safety processes.

Community Highlights

With our Core Values as our guide, Trinseo is committed to living out our Company mission through volunteerism and charitable contributions, focusing on making a direct positive impact in the local communities where our employees live and work, and educating and inspiring the next generation of professionals in chemistry and engineering.

Stepping Up to Support Local Communities with COVID-19 Donations and Support

In the face of the COVID-19 pandemic, Trinseo and its employees came together to help local communities around the globe in need of supplies and support.

- Seeing the shortage of protective materials for children during the COVID-19 pandemic, Trinseo Taiwan sourced and donated thousands of children’s surgical masks and hundreds of children’s safety goggles to help protect orphans and children of foster families.
- Trinseo Hong Kong saw the detrimental impact that the COVID-19 pandemic has had on schooling and donated 60 computer tablets to children to aid in their online learning during school closures, in addition to donating hand sanitizer to the community.
- Trinseo Zhangjiagang sent personal protective materials such as disposable surgical masks, infrared thermometers, and sanitizers to communities to support and protect volunteers helping to combat COVID-19.
- As many local residents lost their jobs during the pandemic, Trinseo Indonesia stepped in to donate 1,000 cloth masks and 500 kg of rice to nearby villages in the Gerem, Kalibaru, and Cikuasa areas.
- In the face of increased food insecurity resulting from the COVID-19 pandemic, Trinseo Berwyn participated in a virtual food drive to support the Chester County Food Bank.





Helping Trinseo Communities and Employees in Times of Disaster

Trinseo is committed to creating impact in the communities where our employees live and work, so when historic flooding struck Midland County, Michigan — Trinseo’s largest location in North America with 230 employees — Trinseo donated \$100,000 for flood recovery efforts to support the community and our employees in their road to recovery. We also donated additional funds directly to 11 Trinseo households that were impacted by the floodwaters.

Supporting our Sustainability Journey through Environmental Initiatives

Environmental stewardship and counteracting climate change are key tenets of Trinseo’s community-based initiatives. Across the globe, our employees spearheaded initiatives to clean up the environment, educate consumers, and support sustainability.

Trinseo Hong Kong worked with Environmental Association Limited on two projects as part of our charitable contribution program, focusing on our giving core areas of science education and environmental stewardship. We sponsored eight 3.5-hour coastal cleaning programs for public participation to promote the sanctity of our natural environment. Volunteers cleaned up and helped to record the waste collected on the shoreline, contributing to data for research around the world.

Trinseo originally launched the “Let’s Do Recycling!” program in 2019 to advocate the circularity of polystyrene and help reduce plastic waste. In 2020, Trinseo Indonesia expanded on this program’s initial success by collaborating with Kemasan Group to organize a series of 12 educational webinars discussing the recycling of single-use plastics, waste processing, and the environment. The webinars have been well attended and attracted media attention, thus extending the reach of these essential messages to a larger community in Indonesia.

Giving Back at a Community Level

Recognizing how significant of an issue hunger, unhealthy eating, and food insecurity is globally, Trinseo supported numerous foodbanks in communities around the world in 2020. In one example, Trinseo Singapore supported Food Bank Singapore’s “Joy In Every Bundle” project, donating 50 bundles of healthy food options to help people lead healthier lives by making smarter food choices and to help reduce the cost of medical bills as a result of poor eating habits.

At Trinseo Hsinchu, employees rallied to support patients suffering from Persistent Vegetative State who come from low-income families and rely on Genesis Social Welfare Foundation for food and care. Trinseo Hsinchu provided administrative and cleaning services, raised funds, and donated food and blessing cards to the organization.

Industry & Trade Associations

Trinseo representatives across the Company belong to or hold a leadership position with more than 60 trade associations, including in the plastics, feedstocks, latex, and rubber industries, as well as global, regional, and local business and chemical associations.

Through our association memberships, we proactively engage in activities to support a more sustainable future and gain knowledge on how to continuously improve our environment, health, and safety programs. Together with industry partners, we work to shape industry positions on issues and public policy that impact our industry. Our participation serves as an essential element of our stakeholder outreach strategy, while also helping to ensure our interests are represented on major issues.

