

REFINITIV

## DELTA REPORT

### 10-K

AVNT - AVIENT CORP

10-K - DECEMBER 31, 2024 COMPARED TO 10-K - DECEMBER 31, 2023

The following comparison report has been automatically generated

TOTAL DELTAS 3142

█ CHANGES 339

█ DELETIONS 1256

█ ADDITIONS 1547

United States  
Securities and Exchange Commission

Washington, DC 20549

FORM 10-K

ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended **December 31, 2023** **December 31, 2024**

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from \_\_\_\_\_ to \_\_\_\_\_

Commission file number 1-16091

Avient Corporation

Ohio

**34-1730488**

(State or other jurisdiction  
of incorporation or organization)

(I.R.S. Employer Identification No.)

**Avient Center**

**33587 Walker Road**

**44012**

**Avon Lake, Ohio**

(Exact name of registrant as specified in its charter)

(Address of principal executive offices)

(Zip Code)

Registrant's telephone number, including area code (440) 930-1000

Securities registered pursuant to Section 12(b) of the Act:

<u>Title of each class</u>	<u>Trading Symbol(s)</u>	<u>Name of each exchange on which registered</u>
Common Shares, par value \$0.01 per share	AVNT	New York Stock Exchange

Securities registered pursuant to Section 12(g) of the Act:  
None

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes  No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act. Yes  No

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes  No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§ 232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes  No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company" and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer	<input checked="" type="checkbox"/>	Accelerated filer	<input type="checkbox"/>
Non-accelerated filer	<input type="checkbox"/>	Smaller reporting company	<input type="checkbox"/>
		Emerging growth company	<input type="checkbox"/>

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C. 7262(b)) by the registered public accounting firm that prepared or issued its audit report.

If securities are registered pursuant to Section 12(b) of the Act, indicate by check mark whether the financial statements of the registrant included in the filing reflect the correction of an error to previously issued financial statements.

Indicate by check mark whether any of those error corrections are restatements that required a recovery analysis of incentive-based compensation received by any of the registrant's executive officers during the relevant recovery period pursuant to §240.10D-1(b).

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Act). Yes  No

The aggregate market value of the registrant's outstanding common shares held by non-affiliates on **June 30, 2023** **June 28, 2024**, determined using a per share closing price on that date of **\$40.90**, **\$43.65**, as quoted on the New York Stock Exchange, was **\$3.7 billion** **\$4.0 billion**.

The number of shares of common shares outstanding as of **February 7, 2024** **February 10, 2025** was **91,179,276**, **91,439,343**.

AVIENT CORPORATION

#### DOCUMENTS INCORPORATED BY REFERENCE

Part III of this Annual Report on Form 10-K incorporates by reference certain information from the registrant's definitive Proxy Statement with respect to the **2024 2025** Annual Meeting of Shareholders.

**AVIENT CORPORATION**

---

#### **PART I**

##### **CAUTIONARY NOTE ON FORWARD-LOOKING STATEMENTS**

In this Annual Report on Form 10-K, statements that are not reported financial results or other historical information are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements give current expectations or forecasts of future events and are not guarantees of future performance. They are based on management's expectations that involve a number of business risks and uncertainties, any of which could cause actual results to differ materially from those expressed in or implied by the forward-looking statements. You can identify these statements by the fact that they do not relate strictly to historic or current facts. They use words such as "will," "anticipate," "estimate," "expect," "project," "intend," "plan," "believe" and other words and terms of similar meaning in connection with any discussion of future operating or financial condition, performance and/or sales. In particular, these include statements relating to future actions; prospective changes in raw material costs, product pricing or product demand; future performance; estimated capital expenditures; results of current and anticipated market conditions and market strategies; sales efforts; expenses; the outcome of contingencies such as legal proceedings and environmental liabilities; and financial results. Factors that could cause actual results to differ materially from those implied by these forward-looking statements include, but are not limited to:

- disruptions, uncertainty or volatility in the credit markets that could adversely impact the availability of credit already arranged and the availability and cost of credit in the future;
- the effect on foreign operations of currency fluctuations, tariffs and other political, economic and regulatory risks;
- disruptions or inefficiencies in our supply chain, logistics, or operations;
- changes in laws and regulations in jurisdictions where we conduct business, including with respect to plastics and climate change;
- fluctuations in raw material prices, quality and supply, and in energy prices and supply;
- demand for our products and services;
- production outages or material costs associated with scheduled or unscheduled maintenance programs;
- unanticipated developments that could occur with respect to contingencies such as litigation and environmental matters;
- **an inability to raise or sustain prices for products or services;**
- our ability to pay regular quarterly cash dividends and the amounts and timing of any future dividends;
- information systems failures and cyberattacks;
- **our ability to service our indebtedness and restrictions on our current and future operations due to our indebtedness;**
- amounts for cash and non-cash charges related to restructuring plans that may differ from original estimates, including because of timing changes associated with the underlying actions;
- **our ability to achieve strategic objectives and successfully integrate acquisitions, including the implementation of a cloud-based enterprise resource planning (ERP) system, S/4HANA;**
- other factors affecting our business beyond our control, including without limitation, changes in the general economy, changes in interest rates, changes in the rate of inflation, geopolitical conflicts, and any recessionary conditions; and
- other factors described in this Annual Report on Form 10-K under Item 1A, "Risk Factors."

We cannot guarantee that any forward-looking statement will be realized, although we believe we have been prudent in our plans and assumptions. Achievement of future results is subject to risks, uncertainties and assumptions. Should known or unknown risks or uncertainties materialize, or should underlying assumptions prove inaccurate, actual results could vary materially from those anticipated, estimated or projected. Investors should bear this in mind as they consider forward-looking statements. We undertake no obligation to publicly update forward-looking statements, whether as a result of new information, future events or otherwise, except as otherwise required by law. You are advised, however, to consult any further disclosures we make on related subjects in our reports on Forms 10-Q, 8-K and 10-K filed with the Securities and Exchange Commission (SEC). You should understand that it is not possible to predict or identify all risk factors. Consequently, you should not consider any such list to be a complete set of all potential risks or uncertainties.

**1 AVIENT CORPORATION**

---

#### **ITEM 1. BUSINESS**

##### **Business Overview**

We are a premier formulator and innovator of specialized and sustainable materials solutions that transform customer challenges into opportunities, bringing new products to life for help our customers succeed, while enabling a better sustainable world. Our products include specialty engineered materials, performance fibers, advanced composites and color and additive systems solutions. We are also a highly specialized developer and manufacturer of performance enhancing additives, liquid colorants and fluoropolymer and silicone colorants. When used in this Annual Report on Form 10-K, the terms "we," "us," "our," "Avient" and the "Company" mean Avient Corporation and its consolidated subsidiaries.

Avient was formed as PolyOne Corporation on August 31, 2000 from the consolidation of The Geon Company (Geon) and M.A. Hanna Company (Hanna). Through a series of acquisitions, divestitures, operational improvements and divestitures, cultural shift, the Company has transformed into a premier specialty formulator, to become an innovator of materials solutions. Effective June 30, 2020, the Company amended its existing Articles of Incorporation to change its name to Avient Corporation and changed its ticker symbol from "POL" to "AVNT", effective at the start of trading on July 13, 2020.

Avient Corporation is incorporated in Ohio and headquartered in Avon Lake, Ohio. We currently have 102 manufacturing sites in North America, South America, Asia, Europe, the Middle East, Asia, and Africa (EMEA). In 2023, 2024, the Company had sales from continuing operations of \$3.1 billion \$3.2 billion, approximately 61% 60% of which were to customers outside the United States. Using our formulation expertise, materials science and operational capabilities, we create an essential link between large chemical producers (our raw material suppliers) and designers, assemblers and processors of plastics polymers (our customers). We believe that our role in the value chain continues to become more vital as our customers increasingly need reliable suppliers with a global reach, local touch, and increasingly highly effective materials-based solutions to help improve their products' sustainability performance, appeal, performance, differentiation, profitability and competitive advantage. Our goal is to provide customers with specialized and sustainable innovative materials and solutions through our global footprint, broad market knowledge, technical expertise, product breadth, manufacturing operations and raw materials procurement leverage. Our end markets include consumer, packaging, defense, healthcare, industrial, transportation, building and construction, telecommunications and energy.

## Polymer Industry Overview

Avient is a specialty formulator and innovator of materials solutions within the polymer industry. We have the scientific know-how in materials science required to bridge the large, commodity base resin producers and the companies who ultimately manufacture end products utilizing formulated polymer and composite materials.

Polymers are a class of organic materials that are generally produced by converting natural gas or crude oil derivatives into monomers, such as ethylene, propylene, and styrene. These monomers are then polymerized into chains called polymers, or plastic resin, such as polyethylene and polypropylene, in their most basic forms. Avient does not produce commodity base resins. Rather, Avient sources various resins, polymers and additives, then employs additional chemistry in formulating those materials into highly engineered, unique materials for a specific use.

Thermoplastic polymers are characterized by their ability to be reshaped repeatedly into new forms after heat and pressure are applied. Thermoplastics offer versatility and a wide range of applications. The major types of thermoplastics include polyethylene, polypropylene, polystyrene, polyester and a range of specialized engineering resins. Each type of thermoplastic has unique qualities and characteristics that make it appropriate for use in a particular application.

Thermoplastic composites include base resins, but are combined with a structural element such as glass, carbon or polymer fibers to enhance strength, rigidity and structure. Further performance can be delivered through an engineered thermoplastic sheet or thick film, which may incorporate more than one resin formulation or composite in multiple layers to impart additional properties, such as gas barrier, structural integrity and lightweighting.

Thermoplastics and polymer composites are found in a variety of end-use products and markets, including packaging, defense, building and construction, wire and cable, transportation, medical, furniture and furnishings, durable goods, outdoor high performance equipment, electrical and electronics, adhesives, inks and coatings and fiber. Each type of thermoplastic resin has to ultimately achieve unique characteristics (such as flexibility, strength or durability) suitable for use in a particular end-use application. The formulation materials science and manufacturing processes required to achieve those characteristics is the specialty role that Avient plays.

## 2 AVIENT CORPORATION

---

The following are examples, by industry, where Avient materials solutions address specific market requirements or challenges. In the packaging industry, plastics colorants and additives are required that help keep food fresh used to lightweight, enhance consumer appeal, increase design freedom, improve recyclability, enable recycled content to be incorporated, and free of contamination while providing a variety of options for product display, preserve and offering advantages in terms of weight and user-friendliness, protect the packaging's contents. In wire and cable, thermoplastics and composites serve to protect enhance performance and extend product life by providing electrical insulation, flame resistance, durability, water resistance water swelling and color coding to strain resistance for highly engineered fibers, yarn products, wire coatings electrical and telecommunications wires, cables and connectors. In the defense industry, ultra-high molecular weight (UHMWPE) fiber is relied upon and incorporated into tactical vests, hard armor plates, shields, bomb suits, helmets, and military vehicles (air, sea and ground). In the transportation industry, plastic has proven to be durable, lightweight and corrosion resistant while offering fuel savings, design flexibility and high performance, often replacing traditional materials such as metal and glass. In the medical industry, plastics are used for a vast array of devices and equipment, including blood and intravenous bags, medical tubing, catheters, lead replacement for radiation shielding, clamps and connectors to bed frames, curtains and sheeting, electronic enclosures and equipment housings. In the outdoor high performance industry, plastic applications are used for components and colorants for all terrain vehicles, and reinforced polymers are used for various outdoor equipment and gear. In the electronics industry, plastic enclosures and connectors not only enhance safety through electrical insulation, but thermally and electrically conductive plastics provide heat transferring, cooling, anti-static, electrostatic discharge, and electromagnetic shielding performance for critical applications including integrated circuit chip packaging.

Various additives can also be formulated with a base resin and further engineered into a structure composite to provide them with greater versatility and performance. Polymer formulations and structures composites have advantages over metals, wood, rubber, glass and other traditional materials, which have resulted in the replacement of these materials across a wide spectrum of applications. These specialized polymers offer sustainability and performance advantages compared to traditional materials, including design freedom, processability, weight reduction, chemical resistance, flame retardance and lower cost. Plastics are renowned for their durability, aesthetics and ease of handling and recyclability. Avient's strategy and investments are aligned to enable these important benefits, now and in the future.

## Avient Segments

We operate in two reportable segments: (1) Color, Additives and Inks and (2) Specialty Engineered Materials. Our segments are further detailed in Note 15, Segment Information, to the accompanying consolidated financial statements.

## Competition

The manufacturing of custom and proprietary formulated thermoplastics, polymer composites, and color and additives systems additive solutions is highly competitive. Competition is based on service, performance, product innovation, product recognition, speed, delivery, quality and price. The relative importance of these factors varies among our products and services. Our competitors range from large international companies with broad product offerings to local independent custom producers whose focus is a specific market niche or product offering. We believe that our four-pillar strategy of Specialization, Globalization, Commercial Excellence Our strategic approach to differentiate, innovate and Operational Excellence, along grow within this competitive environment is to intersect high-growth markets and secular trends with our focus on putting our customers and their needs first, enables us technologies to successfully compete in the market, create product platforms of scale.

#### Raw Materials

The primary raw materials used by our manufacturing operations are polyolefin and other thermoplastic resins, titanium oxide, dioxide, inorganic and organic pigments, specialty additives and ethylene. In general, there is ethylene, all of which we believe are currently in adequate supply and capacity from a variety of suppliers to serve our business. In 2022, we experienced certain supply disruptions, shortages, volume allocations and logistical delays for some of these materials. In 2023, most global supply chains relevant to our business returned to pre-pandemic operational levels, and none of the few disruptions that occurred had a material impact on our business supply. See the discussion of risks associated with raw material supply and costs in Item 1A, "Risk Factors." "Risk Factors."

#### Patents and Trademarks

We own and maintain a number of patents and trademarks in the United States and other key countries that contribute to our competitiveness in the markets we serve because they protect our inventions and product names against infringement by others. Patents may exist for 20 years from filing date, and trademarks may have an indefinite life based upon continued use. While we view our patents and trademarks to be valuable because of the broad scope of our products and services and brand recognition we enjoy, we do not believe that the loss or expiration of any single patent or trademark would have a material adverse effect on our results of operations, financial position or cash flows. Nevertheless, we have management processes designed to rigorously protect our inventions and trademarks.

3 AVIENT CORPORATION

---

#### Seasonality

Sales of our products and services are typically seasonal, as demand has historically been slower in the third and fourth calendar quarters of the calendar year. In addition, our defense business is, in part, associated with tenders and project-based work, which can lead to inconsistent order patterns on a quarter over quarter basis.

#### Working Capital Practices

Our products are generally manufactured with a short turnaround time, and the scheduling of manufacturing activities from customer orders generally includes enough lead time to assure delivery of an adequate supply of raw materials. We agree to payment terms with our customers and suppliers that are competitive.

#### Significant Customers

No customer accounted for more than 3% of our consolidated revenues in 2023 and we do not believe we would suffer a material adverse effect to our consolidated financial statements if we were to lose any single customer. 2024.

#### Research and Development

We One of our strategic drivers is to "Amplify Innovation," and we have substantial technology and development capabilities, powered by approximately 1,100 associates employees serving in technology technical capacities, approximately 140 120 of whom have PhD level educations. Our efforts are largely devoted to developing new product formulations materials solutions to address evolving market and sustainability needs. We do this by providing quality technical services to evaluate alternative raw materials, facilitating the continued success of our products for customer applications, providing technology to improve our products, processes and applications and providing support to our manufacturing plants for cost reduction, productivity and quality improvement programs. We operate research and development centers that support our commercial development activities and manufacturing operations. These facilities are equipped with state-of-the-art analytical, synthesis, polymer characterization and testing equipment, along with pilot plants and polymer manufacturing operations that simulate specific production processes. This allows us to rapidly translate new technologies into new products, helping us advance a more circular economy with reduced carbon footprint. Our investment in product research and development was \$98.7 million in 2024, \$90.3 million in 2023, and \$84.9 million in 2022, and \$83.2 million in 2021. 2022.

#### Methods of Distribution

We sell products primarily through direct sales personnel, distributors, and commissioned sales agents. We primarily use truck carriers to transport our products to customers, although some customers pick up product at our manufacturing facilities or warehouses.

#### Human Capital Resources

"People" is the first of Avient's four cornerstones of sustainability (People, Products, Planet and Performance), which, together with our core values and our four-pillar strategy, form the framework of our company culture. The success and growth of our business depend in large part on our ability to attract, develop and retain a diverse population of talented and high-performing employees at all levels of our organization. We are committed to building additional capabilities within our organization including to meet the individuals who comprise changing needs of our global workforce as well as our executive officers customers and other key personnel, the dynamic macro environment in which we operate.

We have developed key recruitment and retention strategies, objectives and measures that guide our human capital management approach as part of the overall management of our business. These strategies, objectives and measures are advanced through a number of programs, policies and initiatives, as described below.

As of December 31, 2023 December 31, 2024, Avient employed approximately 9,300 9,200 people, 34% of which were located in the U.S. and Canada, 34% 33% were located in EMEA, 25% 26% were located in Asia, and 7% were located in Latin America.

#### Safety and Health

The A top priority at Avient is the safety and health of our associates, employees, and our ultimate goal is to operate injury free. Progress toward this goal is measured at the business unit and regional levels, communicated globally, and linked to a number of recognition programs. In 2023, 2024, we had our safest year ever with a recordable incident rate

of **0.58** **0.40** per 100 full-time workers per year, compared to the Plastics and Rubber Products Manufacturing industry (NAICS Code 326) average of **3.40** **2.90** in **2022**. **Continual** **2023**. **Continuous** improvement and preventative risk reductions are key focus areas, and in **2023**, **2024**, one of our annual incentive plan metrics measured the engagement of our employees in safety activities. We also continue to be recognized as an American Chemistry Counsel Responsible Care® company and set high standards for our operations as we strive to achieve our goal of zero recordable injuries.

#### 4 AVIENT CORPORATION

---

##### *Employee Recruitment*

Avient's success is driven by having the best talent in the right roles. We actively seek collaborative and innovative change-makers who are passionate about our **strategy** and values through numerous channels, including employee referrals, job fairs, talent networks, industry associations, and directly from universities. Our roles provide opportunities for personal and professional growth, while working in **an our** organization focused on solving the most complex challenges for **where our purpose is to innovate materials solutions that help our customers and suppliers, and driving sustainability.** **succeed, while enabling a sustainable world.**

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

##### *Training and Development*

We provide meaningful learning engagements and skill development opportunities to all **full- and part-time** **global associates** **employees**. Learning is ingrained in our culture and every Avient **associate** **employee** participates in training annually. We manage training and development through global programs and technology, to provide a consistent and high-quality experience for **associates** **all**. Each year, over 100,000 hours of training is completed through a variety of different training methods, which focus on leadership development, safety, Lean Six Sigma concepts, technical and operational skills, sustainability and ethics and compliance.

Our key development opportunities include nomination-based leadership programs, (such as **NextGen**, **Emerging Leaders and Elevate**), foundational leadership training for all current or aspiring people managers, **called Core Leadership**, and Lean Six Sigma training at a variety of levels, where individuals can be certified for job-specific Lean Six Sigma programs, up through Master Black Belt certification. We also focus on development for our production **associates** **employees** in aspects of Lean Six Sigma, safety, continuous improvement, and our **ENGAGE** program.

Continuous development drives **associates** **employees** to reach their full potential and we strive to fill at least half of all open manager roles and higher with internal promotions. This is completed through regular performance feedback, individual development plans, mentoring programs and nomination-based leadership development programs for key top talent.

##### *Diversity Inclusion and Inclusion Impact*

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

**Our commitment to diversity begins at the highest levels of our organization, as evidenced by the fact that 50% of our Board of Directors are female or racially diverse. From a management perspective, 60% of our CEO's direct reports are female, racially or ethnically diverse, which we believe sets the right tone and expectation for diversity and inclusion within the Company.**

The vision that guides our collective efforts is consistent and unwavering: to be the Company of choice for all. We leverage Employee Resource Groups (ERGs) to help educate and inspire our global workforce and fortify strong business practices. **Our ERGs include: PRIDE at Avient (which is working to maintain a safe and accepting environment that enables LGBTQ+ associates to perform to their fullest potential and contribute to the success of our Company), HYPE (which stands for Harnessing Young Potential Energy and is building a collaborative network of Avient's young professionals), LEAD by Women (which promotes inclusion by increasing access to the tools and resources necessary to build leadership skills and accelerate careers), EMBRACE (which focuses on understanding and valuing the many diverse cultures and backgrounds of our associates) and SERVE (which stands for Sustaining Engagement for Returning Veteran Employees and is focusing on our U.S-based veteran community).** In 2023, we launched our newest ERG, RAISE, which is focused on supporting associates who are parents and caregivers to connect, learn and empower one another to balance work and home responsibilities. Other initiatives, including Mentoring at Avient and campus partnerships, are vital for progress in our inclusion journey. We require equality of opportunity for all qualified individuals in accordance with applicable laws.

#### 5 AVIENT CORPORATION

---

Decisions on hiring, promotion, development, compensation or advancement are based solely on a person's qualifications, abilities, experience and performance, except where local law requires us to take **actions to increase employment opportunities for a specific group**, **action**. The Avient Ethics Hotline serves as a mechanism for **associates** **employees** to anonymously report any perceived concerns regarding these topics.

##### *Compensation and Benefits Programs*

We strive to remain competitive in the global marketplace and provide foundational rewards to attract and retain top talent. In general, our overall philosophy on compensation encompasses the following principles:

- provide all levels of **associates** **employees** with a compensation package that aligns Avient's and the **associates** **employees'** interests through the use of base and incentive or bonus programs;

- maintain a competitive pay program that serves to attract, retain, motivate and reward associates; employees; and
- award individual pay commensurate with experience, level of responsibility, and marketability.

## Associate

SAVENT CORPORATION

---

### Employee Benefits: Awards and Recognition Programs

We celebrate, reward and share our associates' employees' great work through our recognition programs, including those that all associates employees can earn for their extra effort and impact, as well as those that are specific to a position or role in the Company, such as excellence in technology, sales, and manufacturing. In addition, we provide our associates employees an opportunity to support and help create more sustainable communities by giving each associate individual 16 hours of paid time off each year. In 2023, over 100 of our sites and 3,600 3,800 of our associates employees generously gave over 7,000 11,000 volunteer hours and \$1.5 million in donations around the world.

### A Great Place to Work®

Our ongoing associate employee feedback is highly valued, discussed, and most importantly, acted upon, to make improvements. In addition to holding action planning sessions, new manager assimilations, and 360 reviews, we also conduct annual employee engagement surveys. Last year, employees in over 40 countries, and more than 130 locations participated, providing actionable feedback to support our ongoing employee engagement efforts. We are proud to share that our associates employees feel we are a Great Place to Work®, and in 2023, 2024, we received our fifth sixth certification. Understanding how our associates employees feel about their experiences at Avent and our culture is critical and helps us ensure that the right competencies and behaviors are developed across the organization.

### Environmental, Health and Safety and Other Regulation

We are also subject to various environmental extensive and varied laws and regulations that apply to the production, use and sale of chemicals, emissions into the air, discharges into waterways and other releases of materials into the environment, and the generation, handling, storage, transportation, treatment and disposal of waste materials. We strive for the safe and lawful operation of our facilities in the manufacture jurisdictions in which we operate, including those relating to anti-corruption and distribution of products, trade, anti-money laundering, import and we believe we are in material export compliance, antitrust, data security and privacy, employment, public health and safety, intellectual property, transportation, zoning, and fire codes. Our policies mandate compliance with all applicable laws and regulations. We maintain a disciplined environmental regulations, and occupational safety we operate our business in accordance with standards and health compliance program procedures designed to comply with these laws and conduct periodic internal and external regulatory audits at our facilities to identify and prevent potential environmental exposures, including compliance matters and operational risk reduction opportunities. This effort can result in process or operational modifications, the installation of pollution control devices or cleaning up grounds or facilities. regulations. We believe that we are in material compliance with such laws and regulations in all applicable requirements.

SAVENT CORPORATION

---

### material respects.

We are strongly committed to safety as evidenced by our low injury incidence rate of 0.58 0.40 per 100 full-time workers per year in 2023 2024 and 0.51 0.58 in 2022, 2023. The 2022 2023 average injury incidence rate for our NAICS Code (326 Plastics and Rubber Products Manufacturing) was 3.40, 2.90. We hold the American Chemistry Council's certification as a Responsible Care Management System® (RCMS) company. Certification was granted based on Avent's conformance to the RCMS's comprehensive environmental health, safety and security requirements. The RCMS certification affirms the importance Avent places on having world-class strong environmental, health, safety and security performance. In our operations, we must comply with product-related governmental law and regulations affecting the plastics industry generally and also with content-specific law, regulations and non-governmental standards. We believe that compliance with current governmental laws and regulations and with non-governmental content-specific standards will not have a material adverse effect on our financial position, results of operations or cash flows. The risk of additional costs and liabilities, however, is inherent in certain plant operations and certain products produced at these plants, as is the case with other companies in the plastics industry. Therefore, we may incur additional costs or liabilities in the future. Other developments, such as increasingly strict environmental, safety and health laws, regulations and related enforcement policies, including those under the European Union Restriction of the Use of Certain Hazardous Substances Directive (RoHS), Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), the Dodd-Frank Wall Street Reform and Consumer Protection Act (covering Conflict Minerals), and the Consumer Product Safety Improvement Act, the implementation of additional content-specific standards, discovery of unknown conditions, and claims for damages to property, persons or natural resources resulting from plant emissions or products, could also result in additional costs or liabilities.

Refer to Note 12, 11, *Commitments and Contingencies*, to the accompanying consolidated financial statements for discussion of environmental investigation and remediation matters and Item 1A, Item 1A. "Risk Factors" for discussion of matters pertaining to other regulation.

### International Operations

Our international operations are subject to a variety of risks, including currency fluctuations and devaluations, exchange controls, import/export restrictions, currency restrictions and changes in local economic conditions. While the impact of these risks is difficult to predict, any one or more of them could adversely affect our future operations. For more information about the noted risks, see Item 1A, 1A, "Risk Factors." For more information about our international operations, see Note 15, 14, *Segment Information*, to the accompanying consolidated financial statements.

SAVENT CORPORATION

---

## Where You Can Find Additional Information

Our principal executive offices are located at 33587 Walker Road, Avon Lake, Ohio 44012, and our telephone number is +1 (440) 930-1000. We are subject to the information reporting requirements of the Securities Exchange Act of 1934 (the Exchange Act), and, in accordance with these requirements, we file annual, quarterly and other reports, proxy statements and other information with the SEC relating to our business, financial results and other matters.

Our internet address is [www.avient.com](http://www.avient.com). Our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K and amendments to those reports filed or furnished pursuant to Section 13(a) or 15(d) of the Exchange Act are available, free of charge, on our website (select [Investors](#) and then [SEC Filings](#)) or upon written request, as soon as reasonably practicable after we electronically file or furnish them to the SEC. The contents of our website are not part of this Annual Report on Form 10-K, and the reference to our website does not constitute incorporation by reference into this Form 10-K of the information contained at that site.

7 AVIENT CORPORATION

---

## ITEM 1A. RISK FACTORS

The following are certain risk factors that could affect our business, results of operations, financial position or cash flows. Although the risks are organized by headings and each risk is described separately, many of the risks are interrelated. These risk factors should be considered along with the forward-looking statements contained in this Annual Report on Form 10-K because these factors could cause our actual results or financial condition to differ materially from those projected in forward-looking statements. **You should not interpret the disclosure of any risk factor to imply that the risk has not already materialized.** The following discussion is not an all-inclusive listing of risks, although we believe these are the more material risks that we face. If any of the following occur, our business, results of operations, financial position or cash flows could be adversely affected.

### Global Operating Risks

***Our operations have in the past been and could in the future be adversely affected by various risks inherent in conducting operations worldwide.***

We conduct a substantial portion of our business outside the U.S., with approximately **61%** **60%** of our sales **in foreign countries**, **outside the U.S.** We **currently also** have many facilities located outside the U.S., as detailed in **Item 2.2, "Properties."** Accordingly, our business is subject to risks related to the differing legal, political, social and regulatory requirements, and economic conditions of many jurisdictions. Risks inherent in international operations include, but are not limited to, the following:

- changes in local government regulations and policies including, but not limited to, duty or tariff restrictions, foreign currency exchange controls or monetary policy, repatriation of earnings, expropriation of property, investment limitations and tax policies;
- political and economic instability and disruptions, including labor unrest, withdrawal or renegotiation of trade agreements, natural disasters, major public health issues, pandemics, civil strife, acts of war, insurrection and terrorism;
- supply chain disruptions;
- **compliance with international trade laws and regulations, including tariffs, export control and economic sanctions, and other trade barriers;**
- legislation that regulates the use of chemicals;
- disadvantages of competing against companies from countries that are not subject to U.S. laws and regulations, including the Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act;
- **compliance with international trade laws and regulations, including export control and economic sanctions;**
- difficulties in staffing and managing multi-national operations;
- limitations on our ability to enforce legal rights and remedies;
- reduced protection of intellectual property rights;
- other risks arising out of foreign sovereignty over the areas where our operations are conducted; and
- increasingly complex laws and regulations concerning privacy and data security, including, but not limited to, the European Union's General Data Protection Regulation.

We could be adversely affected by violations of the FCPA, UK Bribery Act and similar worldwide anti-bribery laws, as well as export controls and economic sanction laws. **Our policies mandate compliance with these laws.** **We As a global company, we** operate in many parts of the world that have experienced governmental **corruption**. While we have no basis to some degree and, in certain circumstances, strict compliance with anti-bribery laws may conflict with local customs and practices. We cannot assure you that our internal controls and procedures will always protect us believe such actions are occurring, if reckless or criminal acts are committed by our employees or agents. If we are found to be liable for FCPA, UK Bribery Act, export control or sanction violations, we could suffer from criminal or civil penalties or other sanctions, including loss of export privileges or authorization needed to conduct aspects of our international business, which could have a material adverse effect on our business. **We have robust policies that require compliance with all laws and regulations and we strictly enforce those policies.** It is always possible an employee's or agent's unlawful actions may avoid detection.

Any of these risks could have an adverse effect on our international operations by reducing demand for our products.

8 AVIENT CORPORATION

## Business Risks

**Demand for and supply of our products and services have in the past been, and may in the future be, adversely affected by several factors, some of which we cannot predict or control.**

Several factors have in the past and may in the future affect the demand for and supply of our products and services, including:

- economic downturns, inflation or other volatility in the significant end markets that we serve;
- product obsolescence or technological changes that unfavorably alter the value/cost proposition of our products and services;
- competition from existing and unforeseen polymer and non-polymer based products;
- declines in general economic conditions or reductions in industrial production growth rates, both domestically and globally, which could impact customer demand and our customers' ability to pay amounts owed to us;
- changes in environmental regulations that limit our ability to sell our products and services in specific markets;
- changes in demand for and laws and regulations regarding plastic materials; and
- inability to obtain raw materials or supply products to customers due to factors such as supplier work stoppages or insolvency, supply shortages, plant outages or regulatory changes that may limit or prohibit overland transportation of certain hazardous materials and exogenous factors, like severe weather.

If any of these events occur in the future, the demand for and supply of our products and services could suffer and potentially lead to asset impairment or otherwise adversely affect our results.

### **We may experience challenges in successfully integrating recent acquisitions.**

Failure to successfully or cost effectively integrate recent acquisitions, including APM (as defined below), could have an adverse effect on our financial condition, results of operations and cash flow. Over the next three years we are investing in a cloud-based ERP system, S/4HANA, which is expected to help us to further integrate acquisitions, better serve customers and achieve synergies. While we have invested in both internal and external resources for this system implementation, including ongoing training, there are risks associated with a system implementation.

**Our manufacturing operations are subject to hazards and other risks associated with specialty formulation and the related storage and transportation of raw materials, products and waste.**

The occurrence of an operating problem at our facilities may have a material adverse effect on the productivity and profitability of a particular manufacturing facility or on our operations as a whole, during and after the period of these operating difficulties. Operating problems may cause personal injury and/or loss of life, customer attrition and severe damage to or destruction of property and equipment and environmental damage. We are subject to present claims and potential future claims with respect to workplace exposure, workers' compensation and other matters. Our property and casualty insurance, which we believe are of the types and in the amounts that are customary for the industry, may not fully insure us against all potential hazards that are incident to our business or otherwise could occur.