We have also implemented an executive thought leadership strategy centered around developing and publishing insightful content on digital platforms, which highlights key sustainability issues for discussion among other key industry leaders and value chain partners in our executives’ networks. Trinseo made no political contributions in 2020.

Association participation includes:

- American Chemistry Council
- Global Polycarbonate/BPA Group
- PlasticsEurope
- The World Plastics Council
- Operation Clean Sweep®
- Smart Delta Resources
- Styrenics Circular Solutions



REPORTING MICROSITE



This report has been prepared in accordance with the GRI Standards: Core Option. The data in this report was collected between January 1 and December 31, 2020, and includes financial content from the Company’s consolidated financial statements as of December 31, 2020.

This report, Trinseo’s eleventh annual Sustainability and Corporate Social Responsibility Report, was published on July 21, 2021. Trinseo’s previous report was published on July 21, 2020. There are no restatements of information contained in this report.

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

The contact for this report is Trinseo Global Industry Affairs and Sustainability Leader Walter van het Hof.

GRI Content Index



GRI STANDARD	DISCLOSURE NUMBER & TITLE	SECTION NAME	PAGE
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	102-2 Activities, brands, products, and services	About Trinseo	6-7
	102-3 Location of headquarters	About Trinseo	6
	102-4 Location of operations	About Trinseo	6
	102-5 Ownership and legal form	About Trinseo	6
	102-6 Markets served	About Trinseo	6-7
	102-7 Scale of the organization	About Trinseo	7
	102-8 Information on employees and other workers	People 2020 Employee Reporting	50-51
	102-9 Supply chain	Business & Operations Supply Chain & Procurement	30-31
	102-10 Significant changes to the organization and its supply chain	Business & Operations	25, 31
	102-11 Precautionary Principle or approach	Safety Safety Indicators	60-61
	102-12 External initiatives	Our Sustainability Journey Stakeholder Analysis & Engagement	14-15
	102-13 Membership of associations	Corporate Citizenship Industry & Trade Associations	83
	102-14 Statement from senior decision-maker	A Message From Our CEO	4
	102-15 Key impacts, risks, and opportunities	Our Sustainability Journey Our Approach to Sustainability	11, 14, 16
	102-16 Values, principles, standards, and norms of behavior	Business & Operations Ethics and Compliance	28-29
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GRI 101: FOUNDATION 2016			
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	102-19 Delegating authority	Our Sustainability Journey Governance	12-13
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	102-21 Consulting stakeholders on economic, environmental, and social topics	Our Sustainability Journey Stakeholder Analysis & Engagement	14-15
	102-22 Composition of the highest governance body and its committees	Our Sustainability Journey Governance/Governance Structure	12-13
	102-23 Chair of the highest governance body	Our Sustainability Journey Governance/Governance Structure	12-13
	102-24 Nominating and selecting the highest governance body	Our Sustainability Journey Governance/Governance Structure	12-13
	102-25 Conflicts of interest	Our Sustainability Journey Governance/Governance Structure	12-13
	102-26 Role of highest governance body in setting purpose, values, and strategy	Our Sustainability Journey Governance/Governance Structure	12-13
	102-27 Collective knowledge of highest governance body	Our Sustainability Journey Governance/Governance Structure	12-13
	102-28 Evaluating the highest governance body’s performance	Our Sustainability Journey Governance/Governance Structure	12-13
	102-29 Identifying and managing economic, environmental, and social impacts	Our Sustainability Journey Governance/Governance Structure	12-13
	102-30 Effectiveness of risk management processes	Our Sustainability Journey Governance/Governance Structure	12-13
	102-31 Review of economic, environmental, and social topics	Our Sustainability Journey Governance/Governance Structure	12-13
	102-32 Highest governance body’s role in sustainability reporting	Our Sustainability Journey Governance/Governance Structure	12-13
	102-33 Communicating critical concerns	Our Sustainability Journey Governance/Governance Structure	12-13
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	102-36 Process for determining remuneration	People Compensation Policies	52
	102-37 Stakeholders’ involvement in remuneration	People Compensation Policies	52
	102-38 Annual total compensation ratio	People Compensation Policies	52
	102-40 List of stakeholder groups	Our Sustainability Journey Stakeholder Analysis Chart	15
	102-41 Collective bargaining agreements	People 2020 Employee Reporting	51-52
	102-42 Identifying and selecting stakeholders	Our Sustainability Journey Stakeholder Analysis & Engagement	14-15
	102-43 Approach to stakeholder engagement	Our Sustainability Journey Stakeholder Analysis & Engagement	14-15