### **Environmental, health and safety laws and regulations impact our operations and financial statements.**

Our operations on, and ownership of, real property are subject to environmental, health and safety laws and regulations at the national, state and local governmental levels (including, but not limited to, the Restriction of Hazardous Substances (RoHS) and the Consumer Product Safety Improvement Act of 2008). The nature of our business exposes us to compliance costs and risks of liability under these laws and regulations due to the production, storage, transportation, recycling or disposal and/or sale of materials that can cause contamination and other harm to the environment or personal injury if they are improperly handled and released. Environmental compliance requirements imposed on us and our vendors may significantly increase the costs of these activities involving raw materials, energy, finished products and wastes. We may incur substantial costs, including fines, criminal or civil sanctions, damages, and remediation costs, or experience interruptions in our operations for violations of these laws.

**SAVENT CORPORATION**

**Electricity, fuel, logistics and raw material availability and costs have in the past and could in the future cause volatility in our results.**

The cost of our electricity, fuel, logistics and raw materials may not correlate with changes in the prices we receive for our products, either in the direction of the price change or in absolute magnitude. Electricity and raw materials costs represent a substantial part of our manufacturing costs. Most of the raw materials we use are commodities and the price of each can fluctuate widely for a variety of reasons, including changes in availability because of major capacity additions or reductions or significant facility operating problems. Other external factors beyond our control, including, but not limited to, trade barriers due to geopolitical tensions, can also cause fluctuations in raw materials prices, which could negatively impact demand for our products and cause volatility in our results.

**We face**

**SAVENT CORPORATION**

**Increased competition from other companies can negatively impact sales, earnings and cash flow performance.**

We encounter competition in price, payment terms, delivery, service, performance, product innovation, product recognition and quality, depending on the product involved. Avient's operating results depend, in part, on continued successful research, development, and marketing of new products, and some of such efforts may not come to fruition or may be

delayed.

We expect that our competitors will continue to develop and introduce new and enhanced products, which could cause a decline in the market acceptance of our products. In addition, our competitors could cause a reduction in the selling prices of some of our products as a result of intensified price competition. Competitive pressures could also result in the loss of customers.

***Cybersecurity breaches, global information systems security threats and computer crime could pose a risk to our systems, networks and products, which could harm our business.***

We depend on integrated information systems to conduct our business, including communicating with employees and customers, ordering and managing materials from suppliers, shipping products to customers, and analyzing and reporting results of operations. In addition, some of our systems, tools and resources use, integrate, or will integrate some form of artificial intelligence, which has the potential to result in bias, miscalculations, data errors, intellectual property infringement and other unintended consequences. Further, we store sensitive data, including proprietary business information, intellectual property and confidential employee or other personal data, on our servers and databases. Cybersecurity breaches, global information systems security threats and more sophisticated and targeted computer crime pose a risk to the security of our systems and networks and the confidentiality, availability and integrity of our data and communications. We continue to update our infrastructure, security tools, employee training and processes to protect against security incidents, including both external and internal threats, and to prevent their recurrence; however, our systems, networks and products may nevertheless be vulnerable to advanced persistent threats or other types of system failures. Depending on their nature and scope, such threats and system failures could lead to the compromising of confidential information and communications, improper use of our systems and networks, manipulation and destruction of data, defective products, production downtimes and operational disruptions, which in turn could cause customers to cancel orders or otherwise adversely affect our reputation, competitiveness and results of operations. We have experienced targeted and non-targeted cybersecurity attacks in the past and we could experience similar incidents in the future. To date, no cybersecurity incident or attack has had a material impact on our business or consolidated financial statements.

***We are subject to risks associated with climate change and potential climate change legislation, regulation and international agreements.***

Carbon emissions have become the subject of an increasing amount of state and local, regional, national, and international attention. Growing concerns about climate change have resulted and may continue to result in the imposition of additional regulations or restrictions to which we may become subject. These future regulatory developments related to climate change are likely and climate disclosure and diligence, including the Corporate Sustainability Reporting Directive, could increase our operating and compliance costs, thereby impacting our business and consolidated financial statements.

From time to time, we establish strategies and expectations related to climate change and other environmental matters. Our ability to achieve any such strategies or expectations is subject to numerous factors and conditions, many of which are outside of our control. Examples of such factors include, but are not limited to, evolving legal, regulatory, and other standards, processes, and assumptions, the pace of scientific and technological developments, increased costs, the availability of requisite financing, and changes in carbon markets. Failures or delays (whether actual or perceived) in achieving our strategies or expectations related to climate change and other environmental matters could adversely affect our business, operations, and reputation, and increase risk of litigation.

**10 AVIENT CORPORATION**

---

#### **Capital and Credit Risks**

***Fluctuation of foreign currency exchange rates may adversely impact our financial results.***

We conduct business in various regions throughout the world and are therefore exposed to fluctuations in foreign currency exchange rates in relation to the U.S. dollar. Any significant change in the value of the currencies of the countries in which we do business against the U.S. dollar, whether precipitated by governmental monetary policy or otherwise, could affect our ability to sell products competitively and control our cost structure, which could have a material adverse effect on our business, financial condition and results of operations. Further, because our Consolidated Financial Statements are presented in U.S. dollars, increases or decreases in the value of the U.S. dollar relative to other currencies in which we conduct business have in the past and could in the future adversely impact our financial results. For additional detail related to this risk, see Item 7A, "Quantitative and Qualitative Disclosures About Market Risk."

***Disruptions in the global credit, financial and/or currency markets could limit our access to credit or otherwise harm our financial results, which could have a material adverse impact on our business.***

Global credit and financial markets experience volatility, including volatility in security prices, liquidity and credit availability, declining valuations of certain investments and significant changes in the capital and organizational structures of certain financial institutions. Market conditions may limit our ability to access the capital necessary to grow and maintain our business. Accordingly, we may be forced to delay raising capital, issue debt with shorter tenors than we prefer or pay unattractive interest rates, which could increase our interest expense, decrease our profitability and significantly reduce our financial flexibility.

We are exposed to fluctuations in foreign currency exchange rates. Any significant change in the value of the currencies of the countries in which we do business against the U.S. dollar, whether precipitated by governmental monetary policy or otherwise, could affect our ability to sell products competitively and control our cost structure, which could have a material adverse effect on our business, financial condition and results of operations. For additional detail related to this risk, see Item 7A, "Quantitative and Qualitative Disclosures About Market Risk."

***The agreements governing our debt, including our revolving credit facility, term loan and other debt instruments, contain various covenants that limit our ability to take certain actions and in certain circumstances require us to meet financial maintenance tests, failure to comply with which could have a material adverse effect on us.***

The agreements governing our senior secured revolving credit facility and our senior secured term loan, and the indentures and credit agreements governing our other debt, contain a number of customary restrictive covenants that, among other things, limit our ability to: sell or otherwise transfer assets, including in a spin-off, incur additional debt or liens, consolidate or merge with any entity or transfer or sell all or substantially all of our assets, pay dividends or make certain other restricted payments, make investments, enter into transactions with affiliates, create dividend or other payment restrictions with respect to subsidiaries, make capital investments and alter the business we conduct.

In addition, depending on our level of borrowing, our revolving credit facility requires us to comply under certain circumstances with specific financial tests, under which we are required to achieve certain or specific financial and operating results. Our ability to comply with these provisions may be affected by events beyond our control. A breach of any of these covenants would result in a default under such agreements and instruments, which in certain circumstances could be a default under all of these agreements and instruments. In the event of any default, our lenders could elect to declare all amounts borrowed under the agreements, together with accrued interest thereon, to be due and payable. In such event, we cannot assure that we would have sufficient assets to pay debt then outstanding under the agreements governing our debt.

Furthermore, certain of these agreements condition our ability to obtain additional borrowing capacity, engage in certain transactions or take certain other actions, on our achievement of certain or specific financial and operating results, although our failure to achieve such results would not result in a default under such agreements. Any future refinancing of our senior secured revolving credit facility or other debt may contain similar restrictive covenants.

***Our ability to service long-term indebtedness requires cash.***

Our ability to pay interest on our debt and to satisfy our other debt obligations depends in part upon our future financial and operating performance and that of our subsidiaries, and upon our ability to renew or refinance borrowings. Prevailing economic conditions and financial, business, competitive, legislative, regulatory and other factors, many of which are beyond our control, affect our ability to make these payments. While we believe that cash flow from our current level of operations, available cash and available borrowings under our revolving credit facility provide adequate sources of liquidity, a significant drop in operating cash flow resulting from economic conditions, competition or other uncertainties beyond our control could create the need for alternative sources of liquidity. If we are unable to generate sufficient cash flow to meet our debt service obligations, we will have to pursue one or more alternatives, such as reducing or delaying capital or other expenditures, refinancing debt, selling assets, or raising equity capital.

**11 AVIENT CORPORATION**

---

***We have a significant amount of goodwill, and any future goodwill impairment charges could adversely impact our results of operations.***

As of **December 31, 2023** December 31, 2024, we had goodwill of **\$1,719.3** **\$1,659.7** million. The future occurrence of a potential indicator of impairment, such as a significant adverse change in business climate, an adverse action or assessment by a regulator, unanticipated competition, a material negative change in relationships with customers, strategic decisions made in response to economic or competitive conditions could result in goodwill impairment charges, which could adversely impact our results of operations. For additional information on the results of our annual impairment testing, see Note **4** **3**, *Goodwill and Intangible Assets*, to the accompanying consolidated financial statements and "Critical Accounting Policies and Estimates" included in Item 7, "Management's Discussion and Analysis of Financial Condition and Results of Operations."

**ITEM 1B. UNRESOLVED STAFF COMMENTS**

None.

**ITEM 1C. CYBERSECURITY**

**Risk Management and Strategy**

We have a global cybersecurity program designed to identify, protect, detect, respond to and recover from cybersecurity risks and threats. We regularly assess risks from cybersecurity and technology threats and monitor our information systems for potential vulnerabilities. We use a widely-adopted risk quantification model to identify, measure and prioritize cybersecurity and technology risks and develop related security controls and safeguards. We conduct regular reviews and tests of our cybersecurity program and also leverage audits by our internal audit team, penetration and vulnerability testing and other exercises to evaluate the effectiveness of our cybersecurity program and improve our security measures and planning.

Cybersecurity education is a priority for our associates employees and business partners. Associates Employees complete cybersecurity training to help identify and respond to potential cybersecurity risks and reinforce safe behaviors. We also impose security requirements upon our third-party services and software providers, including: maintaining an effective security management program; abiding by information handling and asset management requirements; and notifying us in the event of any known or suspected cyber incident; however, we rely on such third parties to implement security programs commensurate with their risk, and their efforts may not be successful.

**We have experienced targeted and non-targeted cybersecurity attacks and incidents in the past and we could in the future experience similar attacks. To date, no cybersecurity incident or attack, or any risk from cybersecurity threats, has materially affected or has been determined to be reasonably likely to materially affect the Company or our business strategy, results of operations, or financial condition.**

**Governance**

The Chief Information Security Officer (CISO), who reports to the Chief Information Officer (CIO), is generally responsible for management of cybersecurity risk and the protection and defense of our networks and systems. Our CISO is informed about and monitors prevention, detection, mitigation, and remediation efforts through regular communication and reporting from professionals in the information security team, and through the use of technological tools and software and results from third-party audits. The CISO has a clear escalation path to senior management for cyber-related events.

The CISO manages a team of cybersecurity professionals with broad experience and expertise, including in cybersecurity threat assessments and detection, mitigation technologies, cybersecurity training, incident response, cyber forensics, insider threats and regulatory compliance. Our CISO and cybersecurity teams hold relevant certifications, including, but not limited to, Certified Information Systems Security Professional, Security+ Certification, Factor Analysis for Information Risk Analyst, Certified Information Systems Auditor, Security Systems Certified Practitioner or Certified Federal Information Security Management Act Compliance Practitioner. We also supplement our cybersecurity program with third-party experts, who provide assessments of our program, testing of our environment, monitoring support, as well as insights into evolving trends in this space.

The Board oversees our annual enterprise risk assessment, where we assess key risks within the company, including security and technology risks and cybersecurity threats. The Audit Committee of the Board has been delegated specific risk oversight responsibilities related to cybersecurity and data protection. The Audit Committee receives regular updates from the CIO or CISO regarding the Company's material risks from cybersecurity threats, cybersecurity defense and detection capabilities, incident response plans and associate employee training activities. Additionally, we have established the Avient Security and Privacy Council (ASPC), which is composed of the CISO, Chief Financial Officer, General Counsel, VP of Internal Audit, among other Avient leaders, and oversees the security-related governance, risk mitigation and regulatory compliance requirements of the Company globally.

Further, Avient has a Cyber and Data Incident Response Team (CDIRT), which is a cross-functional group established to provide a quick, effective and orderly response to cyber and data related events. The CDIRT's mission is to prevent a material loss of profits, public confidence, or information assets by providing an immediate, effective, and skillful response to any unexpected event in which there is an unauthorized release or access of sensitive information.

## ITEM 2. PROPERTIES

Headquartered in Avon Lake, Ohio, we operate globally with principal locations consisting of 102 manufacturing sites in North America, South America, Asia, Europe, the Middle East, Asia, and Africa. We own the majority of our manufacturing sites. We believe that the quality and production capacity of our facilities is sufficient to maintain our competitive position for the foreseeable future. The following table identifies the principal facilities of our segments:

Specialty Engineered Materials		Color, Additives and Inks	
1. Birmingham, Alabama	1. Glendale, Arizona	30. Guangzhou, China	60. Konstantynow, Poland
2. Mesa, Arizona	2. Phoenix, Arizona	31. Pudong, China	61. Kutno, Poland
3. Englewood, Colorado	3. Bethel, Connecticut	32. & 33. Shanghai, China (c)	62. Jeddah, Saudi Arabia
4. Montrose, Colorado	4. Dalton, Georgia	34. Suzhou, China	63. Riyadh, Saudi Arabia
5. North Haven, Connecticut	5. Kennesaw, Georgia	35. Tianjin, China	64. Yanbu, Saudi Arabia
6. McHenry, Illinois	6. West Chicago, Illinois	36. Cota, Colombia	65. Jurong, Singapore
7. Winona, Minnesota	7. La Porte, Indiana	37. Aland, Finland	66. Randburg, South Africa
8. Greenville, North Carolina	8. Lewiston, Maine	38. Cergy, France	67. Alicante, Spain
9. Hickory, North Carolina	9. Holden, Massachusetts	39. Tossiat, France	68. Barcelona, Spain
10. Avon Lake, Ohio	10. Albion, Michigan	40. Ahrensburg, Germany	69. Pamplona, Spain
11. Hatfield, Pennsylvania	11. Minneapolis, Minnesota	41. Lahnstein, Germany	70. Sant Andreu, Spain
12. Changzhou, China	12. St. Louis, Missouri	42. Guatemala City, Guatemala	71. Malmoe, Sweden
13. Laiwu, China	13. Mooresville, North Carolina	43. Gyor, Hungary	72. Taoyuan, Taiwan
14. Shenzhen, China	14. Berea, Ohio	44. Kalol, India	73. Bangkok, Thailand
15. Suzhou, China	15. Massillon, Ohio	45. Pune, India (d)	74. Phan Thong, Thailand
16. Gaggenau, Germany	16. North Baltimore, Ohio	46. Rania, India	75. Gazientep, Turkey
17. Melle, Germany	17. Norwalk, Ohio	47. Vashere, India	76. Gebze, Turkey
18. Drachten, Netherlands	18. Lehigh Valley, Pennsylvania	48. Tangerang, Indonesia	77. Barnsley, United Kingdom
19. Geleen, Netherlands	19. Mountain Top, Pennsylvania	49. Naas, Ireland	78. Knowsley, United Kingdom
20. Heerlen, Netherlands	20. Vonore, Tennessee	50. Lomagna, Italy	79. Thuan An, Vietnam
21. Barbastro, Spain	21. Winchester, Virginia	51. Merate, Italy	Suwanee, Georgia (b)
22. Istanbul, Turkey	22. Lomas de Zamora, Argentina	52. Pogliano, Italy	
23. Leek, United Kingdom	23. Assesse, Belgium	53. Butterworth, Malaysia	
Maryland Heights, Missouri (b)	24. Louvain-La-Nueve, Belgium	54. Santa Clara, Mexico	
Shanghai, China (b)	25. Itupeva, Brazil	55. Toluca, Mexico	
Stanley, North Carolina (b)	26. Suzano, Brazil	56. Auckland, New Zealand	
Singapore, Singapore (b)	27. Toronto, Canada	57. Karachi, Pakistan	
Pune, India (a), (d)	28. Maipu, Chile	58. Lahore, Pakistan	
Pamplona, Spain (a)	29. Chuzhou, China	59. Lima, Peru	

(a) Facility is not included in manufacturing plants total as it is also included as part of another segment.

(b) Facility is not included in manufacturing plants total as it is a design center/lab.

(c) There are two manufacturing plants located in Shanghai, China.

(d) Location also includes a design center/lab.

### **ITEM 3. LEGAL PROCEEDINGS**

Information regarding certain legal proceedings can be found in Note 12,11, *Commitments and Contingencies*, to the accompanying consolidated financial statements and is incorporated by reference herein.

### **ITEM 4. MINE SAFETY DISCLOSURES**

Not applicable.

**13 AVIENT CORPORATION**

---

### **INFORMATION ABOUT OUR EXECUTIVE OFFICERS**

Executive officers are elected by our Board of Directors to serve one-year terms. The following table lists the name of each person serving as an executive officer of the Company, their age, and position with the Company as of **February 7, 2024** **February 10, 2025**.

Name	Age	Position
Ashish K. Khandpur	56 57	President, and Chief Executive Officer and Board Member
Jamie A. Beggs	47 48	Senior Vice President and Chief Financial Officer
Philip G. Clark, Jr.	55	Senior Vice President and Chief Technology Officer
Kristen A. Gajewski	42 43	Senior Vice President and Chief Human Resources Officer
Michael A. Garratt J. Irwin	60 46	Senior Vice President, President Color, Additives and Inks — EMEA New Business Development & Marketing Excellence
M. John Midea, Jr.	59 60	Senior Vice President, Global Operations and Process Improvement
Woon Keat Moh	50 51	Senior Vice President and President of Color, Additives and Inks — Americas and Asia
Chris Christopher L. Pederson	57 58	Senior Vice President and President of Specialty Engineered Materials
Vinod Purayath	45	Senior Vice President and Chief Technology Officer
Joel R. Rathbun	51 52	Senior Vice President, Mergers and Acquisitions
Amy M. Sanders	52	Senior Vice President, General Counsel and Secretary

Ashish K. Khandpur, Ph.D.: President, and Chief Executive Officer and Board Member, December 2023 to date. Group President of the Transportation & Electronics business group for 3M Company ("3M") (a global manufacturing and technology company) ("3M") from April 2021 to November 2023. During his 28-year career with 3M, Dr. Khandpur held a series of roles with increasing responsibility, including Executive Vice President, Transportation & Electronic business group, from April 2019 to April 2021; Executive Vice President, Electronics & Energy business group, from July 2017 to March 2019; and Senior Vice President, Research & Development and Chief Technology Officer, from July 2014 to June 2017, among other roles.

Jamie A. Beggs: Senior Vice President and Chief Financial Officer, August 2020 to date. Senior Vice President and Chief Financial Officer of Hunt Consolidated, Inc. (a diversified holding company focused primarily in the energy industry) from January 2017 through December 2019. Vice President and Treasurer at Celanese Corporation (a global technology leader in the production of specialty materials and chemical products) from 2015 to 2017. Chief Financial Officer, Material Solutions at Celanese Corporation from 2011 to 2015. Prior to 2011, Ms. Beggs worked in various roles of increasing responsibility at Celanese in both business and finance from May 2007.

Philip G. Clark, Jr., Ph.D.: Senior Vice President and Chief Technology Officer, November 2024 to date. Senior Vice President and Chief Technology Officer, Nouryon (global specialty chemicals organization) from December 2022 to October 2024. Vice President for Research and Development in the Automotive and Aerospace Solutions division at 3M from August 2019 to December 2022. Throughout his 17-year tenure at 3M, Dr. Clark advanced through various positions including Technical Director, Corporate Research Process Laboratory, from March 2017 to July 2019; Laboratory Manager, Corporate Research Materials Laboratory, from March 2016 to February 2017; Laboratory Manager (Korea), from March 2015 to March 2016; Laboratory Manager, Electronics Materials Solutions division, from September 2010 to March 2015; Technical Manager, Electronics Markets Materials division, from April 2007 to August 2010; and Advanced Product Development Specialist, Electronics Markets Materials division from July 2005 to March 2007.

Kristen A. Gajewski: Senior Vice President and Chief Human Resources Officer, February 2023 to date. Global HR Director, Talent Management and Corporate Functions, September 2022 to January 2023. Global HR Director, Color, Additives and Inks, February 2017 to August 2022 including an international assignment from December 2017 to September 2019 with additional responsibility for the EMEA and India region. Global Training and Organizational Development Director from January 2016 to January 2017. Training and Organizational Development Senior Manager from March 2015 to December 2015. Training and Organizational Development Manager from July 2013 to February 2015. Prior to joining Avient, Ms. Gajewski held HR roles of increasing responsibility at AkzoNobel Decorative Coatings (a business unit of AkzoNobel specializing in manufacturing paints and coatings) from May 2009 to June 2013.

**14AVIENT CORPORATION**

---

Michael A. Garratt J. Irwin: Senior Vice President, President Color, Additives and Inks — EMEA, April 2020 New Business Development & Marketing Excellence, October 2024 to date. Senior Vice President, Chief Commercial Officer, April Abrasive Systems Division at 3M from October 2018 to October 2024. During his 22-year career at 3M, Mr. Irwin progressed through a series of roles, including U.S. Vice President, Abrasive Systems division, from June 2018 to October 2018; U.S. Business Director, from March 2017 to May 2018; Regional Business Leader, Precision Grinding & Finishing, from January 2016 to March 2020. Senior Vice President, President of Performance Products and Solutions, 2017; Global Business Leader, from February 2014 to December 2015; Global Business manager, from September 2013 2012 to April 2016. President, Marmon Utility (a manufacturer of medium-high voltage utility, subsea and down-hole power cables and molded insulator systems) February 2014; Global Market Development Manager, from March February 2011 to September 2013. Chief Operating Officer, Excel Polymers (a custom thermoset rubber formulator) August 2012; Global marketing Manager, from November 2009 July 2010 to December 2010. Vice President and General Manager - Americas Compounding and Performance Additives, Excel Polymers from March 2009 to November 2009. Vice President and General Manager - Industrial and Consumer, Excel Polymers January 2011; Marketing Supervisor, from December 2005 to March 2009. From April 1996 2008 to June 2005, Mr. Garratt worked for DuPont Dow Elastomers, a joint venture of Dupont 2010; and Dow (global manufacturers of engineered thermoset rubber and thermoplastic elastomer materials) other positions beginning in market development and product management positions, culminating in a regional commercial leadership role for Europe, the Middle East and Africa. November 2002 including Lean Six Sigma Black Belt.

M. John Midea, Jr.: Senior Vice President, Global Operations and Process Improvement, February 2015 to date. President and Chief Executive Officer, Resco Products (a refractory products company) from August 2012 to October 2014. President and Chief Operating Officer, Ennis Traffic Safety Solutions (a traffic safety and infrastructure company) from June 2008 to July 2012. Vice President, North American - General Industrial, Valspar Corporation (a manufacturer of paints and coatings) from June 2007 to May 2008. Vice President and General Manager, Power Coatings, Valspar Corporation from February 2002 to June 2007.

#### **14 AVIENT CORPORATION**

---

Woon Keat Moh: Senior Vice President and President of Color, Additives and Inks, July 2024 to date. Senior Vice President and President of Color, Additives and Inks — Americas and Asia, April 2020 to date. Senior Vice President and President of Color, Additives and Inks, January 2020 to March 2020. Vice President of Asia, January 2019 to December 2019. General Manager of Specialty Engineered Materials Asia, December 2014 to December 2018. Sales Director of Color and Additives Asia, February 2011 to November 2014. Business Development Manager, Color and Additives Asia, February 2010 to January 2011. From October 1999 to January 2010, Mr. Moh worked for Clariant AG (a global manufacturer of color and additives masterbatch) in various roles of increasing responsibility, culminating in a commercial leadership role in Southeast Asia. He also served as a technical sales executive for Bayer AG (a manufacturer of pigments, dyestuffs, additives, chemical auxiliaries for textile, leather, paper and plastic industry) with its Specialty Products division from 1997 to 1999.

Chris Christopher L. Pederson: Senior Vice President and President of Specialty Engineered Materials, November 2018 to date. Vice President, Strategy, Hexcel Corporation (a global leader in advanced composites technology) from March 2017 to November 2018. Vice President, Aerospace of Cytec Engineered Materials (a producer of specialty bonding adhesives and composite materials) from November 2009 to February 2016. Vice President, Research and Development of Cytec from January 2004 to November 2009. Mr. Pederson served as a Senior Engineer at Boeing (a global aerospace company) from 1992 to 2001.

Vinod Purayath, Ph.D.: Senior Vice President and Chief Technology Officer, June 2021 to date. Vice President, Technology, SunRise Memory Corp. (a semiconductor company based in California) from April 2019 to June 2021. Managing Director, Selective Removal Products Division, of Applied Materials, Inc. (a supplier of equipment, services and software for the manufacture of semiconductor chips) from September 2013 to March 2019. Dr. Purayath also served in various positions at Sandisk (a manufacturer of flash memory products) from 2005 to 2013, and as a Research Fellow at the Japan Advanced Institute for Science and Technology from 2003 to 2005.

Joel R. Rathbun: Senior Vice President, Mergers and Acquisitions, January 2016 to date. General Manager, Specialty Engineered Materials North America, February 2013 to January 2016. Vice President, Mergers and Acquisitions, June 2011 to February 2013. Mr. Rathbun served as Senior Vice President, Mergers and Acquisitions, Moelis & Company (an American global independent investment bank) from January 2008 to June 2011. He also served as Executive Director, Mergers and Acquisitions of CIBC World Markets (an investment bank in the domestic and international equity and debt capital markets) from 2006 to 2008.

Amy M. Sanders: Senior Vice President, General Counsel and Secretary, April 2024 to date. Senior Vice President and Deputy Chief Legal Officer, Global Operations, Eaton Corporation (a power management company) from October 2023 to April 2024. Senior Vice President and Deputy General Counsel, Business Counsel, 3M from February 2022 to October 2023. Over her 20-year career at 3M, Ms. Sanders held roles of increasing responsibility within the legal department, including Vice President and General Counsel, Transportation and Electronics Business Group, from July 2017 to February 2022; Assistant General Counsel, from March 2016 to July 2017, among other roles from November 2002 to March 2016.

#### **15 AVIENT CORPORATION**

---

## **PART II**

### **ITEM 5. MARKET FOR REGISTRANT'S COMMON EQUITY, RELATED STOCKHOLDER MATTERS AND ISSUER PURCHASES OF EQUITY SECURITIES**

Our common shares, \$0.01 par value per share, are traded on the New York Stock Exchange under the symbol "AVNT."

As of February 7, 2024 February 10, 2025, there were 1,421 1,362 holders of record of our common shares.

We currently have an authorized common share repurchase program. During the twelve months ended **December 31, 2023** **December 31, 2024**, we did not repurchase any common shares.

Period	Total Number of Shares Purchased	Weighted Average Price Paid Per Share	Total Number of Shares	Maximum Number of Shares that May Yet be Purchased Under the Program
			Purchased as Part of Publicly Announced Program	Program(1)
October 1 to October 31	—	\$ —	—	4,957,472
November 1 to November 30	—	\$ —	—	4,957,472
December 1 to December 31	—	\$ —	—	4,957,472
<b>Total</b>	<b>—</b>	<b>\$ —</b>	<b>—</b>	<b>4,957,472</b>

(1) Our Board of Directors approved a common share repurchase program authorizing Avient to purchase its common shares in August 2008, which share repurchase authorization has been subsequently increased from time to time. On December 9, 2020, we announced that we would increase our share buyback by an additional 5.0 million shares. As of **December 31, 2023** **December 31, 2024**, approximately 5.0 million shares remained available for purchase under these authorizations, which have no expiration. Purchases of common shares may be made by open market purchases or privately negotiated transactions and may be made pursuant to Rule 10b5-1 plans and accelerated share repurchases.

#### **ITEM 6. [RESERVED]**

**16 AVIENT CORPORATION**

---

#### **ITEM 7. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS**

##### **Overview**

Management's Discussion and Analysis of Financial Condition and Results of Operations (MD&A) is designed to provide information that is supplemental to, and should be read together with, our consolidated financial statements and the accompanying notes contained in this Annual Report on Form 10-K. Information in this Item 7 is intended to assist the reader in obtaining an understanding of our consolidated financial statements, the changes in certain key items in those financial statements from year to year, the primary factors that accounted for those changes, and any known trends or uncertainties that we are aware of that may have a material effect on our future performance, as well as how certain accounting principles affect our consolidated financial statements. Unless otherwise noted, the discussion that follows includes a comparison of our results of operations, liquidity and capital resources, and cash flows for fiscal years **2023** **2024** and **2022** **2023**. For a discussion of changes from fiscal year **2021** **2023** to fiscal year 2022, refer to Management's Discussion and Analysis of Financial Condition and Results of Operations in Part II, Item 7 of our Annual Report on Form 10-K for the year ended **December 31, 2022** **December 31, 2023**, filed with the SEC on **February 22, 2023** **February 20, 2024**.

The following discussion contains forward-looking statements that reflect our plans, estimates and beliefs. Our actual results could differ materially from those discussed in these forward-looking statements. Factors that could cause or contribute to these differences include, but are not limited to, those discussed below and elsewhere in this Annual Report on Form 10-K, particularly in "Cautionary Note on Forward-Looking Statements" and Item 1A, "Risk Factors."

##### **Our Business**

We are **a premier formulator** **an innovator** of **specialized and sustainable** materials solutions **that transform customer challenges into opportunities, bringing new products to life** **for help our customers succeed, while enabling a better sustainable** world. Our products include specialty engineered materials, performance fibers, advanced composites, and color and additive **systems** solutions. We are also a highly specialized developer and manufacturer of performance enhancing additives, liquid colorants and **fluoropolymer** and **silicone** colorants. Headquartered in Avon Lake, Ohio, with **2023** **2024** sales of **\$3.1 billion** **\$3.2 billion** from continuing operations, we have manufacturing and warehouses around the globe, with **61%** **60%** of our sales to customers outside the United States. We provide value to our customers through our ability to link our knowledge of polymers and **formulation** **technology** **materials science** with our manufacturing and supply chain capabilities to provide value-added solutions to designers, assemblers and processors of **plastics**, **materials**.

##### **Strategy and Key Trends**

To achieve **In 2024, we developed a refined strategy for the Avient of the future. It begins with our vision, we have implemented a strategy with four core components: specialization, globalization, operational excellence and commercial excellence. Specialization differentiates us through products, services, technology and purpose: to be an innovator of materials solutions that add value. Globalization allows us to service help our customers succeed, while enabling a sustainable world. We have a two-pronged strategic approach, where we seek to intersect high-growth markets and secular trends with consistency wherever their operations might be around our technologies to 1) build new platforms of scale by playing bigger and bolder in high growth markets, and 2) catalyze the world. core of our business, maximizing the impact of what we have. Our strategy utilizes four supporting strategic drivers: Portfolio Prioritization; Amplify Innovation; Digital for Operational Excellence empowers us to respond to and Growth; and Leadership, Talent and Culture for the voice Avient of the customer while focusing on continuous improvement. Commercial Excellence enables us to deliver value to customers Future. All of this is underpinned by supporting their growth the established foundational strengths of Avient, which have been built and profitability with superior customer service. refined over the 25-year history of the company.**

As Avient has evolved into **We maintain a specialty materials company, we've continued to refine and increase our strong commitment to sustainability. Like all that we do, we start by putting the safety of our employees and needs of our customers first, then look inward to make a difference. Our guiding principle** **We offer a broad portfolio of sustainability** **is** **technologies that are designed to enable** **help our customers succeed, while enabling a sustainable world. Through our design expertise and materials science, we seek to positively contribute to our customers' innovation** products in many end markets. We have three overarching ways we help our customers meet their sustainability goals: Renew, Reduce, and sustainability goals through products and services. Our four cornerstones of People, Products, Planet and Performance guide our investments and actions, and we are making significant contributions in each. **Preserve.** Examples of how our materials science is enabling sustainability for our customers include developing unique technologies that improve the recyclability of products and allow recycled content to be incorporated in products, thus advancing a more circular economy; light-weighting solutions that replace

heavier traditional materials like metal, glass and wood, which can improve fuel efficiency in all modes of transportation and reduce the carbon footprint; and sustainable infrastructure solutions that are designed to increase energy efficiency, renewable energy, and natural resource conservation.

Long-term trends that currently provide opportunities to leverage our strategy include improving health and fiber optic / 5G network accessibility.

In addition, we continue to engage and invest in the Alliance to End Plastic Waste (AEPW). Avient joined the AEPW as a founding member, along with 29 other member companies, in January 2019. As of December 31, 2023, the AEPW had committed over \$1.5 billion to help end plastic waste in wellness, protecting the environment, through investment in infrastructure, innovation, education, and clean-up activities. Our commitment to AEPW is yet another example of the importance increasing need for power and electricity.

Operationally, we place on being a global leader in all aspects of how we define sustainability: People, Products, Planet and Performance.

**17 AVIENT CORPORATION**

---

We have identified four key growth drivers to drive profitable, organic sales growth: sustainable solutions, composites, healthcare and emerging regions. We also focus on accelerating the launch of new products and collaborating with our customers to develop new and unique solutions for their benefit while focusing on our four cornerstones of sustainability to ensure the growth we achieve is sustainable for us and our customers. Capital expenditures will be focused primarily to support sales growth, investment in recent acquisitions, and other strategic investments. We also continue to consider acquisitions and other synergy opportunities that complement our core platforms. These actions will enable us to continue to invest in our core capabilities and continue to support growth in key markets and product offerings.

We will continue our enterprise-wide Lean Six Sigma program directed at improving margin, profitability and cash flow by applying proven management techniques and strategies to key areas of the business, such as pricing, supply chain and operations management, productivity and quality. Long-term trends that currently provide opportunities to leverage our strategy and commitment to sustainability include improving health and wellness, protecting

**17 AVIENT CORPORATION**

---

## Subsequent Events

In the environment, globalizing and localizing and increasing energy efficiency. Examples first quarter of how our strategy supports these trends can be found in numerous initiatives: active participation in the medical device market, leveraging our global footprint to deliver consistent solutions globally, light weighting and metal replacement and development of solutions that respond to ever-changing market needs by offering alternatives to traditional materials.

## Recent Developments

### APM Acquisition

On September 1, 2022, the Company completed the acquisition of the DSM Protective Materials business, cloud-based enterprise resource planning system, S/4HANA, including updated project timelines, cost incurred to date, required internal resources and expected costs to complete the Dyneema® brand, the World's Strongest Fiber™. The ultra-light specialty fiber is used in demanding applications such as ballistic personal protection, marine and sustainable infrastructure, renewable energy, industrial protection and outdoor sports. The acquired business is collectively referred to as APM, initial site implementations, and the acquisition is referred to as the APM Acquisition. The APM Acquisition enhances Avient's materials offerings evolution of composites and engineered fibers. Total consideration paid by options that could provide better returns for shareholders. As a result of this review, the Company was \$1.4 billion, net determined it would cease the ongoing development of cash acquired, S/4HANA and re-allocate capital to other projects which will support the Company's new strategy.

### Distribution business sale

On November 1, 2022 As a result of this decision, the Company will recognize a non-cash, pre-tax impairment charge of approximately \$71 million, Avient sold associated with capitalized implementation costs. The Company will also recognize pre-tax charges of approximately \$15 million associated with unpaid contractual obligations for hosting fees within its Distribution business to an affiliate *Consolidated Statements of H.I.G. Capital for \$950.0 million in cash, subject to a customary working capital adjustment. Total proceeds were \$935.5 million, of which \$7.3 million was received* Income in the year ended December 31, 2023. The results first quarter of the Distribution business are presented as discontinued operations for all periods presented. 2025.

**18 AVIENT CORPORATION**

---

## Results of Operations

### Results of Operations

### Results of Operations

(Dollars in millions, except per share data)

(Dollars in millions, except per share data)

(Dollars in millions, except per share data)



Variances — Favorable (Unfavorable)



Variances — Favorable (Unfavorable)

Sales
Sales
Sales
Cost of sales
Cost of sales
Cost of sales
Gross margin
Gross margin
Gross margin
Selling and administrative expense
Selling and administrative expense
Selling and administrative expense
Operating income
Operating income
Operating income
Interest expense, net
Interest expense, net
Interest expense, net
Other income (expense), net
Other income (expense), net
Other income (expense), net
Income from continuing operations before income taxes
Income from continuing operations before income taxes
Income from continuing operations before income taxes
Income tax (expense) benefit
Income tax (expense) benefit
Income tax (expense) benefit
Net income from continuing operations
Net income from continuing operations
Net income from continuing operations
(Loss) income from discontinued operations, net of income taxes
(Loss) income from discontinued operations, net of income taxes
(Loss) income from discontinued operations, net of income taxes
Net income
Net income
Net income
Net (income) loss attributable to noncontrolling interests
Net (income) loss attributable to noncontrolling interests
Net (income) loss attributable to noncontrolling interests
Net income attributable to noncontrolling interests
Net income attributable to noncontrolling interests
Net income attributable to noncontrolling interests
Net income attributable to Avient common shareholders
Net income attributable to Avient common shareholders
Net income attributable to Avient common shareholders
Earnings per share attributable to Avient common shareholders - basic:
Earnings per share attributable to Avient common shareholders - basic:
Earnings per share attributable to Avient common shareholders - basic:
Continuing operations
Continuing operations
Continuing operations

Discontinued operations
Discontinued operations
Discontinued operations
Total
Total
Total
Earnings per share attributable to Avient common shareholders - diluted:
Earnings per share attributable to Avient common shareholders - diluted:
Earnings per share attributable to Avient common shareholders - diluted:
Continuing operations
Continuing operations
Continuing operations
Discontinued operations
Discontinued operations
Discontinued operations
Total
Total
Total
Gross margin as a percentage of sales
Gross margin as a percentage of sales
Gross margin as a percentage of sales

nm - not meaningful

#### **Sales**

Sales decreased \$254.1 million increased \$97.6 million, or 7.5% 3.1%, in 2023 2024 compared to 2022. The APM Acquisition, which began to be reflected in results as 2023, primarily driven by increased demand of September 1, 2022 4.0%, increased sales by 7.4%, which was more than partially offset by the unfavorable foreign currency impacts of lower global 0.9%. Increased demand was driven by strength in the consumer, defense, building and customer destocking. In addition, unfavorable foreign exchange rates had a 0.8% impact construction, packaging and healthcare end markets, partially offset by weakness in the telecommunications and transportation end markets.

#### **Gross Margin**

Gross margin as a percentage of sales was increased to 32.6% from 28.4% in 2024 compared to 2023, primarily driven by the benefits of raw material deflation, mix improvement, lower environmental remediation costs of \$34.6 million, and lower restructuring charges of \$12.9 million. Further, in 2024, Avient recognized a gain from insurance recoveries associated with previously incurred environmental remediation costs of \$34.7 million as compared to 26.0% a gain of \$1.7 million in 2022. The gross margin improvement was driven primarily by favorable price and mix, including a full year of APM results in 2023, and raw material deflation. Further, 2023 included \$52.1 million of higher environmental remediation costs, while 2022 included \$34.4 million of expense associated with the APM Acquisition purchase accounting inventory step-up and \$19.2 million of higher restructuring costs. 2023.

#### **Selling and administrative expense**

These costs include selling, technology, administrative functions, amortization of intangible assets, corporate and general expenses. Selling and administrative expense in 2023 2024 increased \$56.3 million \$31.7 million compared to 2022, 2023, primarily driven due to higher employee related costs, partially offset by a full year of APM results and higher lower restructuring costs of \$9.6 million in 2023. \$9.0 million.

#### **19 AVIENT CORPORATION**

---

#### **Interest expense, net**

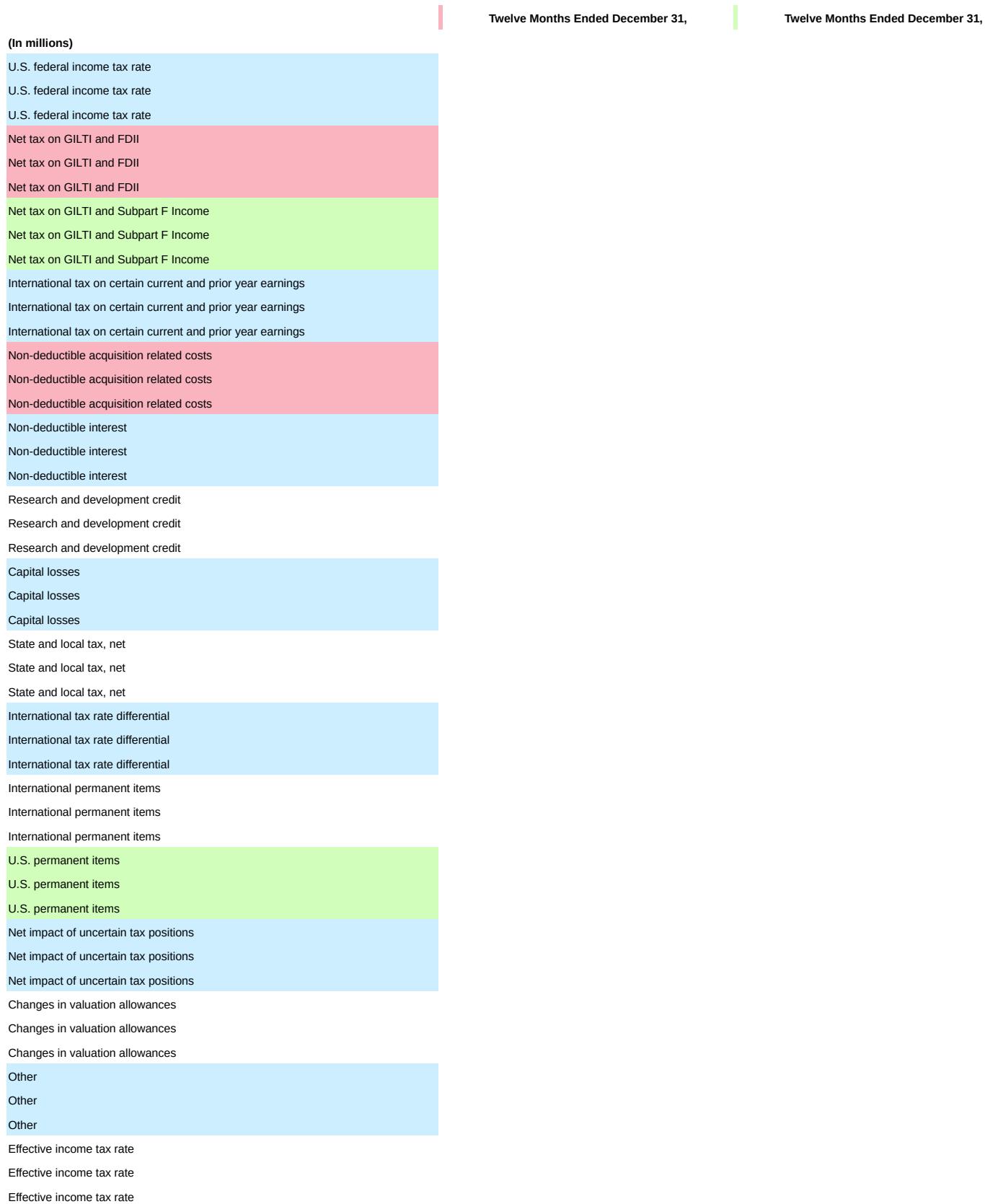
Interest expense, net decreased \$4.5 \$9.7 million in 2023 2024 as compared to 2022. Higher interest expense related 2023, primarily due to new debt incurred to finance the APM Acquisition refinancing of our senior secured term loans in April 2024 and August 2023, which included a partial principal repayment of \$102.3 million during the impact third quarter of higher interest rates on our variable term debt was partially offset by \$15.8 million of higher interest income from cash equivalents and cross-currency swaps. Additional reductions resulted from \$10.0 million of committed financing costs incurred in 2022 associated with the APM Acquisition along with a \$13.7 million reduction in other debt financing costs. 2023.

#### **Other income (expense), net**

Other income (expense), net resulted decreased \$4.7 million in income in 2024 as compared to 2023, primarily related to a \$32.3 million year-over-year change in the mark-to-market expense associated with pension and post-retirement plans. In addition, 2022 included a \$30.9 million mark-to-market loss on derivative contracts entered into to hedge \$6.3 million in amortization of prior service credits associated with the purchase price phase out of the APM Acquisition certain post-employment benefits in 2023.

#### **Income taxes**

A reconciliation of the applicable U.S. federal statutory tax rate to the consolidated effective income tax rate from continuing operations along with a description of significant or other reconciling items is included below.



The consolidated effective income tax rate from continuing operations was 24.1%, which was higher than the U.S. federal rate of 21%. This higher rate was primarily driven by U.S. permanent items of 2.1%, international rate differential of 1.7% and tax associated with foreign income repatriation of 1.6%. These items were partially offset by credits associated with research and development of 1.7% and changes in uncertain tax position which resulted in a net benefit of 1.1%.

The 2023 consolidated effective income tax rate from continuing operations was 12.6%, which was lower than the U.S. federal rate of 21%. This lower rate was primarily driven by the recognition of tax benefits of 7.5% associated with tax impairments of investments in affiliates, driven in part from European restructuring actions. Further, we recognized a 5.4% tax benefit from federal and state capital losses associated with an international affiliate's tax status change in 2022. Finally, we recognized tax benefits from the reduction of uncertain tax positions as well as the U.S. R&D tax credit, which reduced the tax rate, 5.3% and 3.7%, respectively. Partially offsetting these benefits were non-deductible foreign interest, 5.3%, tax associated with foreign income repatriation, 3.9%, and an increase of our valuation allowance which impacted the rate 3.6%.

The 2022 consolidated effective income tax rate from continuing operations was a benefit of 30.2%. We recognized a net tax benefit of 88.1% in 2022 from federal and state capital loss deductions associated with an international affiliate's tax status change. We also recognized a tax benefit of 5.5% associated with earnings in foreign jurisdictions with statutory rates below the U.S. federal income tax rate. Further, the state and local tax benefit was 4.0%, driven by a U.S. tax loss.

Offsetting these benefits in 2022 were the tax impact of international permanent items of 12.1%, which primarily included an unfavorable tax effect of withholding taxes. We also increased our valuation allowance, which impacted the rate 15.4%, for deferred tax assets that are unlikely to create income tax benefits before their expiration. Further, uncertain tax positions increased, which impacted the rate 12.9%, primarily associated with European restructuring charges which are not expected to realize and a tax effect of non-deductible foreign interest of 2.9%.

**20AVIENT CORPORATION**

#### Segment Information

Operating income is the primary measure that is reported to our chief operating decision maker (CODM) for purposes of making decisions about allocating resources to the segments and assessing their performance. Operating income at the segment level does not include: include corporate general and administrative costs that are not allocated to segments; intersegment sales and profit eliminations; segments, restructuring charges, related to specific strategic initiatives, such as the consolidation of operations; restructuring activities, including employee separation costs resulting from personnel reduction programs, plant closure and phase-in costs; costs incurred directly in relation to acquisitions or divestitures; integration costs; executive separation agreements; share-based compensation costs; environmental remediation costs, along with related gains from insurance obligations and associated recoveries, acquisition-related charges, mark-to-market adjustments on pension and other liabilities for facilities no longer owned or closed in prior years; actuarial gains and losses associated with our pension and post-retirement benefit plans; obligations, and certain other items that are not included in the measure of segment profit or loss that is reported to and reviewed by our chief operating decision maker, CODM. These costs are included in *Corporate*.

**20AVIENT CORPORATION**

Avient has two reportable segments: (1) Color, Additives and Inks and (2) Specialty Engineered Materials. Our segments are further discussed in Note 15, Segment Information, to the accompanying consolidated financial statements.

#### Sales and Operating Income

(Dollars in millions)	2023 versus 2022			
	2023	2022	Change	% Change
<b>Sales:</b>				
Color, Additives and Inks	\$ 2,007.4	\$ 2,355.0	\$ (347.6)	(14.8)%
Specialty Engineered Materials	1,138.2	1,044.4	93.8	9.0 %
Corporate	(2.8)	(2.5)	(0.3)	nm
<b>Sales</b>	<b>\$ 3,142.8</b>	<b>\$ 3,396.9</b>	<b>\$ (254.1)</b>	<b>(7.5)%</b>
<b>Operating income:</b>				
Color, Additives and Inks	\$ 259.9	\$ 301.0	\$ (41.1)	(13.7)%
Specialty Engineered Materials	142.5	140.1	2.4	1.7 %
Corporate	(205.6)	(197.8)	(7.8)	(3.9)%
<b>Operating income</b>	<b>\$ 196.8</b>	<b>\$ 243.3</b>	<b>\$ (46.5)</b>	<b>(19.1)%</b>
<i>nm - not meaningful</i>				
2024 versus 2023				
(Dollars in millions)	2024	2023	Change	% Change
	\$ 2,046.5	\$ 2,007.4	\$ 39.1	1.9 %

Specialty Engineered Materials	1,196.8	1,138.2	58.6	5.1 %
Corporate	(2.9)	(2.8)	(0.1)	(3.6)%
<b>Total sales</b>	<b>\$ 3,240.4</b>	<b>\$ 3,142.8</b>	<b>\$ 97.6</b>	<b>3.1 %</b>
 <i>Operating income:</i>				
Color, Additives and Inks	\$ 296.2	\$ 259.9	\$ 36.3	14.0 %
Specialty Engineered Materials	167.2	142.5	24.7	17.3 %
Corporate	(134.1)	(205.6)	71.5	34.8 %
<b>Total operating income</b>	<b>\$ 329.3</b>	<b>\$ 196.8</b>	<b>\$ 132.5</b>	<b>67.3 %</b>

#### Color, Additives and Inks

Sales decreased \$347.6 million increased \$39.1 million, or 14.8% 1.9%, in 2023 2024 compared to 2022 2023, primarily driven by lower global increased demand of 2.9%, partially offset by unfavorable foreign currency impacts of 0.9%. Increased demand was driven by strength in the packaging, consumer, healthcare and customer destocking, building and construction end markets, partially offset by weakness in the transportation end market.

Operating income decreased \$41.1 million increased \$36.3 million, or 13.7% 14.0%, in 2023 2024 compared to 2022 2023, primarily due to lower global demand, customer destocking driven by increased sales and benefits from raw material deflation, which occurred in the first half of 2024, partially offset by higher employee related costs and unfavorable foreign exchange rates, which had a 1.3% impact, partially offset by the carryforward of price increases, raw material deflation and cost reduction actions, currency impacts.

#### Specialty Engineered Materials

Sales increased by \$93.8 million \$58.6 million, or 9.0% 5.1%, in 2023 2024 compared to 2022. The APM Acquisition, which began to be reflected in results as 2023, primarily driven by increased demand of September 1, 2022 6.1%, increased sales by 24.2%, which was partially offset by an unfavorable foreign currency impact of 0.7%. Increased demand was driven by strength in the impacts of lower global demand defense, building and customer destocking, construction, consumer and healthcare end markets, partially offset by weakness in the telecommunications end market.

Operating income increased by \$2.4 million \$24.7 million, or 1.7% 17.3%, in 2023 2024 compared to 2022 2023, primarily driven primarily by the APM Acquisition, increased sales, benefits from raw material deflation, which occurred in the first half of 2024, and cost reduction actions, favorable product mix, partially offset by lower global demand, customer destocking higher employee related costs and unfavorable foreign exchange rates, which had a 1.7% impact, currency impacts.

#### Corporate

Costs increased \$7.8 million decreased \$71.5 million, or 3.9% 34.8%, in 2023 2024 compared to 2022 2023, primarily driven by \$52.1 million \$34.6 million of higher lower environmental remediation costs in 2024 compared to 2023, and \$8.1 million of higher mark-to-market costs while gains from insurance recoveries associated with Avient deferred compensation plans, partially offset by lower acquisition related expense of \$47.5 million, which includes \$34.4 million of expense associated with the APM inventory step-up, and \$9.6 million of previously incurred environmental remediation costs were \$33.0 million higher in 2024 compared to 2023. Further, lower restructuring costs of \$21.9 million in 2023 2024 more than offset higher employee related costs in 2024.

**21AVIENT CORPORATION**

#### **Liquidity and Capital Resources**

Our objective is to finance our business through operating cash flow and an appropriate mix of debt and equity. By laddering the maturity structure, we avoid concentrations of debt maturities, reducing liquidity risk. We may from time to time seek to retire or purchase our outstanding debt with cash on hand and/or exchanges for equity securities, in open market purchases, privately negotiated transactions or otherwise. We may also seek to repurchase our outstanding common shares. Such repurchases, if any, will depend on prevailing market conditions, our liquidity requirements, contractual restrictions and other factors. The amounts involved have been and may continue to be material.

**21AVIENT CORPORATION**

The following table summarizes our liquidity as of December 31, 2023 December 31, 2024:

(In millions)		
Cash and cash equivalents	\$ 545.8	544.5
Revolving credit availability	199.7	211.4
<b>Liquidity</b>	<b>\$ 745.5</b>	<b>755.9</b>

As of December 31, 2023 December 31, 2024, approximately 69% 64% of the Company's cash and cash equivalents resided outside the United States.

Based on current projections, we believe that we will be able to continue to manage and control working capital, discretionary spending and capital expenditures and that cash provided by operating activities, along with available borrowing capacity under our revolving credit facilities, will allow us to maintain adequate levels of available capital to fund our operations, meet debt service obligations, continue paying dividends, and opportunistically repurchase outstanding common shares for at least twelve months and the foreseeable future thereafter.

Expected sources of cash needed to satisfy cash requirements in **2024** **2025** include our cash on hand, cash from operations, the receipt of \$34.0 million of insurance recoveries, as described in Note 11, *Commitments and Contingencies*, and available liquidity under our revolving credit facility, if necessary. Expected uses of cash in **2024** **2025** include interest payments, cash taxes, dividend payments, share repurchases, environmental remediation costs payments and capital expenditures. Capital expenditures are currently estimated to be approximately \$140 \$120 million in **2024** **2025**, primarily to support organic sales growth our continued investment in recent acquisitions, including the implementation of a cloud-based ERP system, S/4HANA, and other strategic investments.

#### Cash Flows

The following table summarizes our cash flows from operating, investing and financing activities:

(In millions)	(In millions)	2023	2022	2021	(In millions)	2024	2023	2022
<b>Cash provided by (used by):</b>								
Operating Activities								
Operating Activities								
Operating Activities								
Investing Activities								
Financing Activities								
Effect of exchange rate on cash								
<b>Net (decrease) increase in cash and cash equivalents</b>								

#### Operating Activities

In 2023, net Net cash provided by operating activities decreased increased to \$201.6 million \$256.8 million in 2024, as compared to \$398.4 million \$201.6 million in 2022, 2023, driven primarily by lower higher earnings and taxes paid lower tax payments as 2023 included tax payments of \$104.1 million associated with the gain on sale of the our Distribution business, business. This was partially offset by an increase in working capital of \$28.6 million as compared to a decrease of \$40.7 million in working capital 2023, a \$15.4 million increase in environmental remediation payments, and \$21.1 million of higher benefit payments associated with executive retirements.

#### Investing Activities

Net cash used by investing activities during **2023** **2024** of \$94.2 million \$120.6 million primarily reflects the impact of capital expenditures of \$119.4 million, which were partially offset by the net proceeds from the sale of the Distribution business of \$7.3 million, proceeds from plant closures of \$7.6 million and other investing inflows of \$10.3 million, expenditures.

#### Financing Activities

Net cash used by financing activities of \$201.7 million \$120.9 million in **2023** **2024** primarily reflects \$105.8 million reduction in repayment on long-term debt and \$90.2 million borrowings of \$660.9 million, \$94.0 million of dividends paid paid and \$9.6 million of debt financing costs, partially offset by \$650.0 million of proceeds received from long-term borrowings.

**22** AVIENT CORPORATION

#### Total Debt

The following table summarizes debt as of December 31, 2023 December 31, 2024 and December 31, 2022, 2023.

(In millions)	2023	2022
Senior secured revolving credit facility due 2026	\$ —	\$ —
Senior secured term loan due 2026	—	423.6
Senior secured term loan due 2029	709.0	385.5
5.75% senior notes due 2025	647.2	645.2
7.125% senior notes due 2030	716.2	714.9
Other Debt	7.6	9.7
<b>Total Debt</b>	<b>\$ 2,080.0</b>	<b>\$ 2,178.9</b>
Less short-term debt	9.5	2.2
<b>Total long-term debt, net of current portion</b>	<b>\$ 2,070.5</b>	<b>\$ 2,176.7</b>

(In millions)	2024	2023
Senior secured revolving credit facility due 2026	\$ —	\$ —

Senior secured term loan due 2029	705.2	709.0
7.125% senior notes due 2030	717.5	716.2
6.250% senior notes due 2031	640.8	—
5.75% senior notes due 2025	—	647.2
Other Debt	3.5	7.6
Total Debt	\$ 2,067.0	\$ 2,080.0
Less short-term debt	7.7	9.5
Total long-term debt, net of current portion	\$ 2,059.3	\$ 2,070.5

On August 16, 2023 April 9, 2024, the Company refinanced its senior secured term loans loan by amending its Credit Agreement the credit agreement governing such term loan (the Term Loan Amendment). Pursuant to the The Term Loan Amendment Avient incurred a new tranche of Senior Secured Term Loan due 2029 in an aggregate principal amount of \$731.6 million. The proceeds, together with \$102.3 million of cash on hand, were used to settle all of the outstanding principal of previous tranches of senior secured term loans. The amendment aligned the maturity date for all of the Company's term loan debt to August 29, 2029. The amendment also aligned and reduced the interest rates per annum by 50 basis points, which are now are either (i) Adjusted Term SOFR (as defined in the Term Loan Amendment) plus 2.50% 2.00%, or (ii) a Base Rate (as defined in the Term Loan Amendment) plus 1.50% 1.00%. We recognized \$1.9 million The maturity date and other terms and conditions are substantially the same as the terms and conditions under the credit agreement immediately prior to the Term Loan Amendment.

On September 19, 2024, the Company completed the issuance of \$650.0 million aggregate principal amount of 6.250% Senior Notes which will mature on November 1, 2031 (the 2031 Notes). The Company received proceeds of \$641.9 million, net of financing costs, related to the write-off issuance. Interest on the 2031 Notes is payable semi-annually in arrears on May 1 and November 1 of unamortized issuance costs each year, commencing on May 1, 2025. The 2031 Notes were sold in a private offering and discounts within Interest expense, net for the year ended December 31, 2023 as a result are senior unsecured obligations of the amendment Company.

Proceeds from the 2031 Notes and cash on hand were used to fully redeem the \$650.0 million aggregate principal amount outstanding of the Company's 5.750% Senior Notes due May 15, 2025. The notes were redeemed at a redemption price equal to 100.0% of the principal amount.

The Company maintains a senior secured revolving credit facility (the Revolving Credit Facility), which matures on October 26, 2026 and provides a maximum borrowing facility size of \$500.0 million, subject to a borrowing base with advances against certain U.S. and international accounts receivable, inventory and other assets as specified in the agreement. As of December 31, 2023 December 31, 2024, we had no borrowings outstanding under our Revolving Credit Facility, which had remaining availability of \$199.7 million. As of December 31, 2022, we had no borrowings under our Revolving Credit Facility, which had remaining availability of \$246.2 \$211.4 million.

The agreements governing our Revolving Credit Facility and our senior secured term loan, and the indentures and credit agreements governing other debt contain a number of customary financial and restrictive covenants. As of December 31, 2023 December 31, 2024, we were in compliance with all customary financial and restrictive covenants pertaining to our debt.

For additional information regarding our debt, please see Note 6, 5, *Financing Arrangements* to the accompanying consolidated financial statements.

#### Letters of Credit

Our Revolving Credit Facility provides up to \$50.0 million for the issuance of letters of credit, \$13.3 \$12.9 million of which was used at December 31, 2023 December 31, 2024. These letters of credit are issued by the bank in favor of third parties and are mainly related to required insurance programs.

**23AVIENT CORPORATION**

#### Material Cash Requirements

We have future obligations under various contracts relating to debt and interest payments, operating leases, pension and post-retirement benefit plans, purchase obligations and purchase environmental remediation obligations. The following table summarizes our obligations as of December 31, 2023 December 31, 2024 that are expected to impact liquidity and cash flow in future periods. See *Liquidity and Capital Resources* for additional discussion of our ability to generate and access cash to meet requirements as well as plans for use of cash in both the short-term and long-term.

(In millions)	Total	Payment Due by Period				
		Less than 1 Year	1-3 Years	3-5 Years	More Than 5 Years	
Total debt (1)	\$ 2,110.5	\$ 9.5	\$ 667.4	\$ 15.4	\$ 1,418.2	
Operating leases	69.5	20.3	23.9	13.0	12.3	
Interest on debt obligations (2)	680.1	144.5	232.9	214.1	88.6	
Pension and post-retirement obligations (3)	76.9	8.0	15.7	15.6	37.6	
Purchase obligations (4)	124.5	65.1	33.0	19.5	6.9	
(In millions)	Total	Less than 1 Year	1-3 Years	3-5 Years	More Than 5 Years	
Environmental obligations (5)	\$ 157.2	\$ 32.1	\$ 89.8	\$ 6.2	\$ 29.0	
Total debt	\$ 2,099.2	\$ 7.7	\$ 15.3	\$ 699.7	\$ 1,376.5	
Total	\$ 3,061.5	\$ 247.4	\$ 972.9	\$ 277.6	\$ 1,563.6	
Operating leases	101.1	22.6	34.3	15.8	28.4	
<b>23AVIENT CORPORATION</b>						
Interest on debt obligations (1)	761.3	145.1	264.3	249.7	102.2	

Pension and post-retirement obligations (2)	68.4	7.9	14.3	14.3	31.9
Purchase obligations (3)	134.6	63.7	61.8	6.9	2.2
Environmental remediation obligations	146.0	16.2	60.6	48.3	20.9
<b>Total</b>	<b>\$ 3,164.6</b>	<b>\$ 247.0</b>	<b>\$ 390.0</b>	<b>\$ 986.4</b>	<b>\$ 1,541.2</b>

(1) Total debt includes both the current and long-term portions of debt and capital lease obligations.

(2) Represents estimated contractual interest payments for all outstanding debt. Excludes cash receipts from cross-currency swaps as described in Note 15, *Derivatives and Hedging*.

(3) (2) This represents estimates related to the funding obligations of our pension and other post retirement plans. These contributions are based on actuarial estimates of future assumed payments based upon retirement and payment patterns for a 10-year period. The estimates in the table may differ materially from actual future payments due to uncertainties regarding the assumptions involved in estimating future required contributions to our pension and non-pension post retirement benefit plans, including (i) interest rate levels (ii) the amount and timing of asset returns and (iii) what, if any, changes may occur in pension funding legislation.

(4) (3) Purchase obligations are primarily comprised of service agreements related to telecommunication, information technology, utilities and other manufacturing plant services and certain capital commitments.

(5) Includes estimated payments related to environmental remediation, primarily due to the ongoing remedial action at Calvert City.