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	102-45 Entities included in the consolidated financial statements	Business & Operations Economic Performance	25-27
	102-46 Defining report content and topic boundaries	Our Sustainability Journey Materiality Matrix	16-17
	102-47 List of material topics	Our Sustainability Journey Materiality Matrix	16-17
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	103-2 The management approach and its components	Business & Operations Our Approach to Sustainable Operations	25
	103-3 Evaluation of the management approach	Business & Operations Our Approach to Sustainable Operations	25
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Business & Operations Historical Economic Performance Through 2020	26-27
	201-2 Financial implications and other risks and opportunities due to climate change	Environmental Protection Climate Strategy	72

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	103-2 The management approach and its components	Business & Operations Supply Chain & Procurement	30-31
	103-3 Evaluation of the management approach	Business & Operations Supply Chain & Procurement	30-31
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Business & Operations Path to Sustainable Procurement	31
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Business & Operations Path to Sustainable Procurement	31
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Business & Operations Path to Sustainable Procurement	31
ENVIRONMENTAL PROTECTION The following management approach for Environmental Protection covers disclosures GRI 302: Energy 2016; GRI 303: Water and Effluents 2018; GRI 305: Emissions 2016; GRI 306: Effluents and Waste 2016; and GRI 307: Environmental Compliance 2016			
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	103-2 The management approach and its components	Environmental Protection Our Approach to Environmental Protection	67
	103-3 Evaluation of the management approach	Environmental Protection Our Approach to Environmental Protection	67
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Protection Electricity	70
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GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Protection Water	71
	303-2 Management of water discharge-related impacts	Environmental Protection Water	71
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GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Protection Emissions	68
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Protection Emissions	68
	305-4 GHG emissions intensity	Environmental Protection Emissions	68
	305-5 Reduction of GHG emissions	Environmental Protection Emissions	68
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environmental Protection Emissions	69
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	Environmental Protection Waste	71
	306-3 Significant spills	Safety Loss of Primary Containment	63
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Environmental Protection Our Approach to Environmental Protection	67

GRI STANDARD	DISCLOSURE NUMBER & TITLE	SECTION NAME	PAGE
PEOPLE The following management approach for People covers disclosures GRI 401: Employment 2016; GRI 404: Training and Education 2016; and GRI 405: Diversity and Equal Opportunity 2016			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	People Our Approach to People	49
	103-2 The management approach and its components	People Our Approach to People	49
	103-3 Evaluation of the management approach	People Our Approach to People	49
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	People Employee Reporting	50-51
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People Employee Reporting	50-52
	401-3 Parental leave	People Employee Reporting	50-52
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	People Employee Development	53
	404-2 Programs for upgrading employee skills and transition assistance programs	People Employee Development	53
	404-3 Percentage of employees receiving regular performance and career development reviews	People Performance Management	53
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People Employee Reporting	50-51
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	Safety Our Approach to EH&S Management	57
	103-2 The management approach and its components	Safety Our Approach to EH&S Management	57
	103-3 Evaluation of the management approach	Safety Our Approach to EH&S Management	57
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety Our Approach to EH&S Management	57, 61
	403-2 Hazard identification, risk assessment, and incident investigation	Safety Risk Management	60-61
	403-3 Occupational health services	Safety Risk Management	60-61
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety Behavioral Improvement Program	62
	403-5 Worker training on occupational health and safety	Safety Occupational, Health, and Safety Training	61
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	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Business & Operations Supply Chain & Procurement	30-31