## Critical Accounting Policies and Estimates

Significant accounting policies are described more fully in Note 1, *Description of Business and Summary of Significant Accounting Policies*, to the accompanying consolidated financial statements. The preparation of financial statements in conformity with U.S. generally accepted accounting principles (U.S. GAAP) requires us to make estimates and assumptions about future events that affect the amounts reported in our consolidated financial statements and accompanying notes. We base our estimates on historical experience and assumptions that we believe are reasonable considering the related facts and circumstances. The application of these critical accounting policies involves the exercise of judgment and use of assumptions for future uncertainties. Accordingly, actual results could differ significantly from these estimates. We believe that the following discussion addresses our most critical accounting policies, which are those that are the most important to the portrayal of our financial condition and results of operations and require our most difficult, subjective and complex judgments.

## Revenue Recognition

Sales are recognized when control of promised goods or services are transferred to customers in an amount that reflects the consideration the Company expects to be entitled to in exchange for those goods or services. Control is transferred when the customer has the ability to direct the use of and obtain benefits from the goods or services, which is typically when products are shipped from our facilities. The majority of the Company's sales agreements contain performance obligations satisfied at a point in time when control is transferred to the customer. Avient records reductions to sales for customer incentives, primarily comprised of rebates, at the time of the initial sale. Rebates are estimated based on sales terms, historical experience along with annual sales projections. Rebate programs offered are typically credited to customers for achieving defined volume levels.

## Environmental Liabilities

We are a party to a Consent Decree related to remedial actions at the former Goodrich Corporation Calvert City site and will incur environmental remediation costs related to this matter. We recognize an estimate of environmental liabilities on an undiscounted basis for probable future environmental expenditures. Any such provision is recognized using the Company's best estimate of the amount of loss incurred, or at the lower end of an estimated range, when a single best estimate is not determinable. In some cases, the Company recovers a portion of the costs relating to these obligations from insurers or other third parties, and the recovery is recognized when realization of the proceeds is deemed as probable.

**24AVIENT CORPORATION**

---

Environmental liabilities represents our best estimate of the remaining probable costs based upon information and technology currently available. Depending upon the results of future testing, the ultimate remediation alternatives undertaken, changes in regulations, new information, newly discovered conditions and other factors, it is reasonably possible that we could incur additional costs in excess of the amount accrued. However, such additional costs, if any, cannot currently be estimated. Our estimate of this liability may be revised as new regulations or technologies are developed or additional information is obtained. As we progress through remedial design and remedial action related to the Goodrich Corporation Calvert City site, additional information will become available that may require an adjustment to our existing accrual. *Adjustments have been material to our financial statements in the past and it is reasonably possible that they could be in the future.*

**24AVIENT CORPORATION**

---

Additional information related to the accounting for environmental liabilities is found in Note 12, 11, *Commitments and Contingencies*.

## Acquisitions of Businesses

The acquisition of a business is accounted for using the acquisition method of accounting which requires assets and liabilities to be recognized at their fair values on the acquisition date. The initial fair value of assets acquired and liabilities assumed may be revised based on the final determination of fair value during the measurement period of 12 months from the acquisition date. The Company generally determines the fair value of intangible assets acquired using third-party valuations that are prepared using discounted cash flow models that rely on the Company's estimates. These estimates can require judgement of future revenue growth rates, future margins, applicable royalty rates, customer retention and the applicable weighted-average cost of capital used to discount those estimated cash flows. Sensitivity analyses are performed around certain of these assumptions in order to assess the reasonableness of the assumptions and the resulting estimated fair values.

For additional information about the acquisitions of businesses see Note 2, *Business Combinations*.

## Pension and Other Post-retirement Benefit Plans

The measurement of liabilities related to pension plans and other post-retirement benefits plans is based on assumptions related to future events including interest rates, return on plan assets, and mortality assumptions. We account for our defined benefit pension plans and other post-retirement plans in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Update (ASC) Topic 715, Compensation — Retirement Benefits. We immediately recognize actuarial gains and losses in our operating results in the year in which the gains or losses occur.

Asset returns and interest rates significantly affect the value of assets and liabilities related to our pension and post-retirement plans and therefore the funded status of our plans. It is difficult to predict these factors due to the volatility of market conditions. To develop our discount rate, we consider the yields of high-quality corporate bonds with maturities that correspond to the timing of our benefit obligations, referred to as the bond matching approach. To develop our expected long-term return on plan assets, we consider forward looking long-term asset returns and the expected investment portfolio mix of plan assets. Life expectancy is another significant assumption that impacts our pension and other post-retirement benefits obligation, which is based on mortality data and improvement scales issued by the Society of Actuaries.

Additional information related to the accounting for pension and other post-retirement benefits is found in Note 11, 10, Employee Benefit Plans.

## Income Taxes

We account for income taxes using the asset and liability method under FASB ASC Topic 740. Under the asset and liability method, deferred method. Deferred tax assets and liabilities are recognized for the estimated future tax consequences attributable to differences between the financial statement carrying amounts of existing assets and liabilities and their respective tax bases. In addition, deferred tax assets are also recorded with respect to net operating losses and other tax attribute carryforwards. Deferred tax assets and liabilities are measured using enacted tax rates in effect for the year in which those temporary differences are expected to be recovered or settled. Valuation allowances are established when realization of the benefit of deferred tax assets is not deemed to be more likely than not. The utilization of certain deferred tax assets is dependent on the amount and timing of taxable income that we will ultimately generate in the future and other factors, such as changes in tax laws.

25AVIENT CORPORATION

---

We recognize net tax benefits under the recognition and measurement criteria, of FASB ASC Topic 740, Income Taxes, which prescribes requirements and other guidance for financial statement recognition and measurement of positions taken or expected to be taken on tax returns. We recognize an income tax benefit from an uncertain tax position only if it is more likely than not that the benefit would be sustained upon examination by taxing authorities, based on the technical merits of the position. The Company evaluates and adjusts the amount of unrecognized income tax benefits based on changes in law, facts and circumstances. We record interest and penalties related to uncertain tax positions as a component of income tax expense. The ultimate resolution of unrecognized income tax benefits is often dependent upon uncontrollable factors such as the timing of finalizing resolutions of audit disputes through reaching settlement agreements, or changes in law.

Additional information related to the accounting for income taxes is found in Note 13, 12, Income Taxes.

25AVIENT CORPORATION

---

## Goodwill

Goodwill is evaluated annually for impairment as of October 1 using either a quantitative or qualitative analysis. Goodwill is tested for impairment at the reporting unit level, and is based on the net assets for each reporting unit, including goodwill and intangible assets. The Company's reporting units are at a level below the Company's reportable operating segments. Goodwill is assigned to each reporting unit, as this represents the lowest level that constitutes a business and is the level at which management regularly reviews the operating results.

Additionally, goodwill is evaluated for impairment whenever an event occurs or circumstances change that would indicate that it is more likely than not that the fair value of a reporting unit is less than its carrying amount. Events or circumstances that may result in an impairment review include changes in macroeconomic conditions, industry and market considerations, cost factors, overall financial performance, other relevant entity-specific events, specific events affecting the reporting unit or sustained decrease in share price.

Quantitative analyses are performed by estimating the fair value for each reporting unit using a discounted cash flow model. These analyses include estimates of future cash flows, future growth rates, terminal value amounts, and the applicable weighted-average cost of capital used to discount estimated cash flows. The future cash flows are based on the Company's long-term strategic plan, and a terminal value is used to estimate the reporting unit's cash flows beyond the period covered by the strategic plan. The weighted-average cost of capital is an estimate of the overall after-tax rate of return required by equity and debt market holders of a business enterprise. These analyses require the exercise of judgments, including judgments about appropriate discount rates, revenue growth, operating margins, and long-term growth rates.

A qualitative analysis is performed by assessing certain trends and factors, including projected market outlook and growth rates, forecasted and actual sales and operating profit margins, discount rates, industry data, and other relevant qualitative factors. These trends and factors are compared to, and based on, the assumptions used in the most recent quantitative analysis performed for each reporting unit.

On October 1, 2023, we quantitatively tested goodwill as part of our In 2023, the annual goodwill impairment test. test was performed using a quantitative approach. In 2024, the Company performed a qualitative approach, including assessing certain trends and factors, including projected market outlook and growth rates, forecasted and actual sales and operating profit margins, discount rates, industry data and other relevant qualitative factors. These trends and factors were compared to the assumptions used in the 2023 quantitative analysis for each reporting unit. The results of the qualitative assessment did not indicate a need to perform a quantitative analysis.

Based on the results of our impairment analysis, the test, Company concluded the fair values for all value of our its reporting units exceeded the continued to exceed their respective carrying values, and therefore there was no goodwill impairment. The APM reporting unit, included in the Specialty Engineered Materials segment, had a fair value that exceeded the carrying value by 7%. The fair value's close proximity to the carrying value was primarily due to the fact that the APM business was acquired approximately one year ago while interest rates have increased since the date of the acquisition which lowers the calculated fair value. Although we believe that the current assumptions and estimates are

appropriate, the performance of this business could be impacted by negative or unforeseen changes in market factors and economic conditions, which could impact the valuation in the future. The carrying value of our APM reporting unit included goodwill of \$447.2 million as of December 31, 2023.

#### **Indefinite-lived Trade Names**

Indefinite-lived trade names are evaluated annually for impairment as of October 1 using either a quantitative or qualitative analysis to determine whether their fair values exceed their respective carrying amounts. Additionally, indefinite-lived trade names are evaluated for impairment whenever an event occurs or circumstances change that would indicate that it is more likely than not that the asset is impaired. Events or circumstances that may result in an impairment review include changes in industry and market considerations, cost factors, financial performance, and other relevant entity-specific events that could affect inputs used to determine the respective fair values of the indefinite-lived intangible assets.

**26 AVIENT CORPORATION**

---

Quantitative analyses are performed by estimating the fair value for each indefinite-lived trade name using a royalty relief methodology. These analyses include estimates of future cash flows that are based on the Company's long-term strategic plan and the applicable weighted-average cost of capital used to discount estimated cash flows. The primary inputs to these estimates require the exercise of judgements, including judgements about appropriate discount rates, revenue growth, royalty rates, and long-term growth rates.

A qualitative analysis is performed by assessing certain trends and factors, including projected market outlook and growth rates, forecasted and actual sales, discount rates, industry data, and other relevant qualitative factors. These trends and factors are compared to, and based on, the assumptions used in the most recent quantitative analysis performed for each indefinite-lived trade name.

On October 1, 2023, we

**26 AVIENT CORPORATION**

---

In 2023, the indefinite-lived intangible asset impairment tests were performed using a quantitative impairment assessment of our indefinite-lived trade names using approach. In 2024, the royalty relief methodology. Based on Company performed both qualitative and quantitative approaches. The qualitative approach includes assessing certain trends and factors, including projected market outlook and growth rates, forecasted and actual sales, discount rates, other relevant qualitative factors. These trends and factors were compared to the assumptions used in the 2023 quantitative impairment assessment of our trade names, analysis. The quantitative analysis was performed by estimating the fair value for all of our trade names exceeded their carrying value, and therefore there was no impairment of indefinite-lived trade names. The fair value of the Dyneema indefinite-lived trade name which is part using a royalty relief methodology. This analysis includes estimates of future cash flows that are based on the APM reporting unit, exceeded Company's long-term strategic plan and the carrying value by 9%. Although we believe that applicable weighted-average cost of capital used to discount estimated cash flows.

Based on the current assumptions and estimates are appropriate, results of our impairment analysis, the Company concluded the fair value of this its trade name could be impacted by negative or unforeseen changes in market factors and economic conditions. The names continued to exceed their respective carrying value of the trade name is \$281.2 million as of December 31, 2023, value.

For additional information about goodwill and intangible assets see Note 4, *Goodwill and Intangible Assets*.

#### **Recent and Future Adoption of Accounting Standards**

Information regarding recent and future adoption of accounting standards can be found in Note 1, *Description of Business and Summary of Significant Accounting Policies*, to the accompanying consolidated financial statements and is incorporated by reference herein.

**27 AVIENT CORPORATION**

---

#### **ITEM 7A. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK**

We are exposed to certain market risks as part of our ongoing business operations, including risks from changes in interest rates on debt obligations and foreign currency exchange rates that could impact our financial condition, results of operations and cash flows. We manage our exposure to these and other market risks through regular operating and financing activities, including the use of derivative financial instruments. We intend to use these derivative financial instruments as risk management tools and not for speculative investment purposes.

*Interest rate exposure* — Interest on our Revolving Credit Facility and senior secured term loan is based upon a Prime rate Base Rate or Adjusted Term SOFR, plus a margin. There would be no material impact on our interest expense or cash flows from either a 10% 100 basis point increase or decrease in market rates of interest on our outstanding variable rate debt as of December 31, 2023 December 31, 2024.

*Foreign currency exposure* — We have exposure from both third-party and intercompany transactions that are denominated in various foreign currencies and are subject to financial exposure from foreign exchange rate movements. To mitigate this risk, we may enter into foreign exchange forward contracts and derivative instruments. Gains and losses on these contracts generally offset gains and losses on the assets and liabilities being hedged.

We also face translation risks related to the changes in foreign currency exchange rates. Amounts invested in our foreign operations are translated into U.S. dollars at the exchange rates in effect at the balance sheet date. The resulting translation adjustments are recorded as a component of *Accumulated other comprehensive income (loss)* in the

Shareholders' equity section of the accompanying *Consolidated Balance Sheets*. To mitigate a portion of this risk, we may enter into cross-currency swaps. Gains and losses on these contracts generally offset gains and losses on the Euro denominated investment in our foreign entities. Net sales and expenses in our foreign operations' foreign currencies are translated into varying amounts of U.S. dollars depending upon whether the U.S. dollar weakens or strengthens against other currencies. Therefore, changes in exchange rates may either positively or negatively affect our net sales and expenses from foreign operations as expressed in U.S. dollars. To mitigate a portion of this risk, we may enter into cross currency swaps. Gains and losses on these contracts generally offset gains and loss on the euro investment in our foreign entities.

28 AVIENT CORPORATION

---

#### ITEM 8. FINANCIAL STATEMENTS AND SUPPLEMENTARY DATA

##### Index to Financial Statements

	Page
Management's Report	30
Reports of Independent Registered Public Accounting Firm (PCAOB ID:42)	31
Consolidated Financial Statements:	
Consolidated Statements of Income	35 34
Consolidated Statements of Comprehensive Income	36 35
Consolidated Balance Sheets	37 36
Consolidated Statements of Cash Flows	38 37
Consolidated Statements of Shareholders' Equity	39 38
Notes to Consolidated Financial Statements	40 39

29 AVIENT CORPORATION

---

#### MANAGEMENT'S REPORT

The management of Avient Corporation is responsible for preparing the consolidated financial statements and disclosures included in this Annual Report on Form 10-K. The consolidated financial statements and disclosures included in this Annual Report fairly present in all material respects the consolidated financial position, results of operations, shareholders' equity and cash flows of Avient Corporation as of and for the year ended **December 31, 2023** December 31, 2024.

Management is responsible for establishing and maintaining disclosure controls and procedures designed to ensure that the information required to be disclosed by the Company is captured and reported in a timely manner. Management has evaluated the design and operation of the Company's disclosure controls and procedures at **December 31, 2023** December 31, 2024 and found them to be effective.

Management is also responsible for establishing and maintaining a system of internal control over financial reporting that is designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. Internal control over financial reporting includes policies and procedures that provide reasonable assurance that: Avient Corporation's accounting records accurately and fairly reflect the transactions and dispositions of the assets of the Company; unauthorized or improper acquisition, use or disposal of Company assets will be prevented or timely detected; the Company's transactions are properly recorded and reported to permit the preparation of the Company's consolidated financial statements in conformity with generally accepted accounting principles; and the Company's receipts and expenditures are made only in accordance with authorizations of management and the Board of Directors of the Company.

Management has assessed the effectiveness of Avient's internal control over financial reporting as of **December 31, 2023** December 31, 2024 and has prepared Management's Annual Report On Internal Control Over Financial Reporting contained on page 64 62 of this Annual Report, which concludes that as of **December 31, 2023** December 31, 2024, Avient's internal control over financial reporting was effective and that no material weaknesses were identified.

---

/s/ ASHISH K. KHANDPUR

Ashish K. Khandpur  
President, and Chief Executive Officer and Board Member

---

/s/ JAMIE A. BEGGS

Jamie A. Beggs  
Senior Vice President and Chief Financial Officer

February 20, 2024 18, 2025

#### REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

To the Shareholders and the Board of Directors of Avient Corporation

##### **Opinion on Internal Control over Financial Reporting**

We have audited Avient Corporation's internal control over financial reporting as of **December 31, 2023** **December 31, 2024**, based on criteria established in Internal Control—Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (2013 framework) (the COSO criteria). In our opinion, Avient Corporation (the Company) maintained, in all material respects, effective internal control over financial reporting as of **December 31, 2023** **December 31, 2024**, based on the COSO criteria.

We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the consolidated balance sheets of the Company as of **December 31, 2023** **December 31, 2024** and **2022, 2023**, the related consolidated statements of income, comprehensive income, cash flows and shareholders' equity for each of the three years in the period ended **December 31, 2023** **December 31, 2024**, and the related notes and our report dated **February 20, 2024** **February 18, 2025**, expressed an unqualified opinion thereon.

##### **Basis for Opinion**

The Company's management is responsible for maintaining effective internal control over financial reporting and for its assessment of the effectiveness of internal control over financial reporting included in the accompanying "Management's Annual Report On Internal Control Over Financial Reporting." Our responsibility is to express an opinion on the Company's internal control over financial reporting based on our audit. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audit in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether effective internal control over financial reporting was maintained in all material respects.

Our audit included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, testing and evaluating the design and operating effectiveness of internal control based on the assessed risk, and performing such other procedures as we considered necessary in the circumstances. We believe that our audit provides a reasonable basis for our opinion.

##### **Definition and Limitations of Internal Control Over Financial Reporting**

A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

/s/ Ernst & Young LLP

Cleveland, Ohio

February **20, 2024** **18, 2025**

31 AVIENT CORPORATION

---

#### REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

To the Shareholders and the Board of Directors of Avient Corporation

##### **Opinion on the Financial Statements**

We have audited the accompanying consolidated balance sheets of Avient Corporation (the Company) as of **December 31, 2023** **December 31, 2024** and **2022, 2023**, the related consolidated statements of income, comprehensive income, cash flows and shareholders' equity for each of the three years in the period ended **December 31, 2023** **December 31, 2024**, and the related notes (collectively referred to as the "consolidated financial statements"). In our opinion, the consolidated financial statements present fairly, in all material

respects, the financial position of the Company at December 31, 2023 December 31, 2024 and 2022 2023, and the results of its operations and its cash flows for each of the three years in the period ended December 31, 2023 December 31, 2024, in conformity with U.S. generally accepted accounting principles.

We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the Company's internal control over financial reporting as of December 31, 2023 December 31, 2024, based on criteria established in Internal Control-Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (2013 framework) and our report dated February 20, 2024 February 18, 2025 expressed an unqualified opinion thereon.

#### Basis for Opinion

These financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on the Company's financial statements based on our audits. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether due to error or fraud. Our audits included performing procedures to assess the risks of material misstatement of the financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that our audits provide a reasonable basis for our opinion.

#### Critical Audit Matters Matter

The critical audit **matters** **matter** communicated below **are** **matters** **is a matter** arising from the current period audit of the financial statements that **were** **was** communicated or required to be communicated to the audit committee and that: (1) **relate** **relates** to accounts or disclosures that are material to the financial statements and (2) involved our especially challenging, subjective or complex judgments. The communication of the critical audit **matters** **matter** does not alter in any way our opinion on the consolidated financial statements, taken as a whole, and we are not, by communicating the critical audit **matters** **matter** below, providing a separate **opinions** **opinion** on the critical audit **matters** **matter** or on the **accounts** **account** or **disclosures** **disclosure** to which **they** **relate**, **it** **relates**.

32 AVIENT CORPORATION

---

#### Environmental Accrued Liabilities - Calvert City

##### Description of the Matter

As described in Note 12 11 to the consolidated financial statements, the environmental accrued liability as of December 31, 2023 December 31, 2024 is approximately \$157.2 million \$146.0 million and is comprised primarily of the cost estimate for the Calvert City location of \$148.9 million \$137.7 million. The Company records an accrual for probable future environmental remediation projects on an undiscounted basis which represents management's best estimate of probable future costs based upon currently available information and technology and management's view of the most likely remedy.

Auditing the determination of the accrual involved a high degree of subjectivity as estimates underlying the determination of the accrual were based on assumptions unique to the affected site and subject to various laws and regulations governing the protection of the applicable environment. Actual costs incurred in future periods could differ from amounts estimated and future changes to environmental laws and regulations could increase the extent of remediation work required, therefore the calculation is complicated due to uncertainty in determining the probable future costs and the extent of the remediation efforts.

##### How We Addressed the Matter in Our Audit

We obtained an understanding, evaluated the design and tested the operating effectiveness of controls over the Company's process to estimate the Calvert City environmental-related accrual. For example, we tested controls over management's review of the estimate and key assumptions, as well as monitoring for current year developments.

With the assistance of our specialists, we tested the balance of the Calvert City environmental accrued liability and the disclosure of the expected costs to remediate. Our audit procedures included, among others, making inquiries of internal general counsel and obtaining legal letters from internal and external counsel. We also evaluated external communications including those from the US EPA and cost estimates from management's Specialists and other third parties used in determining the environmental accrued liability. We tested the key assumptions used by management by comparing those assumptions to accepted industry practice and information included in the Record of Decision issued by the US EPA, as applicable. We examined historical costs for recurring items and evaluated updated cost estimates for any current period changes. We searched publicly available information that might indicate facts contrary to the cost estimates and timeline used to determine the Calvert City accrual.

33AVIENT CORPORATION

---

**Impairment assessment of the Avent Protective Materials (APM) Reporting Unit and the Dyneema Indefinite-Lived Trade Name****Description of the Matter**

At December 31, 2023, the Company had goodwill of \$1,719.3 million and indefinite-lived intangible assets related to trade names of \$393.2 million on its consolidated balance sheet. As discussed in Note 1 to the consolidated financial statements, these assets are assessed for impairment on an annual basis or more frequently if indicators of potential impairment exist. If the fair value of the reporting units (for goodwill) or the indefinite-lived assets (for trade names) is less than its respective carrying value, an impairment loss is recognized in an amount equal to the difference.

Auditing the Company's annual APM goodwill and Dyneema trade name impairment assessments were complex because the estimation of fair values involves complex valuation methodologies and subjective management assumptions. These assumptions for the goodwill assessment include the weighted-average cost of capital, projections of future operating results such as forecasted revenues, operating margin and long-term growth rates and for the trade name assessment, include the weighted-average cost of capital, projections of forecasted revenues and the royalty rate. These significant assumptions used in the Company's valuation model are forward looking and changes in these assumptions can have a material effect on the determination of fair values.

**How We Addressed the Matter in Our Audit**

We obtained an understanding, evaluated the design, and tested the operating effectiveness of the Company's controls over its impairment assessment for the APM reporting unit and the Dyneema trade name, including management's review of the methods and significant assumptions described above.

Our audit procedures to test the annual impairment assessment for the APM reporting unit and the Dyneema trade name included, among others, assessing the valuation methodologies and assumptions described above, and the underlying data used to support such assumptions. For example, we compared certain assumptions to industry, market and economic trends. Where appropriate, we evaluated whether changes to the Company's business and other factors would affect the assumption. We also assessed the historical accuracy of management's estimates and performed sensitivity analyses. We involved our valuation specialists to assist with our evaluation of the methodology and auditing certain significant assumptions included in the fair value estimates.

/s/ Ernst & Young LLP

We have served as the Company's auditor since 1993.

Cleveland, Ohio

February 20, 2024 18, 2025

**34.33 AVIENT CORPORATION**

Consolidated Statements of Income

(In millions, except per share data)	Year Ended December 31,			Year Ended December 31,		
	2023	2022	(In millions, except per share data)	2024	2023	2022
Sales						
Cost of sales						
Gross margin						
Selling and administrative expense						
Operating income						
Operating income						
Operating income						
Interest expense, net						
Other income (expense), net						
Other income (expense), net						
Other income (expense), net						
Income from continuing operations before income taxes						
Income tax (expense) benefit						
Net income from continuing operations						
(Loss) income from discontinued operations, net of income taxes						
Net income						

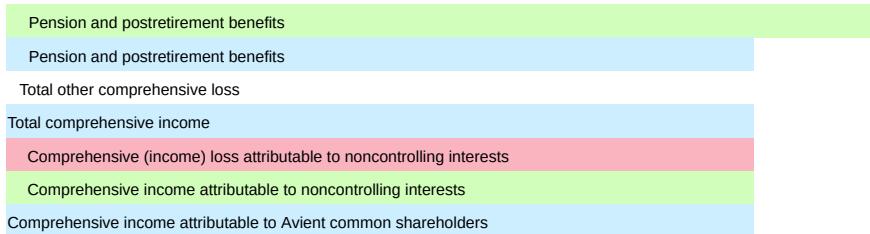
Net (income) loss attributable to noncontrolling interests	
Net income attributable to noncontrolling interests	
Net income attributable to Avient common shareholders	
Earnings per share attributable to Avient common shareholders - Basic:	
Earnings per share attributable to Avient common shareholders - Basic:	
Earnings per share attributable to Avient common shareholders - Basic:	
Continuing operations	
Continuing operations	
Continuing operations	
Discontinued operations	
Total	
Earnings per share attributable to Avient common shareholders - Diluted:	
Earnings per share attributable to Avient common shareholders - Diluted:	
Earnings per share attributable to Avient common shareholders - Diluted:	
Continuing operations	
Continuing operations	
Continuing operations	
Discontinued operations	
Total	
Weighted-average shares used to compute earnings per common share:	
Weighted-average shares used to compute earnings per common share:	
Weighted-average shares used to compute earnings per common share:	
Basic	
Basic	
Basic	
Plus dilutive impact of share-based compensation	
Diluted	
Anti-dilutive shares not included in diluted common shares outstanding	
Anti-dilutive shares not included in diluted common shares outstanding	
Anti-dilutive shares not included in diluted common shares outstanding	
Cash dividends declared per share of common stock	
Cash dividends declared per share of common stock	
Cash dividends declared per share of common stock	

*The accompanying notes to the consolidated financial statements are an integral part of these statements.*

**35 34 AVIENT CORPORATION**

#### Consolidated Statements of Comprehensive Income

(In millions)		Year Ended December 31,						
		(In millions)	2023	2022	(In millions)	2024	2023	2022
Net income								
Other comprehensive (loss) income, net of tax:								
Translation adjustments and related hedging instruments								
Translation adjustments and related hedging instruments								
Translation adjustments and related hedging instruments								
Cash flow hedges								
Pension and postretirement benefits								



*The accompanying notes to the consolidated financial statements are an integral part of these statements.*

**36 35 AVIENT CORPORATION**

#### Consolidated Balance Sheets

	(In millions, except par value per share)	Year Ended December 31,		Year Ended December 31, 2024
		2023	2023	
<b>ASSETS</b>				
Current assets:				
Current assets:				
Current assets:				
Cash and cash equivalents				
Cash and cash equivalents				
Cash and cash equivalents				
Accounts receivable, net				
Inventories, net				
Other current assets				
Other current assets				
Other current assets				
<b>Total current assets</b>				
Property, net				
Goodwill				
Intangible assets, net				
Operating lease assets, net				
Other non-current assets				
Other non-current assets				
Deferred income tax assets				
Deferred income tax assets				
Deferred income tax assets				
Other non-current assets				
<b>Total assets</b>				
<b>LIABILITIES AND SHAREHOLDERS' EQUITY</b>				
<b>LIABILITIES AND SHAREHOLDERS' EQUITY</b>				
<b>LIABILITIES AND SHAREHOLDERS' EQUITY</b>				
Current liabilities:				
Current liabilities:				
Current liabilities:				
Short-term and current portion of long-term debt				
Short-term and current portion of long-term debt				
Short-term and current portion of long-term debt				

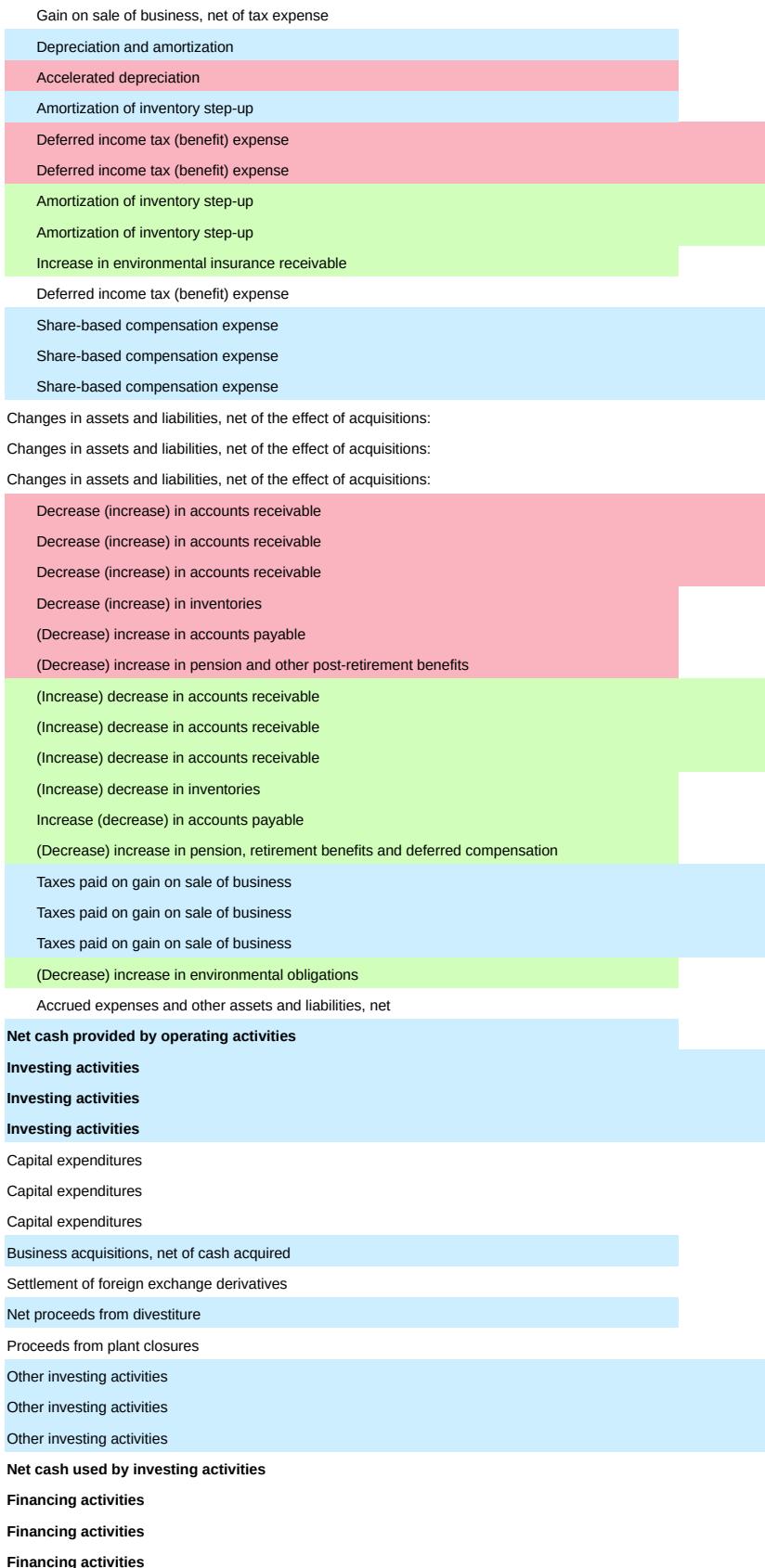
Accounts payable	
Current operating lease obligations	
Accrued expenses and other current liabilities	
Accrued expenses and other current liabilities	
Accrued expenses and other current liabilities	
<b>Total current liabilities</b>	
Non-current liabilities:	
Long-term debt	
Long-term debt	
Long-term debt	
Pension and other post-retirement benefits	
Deferred income taxes	
<b>Non-current operating lease obligations</b>	
Deferred income taxes	
Deferred income taxes	
Other non-current liabilities	
Other non-current liabilities	
Other non-current liabilities	
<b>Total non-current liabilities</b>	
<b>SHAREHOLDERS' EQUITY</b>	
<b>SHAREHOLDERS' EQUITY</b>	
<b>SHAREHOLDERS' EQUITY</b>	
Common Shares, \$0.01 par, 400.0 shares authorized, 122.2 shares issued	
Common Shares, \$0.01 par, 400.0 shares authorized, 122.2 shares issued	
Common Shares, \$0.01 par, 400.0 shares authorized, 122.2 shares issued	
Additional paid-in capital	
Retained earnings	
Common shares held in treasury, at cost, 31.0 shares in 2023 and 31.3 shares in 2022	
Common shares held in treasury, at cost, 30.8 shares in 2024 and 31.0 shares in 2023	
Accumulated other comprehensive loss	
<b>Avient shareholders' equity</b>	
Noncontrolling interest	
<b>Total equity</b>	
<b>Total liabilities and equity</b>	

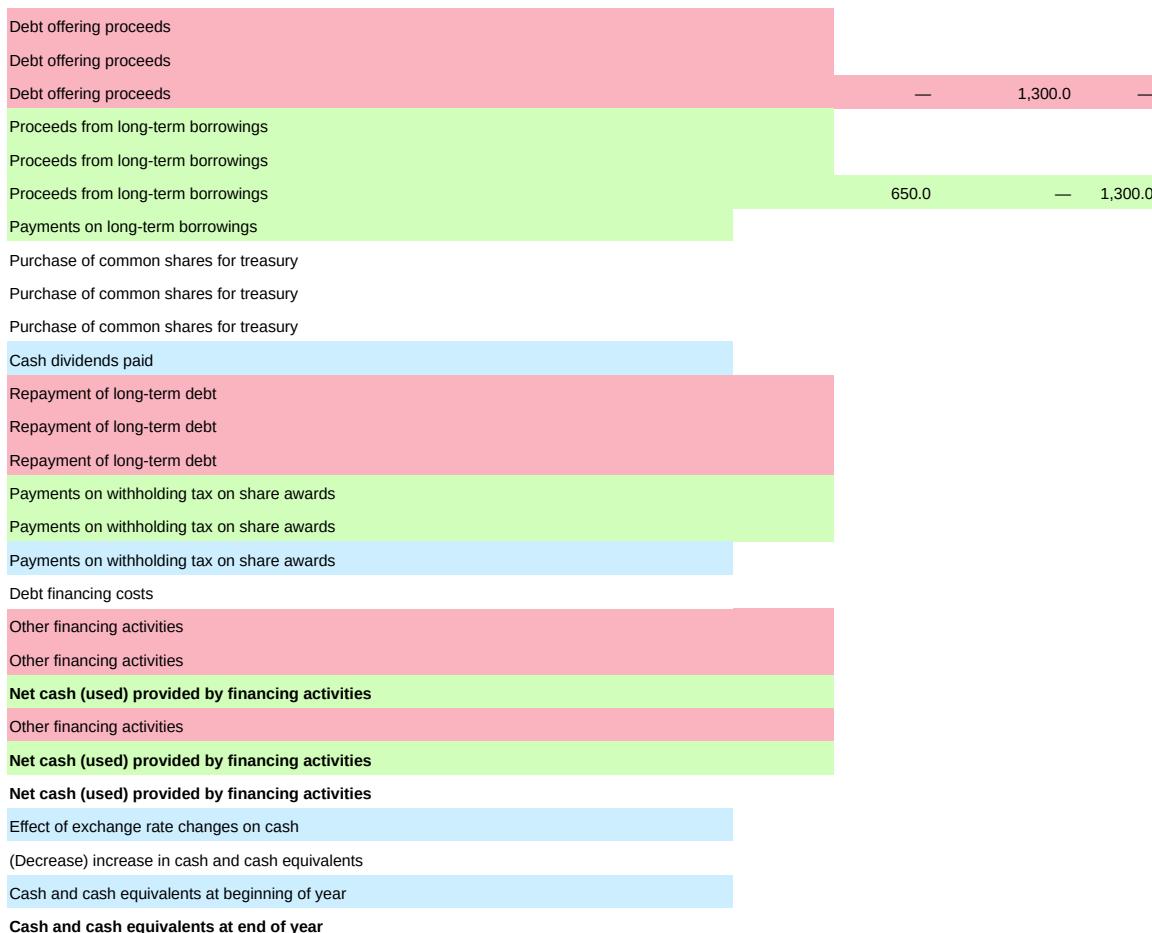
The accompanying notes to the consolidated financial statements are an integral part of these statements.

**3736 AVIENT CORPORATION**

#### Consolidated Statements of Cash Flows

(In millions)	Year Ended December 31,			Year Ended December 31,		
	(In millions)	2023	2022	(In millions)	2024	2023
<b>Operating activities</b>						
Net income						
Net income						
Net income						
Adjustments to reconcile net income to net cash provided by operating activities:						
Gain on sale of business, net of tax expense						
Gain on sale of business, net of tax expense						





The accompanying notes to the consolidated financial statements are an integral part of these statements.

**3837 AVIENT CORPORATION**

Consolidated Statements of Shareholders' Equity																							
(In millions)	Common Shares			Shareholders' Equity					Common Shares			Shareholders' Equity											
	Common	Shares	Held in	Common	Paid-in Capital	Additional	Common	Held in	Accumulated Other	Total Avient Shareholders' Equity	Non-controlling Interests	Total	(In millions)	Common	Held in	Common	Paid-in Capital	Additional	Common	Held in	Accumulated Other	Total Avient Shareholders' Equity	N
Balance at January 1, 2021																							
Net income																							
Other comprehensive loss																							
Noncontrolling interest activity																							
Cash dividends declared -- \$0.8750 per share																							

Repurchase of common shares
Share-based compensation and exercise of awards
Acquisitions/other
Acquisitions/other
Acquisitions/other
Balance at December 31, 2021
Balance at January 1, 2022

Net income
Other comprehensive loss
Cash dividends declared -- \$0.9600 per share
Cash dividends declared -- \$0.9600 per share
Cash dividends declared -- \$0.9600 per share

Repurchase of common shares
Share-based compensation and exercise of awards
Share-based compensation and exercise of awards
Share-based compensation and exercise of awards
Acquisitions/other
Acquisitions/other
Acquisitions/other

Balance at December 31, 2022
Net income
Other comprehensive loss
Cash dividends declared -- \$1.0000 per share
Cash dividends declared -- \$1.0000 per share

Cash dividends declared -- \$1.0000 per share
Share-based compensation and exercise of awards
Share-based compensation and exercise of awards
Share-based compensation and exercise of awards
Balance at December 31, 2023
Balance at December 31, 2023

Balance at December 31, 2023	
Net income	
Other comprehensive loss	
Noncontrolling interest activity	
Cash dividends declared – \$1.0425 per share	
Share-based compensation and exercise of awards	
Share-based compensation and exercise of awards	
Share-based compensation and exercise of awards	
Balance at December 31, 2024	
Balance at December 31, 2024	
Balance at December 31, 2024	

The accompanying notes to the consolidated financial statements are an integral part of these statements.

**39 38 AVIENT CORPORATION**

---

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

### Note 1 — DESCRIPTION OF BUSINESS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### Description of Business

We are a premier formulator and innovator of specialized and sustainable materials solutions that transform customer challenges into opportunities, bringing new products to life for help our customers succeed, while enabling a better sustainable world. Our products include specialty engineered materials, performance fibers, advanced composites, and color and additive systems solutions. We are also a highly specialized developer and manufacturer of performance enhancing additives, liquid colorants, and fluoropolymer and silicone colorants. Headquartered in Avon Lake, Ohio, we have employees at, sales, and manufacturing sites across North America, South America, Europe, the Middle East, Asia, and Africa. We provide value to our customers through our ability to link our knowledge of polymers and formulation technology materials science with our manufacturing and supply chain to provide value added solutions to designers, assemblers and processors of plastics materials. When used in these notes to the consolidated financial statements, the terms "we," "us," "our," "Avient" and the "Company" mean Avient Corporation and its consolidated subsidiaries.

Our operations are reported in two reportable segments: Color, Additives and Inks, and Specialty Engineered Materials. See Note 15, *Segment Information*, for more information.

#### Accounting Standards Adopted

In November 2023, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2023-07, *Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures*, which requires additional segment disclosures on an annual and interim basis, including significant segment expenses that are regularly provided to the chief operating decision maker. The Company adopted this standard for the year ended December 31, 2024, and applied retrospective changes to all periods presented in the consolidated financial statements. The adoption of ASU 2023-07 impacted segment disclosures within Note 14, *Segment Information*.

#### Accounting Standards Not Yet Adopted

ASU 2023-09, *Income Taxes*, provides guidance requiring disaggregated income tax disclosures on an annual basis, including information on the Company's effective tax rate reconciliation and income taxes paid. This guidance is effective for fiscal years beginning after December 15, 2024, and may be applied prospectively or retrospectively. The Company is currently evaluating the standards impacts on its income taxes disclosures.

ASU 2024-03, *Income Statement — Reporting Comprehensive Income — Expense Disaggregation Disclosures*, provides guidance requiring disaggregated disclosure of income statement expenses. This guidance is effective for annual reporting periods beginning after December 15, 2026, and interim periods within annual reporting periods beginning after December 15, 2027. This guidance may be applied prospectively or retrospectively. The Company is currently evaluating the impacts of adopting this standard to its financial statement disclosures.

## Consolidation and Basis of Presentation

The consolidated financial statements include the accounts of Avient and its subsidiaries. All majority-owned affiliates over which we have control are consolidated. Transactions with related parties, including joint ventures, are in the ordinary course of business.

Historical information has Certain prior year amounts have been retrospectively adjusted to reflect the classification of discontinued operations. Discontinued operations are further discussed in Note 3, *Discontinued Operations*, conform to current year presentation.

## Use of Estimates

Preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions in certain circumstances that affect amounts reported in the accompanying consolidated financial statements and notes. Actual results could differ from these estimates.

## Cash and Cash Equivalents

We consider all highly liquid investments purchased with a maturity of less than three months to be cash equivalents. Cash equivalents are stated at cost, which approximates fair value.

## Allowance for Doubtful Accounts

We evaluate the collectability of receivables based on a combination of factors, each of which are adjusted if specific circumstances change. We reserve for amounts determined to be uncollectible based on a specific customer's inability to meet its financial obligation to us. We also record a general reserve based on the age of receivables past due, current conditions and forecasted information, the credit risk of specific customers, economic conditions and historical experience. In estimating the allowance, we take into consideration the existence of credit insurance.

**39**AVIENT CORPORATION

---

## Inventories

Raw materials and finished goods are carried at lower of cost or market net realizable value using either the weighted average cost or the first-in, first-out (FIFO) method. **Inventory** We record reserves totaled \$34.5 million for inventory that is damaged, obsolete, excess and \$32.1 million at December 31, 2023 and 2022, respectively, slow-moving to Cost of sales.

## Long-lived Assets

Property, plant and equipment is carried at historical cost, net of depreciation and amortization that is computed using the straight-line method over the estimated useful lives of the assets, which generally ranges from three to 15 years for machinery and equipment and up to 40 years for buildings. We depreciate certain assets associated with closing manufacturing locations over a shortened life (through the cease-use date). We expense repair and maintenance costs as incurred. We capitalize replacements and improvements that increase the estimated useful life of an asset.

We retain fully depreciated assets in property and accumulated depreciation accounts until we remove them from service. In the case of sale, retirement or disposal, the asset cost and related accumulated depreciation balance is removed from the respective account, and the resulting net amount, less any proceeds, is included as a component of income from continuing operations in the accompanying *Consolidated Statements of Income*.

**40**AVIENT CORPORATION

---

We account for operating and finance leases under the provisions of Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 842.

Finite-lived intangible assets, which consist primarily of customer relationships, patents and technology are amortized over their estimated useful lives. The useful lives range up to 25 years.

We assess the recoverability of long-lived assets when events or changes in circumstances indicate that we may not be able to recover the assets' carrying amount. We measure the recoverability of assets to be held and used by a comparison of the carrying amount of the asset to the expected future undiscounted cash flows associated with the asset. We measure the amount of impairment of long-lived assets as the amount by which the carrying value of the asset exceeds the fair value of the asset, which is generally determined based on projected discounted future cash flows or appraised values. No such impairments were recognized

## Internal-Use Software and Cloud Computing Arrangements

We capitalize costs related to computer software obtained or developed for internal use. Software obtained for internal use has generally been enterprise-level business software that the Company customizes to meet its specific operational needs. Costs incurred in the application development phase are capitalized as *Property, Net* in the Company's *Consolidated Balance Sheets* and are depreciated using the straight-line method over their estimated useful lives.

We also enter into certain cloud-based software hosting arrangements. Capitalizable cloud computing arrangement costs are generally consistent with those incurred during 2023, 2022 or 2021, the application development stage for internal-use software, however, these costs are capitalized as *Other assets* in the Company's *Consolidated Balance Sheets*. As of December 31, 2024, there is \$76.4 million capitalized within *Other non-current assets*.

## Goodwill and Indefinite Lived Intangible Assets

In accordance with the provisions of FASB ASC Topic 350, *Intangibles — Goodwill and Other*, we assess the fair value of goodwill on an annual basis or at an interim date if potential impairment indicators are present. Goodwill is the excess of the purchase price paid over the fair value of the net assets of the acquired business. We assess goodwill for impairment on an annual basis or more frequently when events or changes in circumstance indicate that the asset may be impaired. Goodwill is tested for impairment quantitatively or qualitatively, at the reporting unit level. The Company's reporting units are at a level below the Company's reportable operating segments. Goodwill is allocated to the reporting units based on the estimated fair value at the date of acquisition. Our annual measurement date for testing impairment of goodwill and indefinite-lived intangible assets is October 1.

We The Company may perform a qualitative test our to determine whether it is more likely than not the fair value of a reporting unit is less than its carrying amount in order to determine whether it is necessary to perform a quantitative goodwill either quantitatively or qualitatively for impairment. impairment test. For our quantitative approach, test, we use an income approach to estimate the fair value of our reporting units. The income approach uses a reporting unit's projection of estimated operating results and cash flows that is discounted using a weighted-average cost of capital that is determined based on current market conditions. The projection uses management's best estimates of economic and market conditions over the projected period, including sales growth rates, in sales, costs, and estimates of future expected changes in operating margins, capital expenditures, working capital, discount rates and cash expenditures. Other significant estimates and assumptions include terminal value growth rates, terminal value margin rates, future capital expenditures and changes in future working capital requirements, rates. We validate our estimates of fair value under the income approach by considering the implied control premium and conclude whether the implied control premium is reasonable based on other recent market transactions.

40 AVIANT CORPORATION

---

Indefinite-lived intangible assets primarily consist of the Dyneema, GLS, ColorMatrix, Gordon Composites, and Fiber-Line trade names. Indefinite-lived intangible assets are tested quantitatively qualitatively or qualitatively, quantitatively for impairment at least annually as of October 1 to determine whether their fair values exceed their respective carrying amounts, unless events or changes in circumstance indicate that the same time we test goodwill for impairment, asset may be impaired prior to the annual test. For our quantitative approach, test, the implied fair value of indefinite-lived intangible assets is determined based on significant unobservable inputs, as summarized below, inputs. The fair value of the trade names is calculated using a "relief from royalty" methodology. This approach involves two steps: (1) estimating reasonable royalty rates for the trade name and (2) applying this royalty rate to a net sales stream and discounting the resulting cash flows to determine fair value using a weighted-average cost of capital that is determined based on current market conditions. This fair value is then compared with the carrying value of the trade name.

In 2023, the annual goodwill impairment test was performed using a quantitative approach. In 2024, the Company performed a qualitative approach, including assessing certain trends and factors, including projected market outlook and growth rates, forecasted and actual sales and operating profit margins, discount rates, industry data and other relevant qualitative factors. These trends and factors were compared to the assumptions used in the 2023 quantitative analysis for both goodwill and each reporting unit. The results of the qualitative assessment did not indicate a need to perform a quantitative analysis.

In 2023, the indefinite-lived intangible assets can be asset impairment tests were performed if using a quantitative approach. In 2024, the last Company performed both qualitative and quantitative test exceeded certain thresholds. During our approaches. The qualitative approach we assess whether includes assessing certain trends and factors, including projected market outlook and growth rates, forecasted and actual sales, discount rates, other relevant qualitative factors. These trends and factors were compared to the existence of events or circumstances leads to a determination that it is more likely than not that assumptions used in the 2023 quantitative analysis. The quantitative analysis was performed by estimating the fair value of the indefinite-lived trade name using a reporting unit is less than its carrying amount. If, after assessing royalty relief methodology. This analysis includes estimates of future cash flows that are based on the totality Company's long-term strategic plan and the applicable weighted-average cost of events and circumstances, we determine it is more likely than not that capital used to discount estimated cash flows.

Based on the results of our impairment analyses, the Company concluded the fair value is less than of its reporting units and trade names continued to exceed their respective carrying value, a quantitative impairment test is performed for each asset, as described above, value.

#### Litigation Reserves

FASB ASC Topic 450, *Contingencies*, requires that we We accrue for loss contingencies associated with outstanding litigation, claims and assessments for which management has determined it is probable that a loss contingency exists and the amount of loss can be reasonably estimated. We recognize expense associated with professional fees related to litigation claims and assessments as incurred. Refer to Note 12 11, *Commitments and Contingencies*, for further information.

#### Derivative Financial Instruments

FASB ASC Topic 815, *Derivative and Hedging*, requires that all derivative financial instruments, such as foreign exchange contracts, be are recognized in the financial statements and measured at fair value, regardless of the purpose or intent in holding them.

41 AVIANT CORPORATION

---

We are exposed to changes in foreign currency exchange changes and to changes in cash flows due to changes in our contractually specified interest rates (e.g., SOFR) in the normal course of business. We have established policies and procedures that manage this exposure through the use of financial instruments. By policy, we do not enter into these instruments for trading purposes or speculation. We formally assess, designate and document, as a hedge of an underlying exposure, the qualifying derivative instrument that will be accounted for as an accounting hedge at inception. Additionally, in accordance with ASU 2017-12, *Derivatives and Hedging (Topic 815): Targeted Improvements to Accounting for Hedging Activities*, we assess at inception whether the financial instruments used in the hedging transaction are highly effective at offsetting changes in either the fair values or cash flows of the underlying exposures. If highly effective, any subsequent test may be done qualitatively.

We have executed cross-currency swaps which are documented and designated as net investment hedges of our Euro denominated investment in foreign entities. We pay fixed-rate interest in Euros and receive fixed-rate interest in U.S. dollars related to our future obligations to exchange Euros for U.S. dollars. The net interest payments receivable on the swaps is accrued each month for effective instruments designated as a hedge are and is reflected in within *Interest expense, net income as adjustments* within the *Consolidated Statements of interest expense* income and the remaining change in the fair value of the derivatives is recorded as a component of *Accumulated Other Comprehensive Income*.

(Loss) (AOCI). Instruments From time to time, we may enter into certain foreign currency exchange forward contracts, which are not designated as hedges and are adjusted to fair value at each period end, with the resulting gains and losses recognized in the accompanying *Consolidated Statements of Income* immediately. In 2022, we entered into certain foreign currency derivatives derivative contracts to mitigate the potential impact of foreign currency exchange rate changes on the purchase price associated with the APM Acquisition, that were which the Company did not initially designated originally designate as hedges.

Refer to Note 16 15, *Derivatives and Hedging*, for more information.

41 AVIENT CORPORATION

#### Pension and Other Post-retirement Plans

We account for our pensions and other post-retirement benefits in accordance with FASB ASC Topic 715, *Compensation — Retirement Benefits*. We immediately recognize actuarial gains and losses in our operating results in the year in which the gains or losses occur. Refer to Note 11, 10, *Employee Benefit Plans*, for more information.

#### Accumulated Other Comprehensive Income (Loss)

Changes in accumulated other comprehensive income (loss) in 2024, 2023 2022 and 2021 2022 were as follows:

(In millions)

(In millions)

(In millions)	Cumulative Translation Adjustment and Related Hedging Instruments	Pension and other post-retirement benefits	Cash Flow Hedges	Total	Cumulative Translation Adjustment and Related Hedging Instruments	Pension and other post-retirement benefits	Total
Balance at January 1, 2021							
Translation Adjustments							
Unrealized gains on derivatives							
Balance at December 31, 2021							
Balance at December 31, 2021							
Balance at December 31, 2021							
Balance at January 1, 2022							
Translation Adjustments							
Unrealized gains on derivatives							
Prior service credit							
Balance at December 31, 2022							
Translation Adjustments							
Unrealized losses on derivatives							
Amortization of prior service credit							
Balance at December 31, 2023							
Translation Adjustments							
Unrealized gains on derivatives							
Balance at December 31, 2024							

Balance at December 31, 2024
Balance at December 31, 2024

#### **Fair Value of Financial Instruments**

FASB ASC Topic 820, *Fair Value Measurements and Disclosures*, requires disclosures of the fair value of financial instruments. The estimated fair values of financial instruments were principally based on market prices where such prices were available and, where unavailable, fair values were estimated based on market prices of similar instruments.

#### **Foreign Currency Translation**

Revenues and expenses are translated at average currency exchange rates during the related period. Assets and liabilities of foreign subsidiaries are translated using the exchange rate at the end of the reporting period. The resulting translation adjustments are recorded as accumulated other comprehensive income or loss. Gains and losses resulting from foreign currency transactions, including intercompany transactions that are not considered long-term investments, are included in *Other income (expense), net*.

**42AVIENT CORPORATION**

---

#### **Revenue Recognition**

We recognize revenue once control of the product is transferred to the customer, which typically occurs when products are shipped from our facilities.

#### **Shipping and Handling Costs**

Shipping and handling costs are included in *Cost of sales*.

#### **Research and Development Expense**

Research and development costs of \$98.7 million in 2024, \$90.3 million in 2023 and \$84.9 million in 2022 and \$83.2 million in 2021 are charged to expense as incurred.

#### **Environmental Remediation Costs**

We expense costs that are associated with managing hazardous substances and pollution in ongoing operations on a current basis. Costs associated with environmental contamination are accrued when it becomes probable that a liability has been incurred and our proportionate share of the cost can be reasonably estimated. Any such provision is recognized using the Company's best estimate of the amount of loss incurred, or at the lower end of an estimated range, when a single best estimate is not determinable. In some cases, the Company recovers a portion of the costs relating to these obligations from insurers or other third parties, and the recovery is recognized when realization of the proceeds is deemed as probable.

**42AVIENT CORPORATION**

---

#### **Share-Based Compensation**

We account in accounting for share-based compensation, under the provisions of FASB ASC Topic 718, *Compensation - Stock Compensation*, which requires us to estimate the fair value of share-based awards on the date of grant. The value of the portion of the award that is ultimately expected to vest is recognized as expense over the requisite service periods in the accompanying *Consolidated Statements of Income*. As of December 31, 2023 December 31, 2024, we had one active share-based employee compensation plan, which is described more fully in Note 14, 13, *Share-Based Compensation*.

#### **Income Taxes**

Deferred income tax liabilities and assets are determined based upon the differences between the financial reporting and tax basis of assets and liabilities and are measured using the tax rate and laws currently in effect. In accordance with FASB ASC Topic 740, *Income Taxes*, we evaluate our deferred income taxes to determine whether a valuation allowance should be established against the deferred tax assets or whether the valuation allowance should be reduced based on consideration of all available evidence, both positive and negative, using a "more likely than not" standard. See Note 13, 12, *Income Taxes*, for additional detail.

#### **Note 2 — BUSINESS COMBINATIONS**

##### Acquisition of APM

On September 1, 2022, the Company completed the acquisition of the DSM Protective Materials business, including the Dyneema® brand, the World's Strongest Fiber™. The ultra-light specialty fiber is used in demanding applications such as ballistic personal protection, marine and sustainable infrastructure, renewable energy, industrial protection and outdoor sports. The acquired business is collectively referred to as APM, and the acquisition is referred to as the APM Acquisition. The APM Acquisition enhances Avient's materials offerings of composites and engineered fibers, and results are recognized within the Specialty Engineered Materials segment.

Total consideration paid by the Company to complete the APM Acquisition was \$1.4 billion, net of cash acquired. The APM Acquisition was accounted for under the acquisition method of accounting in accordance with FASB ASC Topic 805. As of December 31, 2023, the purchase accounting for the APM Acquisition was complete. Measurement period

adjustments since our preliminary estimates reported in our third quarter 2022 Form 10-Q are reflected in the table below. Measurement period adjustments recorded to the *Consolidated Statements of Income* were not material for the year ended December 31, 2023.

**43 AVIENT CORPORATION**

(In millions)	Preliminary Allocation as of		Measurement Period	
	9/1/2022		Adjustments	Final Allocation
Cash and cash equivalents	\$	50.7	—	\$ 50.7
Accounts receivable		52.2	1.8	54.0
Inventories		136.2	(8.1)	128.1
Other current assets		2.0	1.7	3.7
Property		361.9	(15.5)	346.4
Intangible assets:				
Indefinite-lived trade names		254.9	—	254.9
Customer relationships		198.7	20.0	218.7
Patents, technology, and other		275.1	—	275.1
Goodwill		277.1	129.7	406.8
Other non-current assets		12.3	(0.1)	12.2
Accounts payable		32.2	—	32.2
Accrued expenses and other current liabilities		12.9	0.3	13.2
Deferred tax liabilities		86.1	129.9	216.0
Noncontrolling interests		—	2.3	2.3
Other non-current liabilities		13.1	(3.0)	10.1
<b>Total purchase price consideration</b>	<b>\$</b>	<b>1,476.8</b>	<b>\$ —</b>	<b>\$ 1,476.8</b>

Finite-lived intangible assets acquired have a useful life range of 17 to 20 years. Goodwill of \$406.8 million resulting from the acquisition was recorded to the Specialty Engineered Materials segment. The goodwill recognized is primarily attributable to intangible assets that do not qualify for separate recognition and the deferred tax impact of applying purchase accounting. Goodwill is not deductible for tax purposes.

Had the APM Acquisition occurred on January 1, 2021, sales and income from continuing operations before income taxes on a pro forma basis would have been as follows:

	Year Ended December 31,	
	2022	2021
Sales	\$ 3,653.0	\$ 3,712.0
Income from continuing operations before income taxes	162.0	133.5

The unaudited pro forma financial information has been calculated after applying our accounting policies and adjusting the historical results with pro forma adjustments that assume the APM Acquisition occurred on January 1, 2021. These unaudited pro forma results do not represent financial results realized, nor are they intended to be a projection of future results.

The pro forma income from continuing operations before income taxes for the years ended December 31, 2022 and 2021 gives effect to intangible amortization from the purchase price allocation and changes to interest expense resulting from the financing transactions associated with the APM Acquisition and sale of the Distribution business.

**Note 32 — DISCONTINUED OPERATIONS**

On November 1, 2022, Avient sold its Distribution business to an affiliate of H.I.G. Capital for \$950.0 million in cash consideration, subject to a customary working capital adjustment. Total proceeds were \$935.5 million, of which \$7.3 million was received in the year ended December 31, 2023. The results of the Distribution business are classified as discontinued operations for all years presented. The sale resulted in the recognition of an after-tax gain of \$550.1 million, which is reflected within the *Income from discontinued operations, net of income taxes* line of the *Consolidated Statements of Income*.

**44 AVIENT CORPORATION**

The following table summarizes the major line items constituting pretax income of discontinued operations associated with the Distribution business segment for the years ended December 31, 2023, 2022 and 2021.

(In millions)	(In millions)	(In millions)	2023	2022	2021	2023	2022
Sales							
Cost of sales							
Selling and administrative expense							
Pre-tax gain on sale							
Income from discontinued operations before income taxes							
(Loss) income from discontinued operations before income taxes							
Income tax benefit (expense)							
Income from discontinued operations, net of income taxes							
(Loss) income from discontinued operations, net of income taxes							

#### Note 43 — GOODWILL AND INTANGIBLE ASSETS

Changes in the carrying amount of goodwill by segment were as follows:

(In millions)	Specialty Engineered Materials	Color, Additives and Inks	Total	Specialty Engineered Materials	Color, Additives and Inks	Total
Balance at January 1, 2022						
Acquisition of businesses						
Currency translation						
Balance at December 31, 2022						
Balance at January 1, 2023						
Acquisition of businesses						
Currency translation						
Balance at December 31, 2023						
Currency translation						
Currency translation						
Currency translation						
Balance at December 31, 2024						

#### 43 AVIENT CORPORATION

Indefinite and finite-lived intangible assets consisted of the following:

(In millions)	(In millions)	As of December 31, 2023			(In Net millions)	As of December 31, 2024		
		Acquisition Cost	Accumulated Amortization	Currency Translation		Acquisition Cost	Accumulated Amortization	Currency Translation
Customer relationships								
Patents, technology and other								
Indefinite-lived trade names								
Total								
(In millions)	(In millions)	As of December 31, 2022			(In Net millions)	As of December 31, 2023		
		Acquisition Cost	Accumulated Amortization	Currency Translation		Acquisition Cost	Accumulated Amortization	Currency Translation
Customer relationships								

Patents, technology and  
other

**Indefinite-lived trade names**

Total

Amortization of finite-lived intangible assets included in continuing operations for the years ended December 31, 2023 December 31, 2024, 2023 and 2022 was \$77.8 million, \$79.8 million and 2021 was \$79.8 million, \$63.6 million and \$57.5 million, respectively.

We expect finite-lived intangibles amortization expense for the next five years as follows:

(In millions)	(In millions)	2024	2025	2026	2027	2028	(In millions)	2025	2026	2027	2028	2029
Expected amortization expense												

**45AVIENT CORPORATION**

---

**Note 54 — EMPLOYEE SEPARATION AND RESTRUCTURING COSTS**

We are engaged in a restructuring program associated with our integration of Clariant Color. These actions are expected to enable us to better serve customers, improve efficiency and deliver cost savings. We expect that the full restructuring plan will be primarily implemented by the end of 2024 2025 and anticipate that we will incur approximately \$75.0 \$70.0 million of charges in connection with the restructuring plan. As of December 31, 2023 December 31, 2024, \$60.3 \$62.3 million has been incurred.

A summary of the Clariant Color integration restructuring is shown below:

(In millions)	(In millions)	Workforce reductions	Plant closing and other	Total	(In millions)	Workforce reductions	Plant closing and other	Total
Balance at January 1, 2021								
Restructuring costs								
Payments, utilization and translation								
Balance at December 31, 2021								
Restructuring costs								
Balance at January 1, 2022								
Restructuring charges								
Payments, utilization and translation								
Balance at December 31, 2022								
Restructuring costs								
Restructuring charges								
Payments, utilization and translation								
Balance at December 31, 2023								
Restructuring charges								
Payments, utilization and translation								
Balance at December 31, 2024								

Additional charges, primarily personnel reductions, taken throughout 2023 due to slowing global demand resulted in costs of \$18.3 million recorded. Cash payments of \$14.2 million were made in relation to these reductions throughout 2023.

**44AVIENT CORPORATION**

---

Total restructuring costs included in the *Consolidated Statements of Income* for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022 are shown in the table below, and are primarily associated with the Clariant Color integration.