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GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Safety Safety Management System	62-63
	403-9 Work-related injuries	Safety Safety Reporting	58-59
	403-10 Work-related ill health	Safety Safety Reporting	58-59
PRODUCT SAFETY The following management approach for Product Safety covers disclosures GRI 416: Customer Health and Safety 2016 and GRI 417: Marketing and Labeling 2016			
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	103-2 The management approach and its components	Environmental Protection Product Safety & Stewardship	72-73
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GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Environmental Protection Product Safety & Stewardship	72-73
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Environmental Protection Product Safety & Stewardship	72-73
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	Business & Operations Privacy & Information Security	32
	103-2 The management approach and its components	Business & Operations Privacy & Information Security	32
	103-3 Evaluation of the management approach	Business & Operations Privacy & Information Security	32
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Business & Operations Privacy & Information Security	32
CORPORATE CITIZENSHIP The following management approach for Corporate Responsibility applies to GRI 413: Local Communities 2016 and GRI 415: Public Policy 2016			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	Corporate Citizenship Our Approach to Corporate Responsibility	79
	103-2 The management approach and its components	Corporate Citizenship Our Approach to Corporate Responsibility	79
	103-3 Evaluation of the management approach	Corporate Citizenship Our Approach to Corporate Responsibility	79
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Citizenship Community Involvement	79-80
GRI 415: Public Policy 2016	415-1 Political Contributions	Corporate Citizenship Industry & Trade Associations	83

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	103-2 The management approach and its components	Our Sustainability Journey Sustainability Goals	18-19
	103-3 Evaluation of the management approach	Our Sustainability Journey Sustainability Goals	18-19
ETHICS & COMPLIANCE The following management approach for Ethics & Compliance applies to GRI 205: Anti-Corruption 2016 and GRI 412: Human Rights Assessment 2016			
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	103-2 The management approach and its components	Business & Operations Ethics & Compliance	28-29
	103-3 Evaluation of the management approach	Business & Operations Ethics & Compliance	28-29
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Business & Operations Ethics Administration and Training	28-29
GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	Business & Operations Human Rights & Modern Slavery	28-29
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	Products & Innovations Our Approach to Innovation	35
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	103-2 The management approach and its components	Environmental Protection Circular Solutions	75
	103-3 Evaluation of the management approach	Environmental Protection Circular Solutions	75

SASB Index

This is the first time Trinseo is integrating reporting disclosures with reference to the Sustainability Accounting Standards Board (SASB) framework. All data reflects the year of January 1, 2020 through December 31, 2020.

ACCOUNTING METRIC	CODE	DISCLOSURE	ADDITIONAL DISCLOSURES
GREENHOUSE GAS EMISSIONS			
1. Gross global Scope 1 emissions, 2. percentage covered under emissions-limiting regulations	RT-CH-110a.1	1. 240 thousand metric tons (t) CO ₂ -e 2. Trinseo does not report this data	Environmental Protection Emissions
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2	As part of our Sustainability Goals, Trinseo is striving to reduce Scope 1 & 2 GHG emissions intensity by 35% by 2035 compared to our 2017 base year, with progress milestones of 10% reduction by 2025 and 20% reduction by 2030. In 2020, Trinseo reduced intensity by 21% compared to our base year. In our Sustainability Goals, we’re also striving to increase our share of electricity from non-fossil sources from 5% to 30% by 2030. Achieving this goal would result in an approximately 7% reduction of Scope 1 & 2 GHG emissions. In 2020, Trinseo increased this share to 13%. Trinseo’s Technology Center is leading the Company’s Energy Operating Excellence with a focus on projects to reduce energy consumption and GHG emissions. By striving for a 2% decrease in these metrics annually, the Company will ultimately achieve its goal of 30% reduction by 2035. To keep the Company on track, each of the businesses maintain monthly reports, which include short and long-term efforts such as steam reductions and the transition from brown coal to natural gas.	Environmental Protection Emissions
AIR QUALITY			
Air emissions of the following pollutants: 1. NO _x (excluding N ₂ O), 2. SO _x , 3. volatile organic compounds (VOCs), 4. hazardous air pollutants (HAPs)	RT-CH-120a.1	1. 171.3 MT NO _x 2. 1.3 MT SO _x 3. 89.6 MT VOCs 4. Trinseo does not report this data	Environmental Protection Emissions
ENERGY MANAGEMENT			
1. Total energy consumed, 2. percentage grid electricity, 3. percentage renewable, 4. total self-generated energy	RT-CH-130a.1	1. 1,605,625.2 GJ 2. 100% 3. 9% 4. 0%	Environmental Protection Electricity