(In millions)	2024	2023	2022
Cost of goods sold	\$ (1.0)	\$ 11.9	\$ 31.1

Selling and administrative expenses	5.5	14.5	7.0
Total employee separation and restructuring charges	\$ 4.5	\$ 26.4	\$ 38.1
(in millions)			
Cost of goods sold	\$ 11.9	\$ 31.1	\$ 14.5
Selling and administrative expenses	14.5	7.0	0.2
Total employee separation and restructuring charges	\$ 26.4	\$ 38.1	\$ 14.7

46 AVIENT CORPORATION

#### Note 55 — FINANCING ARRANGEMENTS

For each of the periods presented, total debt consisted of the following:

As of December 31, 2023 (in millions)	Principal Amount	Unamortized discount and debt issuance cost		Net Debt	Weighted average interest rate
		\$	—		
Senior secured revolving credit facility due 2026	\$ —	\$ —	—	\$ —	— %
Senior secured term loan due 2029	727.9	18.9	—	709.0	7.88 %
5.75% senior notes due 2025	650.0	2.8	—	647.2	5.75 %
7.125% senior notes due 2030	725.0	8.8	—	716.2	7.125 %
Other Debt	7.6	—	—	7.6	—
Total Debt	2,110.5	30.5	—	2,080.0	—
Less short-term and current portion of long-term debt	9.5	—	—	9.5	—
Total long-term debt, net of current portion	\$ 2,101.0	\$ 30.5	\$ 2,070.5	\$ 2,070.5	—
As of December 31, 2022 (in Principal millions)	Amount	Unamortized discount and debt issuance cost	Net Debt	Weighted average interest rate	
As of December 31, 2024 (in Principal millions)	Amount	Unamortized discount and debt issuance cost	Net Debt	Weighted average interest rate	
Senior secured revolving credit facility due 2026	\$ —	\$ —	—	— %	Senior secured revolving credit facility due 2026
Senior secured term loan due 2026	426.9	3.3	423.6	3.81 %	\$ —
Senior secured term loan due 2029	404.7	19.2	385.5	6.53	6.53 %
5.75% senior notes due 2025	650.0	4.8	645.2	5.75 %	Senior secured term loan due 2029
7.125% senior notes due 2030	725.0	10.1	714.9	7.125	720.7 15.5 705.2 705.2 7.30 7.30 %
6.250% senior notes due 2031	650.0	9.2	640.8	6.250 %	7.125 7.125 7.125 7.125 7.125 7.125 %
Other Debt					
Total Debt					
Total Debt					

Total Debt
Less short-term and current portion of long-term debt
Less short-term and current portion of long-term debt
Less short-term and current portion of long-term debt
Total long-term debt, net of current portion
Total long-term debt, net of current portion
Total long-term debt, net of current portion

As of December 31, 2023 (in millions)	Principal Amount	Unamortized discount and debt issuance cost	Net Debt	Weighted average interest rate
Senior secured revolving credit facility due 2026	\$ —	\$ —	\$ —	— %
Senior secured term loan due 2029	727.9	18.9	709.0	7.88 %
5.750% senior notes due 2025	650.0	2.8	647.2	5.75 %
7.125% senior notes due 2030	725.0	8.8	716.2	7.125 %
Other Debt	7.6	—	7.6	
Total Debt	2,110.5	30.5	2,080.0	
Less short-term and current portion of long-term debt	9.5	—	9.5	
Total long-term debt, net of current portion	\$ 2,101.0	\$ 30.5	\$ 2,070.5	

On August 16, 2023 April 9, 2024, the Company refinanced its senior secured term loans loan by amending its Credit Agreement the credit agreement governing such term loan (the Term Loan Amendment). Pursuant to the The Term Loan Amendment Avient incurred a new tranche of Senior Secured Term Loan due 2029 in an aggregate principal amount of \$731.6 million. The proceeds, together with \$102.3 million of cash on hand, were used to settle all of the outstanding principal of previous tranches of senior secured term loans. The amendment aligned the maturity date for all of the Company's term loan debt to August 29, 2029. The amendment also aligned and reduced the interest rates per annum by 50 basis points, which are now either (i) Adjusted Term SOFR (as defined in the Term Loan Amendment) plus 2.50% 2.00%, or (ii) a Base Rate (as defined in the Term Loan Amendment) plus 1.50% 1.00%. We recognized \$1.9 The maturity date and other terms and conditions are substantially the same as the terms and conditions under the credit agreement immediately prior to the Term Loan Amendment.

On September 19, 2024, the Company completed the issuance of \$650.0 million aggregate principal amount of 6.250% Senior Notes which will mature on November 1, 2031 (the 2031 Notes). The Company received proceeds of \$641.9 million, net of financing costs, related to the write-off issuance. Interest on the 2031 Notes is payable semi-annually in arrears on May 1 and November 1 of unamortized issuance costs each year, commencing on May 1, 2025. The 2031 Notes were sold in a private offering and discounts within Interest expense, net for the year ended December 31, 2023 as a result are senior unsecured obligations of the amendment Company.

Proceeds from the 2031 Notes and cash on hand were used to fully redeem the \$650.0 million aggregate principal amount outstanding of the Company's 5.750% Senior Notes due May 15, 2025. The notes were redeemed at a redemption price equal to 100.0% of the principal amount.

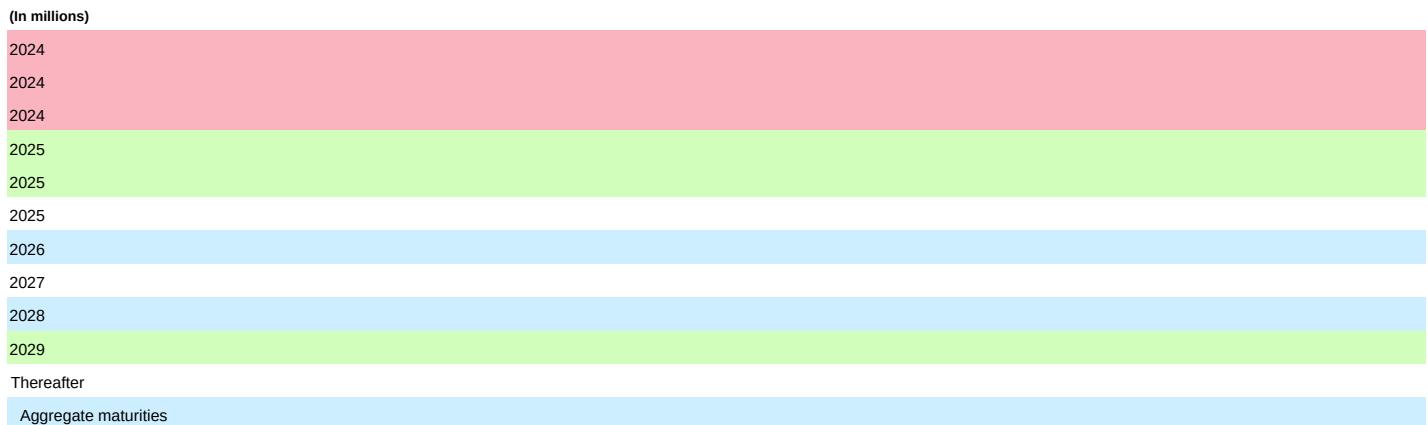
45AVIENT CORPORATION

The Company maintains a senior secured revolving credit facility (the Revolving Credit Facility), which matures on October 26, 2026 and provides a maximum borrowing facility size of \$500.0 million, subject to a borrowing base with advances against certain U.S. and international accounts receivable, inventory and other assets as specified in the agreement. As of December 31, 2023 December 31, 2024, we had no borrowings outstanding under our Revolving Credit Facility, which had remaining availability of \$199.7 \$211.4 million.

The agreements governing our Revolving Credit Facility and our senior secured term loan, and the indentures and credit agreements governing other debt contain a number of customary financial and restrictive covenants that, among other things, limit our ability to: sell or otherwise transfer assets, including in a spin-off, incur additional debt or liens, consolidate or merge with any entity or transfer or sell all or substantially all of our assets, pay dividends or make certain other restricted payments, make investments, enter into transactions with affiliates, create dividend or other payment restrictions with respect to subsidiaries, make capital investments and alter the business we conduct. As of December 31, 2023 December 31, 2024, we were in compliance with all covenants.

The estimated fair value of Avient's debt instruments at December 31, 2023 December 31, 2024 and 2022 2023 was \$2,113.7 million \$2,083.3 million and \$2,153.1 million \$2,113.7 million, respectively, compared to carrying values of \$2,080.0 million \$2,067.0 million and \$2,178.9 million \$2,080.0 million as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively. The fair value of Avient's debt instruments was estimated using prevailing market interest rates on debt with similar creditworthiness, terms and maturities and represent Level 2 measurements within the fair value hierarchy.

Aggregate maturities of the principal amount of debt for the next five years and thereafter are as follows:

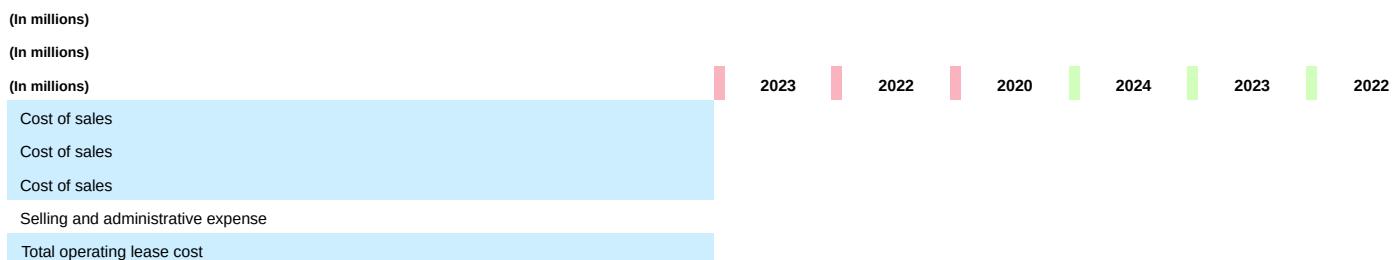


Included in *Interest expense, net* for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022 was interest income of \$50.1 million, \$49.8 million, \$34.0 million, and \$17.5 \$34.0 million, respectively. Total interest paid on debt, net of the impact of hedging (see Note 16, 15, *Derivatives and Hedging*), was \$85.2 million in 2024, \$106.3 million in 2023 and \$69.4 million in 2022 and \$72.6 million in 2021, 2022.

#### Note 76 — LEASING ARRANGEMENTS

We lease certain manufacturing facilities, warehouse space, machinery and equipment, vehicles and information technology equipment under operating leases. The majority of our leases are operating leases. Finance leases are immaterial to our consolidated financial statements. Operating lease assets and obligations are reflected within *Operating lease assets, net*, *Current operating lease obligations*, *Accrued expenses and other current liabilities*, and *Non-current operating lease obligations*, *Other non-current liabilities*, respectively.

Lease expense for these leases is recognized on a straight-line basis over the lease term, with variable lease payments recognized in the period those payments are incurred. The components of lease cost from continued operations recognized within our *Consolidated Statements of Income* for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022 were as follows:



We often have options to renew lease terms for buildings and other assets. The exercise of lease renewal options are generally at our sole discretion. In addition, certain lease arrangements may be terminated prior to their original expiration date at our discretion. We evaluate renewal and termination options at the lease commencement date to determine if we are reasonably certain to exercise the option on the basis of economic factors. The weighted average remaining lease term for our operating leases as of December 31, 2023 both December 31, 2024 and 2022 2023 was 5.6 years and 5.7 years, respectively. The non-cash net increase in operating lease liabilities was \$37.3 million, \$18.1 million \$13.8 million and \$8.3 \$13.8 million for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022, respectively.

The discount rate implicit within our leases is generally not determinable and, therefore, the Company determines the discount rate based on its incremental borrowing rate. The incremental borrowing rate for our leases is determined based on lease term and currency in which lease payments are made, adjusted for impacts of collateral.

The weighted average discount rate used to measure our operating lease liabilities as of December 31, 2023 December 31, 2024 and 2022 2023 were 5.0% 6.0% and 4.8% 5.0%, respectively.

Future minimum Maturities of lease payments under non-cancelable operating leases with initial lease terms longer than one year as of December 31, 2023 liabilities at December 31, 2024 are as follows:

**Maturity Analysis of Lease Liabilities:**

(In millions)

(In millions)

(In millions)

2024

2024

2024

2025

2025

2025

2026

2026

2026

2027

2027

2027

2028

2028

2028

2029

2029

2029

Thereafter

Thereafter

Thereafter

Total

Total

Total

Less amount of lease payment representing interest

Less amount of lease payment representing interest

Less amount of lease payment representing interest

Total present value of lease payments

Total present value of lease payments

Total present value of lease payments

**Note 87 — INVENTORIES, NET**

Components of *Inventories, net* as of December 31, 2023 December 31, 2024 and 2022 2023 are as follows:

(In millions)

(In millions)

Finished products

2023 2022 2024 2023

Work in process

Raw materials and supplies

Inventories, net

Inventory reserves totaled \$36.3 million and \$34.5 million at December 31, 2024 and 2023, respectively, and are included within the table above.

**Note 98 — PROPERTY, NET**

Components of *Property, net* as of December 31, 2023 December 31, 2024 and 2022 2023 are as follows:

(In millions)	2023	2022	2024	2023
Land and land improvements				
Buildings				
Machinery and equipment				
Property, gross				
Less accumulated depreciation				
Property, net				

Depreciation expense, including accelerated depreciation associated with restructuring actions, from continuing operations was \$101.9 million in 2024, \$109.0 million in 2023 and \$98.9 million in 2022 and \$85.5 million in 2021.

**4947 AVIENT CORPORATION**

#### Note 109 — OTHER BALANCE SHEET LIABILITIES

Other current and non-current liabilities as of December 31, 2023 December 31, 2024 and 2022 2023 consist of the following:

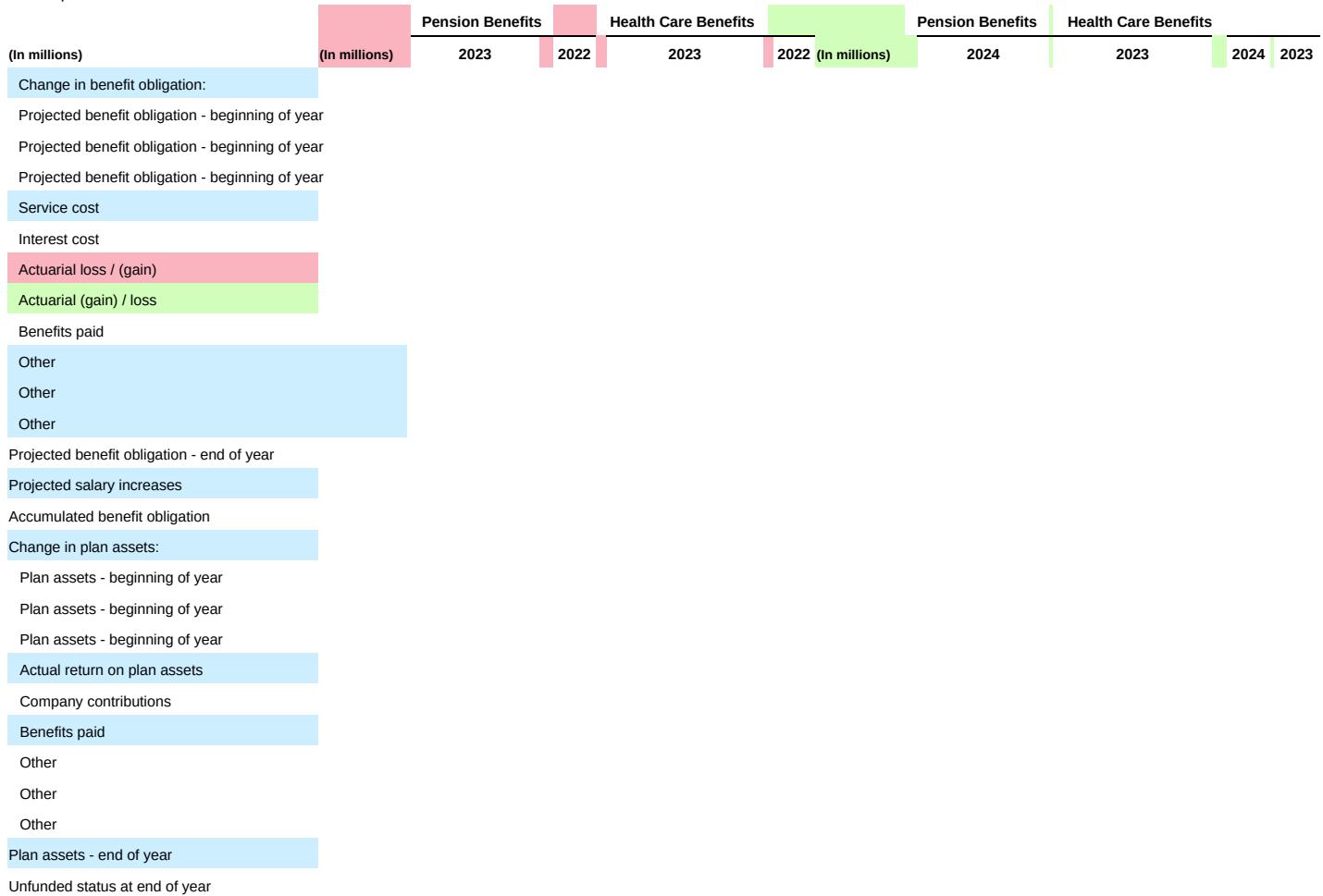
(In millions)	Accrued expenses and other current liabilities		Other non-current liabilities	
	2023	2022	2023	2022
Employment costs	\$ 119.8	\$ 123.4	\$ 12.6	\$ 8.9
Deferred compensation	—	—	31.7	25.3
Restructuring costs	35.0	36.7	—	—
Environmental liabilities	32.1	27.4	125.1	90.9
Accrued taxes	45.5	121.5	—	—
Accrued interest	33.6	35.5	—	—
Dividends payable	23.5	22.5	—	—
Unrecognized tax benefits	3.0	0.6	16.4	26.3
Derivatives	—	—	199.1	68.6
Accrued capitalized software	10.0	—	—	—
Other	12.7	28.2	9.5	15.5
<b>Total</b>	<b>\$ 315.2</b>	<b>\$ 395.8</b>	<b>\$ 394.4</b>	<b>\$ 235.5</b>

(In millions)	Accrued expenses and other current liabilities		Other non-current liabilities	
	2024	2023	2024	2023
Employment costs	\$ 147.9	\$ 119.8	\$ 15.7	\$ 12.6
Deferred compensation	—	—	16.3	31.7
Restructuring costs	10.1	35.0	—	—
Environmental liabilities	16.2	32.1	129.8	125.1
Accrued taxes	48.1	45.5	—	—
Pension and other post-retirement benefits	6.2	5.6	58.0	67.2
Accrued interest	44.1	33.6	—	—
Dividends payable	24.7	23.5	—	—
Unrecognized tax benefits	6.5	3.0	9.6	16.4
Derivatives	—	—	104.7	199.1
Operating lease obligations	18.2	16.6	63.5	43.2
Other	9.0	17.1	8.1	9.5
<b>Total</b>	<b>\$ 331.0</b>	<b>\$ 331.8</b>	<b>\$ 405.7</b>	<b>\$ 504.8</b>

## Note 1110 — EMPLOYEE BENEFIT PLANS

All U.S. qualified defined benefit pension plans are frozen, no longer accrue benefits and are closed to new participants. We have foreign pension plans that accrue benefits. The plans generally provide benefit payments using a formula that is based upon employee compensation and length of service.

The following tables present the change in benefit obligation, change in plan assets and components of funded status for defined benefit pension and post-retirement health care benefit plans.

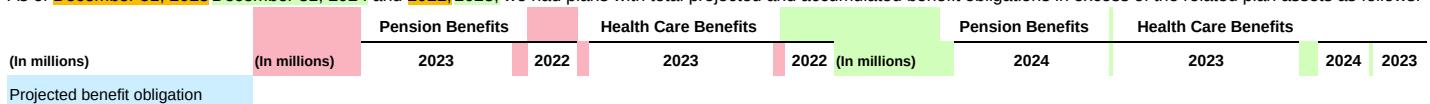


5048 AVIENT CORPORATION

Amounts included in the accompanying *Consolidated Balance Sheets* as of December 31 are as follows:



As of December 31, 2023 December 31, 2024 and 2022, 2023, we had plans with total projected and accumulated benefit obligations in excess of the related plan assets as follows:



Fair value of plan assets
Accumulated benefit obligation
Accumulated benefit obligation
Accumulated benefit obligation
Fair value of plan assets

Weighted-average assumptions used to determine benefit obligations at December 31:

	Pension Benefits		Health Care Benefits	
	2023	2022	2023	2022
Discount rate	4.52 %	4.74 %	4.87 %	5.17 %
Assumed health care cost trend rates at December 31:				
Health care cost trend rate assumed for next year	N/A	N/A	6.00 %	5.93 %
Rate to which the cost trend rate is assumed to decline (the ultimate trend rate)	N/A	N/A	3.99 %	4.13 %
Year that the rate reaches the ultimate trend rate	N/A	N/A	2059	2054

	Pension Benefits		Health Care Benefits	
	2024	2023	2024	2023
Discount rate	4.9 %	4.5 %	5.1 %	4.9 %

The following table summarizes the components of net periodic benefit cost or gain that was recognized during each of the years in the three-year period ended **December 31, 2023** **December 31, 2024**.

(In millions)	(In millions)	Pension Benefits			Health Care Benefits			Pension Benefits			Health Care Benefits			
		2023	2022	2021	2023	2022	2021	(In millions)	2024	2023	2024	2023	2022	2024
Components of net periodic benefit cost:														
Service cost														
Service cost														
Service cost														
Interest cost														
Expected return on plan assets														
Amortization of prior service cost														
Mark-to-market actuarial net (gains) losses														
Other														
Net periodic (income) cost														
Net periodic (income) cost														
Net periodic (income) cost														

In 2023, we recognized a \$3.8 million mark-to-market gain that was primarily the result of actual asset returns that were higher than our assumed returns. Partially offsetting the higher asset returns was the decrease in our year end discount rate from 4.74% to 4.52%.

In 2022, we recognized a \$28.5 million mark-to-market loss that was primarily the result of actual asset returns that were lower than our assumed returns. expected return on plan assets. Partially offsetting the lower asset returns was an increase in our year end discount rate from 2.69% 2.7% to 4.74% 4.7%.

In 2021, we recognized a \$9.4 million mark-to-market and curtailment loss that was primarily the result of actual asset returns that were lower than our assumed returns. Partially offsetting the lower asset returns was an increase in our year end discount rate from 2.47% to 2.69%.

**51AVIENT CORPORATION**

Weighted-average assumptions used to determine net periodic benefit cost for the years ended December 31:

	Pension Benefits			Health Care Benefits		
	2023	2022	2021	2023	2022	2021
Discount rate*	4.74 %	2.69 %	2.47 %	5.17 %	2.85 %	2.66 %
Expected long-term return on plan assets*	6.73 %	4.39 %	4.86 %	—	—	—

Assumed health care cost trend rates at December 31:						
Assumed health care cost trend rates at January 1:	N/A	N/A	N/A	5.93 %	6.44 %	6.24 %
Rate to which the cost trend rate is assumed to decline (the ultimate trend rate)	N/A	N/A	N/A	4.08 %	4.08 %	4.04 %
Year that the rate reaches the ultimate trend rate	N/A	N/A	N/A	2055	2065	2066

	Pension Benefits			Health Care Benefits		
	2024	2023	2022	2024	2023	2022
Discount rate*	4.5 %	4.7 %	2.7 %	4.9 %	5.2 %	2.9 %
Expected long-term return on plan assets*	6.3 %	6.7 %	4.4 %	—	—	—

\*The mark-to-market component of net periodic costs is determined based on discount rates as of year-end and actual asset returns during the year.

The expected long-term rate of return on pension assets was determined after considering the forward looking long-term asset returns by asset category and the expected investment portfolio mix.

**49AVIENT CORPORATION**

Our pension investment strategy is to diversify the portfolio among asset categories to enhance the portfolio's risk-adjusted return as well as insulate it from exposure to changes in interest rates. Our asset mix considers the duration of plan liabilities, historical and expected returns of the investments, and the funded status of the plan. The pension asset allocation is reviewed and actively managed based on the funded status of the plan. Based on the current funded status of the plan, our pension asset investment allocation guidelines are weighted heavily to fixed income securities. The plan keeps a minimal amount of cash available to fund benefit payments. See the following table for the plans' asset allocation.

The fair values of pension plan assets at December 31, 2023 December 31, 2024 and 2022, 2023, by asset category, are as follows:

(In millions)	Fair Value of Plan Assets at December 31, 2024					
	Quoted	Significant				
	Prices in	Other	Significant			
	Active	Observable	Unobservable			
	Markets	Inputs	Inputs	Total Investments (at		Fair Value)
	(Level 1)	(Level 2)	(Level 3)			
<b>Asset category</b>						
Cash	\$ 4.6	\$ —	\$ —	\$ —	\$ —	\$ 4.6
Bonds and notes	46.9	—	—	—	—	46.9
Global equity	8.5	—	—	—	—	8.5
Other	—	4.1	16.2	—	—	20.3
<b>Total</b>	<b>\$ 60.0</b>	<b>\$ 4.1</b>	<b>\$ 16.2</b>	<b>\$ 16.2</b>	<b>\$ 80.3</b>	
Investments measured at NAV:						
Common collective funds:						
United States equity						42.3
International equity						25.5
Fixed income						238.4
Total common collective funds						\$ 306.2
<b>Total investments at fair value</b>						\$ 386.5

(In millions)	Fair Value of Plan Assets at December 31, 2023					
	Quoted	Significant				
	Prices in	Other	Significant			
	Active	Observable	Unobservable			
	Markets	Inputs	Inputs	Total Investments (at		Fair Value)
	(Level 1)	(Level 2)	(Level 3)			
<b>Asset category</b>						
Cash	\$ 3.9	\$ —	\$ —	\$ —	\$ —	\$ 3.9
Bonds and notes	52.8	—	—	—	—	52.8

Global equity	8.7	—	—	—	8.7
Other	—	3.1	15.3	18.4	
Total	\$ 65.4	\$ 3.1	\$ 15.3	\$ 83.8	
Investments measured at NAV:					
Common collective funds:					
United States equity					43.8
International equity					44.0
Global equity					21.9
Fixed income					207.0
Total common collective funds					\$ 316.7
Total investments at fair value					\$ 400.5

5250 AVIENT CORPORATION

(In millions)	Fair Value of Plan Assets at December 31, 2022					
	Quoted Prices in Active Markets (Level 1)	Significant		Significant Inputs (Level 3)	Total Investments (at Fair Value)	
		Other Observable Inputs (Level 2)	Unobservable Inputs (Level 3)			
<b>Asset category</b>						
Cash	\$ 3.7	\$ —	\$ —	\$ —	\$ 3.7	
Bonds and notes	50.0	—	—	—	50.0	
Global equity	7.7	—	—	—	7.7	
Other	—	2.7	14.5	14.5	17.2	
Total	\$ 61.4	\$ 2.7	\$ 14.5	\$ 14.5	\$ 78.6	
Investments measured at NAV:						
Common collective funds:						
United States equity						42.7
International equity						43.4
Global equity						21.6
Fixed income						210.3
Total common collective funds						\$ 318.0
Total investments at fair value						\$ 396.6

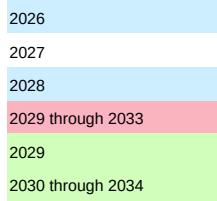
#### Pension Plan Assets

Other assets are primarily insurance contracts for international plans. The U.S. equity common collective funds are predominately invested in equity securities actively traded in public markets. The international and global equity common collective funds have broadly diversified investments across economic sectors and focus on low volatility, long-term investments. The fixed income common collective funds consist primarily of publicly traded United States fixed interest obligations (principally investment grade bonds and government securities).

Level 1 assets are valued based on quoted market prices. Level 2 investments are valued based on quoted market prices and/or other market data for the same or comparable instruments and transactions of the underlying fixed income investments. The insurance contracts included in the other asset category are valued at the transacted price. Common collective funds are valued at the net asset value of units held by the fund at year-end. The unit value is determined by the total value of fund assets divided by the total number of units of the fund owned.

The estimated future benefit payments for our pension and health care plans are as follows:

(In millions)	(In millions)	Pension Benefits	Health Care Benefits	(In millions)	Pension Benefits	Health Care Benefits
2024						
2025						



We currently estimate that employer contributions will be ~~\$7.6 million~~ \$7.5 million to all qualified and non-qualified pension plans and ~~\$0.5 million~~ \$0.4 million to all healthcare benefit plans in ~~2024~~ 2025.

The Company sponsors various voluntary retirement savings plans (RSP). Under the provisions of the plans, eligible employees receive defined Company contributions and are eligible for Company matching contributions based on their eligible earnings contributed to the plan. In addition, we may make discretionary contributions to the plans for eligible employees based on a specific percentage of each employee's compensation.

#### 53 AVIENT CORPORATION

---

Following are our contributions to the RSP:

(In millions)	(In millions)	2023	2022	2021	(In millions)	2024	2023	2022
Retirement savings match								

#### Note 1211 — COMMITMENTS AND CONTINGENCIES

We have been notified by federal and state environmental agencies and by private parties that we may be a potentially responsible party (PRP) in connection with the environmental investigation and remediation of certain sites. While government agencies frequently assert that PRPs are jointly and severally liable at these sites, in our experience, the interim and final allocations of liability costs are generally made based on the relative contribution of waste. We may also initiate corrective and preventive environmental projects of our own to support safe and lawful activities at our operations. We believe that compliance with current governmental regulations at all levels will not have a material adverse effect on our financial position, results of operations or cash flows.

In September 2007, the United States District Court for the Western District of Kentucky (Court) in the case of *Westlake Vinyls, Inc. v. Goodrich Corporation, et al.*, held that Avient must pay the remediation costs at the former Goodrich Corporation Calvert City facility (now largely owned and operated by Westlake Vinyls, Inc. (Westlake Vinyls)), together with certain defense costs of Goodrich Corporation. The rulings also provided that Avient can seek indemnification for contamination attributable to Westlake Vinyls.

Following the rulings, the parties to the litigation agreed to settle all claims regarding past environmental costs incurred at the site. The settlement agreement provides a mechanism to pursue allocation of future remediation costs at the Calvert City site to Westlake Vinyls. ~~We continue to pursue available insurance coverage related to this matter and are in current litigation to recover previously incurred costs. It is reasonably possible that insurance recoveries could result in a material benefit to our Consolidated Statements of Income in a future period, though the amounts, if any, nor the timing are currently known.~~

The environmental obligation at the site arose as a result of an agreement between The B.F. Goodrich Company (n/k/a Goodrich Corporation) and our predecessor, The Geon Company, at the time of the initial public offering in 1993. Under the agreement, The Geon Company agreed to indemnify Goodrich Corporation for certain environmental costs at the site. Neither Avient nor The Geon Company ever operated the facility.

#### 51 AVIENT CORPORATION

---

Since 2009, Avient, along with respondents Westlake Vinyls and Goodrich Corporation, has worked with the United States Environmental Protection Agency (USEPA) to address the remedial activities at the site. The USEPA issued its Record of Decision (ROD) in September 2018. In April 2019, the respondents signed an Administrative Settlement Agreement and Order on Consent with the USEPA to conduct the remedial actions at the site. In February 2020, three companies signed the agreed Consent Decree and remedial action Work Plan, which received Federal Court approval in January 2021.

In ~~August~~ 2023, the Company recognized charges of \$20.6 million associated with the completion of certain remedial action activities at the site. Further, the Company received construction bids based on an interim design for ~~components of the remedial action and we updated our accruals to align to the selected bid costs. We are currently in the process~~ largest component of remedial action at Calvert City, the construction of a barrier wall around the site, which began in 2024. These construction cost updates resulted in an additional charge of \$36.2 million in 2023. In 2024, the Company finalized the design and construction estimates for a portion one phase of the barrier wall, as well as an updated remedial action timeline at the site, ~~while continuing to progress through remedial design for other portions~~ which resulted in charges of \$19.8 million. Construction of the site, initial barrier wall section began in 2024 and was substantially complete as of December 31, 2024. The remaining wall designs and construction are expected to be completed in phases between 2025 and 2028. As we have progressed through remedial design work and action, additional charges have been recognized to reflect begins construction on the actual costs remaining sections of completion. As the barrier wall, the Company will update its accrual, which was \$137.7 million as of December 31, 2023, we had accrued \$148.9 million December 31, 2024 for this matter. any new information as it becomes available.

Total environmental accruals of ~~\$157.2 million~~ \$146.0 million and ~~\$118.3 million~~ \$157.2 million are reflected within Accrued expenses and other current liabilities and Other non-current liabilities in our Consolidated Balance Sheets as of ~~December 31, 2023~~ December 31, 2024 and ~~December 31, 2022~~ December 31, 2023, respectively. These undiscounted accruals represent our best estimate of probable future costs that we can reasonably estimate, based upon currently available information and technology and how the remedy will

be implemented. It is reasonably possible that we could incur additional costs in excess of the amount accrued, which could be material to our *Consolidated Statements of Income*. However, such additional costs cannot currently be estimated as they are dependent upon the results of future testing and findings during the execution of remedial design and remedial action, changes in the ultimate remedial action undertaken, Calvert City construction timeline, changes in regulations, technology development, new information, newly discovered conditions and other factors that are not currently known.

#### 54 AVIENT CORPORATION

---

The following table details the changes in the environmental accrued liabilities:

(In millions)	(In millions)	2023	2022	2021	(In millions)	2024	2023	2022
Balance at beginning of the year								
Environmental expenses								
Net cash payments								
Currency translation and other								
Balance at the end of year								

The environmental expenses noted in the table above, primarily related to the ongoing remedial action at Calvert City, are included in *Cost of sales* as are within the *Consolidated Statements of Income*.

In 2024, Avient recognized a gain of \$34.7 million associated with insurance recoveries received for previously incurred environmental costs. This gain is included in *Cost of sales* within the *Consolidated Statements of Income*. We received \$0.7 million of cash associated with these insurance recoveries in the fourth quarter of 2024, while \$34.0 million is expected to be received in the first quarter of 2025. Further insurance recoveries related to remedial activities at the Calvert City site are expected to be immaterial. We received insurance recoveries of \$1.7 million, \$8.3 million, and \$4.5 million in 2023 and 2022, and 2021, respectively. Such insurance recoveries are recognized as income when realization of the proceeds is deemed as probable.

Avient is subject to a broad range of claims, administrative and legal proceedings such as lawsuits that relate to contractual allegations, tax audits, product claims, personal injuries, and employment related matters. Although it is not possible to predict with certainty the outcome or cost of these matters, the Company believes our current reserves are appropriate and these matters will not have a material adverse effect on the consolidated financial statements.

#### 52 AVIENT CORPORATION

---

#### Note 13.12 — INCOME TAXES

The Company is subject to taxation in the U.S. and numerous international jurisdictions. In determining the effective income tax rate, the Company analyzes various factors, including annual earnings, the laws of taxing jurisdictions in which the earnings were generated, the impact of state and local income taxes, the ability to use tax credits, net operating loss carryforwards, and available planning alternatives. Discrete items, including the effect of changes in tax laws, statutory tax rates, and valuation allowances or other non-recurring tax adjustments are reflected in the period in which they occur as an addition to or reduction from, the tax provision. We recognize tax on global intangible low-taxed income (GILTI) and the deduction of foreign-derived intangible income (FDII) as a period expense in the period in which the tax is incurred.

In January 2019, the Organization for Economic Co-operation and Development (OECD) announced further work in continuation of its Base Erosion and Profit Shifting project, focusing on two "pillars." Pillar One provides a framework for the reallocation of certain residual profits of multinational enterprises to market jurisdictions where goods or services are used or consumed. Pillar Two consists of two interrelated rules referred to as Global Anti-Base Erosion ("GloBe") Rules, which operate to impose a minimum tax rate of 15% calculated on a jurisdictional basis for companies with revenue above €750 million. Certain European jurisdictions are in the process of enacting enacted legislation to adopt GloBE rules with effective dates beginning in 2024. As a result of the transition rules, Avient does not currently expect there to be a material impact to its financial statements. The Company will continue to monitor legislative and regulatory developments in this area.

Income from continuing operations, before income taxes is summarized below based on the geographic location of the operation to which such earnings are attributable.

Income (loss) from continuing operations, before income taxes consists of the following:

(In millions)	2023	2022	2021
Domestic	\$ (2.7)	\$ (82.4)	\$ (22.1)
International	90.0	146.2	225.6
Income from continuing operations, before income taxes	\$ 87.3	\$ 63.8	\$ 203.5

#### 55 AVIENT CORPORATION

---

(In millions)

2024

2023

2022

Domestic	\$	(25.3)	\$	(2.7)	\$	(82.4)
International		250.1		90.0		146.2
Income from continuing operations, before income taxes	\$	224.8	\$	87.3	\$	63.8

A summary of income tax expense (benefit) from continuing operations is as follows:

(In millions)	(In millions)	2023	2022	2021	(In millions)	2024	2023	2022
Current income tax expense (benefit):								
Domestic								
Domestic								
Domestic								
International								
Total current income tax expense (benefit)								
Deferred income tax expense (benefit):								
Domestic								
Domestic								
Domestic								
International								
Total deferred income tax (benefit) expense								
Total income tax expense (benefit)								

53 AVIENT CORPORATION

A reconciliation of the applicable U.S. federal statutory tax rate to the consolidated effective income tax rate from continuing operations along with a description of significant reconciling items is included below for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022.

2023
2024
2023
2024
2023
2024
U.S. federal income tax rate
U.S. federal income tax rate
U.S. federal income tax rate
International tax rate differential:
International tax rate differential:
International tax rate differential:
Asia
Asia
Asia
Europe
Europe
Europe
North and South America
North and South America
North and South America
Total international tax rate differential
Total international tax rate differential
Total international tax rate differential
Net tax on GILTI and FDII
Net tax on GILTI and Subpart F Income

Net tax on GILTI and FDII
Net tax on GILTI and Subpart F Income
Net tax on GILTI and FDII
Net tax on GILTI and Subpart F Income
International tax on certain current and prior year earnings
International tax on certain current and prior year earnings
International tax on certain current and prior year earnings
Non-deductible acquisition related costs
Non-deductible acquisition related costs
Non-deductible acquisition related costs
Non-deductible interest
Non-deductible interest
Non-deductible interest
Research and development credit
Research and development credit
Research and development credit
Capital losses
Capital losses
Capital losses
State and local tax, net
State and local tax, net
State and local tax, net
International permanent items
International permanent items
International permanent items
U.S. permanent items
U.S. permanent items
U.S. permanent items
Net impact of uncertain tax positions
Net impact of uncertain tax positions
Net impact of uncertain tax positions
Changes in valuation allowances
Changes in valuation allowances
Changes in valuation allowances
Other
Other
Other
Effective income tax rate
Effective income tax rate
Effective income tax rate

The effective tax rates for all periods differed from the applicable U.S. federal income tax rate as a result of permanent items, state and local income taxes, differences in international tax rates and certain other items. Permanent items primarily consist of income or expense not taxable or deductible. Significant or other items impacting the effective income tax rate are described below.

#### 2024 Significant items

The consolidated effective income tax rate from continuing operations was 24.1%, which was higher than the U.S. federal rate of 21%. This higher rate was primarily driven by U.S. permanent items of 2.1%, international rate differential of 1.7% and tax associated with foreign income repatriation of 1.6%. These items were partially offset by credits associated with research and development of 1.7% and changes in uncertain tax position which resulted in a net benefit of 1.1%.

#### 2023 Significant items

The consolidated effective income tax rate from continuing operations was 12.6%, which was lower than the U.S. federal rate of 21%. This lower rate was primarily driven by the recognition of tax benefits of 7.5% associated with tax impairments of investments in affiliates, driven in part from European restructuring actions. Further, we recognized a 5.4% tax benefit from federal and state capital losses associated with an international affiliate's tax status change in 2022. Finally, we recognized tax benefits from the reduction of uncertain tax positions as well as the U.S. R&D tax credit, which reduced the tax rate, 5.3% and 3.7%, respectively. Partially offsetting these benefits were non-deductible foreign interest, 5.3%, tax associated with foreign income repatriation, 3.9%, and an increase of our valuation allowance which impacted the rate 3.6%.

## 2022 Significant items

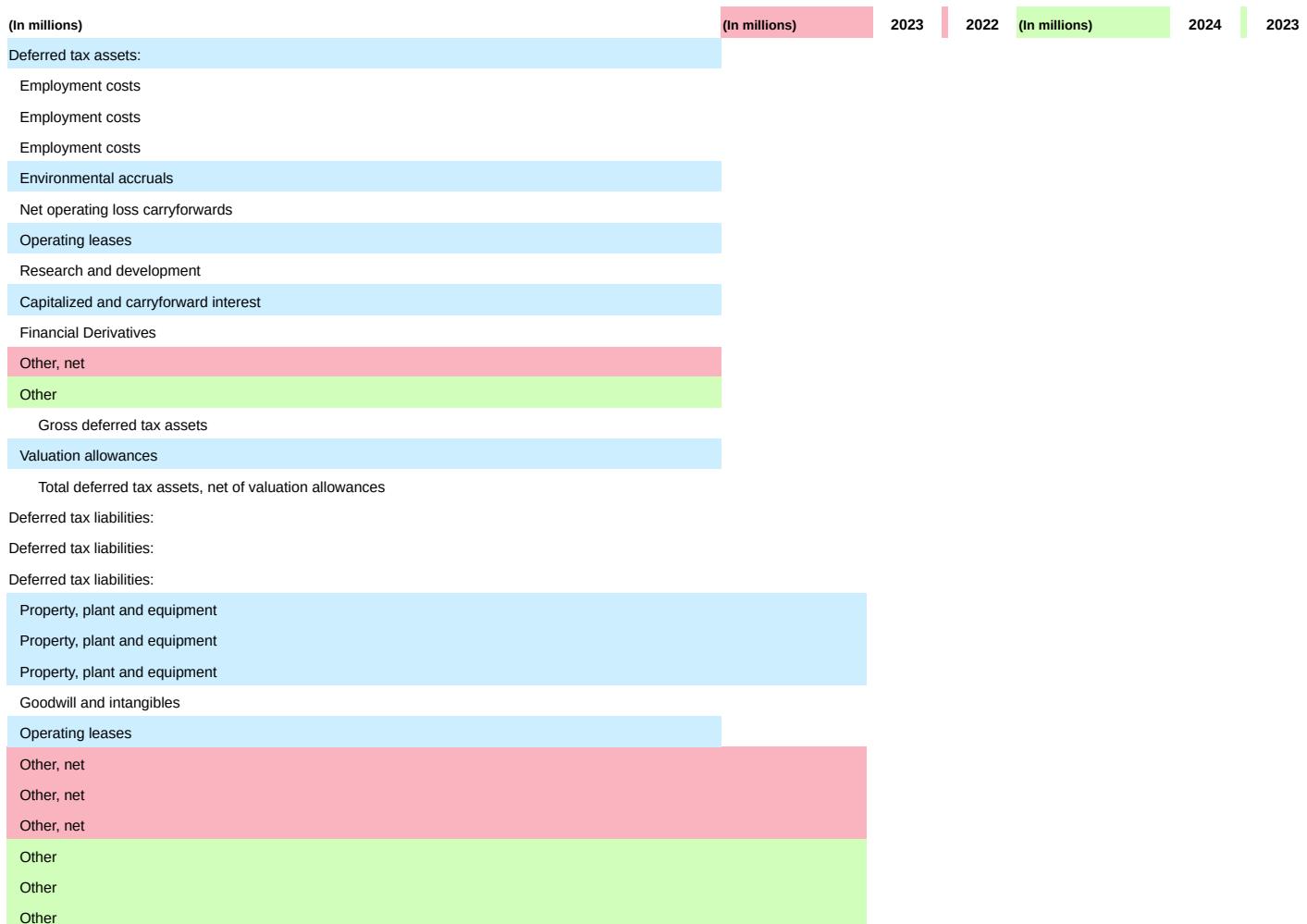
We recognized a net tax benefit of 88.1% in 2022 from federal and state capital loss deductions associated with an international affiliate's tax status change. We also recognized a tax benefit of 5.5% associated with earnings in foreign jurisdictions with statutory rates below the U.S. federal income tax rate. Further, the state and local tax benefit was 4.0%, driven by a U.S. tax loss.

Offsetting these benefits in 2022 were the tax impact of international permanent items of 12.1%, which primarily included an unfavorable tax effect of withholding taxes. We also increased our valuation allowance, which impacted the rate 15.4%, for deferred tax assets that are unlikely to create income tax benefits before their expiration. Further, uncertain tax positions increased, which impacted the rate 12.9%, primarily associated with European restructuring charges which are not expected to realize and a tax effect of non-deductible foreign interest of 2.9%.

## 2021 Significant items

For 2021, changes in valuation allowances, which impacted the rate 2.6%, related to losses in jurisdictions for which we do not expect to be able to realize the associated tax benefit. We also recognized uncertain tax positions, which impacted the rate 1.0%, primarily associated with European restructuring actions taken in 2021.

Components of our deferred tax assets (liabilities) as of December 31, 2023 December 31, 2024 and 2022 2023 were as follows:





As of December 31, 2023 December 31, 2024, we had gross state net operating loss carryforwards of \$23.6 \$66.6 million that expire between 2024 2025 and 2037 2038 or that have indefinite carryforward periods. Various international subsidiaries have gross net operating loss carryforwards totaling \$270.7 \$225.7 million that expire between 2024 2025 and 2040 2041 or that have indefinite carryforward periods.

As of December 31, 2023 December 31, 2024, no tax provision has been made on approximately \$89.8 \$93.1 million of undistributed earnings of certain non-U.S. subsidiaries as these amounts continue to be indefinitely reinvested consistent with our policy. Additionally, no deferred The cash that is permanently reinvested is typically used for operations. It is not practical to estimate the additional income taxes were recorded and applicable withholding taxes that would be payable on taxable outside basis differences as it was not practicable to determine the tax provision impact. remittance of such undistributed earnings. Tax on certain foreign earnings as of December 31, 2023 December 31, 2024 and 2022 is 2023 included in the Other net deferred tax liabilities line in the table above are \$9.2 \$9.7 million and \$7.4 \$9.2 million, respectively.

We made worldwide income tax payments of \$74.2 million, \$156.4 million and \$109.7 million in 2024, 2023, and 2022, respectively. We received refunds of \$8.3 million, \$5.2 million and \$29.4 million in 2024, 2023, and 2022, respectively.

57 55 AVIENT CORPORATION

We made worldwide income tax payments of \$156.4 million, \$109.7 million and \$102.1 million in 2023, 2022, and 2021, respectively. We received refunds of \$5.2 million, \$29.4 million and \$12.6 million in 2023, 2022, and 2021, respectively.

The Company records tax provisions for uncertain tax positions in accordance with FASB ASC Topic 740, *Income Taxes*. A reconciliation of unrecognized tax benefits is as follows:

(In millions)	(In millions)	Unrecognized Tax Benefits			(In millions)	2024	2023	2022
		2023	2022	2021				
Balance as of January 1,								
Increases as a result of positions taken during current year								
Increases as a result of positions taken for prior years								
Balance related to acquired businesses								
Reductions for tax positions of prior years								
Reductions for tax positions of prior years								
Reductions for tax positions of prior years								
Decreases as a result of lapse of statute of limitations								
Other, net								
Other, net								
Other, net								
Balance as of December 31,								

We recognize interest and penalties related to uncertain tax positions in the tax provision. As of December 31, 2023 and 2022, we We had \$2.5 million accrued as of December 31, 2024 and \$1.5 million accrued for interest and penalties, respectively, 2023.

Expected tax settlements during the next twelve months are expected to be immaterial a benefit of \$5.8 million to our unrecognized tax benefit accruals, positions. If all unrecognized tax benefits were recognized, the net impact on the tax provision would be a benefit of \$16.3 \$13.6 million.

In December 2024, Avient received a Notice of Deficiency (Notice) from the U.S. Internal Revenue Service (IRS) proposing an adjustment to the 2019 tax year resulting from a disallowed capital loss. The Company proposed incremental tax liability associated with the Notice is currently being audited \$23.8 million. We disagree with the Notice and will vigorously contest it by filing a petition in U.S. federal, state Tax Court in the first quarter of 2025. However, there can be no assurance this dispute with the IRS will be resolved favorably. As of December 31, 2024, no income tax provision has been recorded related to this matter. An unfavorable resolution in U.S. Tax Court could result in cash tax payments, plus interest, and international taxing jurisdictions adversely impact the effective tax rate. With limited exceptions, we are no longer subject to U.S. federal, state and international tax examinations for periods preceding 2017-2021.

#### Note 14.13 — SHARE-BASED COMPENSATION

Share-based compensation cost recognized in the accompanying *Consolidated Statements of Income* includes compensation cost for share-based payment awards based on the estimated grant date fair value estimated in accordance with the provision of FASB ASC Topic 718, *Compensation — Stock Compensation*. Share-based compensation expense is based on awards expected to vest and therefore has been reduced for estimated forfeitures.

#### Equity and Performance Incentive Plans

In May 2020, our shareholders approved the Avient Corporation 2020 Equity and Incentive Compensation Plan (2020 Plan). This plan reserved 2.5 million common shares for the award of a variety of share-based compensation alternatives, including non-qualified stock options, incentive stock options, restricted stock, restricted stock units (RSUs), performance shares, performance units and stock appreciation rights (SARs). It is anticipated that all share-based grants and awards that are earned and exercised will be issued from Avient common shares that are held in treasury.

In May 2023, our shareholders voted to approve an amendment and restatement of the 2020 Plan (Amended 2020 Plan). The Amended 2020 Plan increases the number of common shares available for awards under the 2020 plan by 2.5 million common shares.

Share-based compensation is included in *Selling and administrative expense*. A summary of compensation expense by type of award follows:

(In millions)	(In millions)	2023	2022	2021	(In millions)	2024	2023	2022
Stock appreciation rights								
Performance shares								
Restricted stock units								
Total share-based compensation								
<b>58.56</b>	<b>AVIENT CORPORATION</b>							

#### Stock Appreciation Rights

During the years ended December 31, 2023, December 31, 2024, 2022, 2023 and 2021, 2022, the total number of SARs granted was 0.5 million, 0.4 million, 0.5 million and 0.5 million, respectively. Awards vest in one-third increments upon the later of the attainment of time-based vesting over a three-year service period and stock price targets. Awards granted in 2024, 2023, 2022 and 2021, 2022 are subject to an appreciation cap of 200% of the base price. SARs have contractual terms of ten years from the date of the grant.

The SARs were valued using a Monte Carlo simulation method as the vesting is dependent on the achievement of certain stock price targets. The SARs have time and market-based vesting conditions but vest no earlier than their three year graded vesting schedule. The expected term is an output from the Monte Carlo model and is derived from employee exercise assumptions that are based on Avient historical exercise experience. The expected volatility was determined based on the average weekly volatility for our common shares for the contractual life stock price target requirements, both of the awards. The expected dividend assumption was determined based upon Avient's dividend yield at the time of grant. The risk-free rate of return was based on available yields on U.S. Treasury bills of the same duration as the contractual life of the awards, which must be achieved in order to vest. Forfeitures were estimated at 3% per year based on our historical experience.

The following is a summary of the weighted average assumptions related to the grants issued during 2024, 2023, 2022 and 2021, 2022:

	2023	2022	2021
Expected volatility	35.0%	33.0%	34.0%
Expected dividends	2.30%	1.80%	2.01%
Expected term (in years)	6.4	6.9	6.9
Risk-free rate	3.82%	1.98%	1.19%
Value of SARs granted	\$13.28	\$14.91	\$11.72

	2024	2023	2022
Expected volatility	36.0%	35.0%	33.0%
Expected dividends	2.6%	2.3%	1.8%
Expected term (in years)	6.4	6.4	6.9
Risk-free rate	4.3%	3.8%	2.0%
Value of SARs granted	\$12.36	\$13.28	\$14.91

A summary of SAR activity for 2023, 2024 is presented below:

(In millions, except per share data)	(In millions, except per share data)	Shares	Weighted-Average Exercise Price per Share	Weighted-Average Remaining Contractual Term	Aggregate Intrinsic value	(In millions, except per share data)	Shares	Weighted-Average Exercise Price per Share	Weighted-Average Remaining Contractual Term	Aggregate Intrinsic value
Outstanding as of January 1, 2023										
Outstanding as of January 1, 2024										
Granted										
Exercised										
Exercised										
Exercised										
Forfeited or expired										
Forfeited or expired										
Forfeited or expired										
Outstanding as of December 31, 2023										
Outstanding as of December 31, 2023										
Outstanding as of December 31, 2023										
Vested and exercisable as of December 31, 2023										
Outstanding as of December 31, 2024										
Outstanding as of December 31, 2024										
Outstanding as of December 31, 2024										
Vested and exercisable as of December 31, 2024										

The total intrinsic value of SARs exercised during 2024, 2023 and 2022 and 2021 was \$5.6 million, \$0.7 million \$2.4 million and \$22.9 \$2.4 million, respectively. As of December 31, 2023 December 31, 2024, there was \$3.7 \$3.1 million of total unrecognized compensation cost related to SARs, which is expected to be recognized over the weighted average remaining vesting period of 23 months.

#### Restricted Stock Units

RSUs represent contingent rights to receive one common share at a future date provided certain vesting criteria are met.

During 2024, 2023 2022 and 2021, 2022, the total number of RSUs granted were 0.3 million 0.2 million, 0.2 million 0.3 million and 0.2 million, respectively. In 2023, 0.3 million 2024, 0.2 million RSUs vested. These RSUs, which generally vest on the third anniversary of the grant date, were granted to executives and other key employees. Compensation expense is measured on the grant date using the quoted market price of our common shares and is recognized on a straight-line basis over the requisite service period.

As of December 31, 2023 December 31, 2024, 0.6 million RSUs remain unvested with a weighted-average grant date fair value of \$42.92, \$42.65. Unrecognized compensation cost for RSUs at December 31, 2023 December 31, 2024 was \$12.1 million \$11.3 million, which is expected to be recognized over the weighted average remaining vesting period of 27 24 months.

59 57 AVIENT CORPORATION

#### Note 15 14 — SEGMENT INFORMATION

Operating income segments are components of the Company about which separate financial information is available and evaluated on a regular basis by the primary measure that is reported to our chief operating decision maker (CODM), which is the Company's chief executive officer, for purposes the purpose of allocating resources to the segments and assessing their performance. The Company's primary segment performance measure is operating income. Operating income at the segment level does not include: include corporate general and administrative expenses that are not allocated to segments; intersegment sales and profit eliminations; segments, restructuring charges, related to specific strategic initiatives such as the consolidation of operations; restructuring activities, including employee separation costs resulting from personnel reduction programs, plant closure and phase-in costs; executive separation agreements; share-based compensation costs; asset impairments; environmental remediation costs, along with related gains from insurance obligations and associated recoveries, and other liabilities for facilities no longer owned or closed in prior year; actuarial gains and losses associated with our acquisition-

related charges, mark-to-market adjustments on pension and other post-retirement benefit plans; obligations, and certain other items that are not included in the measure of segment profit or loss that is reported to and reviewed by our CODM. These costs are included in *Corporate*.

Segment assets are primarily customer receivables, inventories, net property, plant and equipment, intangible assets and goodwill. Corporate assets and liabilities primarily include cash, debt, pension and other employee benefits, environmental liabilities, assets held for sale, and other unallocated corporate assets and liabilities. The accounting policies of each segment are consistent with those described in Note 1, *Description of Business and Summary of Significant Accounting Policies*.

Avient has two reportable segments: (1) Color, Additives and Inks and (2) Specialty Engineered Materials. The following is a description of each reportable segment.

#### **Color, Additives and Inks**

Color, Additives and Inks is a leading **formulator innovator** of specialized custom color and additive concentrates in solid and liquid form for thermoplastics, dispersions for thermosets, as well as specialty inks. Color and additive solutions include an innovative array of colors, special effects and performance-enhancing and sustainable solutions. When combined with polymer resins, our solutions help customers achieve differentiated specialized colors and effects targeted at the demands of today's highly design-oriented consumer and industrial end markets. Our additive concentrates encompass a wide variety of performance and process enhancing characteristics and are commonly categorized by the function that they perform, including UV light stabilization and blocking, antimicrobial, anti-static, blowing or foaming, antioxidant, lubricant, oxygen and visible light blocking and productivity enhancement. Of growing importance is our portfolio of additives that enable our customers to achieve their sustainability goals, regarding improved recyclability, reduced energy use, light weighting, and renewable energy applications. Our colorant and additives concentrates are used in a broad range of polymers, including those used in medical and pharmaceutical devices, food packaging, personal care and cosmetics, transportation, building products, wire and cable markets. We also provide custom-formulated liquid systems that meet a variety of customer needs and chemistries, including polyester, vinyl, natural rubber and latex, polyurethane and silicone. Our offerings also include proprietary inks and latexes for diversified markets such as recreational and athletic apparel, construction and filtration, outdoor furniture and healthcare. Our liquid polymer coatings and additives are largely based on vinyl and are used in a variety of markets, including consumer, packaging, healthcare, industrial, transportation, building and construction, wire and cable, textiles and appliances. Color, Additives and Inks has manufacturing, sales and service facilities located throughout North America, South America, Asia, Europe, Middle East, and Africa.

#### **Specialty Engineered Materials**

Specialty Engineered Materials is a leading **formulator innovator** of specialty **and sustainable polymer formulations, materials**, services and solutions for designers, assemblers and processors of thermoplastic materials across a wide variety of markets and end-use applications. Our product portfolio, which we believe to be one of the most diverse in our industry, includes specialty formulated high-performance polymer materials that are manufactured using thermoplastic resins and elastomers, which are then combined with advanced polymer additives, reinforcement, filler, colorant and/or biomaterial technologies. We also have what we believe is the broadest composite platform of solutions, which include a full range of thermoset and thermoplastic composites, reinforced with glass, carbon, aramid, and ultrahigh molecular weight polyethylene fibers. These solutions meet a wide variety of unique customer requirements, **for sustainability**, in particular light weighting. Our technical and market expertise enables us to expand the performance range and structural properties of traditional engineering-grade thermoplastic resins to meet evolving customer **needs**, **needs in a variety of markets, including defense, consumer, industrial, transportation, energy, building and construction and healthcare**. Specialty Engineered Materials has manufacturing, sales and service facilities located throughout North America, Europe, and Asia. Our product development and application reach is further enhanced by the capabilities of our Innovation Centers in the United States, Germany, The Netherlands and China, which produce and evaluate prototype and sample parts to help assess end-use performance and guide product development. Our manufacturing capabilities are targeted at meeting our customers' demand for speed, flexibility and critical quality.

**6058** AVIENT CORPORATION

On September 1, 2022, the Company completed the acquisition of APM, including the Dyneema® brand, the World's Strongest Fiber™. The ultra-light specialty fiber is used in demanding applications such as ballistic personal protection, marine and sustainable infrastructure, renewable energy, industrial protection and outdoor sports. The APM Acquisition enhances Avient's materials offerings of composites and engineered fibers, and results are recognized within the Specialty Engineered Materials segment.

Financial information by reportable segment is as follows:

(In millions)						
Year Ended December 31, 2023	Total Sales	Operating Income	Depreciation and Amortization	Capital Expenditures		
Color, Additives and Inks	\$ 2,007.4	\$ 259.9	\$ 98.3	\$ 21.4		
Specialty Engineered Materials	1,138.2	142.5	81.5	50.1		
Corporate	(2.8)	(205.6)	9.0	47.9		
Total from continuing operations	<u>\$ 3,142.8</u>	<u>\$ 196.8</u>	<u>\$ 188.8</u>	<u>\$ 119.4</u>		

(In millions)						
Year Ended December 31, 2024	Specialty Engineered			Consolidated		
	Color, Additives and Inks	Materials	Corporate		Total	
Sales	\$ 2,046.5	\$ 1,196.8	\$ (2.9)	\$ 3,240.4		
Cost of sales	1,365.4	821.9	(3.6)	2,183.7		
Selling and administrative expense	384.9	207.7	134.8	727.4		
Operating income	<u>296.2</u>	<u>167.2</u>	<u>(134.1)</u>	<u>329.3</u>		

Interest expense, net						(105.6)
Other income						1.1
Income from continuing operations before income taxes						\$ 224.8
<b>Other disclosures:</b>						
Depreciation and amortization	\$ 87.5	\$ 82.1	\$ 10.1	\$ 179.7		
Capital expenditures	33.6	48.7	39.6	121.9		
Total assets	2,574.2	2,452.3	784.6	5,811.1		

Year Ended December 31, 2022	Depreciation and			
	Total Sales	Operating Income	Amortization	Capital Expenditures
Color, Additives and Inks	\$ 2,355.0	\$ 301.0	\$ 101.3	\$ 41.3
Specialty Engineered Materials	1,044.4	140.1	48.7	37.4
Corporate	(2.5)	(197.8)	12.5	26.4
Total from continuing operations	\$ 3,396.9	\$ 243.3	\$ 162.5	\$ 105.1

Year Ended December 31, 2021	Depreciation and			
	Total Sales	Operating Income	Amortization	Capital Expenditures
Color, Additives and Inks	\$ 2,401.6	\$ 303.1	\$ 105.7	\$ 40.5
Specialty Engineered Materials	911.6	125.5	31.7	26.4
Corporate	2.3	(148.9)	7.7	32.9
Total from continuing operations	\$ 3,315.5	\$ 279.7	\$ 145.1	\$ 99.8

Year Ended December 31, 2023	Specialty Engineered			Consolidated	
	Color, Additives and Inks	Materials	Corporate		Total
Sales	\$ 2,007.4	\$ 1,138.2	\$ (2.8)	\$ 3,142.8	
Cost of sales	1,376.2	796.4	77.7	2,250.3	
Selling and administrative expense	371.3	199.3	125.1	695.7	
Operating income	259.9	142.5	(205.6)	196.8	
Interest expense, net				(115.3)	
Other income				5.8	
Income from continuing operations before income taxes				\$ 87.3	

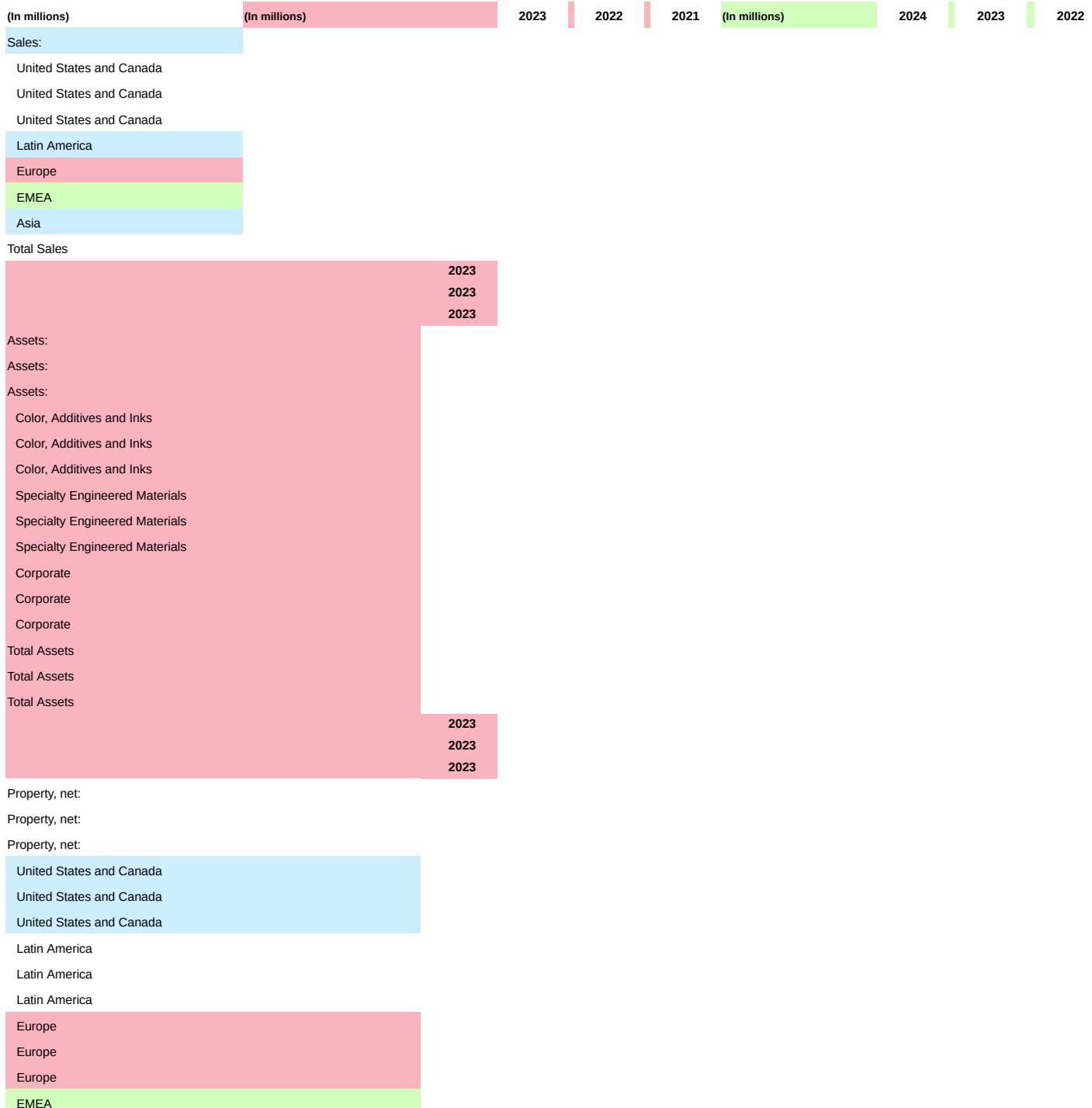
  

Year Ended December 31, 2022	Specialty Engineered			Consolidated	
	Color, Additives and Inks	Materials	Corporate		Total
Sales	\$ 2,355.0	\$ 1,044.4	\$ (2.5)	\$ 3,396.9	
Cost of sales	1,673.7	760.7	79.8	2,514.2	
Selling and administrative expense	380.3	143.6	115.5	639.4	
Operating income	301.0	140.1	(197.8)	243.3	
Interest expense, net				(119.8)	
Other expense				(59.7)	
Income from continuing operations before income taxes				\$ 63.8	

Other disclosures:					
Depreciation and amortization	\$ 98.3	\$ 81.5	\$ 9.0	\$ 188.8	
Capital expenditures	21.4	50.1	47.9	119.4	
Total assets	2,657.2	2,532.6	778.7	5,968.5	

Our sales are primarily to customers in the United States, Canada, Mexico, Europe, South America and Asia, and the majority of our assets are located in these same geographic areas. The following is a summary of sales and long-lived assets property based on the geographic areas where the sales originated and where the assets are located: located, in addition to other relevant financial information by reportable segment:



EMEA
EMEA
Asia
Asia
Asia
Total Long-lived Assets
Total Long-lived Assets
Total Long-lived Assets
Total Property, net
Total Property, net
Total Property, net

#### Note 16.15 — DERIVATIVES AND HEDGING

We are exposed to market risks, such as changes in foreign currency exchange rates and interest rates. To manage the volatility related to these exposures we may enter into various derivative transactions. We formally assess, designate and document, as a hedge of an underlying exposure, the qualifying derivative instrument that will be accounted for as an accounting hedge at inception. Additionally, we assess both at inception and at least quarterly thereafter, whether the financial instruments used in the hedging transaction are effective at offsetting changes in either the fair values or cash flows of the underlying exposures. In accordance with ASU 2017-12, *Derivatives and Hedging (Topic 815): Targeted Improvements to Accounting for Hedging Activities* (ASU 2017-12), that ongoing assessment will be done qualitatively for highly effective relationships.