ABOUT THIS REPORT

ACCOUNTING METRIC	CODE	DISCLOSURE	ADDITIONAL DISCLOSURES
WATER MANAGEMENT			
1. Total water withdrawn, 2. total water consumed, 3. percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	1. 4,406,090 cubic meters 2. 858,499 cubic meters 3. Trinseo does not currently measure or track this metric. We may explore integrating it into our future reporting.	Environmental Protection Water
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	Trinseo does not currently measure or track this metric. We may explore integrating it into our future reporting.	Environmental Protection Water
Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	See Page 71	Environmental Protection Water Management Strategy
HAZARDOUS WASTE MANAGEMENT			
1. Amount of hazardous waste generated, 2. percentage recycled	RT-CH-150a.1	1. 7,143 metric tons 2. 51%	Environmental Protection Waste
COMMUNITY RELATIONS			
Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	See Page 80	Corporate Citizenship Community Outreach
WORKFORCE HEALTH & SAFETY			
1. Total recordable incident rate (TRIR), 2. fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	1. 0.28 2. (a) 0 (b) 0	Safety Injury Rates Safety Work-Related Injuries
Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	See Page 59	Safety Illness
PRODUCT DESIGN FOR USE-PHASE EFFICIENCY			
Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	Trinseo does not currently measure or track this metric. We may explore integrating it into our future reporting.	
SAFETY & ENVIRONMENTAL STEWARDSHIP OF CHEMICALS			
1. Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, 2. percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	1. Less than 5% 2. 100%	Environmental Protection Sustainable Chemistry
SAFETY & ENVIRONMENTAL STEWARDSHIP OF CHEMICALS (CONT.)			
Discussion of strategy to 1. manage chemicals of concern and 2. develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	See Page 73	Environmental Protection Sustainable Chemistry

ACCOUNTING METRIC	CODE	DISCLOSURE	ADDITIONAL DISCLOSURES
GENETICALLY MODIFIED ORGANISMS			
Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	0%	Environmental Protection Sustainable Chemistry
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT			
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	These disclosures are reported in Trinseo's 2020 Annual Report .	Environmental Protection Our Approach to Environmental Protection
OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE			
Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	PSIC = 0, PSTIR = 0, PSISR = 0	Safety Process Safety Incidents
Number of transport incidents	RT-CH-540a.2	19	Safety Transportation
PRODUCTION BY REPORTABLE SEGMENT			
Production by reportable segment	RT-CH-000.A	32 production facilities	Welcome About Trinseo

Non-GAAP to GAAP Reconciliation

Note: Reconciliation of Non-GAAP Performance Measures to Net Income

EBITDA is a non-GAAP financial performance measure, which is defined as income from continuing operations before interest expense, net; income tax provision; depreciation and amortization expense. We refer to EBITDA in making operating decisions because we believe it provides our management as well as our investors with meaningful information regarding the Company’s operational performance. We believe the use of EBITDA as a metric assists our board of directors, management, and investors in comparing our operating performance on a consistent basis.

We also present Adjusted EBITDA as a non-GAAP financial performance measure, which we define as income from continuing operations before interest expense, net; income tax provision; depreciation and amortization expense; loss on extinguishment of long-term debt; asset impairment charges; gains or losses on the dispositions of businesses and assets; restructuring charges; acquisition related costs and benefits, and other items. In doing so, we are providing management, investors, and credit rating agencies with an indicator of our ongoing performance and business trends, removing the impact of transactions and events that we would not consider a part of our core operations.

Lastly, we present Adjusted Net Income and Adjusted EPS as additional performance measures. Adjusted Net Income is calculated as Adjusted EBITDA (defined beginning with net income, above), less interest expense, less the provision for income taxes and depreciation and amortization, tax affected for various discrete items, as appropriate. Adjusted EPS is calculated as Adjusted Net Income per weighted average diluted shares outstanding for a given period. We believe that Adjusted Net Income and Adjusted EPS provide transparent and useful information to management, investors, analysts, and other stakeholders in evaluating and assessing our operating results from period-to-period after removing the impact of certain transactions and activities that affect comparability and that are not considered part of our core operations.

There are limitations to using the financial performance measures noted above. These performance measures are not intended to represent net income or other measures of financial performance. As such, they should not be used as alternatives to net income as indicators of operating performance. Other companies in our industry may define these performance measures differently than we do. As a result, it may be difficult to use these or similarly-named financial measures that other companies may use, to compare the performance of those companies to our performance. We compensate for these limitations by providing reconciliations of these performance measures to our net income, which is determined in accordance with GAAP.

Note: Reconciliation of Non-GAAP Liquidity Measures to Cash from Operations

The Company uses certain measures, such as Free Cash Flow as non-GAAP measures, to evaluate and discuss its liquidity position and results. Free Cash Flow is defined as cash from operating activities, less capital expenditures. We believe that Free Cash Flow provides an indicator of the Company’s ongoing ability to generate cash through core operations, as it excludes the cash impacts of various financing transactions as well as cash flows from business combinations that are not considered organic in nature. We also believe that Free Cash Flow provides management and investors with useful analytical indicators of our ability to

service our indebtedness, pay dividends (when declared), and meet our ongoing cash obligations.

Free Cash Flow is not intended to represent cash flows from operations as defined by GAAP, and therefore, should not be used as alternatives for that measure. Other companies in our industry may define Free Cash Flow differently than we do. As a result, it may be difficult to use this or similarly-named financial measures that other companies may use, to compare the liquidity and cash generation of those companies to our own. The Company compensates for these limitations by providing the following detail, which is determined in accordance with GAAP.

(IN \$MILLIONS, UNLESS NOTED)	2016	2017	2018	2019	2020
Net Income (Loss)	318.3	328.3	292.5	92.0	7.9
Interest expense, net	75.0	70.1	46.4	39.3	0.0
Provision for (benefit from) income taxes	87.0	82.8	71.8	12.6	0.0
Depreciation and amortization	96.4	110.6	130.2	136.0	0.0
EBITDA	576.7	591.8	540.9	279.9	223.6
Loss on extinguishment of long-term debt	-	65.3	0.2	-	0.0
Other items	(4.4)	(19.9)	22.8	55.4	0.0
Restructuring and other charges	23.5	6.0	8.2	18.1	0.0
Net gain on disposition of businesses and assets	15.1	(9.7)	(1.0)	(0.7)	0.0
Acquisition transaction and integration net costs	-	4.7	0.6	(0.9)	0.0
Acquisition purchase price hedge (gain) loss	-	-	0.0	-	0.0
Asset impairment charges or write-offs	-	4.3	1.5	-	0.0
Adjusted EBITDA	610.9	642.5	573.2	351.8	0.0
Adjusted EBITDA to Adjusted Net Income (Loss)					
Adjusted EBITDA	610.9	642.5	573.2	351.8	0.0
Interest expense, net	75.0	70.1	46.4	39.3	0.0
Provision for (benefit from) income taxes - Adjusted	94.6	98.2	81.0	52.8	45.0
Depreciation and amortization - Adjusted	95.4	108.6	129.1	132.4	131.9
Adjusted Net Income (Loss)	345.9	365.6	316.7	127.3	0.0
Wtd Avg Shares - Diluted (000)	47,478	44,973	43,666	40,710	38,600
Adjusted EPS - Diluted (\$)	7.28	8.13	7.25	3.13	2.05
Adjustments by Statement of Operations Caption					
Cost of sales	-	(16.0)	1.8	0.4	-
SG&A and Impairment Charges	25.9	9.9	30.8	74.7	83.5
Acquisition purchase price hedge (gain) loss			-	-	(7.3)
Other expense (income), net	8.3	(8.5)	(0.5)	(3.2)	(0.3)
Total EBITDA Adjustments	34.2	50.7	32.3	71.9	75.9
Free Cash Flow Reconciliation					
Cash provided by (used in) operating activities	403.7	391.3	366.5	322.5	255.4
Capital expenditures	(123.9)	(147.4)	(121.4)	(110.1)	(82.3)
Free Cash Flow	279.8	243.9	245.1	212.4	173.1



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