##### Net Investment Hedge

As a means of mitigating the impact of currency fluctuations on our euro Euro investments in foreign entities, we have executed cross currency cross-currency swaps, in which we pay fixed-rate interest in euros Euros and receive fixed-rate interest in U.S. dollars related to our future obligations to exchange euros Euros for U.S. dollars.

We currently hold cross currency As of December 31, 2023, we held cross-currency swaps with a combined notional amount of €1,467.2 million, maturing in May 2025 and €900.0 million maturing in August 2027.

These cross currency In November 2024, the Company completed a transaction to effectively amend and extend the cross-currency swaps effectively convert a portion maturing in May 2025. The liability position of our U.S. dollar denominated fixed-rate debt to euro denominated fixed-rate debt. Included in *Interest expense, net* within the *Consolidated Statements* existing cross-currency swaps was blended into new cross-currency swap agreements with notional amounts of Income are benefits of \$38.8 €538.1 million, €464.2 million and \$30.3 €464.9 million, for maturing in November 2026, January 2028 and January 2029, respectively.

In November 2024, the years ended December 31, 2023 and 2022, respectively, related to net interest payments received from counterparties. We received cash proceeds of \$132.1 million related to the settlement of prior Company also entered into an additional cross-currency swap positions during the year ended December 31, 2022.

**62AVIENT CORPORATION**

---

agreement to further hedge its net investment in its European operations. This additional agreement has a combined notional amount of €161.9 million and €46.3 million, maturing in November 2026 and January 2028, respectively.

We designated the cross currency cross-currency swaps as net investment hedges of our net investment in our European operations under ASU 2017-12 and applied the spot method to these hedges. The changes in fair value of the derivative instruments that are designated and qualify as hedges of net investments in foreign operations are recognized within *Accumulated Other Comprehensive Income (Loss)* (AOCI) to offset the changes in the values of the net investment being hedged. For the years ended December 31, 2023 December 31, 2024 and 2022, 2023, a gain of \$77.3 million and a loss of \$96.1 million and a gain of \$21.6 million, respectively, were recognized within translation adjustments in AOCI, net of tax.

**60AVIENT CORPORATION**

---

These cross-currency swaps effectively convert a portion of our U.S. dollar denominated fixed-rate debt to Euro denominated fixed-rate debt. Included in *Interest expense, net* within the *Consolidated Statements of Income* are benefits of \$38.4 million, \$38.8 million and \$30.3 million for the years ended December 31, 2024, 2023 and 2022, respectively, related to net interest payments received from counterparties. We received cash proceeds of \$132.1 million related to the settlement of prior cross-currency swap positions during the year ended December 31, 2022.

##### Derivatives Not Initially Designated for Hedge Accounting

On April 20, 2022, we executed forward starting cross currency cross-currency swaps, pursuant to which we will pay fixed-rate interest in euros and receive fixed-rate interest in U.S. dollars with a combined notional amount of €900.0 million, as a means of mitigating the impact of currency fluctuations on our future euro Euro investments in foreign entities related to the APM Acquisition. Additionally, we entered into foreign currency forward contracts with an aggregate notional amount of €350 million, to mitigate the impact of currency fluctuations on the euro-denominated purchase price for the APM Acquisition. In conjunction with the closing of the APM Acquisition, we completed the initial exchange of U.S.

dollars for euros as part of the cross-currency swaps and designated these instruments as a net investment hedge against of the acquired **euro** **Euro** net assets of APM. Changes in the fair value of the cross-currency swaps prior to the **hedging** designation as a net investment hedge as well as the foreign exchange forward contracts were recorded in earnings directly. Beginning September 1, 2022, changes in the fair value of these instruments are recognized in **AOCI** and offset the changes in our **euro** net assets. **AOCI**. The amount of expense recognized within *Other income, net* in our *Consolidated Statements of Income* was \$37.3 million for the year ended December 31, 2022, which resulted in a \$38.8 million cash payment during 2022.

All of our derivative assets and liabilities measured at fair value are classified as Level 2 within the fair value hierarchy. We determine the fair value of our derivatives based on valuation methods, which project future cash flows and discount the future amounts present value using market based observable inputs, including interest rate curves and foreign currency rates. The fair value of derivative financial instruments recognized in the *Consolidated Balance Sheets* as of **December 31, 2023** **December 31, 2024** and **2022** **2023** is as follows:

(In millions)	(In millions)	Balance Sheet Location	2023	2022	(In millions)	Balance Sheet Location	2024	2023
<b>Assets</b>								
Cross-currency Swaps (Net Investment Hedge)								
Cross-currency Swaps (Net Investment Hedge)								
Cross-currency Swaps (Net Investment Hedge)								
<b>Liabilities</b>								
Cross-currency Swaps (Net Investment Hedge)								
Cross-currency Swaps (Net Investment Hedge)								
Cross-currency Swaps (Net Investment Hedge)								
Cross Currency Swaps (Net Investment Hedge)								
Cross Currency Swaps (Net Investment Hedge)								
Cross Currency Swaps (Net Investment Hedge)								

#### **Note 16 — SUBSEQUENT EVENTS**

In the first quarter of 2025, the Company completed a review of the cloud-based enterprise resource planning system, S/4HANA, including updated project timelines, cost incurred to date, required internal resources and expected costs to complete the initial site implementations, and the evolution of options that could provide better returns for shareholders. As a result of this review, the Company determined it would cease the ongoing development of S/4HANA and re-allocate capital to other projects which will support the Company's new strategy.

As a result of this decision, the Company will recognize a non-cash, pre-tax impairment charge of approximately \$71 million, associated with capitalized implementation costs. As of December 31, 2024, the Company had \$69.9 million capitalized within *Other non-current assets* on its *Consolidated Balance Sheets*. The Company will also recognize pre-tax charges of approximately \$15 million associated with unpaid contractual obligations for hosting fees within its *Consolidated Statements of Income* in the first quarter of 2025.

**63 61 AVIENT CORPORATION**

---

#### **ITEM 9. CHANGES IN AND DISAGREEMENTS WITH ACCOUNTANTS ON ACCOUNTING AND FINANCIAL DISCLOSURE**

None.

#### **ITEM 9A. CONTROLS AND PROCEDURES**

##### **Disclosure controls and procedures**

Avient's management, with the participation of the Chief Executive Officer and the Chief Financial Officer, has evaluated the effectiveness of the design and operation of Avient's disclosure controls and procedures (as defined in Rules 13a-15(e) and 15d-15(e) under the Exchange Act) as of **December 31, 2023** **December 31, 2024**. Based on this evaluation, the Chief Executive Officer and the Chief Financial Officer have concluded that our disclosure controls and procedures were effective as of **December 31, 2023** **December 31, 2024**.

##### **Management's Annual Report On Internal Control Over Financial Reporting**

The following report is provided by management in respect of Avient's internal control over financial reporting (as defined in Rules 13a-15(f) and 15d-15(f) under the Exchange Act):

1. Avient's management is responsible for establishing and maintaining adequate internal control over financial reporting.
2. Under the supervision of and with participation of Avient's management, including the Chief Executive Officer and the Chief Financial Officer, we conducted an evaluation of the effectiveness of internal control over financial reporting as of **December 31, 2023** **December 31, 2024** based on the guidelines established in *Internal Control - Integrated Framework* issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) (2013 Framework). Management believes that the 2013 Framework is a suitable framework for its evaluation of financial reporting because it is free from bias, permits reasonably consistent qualitative and quantitative measurements of Avient's internal control over financial reporting, is sufficiently complete so that those relevant factors that would alter a conclusion about the effectiveness of Avient's internal control over financial reporting are not omitted and is relevant to an evaluation of internal control over financial reporting.
3. Based on the results of our evaluation, management has concluded that such internal control over financial reporting was effective as of **December 31, 2023** **December 31, 2024**. There were no material weaknesses in internal control over financial reporting identified by management. The results of management's assessment were reviewed with our Audit Committee.
4. Ernst & Young LLP, who audited the consolidated financial statements of Avient for the year ended **December 31, 2023** **December 31, 2024**, also issued an attestation report on Avient's internal control over financial reporting under Auditing Standard No. 2201 of the Public Company Accounting Oversight Board. This attestation report is set forth on page **31** **30** of this Annual Report on Form 10-K and is incorporated by reference into this Item 9A.

#### **Changes in internal control over financial reporting**

There were no changes in the Company's internal control over financial reporting that occurred during the quarter ended **December 31, 2023** **December 31, 2024** that have materially affected, or are reasonably likely to materially affect, the Company's internal control over financial reporting.

#### **Limitations in internal control over financial reporting**

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

#### **ITEM 9B. OTHER INFORMATION**

##### **None. Trading Arrangements**

None of the Company's directors or officers (as defined in Rule 16a-1(f) promulgated under the Exchange Act) adopted, modified, or terminated a "Rule 10b5-1 trading arrangement" or a "non-Rule 10b5-1 trading arrangement," as each term is defined in Item 408 of Regulation S-K, during the Company's fiscal quarter ended December 31, 2024.

**62AVIENT CORPORATION**

---

#### **Subsequent Events**

In the first quarter of 2025, the Company completed a review of the cloud-based enterprise resource planning system, S/4HANA, including updated project timelines, cost incurred to date, required internal resources and expected costs to complete the initial site implementations, and the evolution of options that could provide better returns for shareholders. As a result of this review, the Company determined it would cease the ongoing development of S/4HANA and re-allocate capital to other projects which will support the Company's new strategy as noted in Item 7, "Management's Discussion and Analysis of Financial Condition and Results of Operations—Business and Key Trends."

As a result of this decision, the Company will recognize a non-cash, pre-tax impairment charge of approximately \$71 million, associated with capitalized implementation costs. The Company will also recognize pre-tax charges of approximately \$15 million associated with unpaid contractual obligations for hosting fees within its *Consolidated Statements of Income* in the first quarter of 2025.

#### **Departure of Directors or Certain Officers**

On February 21, 2025, Joel R. Rathbun, Senior Vice President, Mergers & Acquisitions, will be leaving the Company. Mr. Rathbun's employment will terminate due to the Company's strategic direction, which no longer requires this officer position. In connection with the cessation of Mr. Rathbun's employment with the Company he will receive (in exchange for a release of claims and continued compliance with applicable restrictive covenants) the compensation and benefits that the Company is obligated to provide him under its existing severance arrangements for a termination without cause. Further, in recognition of his contributions to the Company, and in exchange for an extension of Mr. Rathbun's post-employment non-competition and non-solicitation covenants for an additional year, plus his commitment to provide consulting support, the Compensation Committee of the Board of Directors approved pro-rata continued vesting of his outstanding restricted stock unit awards, in accordance with the other terms of such awards, upon his departure.

#### **ITEM 9C. DISCLOSURE REGARDING FOREIGN JURISDICTIONS THAT PREVENT INSPECTIONS**

Not applicable.

**64 63 AVIENT CORPORATION**

---

#### **PART III**

#### **ITEM 10. DIRECTORS, EXECUTIVE OFFICERS AND CORPORATE GOVERNANCE**

The information regarding Avient's directors, including the identification of the audit committee and audit committee financial experts, and Avient's insider trading policies and procedures is incorporated by reference to the information contained in Avient's Proxy Statement with respect to the 2024 2025 Annual Meeting of Shareholders (2024(2025 Proxy Statement). Information concerning executive officers is contained in Part I of this Annual Report on Form 10-K under the heading "Information About Our Executive Officers."

The information regarding any changes in procedures by which shareholders may recommend nominees to Avient's Board of Directors is incorporated by reference to the information contained in the 2024 2025 Proxy Statement.

Avient has adopted a code of ethics that applies to its principal executive officer, principal financial officer and principal accounting officer. Avient's code of ethics is posted under the Corporate Governance tab of the Investor Relations page of its website at [www.avient.com](http://www.avient.com). Avient will post any amendments to, or waivers of, its code of ethics that apply to its principal executive officer, principal financial officer and principal accounting officer on its website.

#### **ITEM 11. EXECUTIVE COMPENSATION**

The information regarding executive officer and director compensation is incorporated by reference to the information contained in the 2024 2025 Proxy Statement.

The information regarding compensation committee interlocks and insider participation and the compensation committee report is incorporated by reference to the information contained in the 2024 2025 Proxy Statement.

#### **ITEM 12. SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT AND RELATED STOCKHOLDER MATTERS**

Plan category	Plan category	Number of securities to be issued upon exercise of outstanding options, warrants and rights <sup>(1)</sup>	Weighted-average exercise price of outstanding options, warrants and rights <sup>(2)</sup>	Number of securities remaining available for future issuance under equity compensation plans <sup>(3)</sup>	Plan category	Number of securities to be issued upon exercise of outstanding options, warrants and rights <sup>(1)</sup>	Weighted-average exercise price of outstanding options, warrants and rights <sup>(2)</sup>	Number of securities remaining available for future issuance under equity compensation plans <sup>(3)</sup>
Equity compensation plans approved by security holders	Equity compensation plans approved by security holders	3,215,173	\$40.18	3,410,395	Equity compensation plans approved by security holders	3,092,061	\$40.93	2,769,611
Equity compensation plans not approved by security holders	Equity compensation plans not approved by security holders	—	—	—	—	—	—	—
Total	Total	3,215,173	\$40.18	3,410,395	Total	3,092,061	\$40.93	2,769,611

(1) This amount represents 2,547,368 outstanding shares of common stock appreciation rights (SARs) and 667,805 outstanding restricted stock units (RSUs) or performance share underlying awards that have been granted under the terms of the PolyOne Corporation 2010 Equity and Performance Incentive Plan, the PolyOne Corporation 2017 Equity and Performance Incentive Plan, and the Amended 2020 Plan, (including as amended including 2,500,029 shares issuable pursuant to outstanding stock appreciation rights (SARs) (assuming maximum achievement, so this aggregate reported number may overstate actual dilution) and restated in May 2023). 592,032 shares issuable pursuant to outstanding restricted stock unit (RSU) and performance share awards.

(2) Reflects the weighted-average exercise price of SARs, and does not take into account RSUs or performance shares, as such awards have no exercise price.

(3) Represents the number of shares of common stock remaining available for future awards (options, warrants, restricted stock, unrestricted stock, or performance shares) available for future issuance under the Amended 2020 Plan. Only a portion of these shares may be issued with respect to awards other than options, warrants and rights.

The information regarding security ownership of certain beneficial owners is incorporated by reference to the information contained in the 2024 2025 Proxy Statement.

#### **ITEM 13. CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS, AND DIRECTOR INDEPENDENCE**

The information regarding certain relationships and related transactions and director independence is incorporated by reference to the information contained in the 2024 2025 Proxy Statement.

#### **ITEM 14. PRINCIPAL ACCOUNTANT FEES AND SERVICES**

Information regarding fees paid to and services provided by Avient's independent registered public accounting firm and the pre-approval policies and procedures of the audit committee is incorporated by reference to the information contained in the 2024 2025 Proxy Statement.

65 64 AVIENT CORPORATION

#### **PART IV**

#### **ITEM 15. EXHIBIT EXHIBITS AND FINANCIAL STATEMENT SCHEDULES**

(a)(1) Financial Statements:

The following consolidated financial statements of Avient Corporation are included in Item 8:

Consolidated Statements of Income for the years ended **December 31, 2023** December 31, 2024, **2022** 2023 and **2021** 2022

Consolidated Statements of Comprehensive Income for the years ended **December 31, 2023** December 31, 2024, **2022** 2023 and **2021** 2022

Consolidated Balance Sheets at **December 31, 2023** December 31, 2024 and **2022** 2023

Consolidated Statements of Cash Flows for the years ended **December 31, 2023** December 31, 2024, **2022** 2023 and **2021** 2022

Consolidated Statements of Shareholders' Equity for the years ended **December 31, 2023** December 31, 2024, **2022** 2023 and **2021** 2022

#### Notes to Consolidated Financial Statements

All other schedules for which provision is made in Regulation S-X of the SEC are not required under the related instructions or are inapplicable and, therefore, have been omitted.

#### (a)(3) Exhibits:

Exhibit No.	Exhibit Description
<a href="#">3.1</a>	<a href="#">Amended and Restated Articles of Incorporation of Avient Corporation (as amended through June 30, 2020) (incorporated by reference to Exhibit 3.1 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2020, SEC File No. 1-16091)</a>
<a href="#">3.2</a>	<a href="#">Avient Corporation Regulations (amended, (amended and restated, effective May 11, 2023) May 11, 2023) (incorporated by reference to Exhibit 3.1 to the Company's Current Report on Form 8-K filed on May 16, 2023, SEC File No. 1-16091)</a>
<a href="#">4.1</a>	<a href="#">Indenture, dated May 13, 2020, between PolyOne Corporation and U.S. Bank Trust Company, National Association (as successor in interest to U.S. Bank National Association), as trustee (incorporated by reference to Exhibit 4.1 to the Company's Current Report on Form 8-K filed on May 15, 2020 May 16, 2023, SEC File No. 1-16091)</a>
<a href="#">4.2</a>	<a href="#">Indenture, dated August 10, 2022, between Avient Corporation and U.S. Bank Trust Company, National Association as trustee (incorporated by reference to Exhibit 4.1 to the Company's Current Report on Form 8-K filed on August 10, 2022, SEC File No. 1-16091)</a>
<a href="#">4.3</a>	<a href="#">Indenture, dated September 19, 2024, between Avient Corporation and U.S. Bank Trust Company, National Association as trustee (incorporated by reference to Exhibit 4.1 to the Company's Current Report on Form 8-K filed on September 19, 2024, SEC File No. 1-16091)</a>
<a href="#">4.4</a>	<a href="#">Description of Securities (incorporated by reference to Exhibit 4.2 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2019, SEC File No. 1-16091)</a>
<a href="#">10.1</a>	<a href="#">Third Amended and Restated Credit Agreement, dated June 28, 2019, by and among PolyOne Corporation, the subsidiaries of PolyOne Corporation party thereto, Wells Fargo Capital Finance, LLC, as administrative agent, and the various lenders and other agents party thereto (incorporated by reference to Exhibit 10.2 to the Company's Quarterly Report on Form 10-Q for the quarter ended June 30, 2019, SEC File No. 1-16091)</a>
<a href="#">10.2</a>	<a href="#">First Amendment to Third Amended and Restated Credit Agreement, dated as of October 26, 2021, by and among the lenders party thereto, Wells Fargo Capital Finance, LLC, as administrative agent for the lenders, Avient Corporation, NEU Specialty Engineered Materials, LLC, Avient Canada ULC, and PolyOne S.à.r.l. (incorporated by reference to Exhibit 10.2 to the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2021, SEC File No. 1-16091)</a>
<a href="#">10.3</a>	<a href="#">Second Amendment to Third Amended and Restated Credit Agreement, dated as of April 3, 2023, by and among the lenders party thereto, Wells Fargo Capital Finance, LLC, as administrative agent for the lenders, Avient Corporation, NEU Specialty Engineered Materials, LLC, Avient Canada ULC, and Avient S.à.r.l. (incorporated by reference to Exhibit 10.1 to the Company's Quarterly Report on Form 10-Q for the quarter ended March 31, 2023, SEC File No. 1-16091)</a>
<a href="#">10.4</a>	<a href="#">Credit Agreement, dated November 12, 2015, by and among PolyOne Corporation, as borrower, Citibank, N.A., as administrative agent, each of Citigroup Global Markets Inc., Wells Fargo Securities LLC, Goldman, Sachs &amp; Co., HSBC Securities (USA) Inc. and Morgan Stanley &amp; Co. LLC, as joint-lead arrangers and joint-book managers, Jefferies Finance LLC, KeyBanc Capital Markets Inc. and SunTrust Robinson Humphrey, Inc., as co-managers, and several other commercial lending institutions that are parties thereto (incorporated by reference to Exhibit 10.6 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2015, SEC File No. 1-16091)</a>
<a href="#">66</a>	<a href="#">AVIENT CORPORATION</a>
<a href="#">10.5</a>	<a href="#">Amendment Agreement No. 1 to the Credit Agreement, dated as of June 15, 2016, among PolyOne Corporation, the Company, certain subsidiaries of PolyOne Corporation party thereto, the Company, existing lenders under the Credit Agreement, and Citibank, N.A., as administrative agent and the additional lender party theretoAdditional Term B-1 Lender (incorporated by reference to Exhibit 10.2 to the Company's Quarterly Report on Form 10-Q for the quarter ended June 30, 2016, SEC File No. 16091)</a>
<a href="#">10.6</a>	<a href="#">Amendment Agreement No. 2, dated August 3, 2016, by and among PolyOne Corporation, the subsidiaries of PolyOne Corporation party thereto, Citibank, N.A., as administrative agent, and Citibank, N.A., as the lenders party thereto incremental term lender (incorporated by reference to Exhibit 10.1 to the Company's Current Report on Form 8-K filed on August 5, 2016, SEC File No. 1-16091)</a>
<a href="#">10.7</a>	<a href="#">Amendment Agreement No. 3, dated January 24, 2017, by and among PolyOne Corporation, the subsidiaries of PolyOne Corporation party thereto, the existing lenders under the Credit Agreement, and Citibank, N.A., as administrative agent and the lenders party theretoAdditional Term B-2 Lender (incorporated by reference to Exhibit 10.1 to the Company's Quarterly Report on Form 10-Q for the quarter ended March 31, 2017, SEC File No. 1-16091)</a>
<a href="#">65</a>	<a href="#">AVIENT CORPORATION</a>

<a href="#">10.8</a>	<a href="#">Amendment Agreement No. 4, dated August 15, 2017, by and among PolyOne Corporation, the subsidiaries of PolyOne Corporation party thereto, the existing lenders under the Credit Agreement, and Citibank, N.A., as administrative agent and the lenders party thereto (incorporated Additional Term B-3 Lender (incorporated by reference to Exhibit 10.1 to the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2017, SEC File No. 1-16091)</a>
<a href="#">10.9</a>	<a href="#">Amendment Agreement No. 5, dated April 11, 2018, by and among PolyOne Corporation, the subsidiaries of PolyOne Corporation party thereto, the existing lenders under the Credit Agreement, Citibank, N.A., as administrative agent, and SunTrust Bank, as the lenders party thereto Additional Term B-4 Lender (incorporated by reference to Exhibit 10.1 to the Company's Quarterly Report on Form 10-Q for the quarter ended June 30, 2018, SEC File No. 1-16091)</a>
<a href="#">10.10</a>	<a href="#">Amendment Agreement No. 6, dated November 9, 2018, by and among PolyOne Corporation, the subsidiaries of PolyOne Corporation party thereto, the existing lenders under the Credit Agreement, Citibank, N.A., as administrative agent, and Wells Fargo Bank, National Association, as the lenders party thereto (incorporated Additional Term B-5 Lender (incorporated by reference to Exhibit 10.1 to the Company's Current Report on Form 8-K filed on November 13, 2018, SEC File No. 1-16091)</a>
<a href="#">10.11</a>	<a href="#">Amendment Agreement No. 7, dated as of August 29, 2022, by and among Avient Corporation, the lenders party subsidiaries of Avient Corporation party thereto, and Citibank, N.A., as administrative agent, and the Term B-6 Lenders party thereto (incorporated by reference to Exhibit 10.1 to the Company's Current Report on Form 8-K filed on September 1, 2022, SEC File No. 1-16091)</a>
<a href="#">10.12</a>	<a href="#">Amendment Agreement No. 8, dated August 16, 2023, by and among Avient Corporation, the subsidiaries of Avient Corporation party thereto, the existing lenders under the Credit Agreement, Citibank, N.A., as administrative agent, and Morgan Stanley Bank, N.A., as the Amendment No. 8 Additional Term Lender (as defined in the Term Loan Agreement), and the other lenders party thereto (incorporated by reference to Exhibit 10.1 to the Company's Current Report on Form 8-K filed on August 17, 2023, SEC File No. 1-16091)</a>
<a href="#">10.13+ 10.13</a>	<a href="#">Amendment Agreement No. 9, dated as of April 9, 2024, by and among Avient Corporation, the subsidiaries of Avient Corporation party thereto, the existing lenders under the Credit Agreement, and Citibank, N.A., as the administrative agent and as the Amendment No. 9 Additional Term Lender (incorporated by reference to Exhibit 10.1 to the Company's Quarterly Report on Form 10-Q for the quarterly period ended March 31, 2024, SEC File No. 1-16091)</a>
<a href="#">10.14+</a>	<a href="#">Amended and Restated Avient Corporation 2010 Equity and Performance Incentive Plan (incorporated by reference to Appendix B to the Company's definitive proxy statement on Schedule 14A filed on April 3, 2015, SEC File No. 1-16091)</a>
<a href="#">10.14+ 10.15++</a>	<a href="#">First Amendment to the Avient Supplemental Retirement Benefit Plan (As Amended and Restated Effective January 1, 2014), dated as of March 16, 2016; Amendment No. 2 to the Avient Supplemental Retirement Benefit Plan (As Amended and Restated Effective January 1, 2014), dated as of December 19, 2018; and Amendment No. 3 to the Avient Supplemental Retirement Benefit Plan (As Amended and Restated Effective January 1, 2014), dated as of April 18, 2019 (incorporated by reference to Exhibit 4.5, and Amendment No. 4 to the Company's Registration Statement on Form S-8, filed on May 6, 2019, SEC File No. 333-231236) Avient Supplemental Retirement Benefit Plan (As Amended and Restated Effective January 1, 2014), dated as of December 18, 2019</a>
<a href="#">10.15+ 10.16+</a>	<a href="#">Avient 2017 Equity and Incentive Compensation Plan (incorporated by reference to Appendix B to the Company's definitive proxy statement on Schedule 14A filed on March 31, 2017, SEC File No. 1-16091)</a>
<a href="#">10.16+ 10.17+</a>	<a href="#">Avient Corporation Deferred Compensation Plan for Non-Employee Directors (As Amended and Restated Effective July 15, 2021) (incorporated by reference to Exhibit 10.1 of the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2021, SEC File No. 1-16091)</a>
<a href="#">10.17+</a>	<a href="#">Form of Management Continuity Agreement for Executive Officers prior to 2011 (incorporated by reference to Exhibit 10.13 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2007, SEC File No. 1-16091)</a>
<a href="#">10.18+</a>	<a href="#">Form of Management Continuity Agreement for Executive Officers after 2011 (incorporated by reference to Exhibit 10.12 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2013, SEC File No. 1-16091)</a>
<a href="#">10.1 10.9 19++</a>	<a href="#">Schedule of Executive Officers and OthersOthers with Management Continuity Agreements</a>
<a href="#">10.20+ 10.20+</a>	<a href="#">Avient Supplemental Retirement Benefit Plan (As Amended and Restated Effective January 1, 2014) (incorporated by reference to Exhibit 10.14 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2013, SEC file No. 1-16091)</a>
<a href="#">10.21 10.21</a>	<a href="#">Assumption of Liabilities and Indemnification Agreement, dated March 1, 1993, amended and restated by Amended and Restated Assumption of Liabilities and Indemnification Agreement, dated April 27, 1993 (incorporated by reference to Exhibit 10.14 to The Geon Company's Annual Report on Form 10-K for the fiscal year ended December 31, 1996, SEC File No. 1-11804)</a>
<a href="#">10.22+ 10.22+</a>	<a href="#">Executive Severance Plan, as amended and restated effective May 15, 2014 (incorporated by reference to Exhibit 10.1 to the Company's Quarterly Report on Form 10-Q for the quarter ended June 30, 2014, SEC File No. 1-16091)</a>
<a href="#">10.23+ 10.23+</a>	<a href="#">Form of Director and Officer Indemnification Agreement (incorporated by reference to Exhibit 10.1 to the Company's Current Report on Form 8-K filed on July 5, 2006, SEC File No. 1-16091)</a>
<a href="#">10.25+ 10.24+</a>	<a href="#">Form of 2021 Award Agreement under the Avient Corporation 2020 Equity and Incentive Compensation Plan (incorporated by reference to Exhibit 10.25 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2020, SEC File No. 1-16091)</a>

67AVIENT CORPORATION

<b>Exhibit No.</b>	<b>Exhibit Description</b>
<a href="#">10.26+ 10.25+</a>	<a href="#">Form of 2022 Award Agreement under the Avient Corporation 2020 Equity and Incentive Compensation Plan (incorporated by reference to Exhibit 10.26 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2021, SEC File No. 1-16091)</a>
<a href="#">10.27+ 10.26+</a>	<a href="#">Form of 2023 Award Agreement under the Avient Corporation 2020 Equity and Incentive Compensation Plan (incorporated by reference to Exhibit 10.27 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2022, SEC File No. 1-16091)</a>
<a href="#">10.28+ 10.27+</a>	<a href="#">Avient Corporation 2020 Equity and Incentive Compensation Plan (Amended and Restated Effective May 11, 2023) (incorporated by reference to Appendix B to the Registrant's Definitive Proxy Statement on Schedule 14A, filed March 29, 2023, SEC File No. 001-16091) 1-16091)</a>
<a href="#">10.29+** 10.28+</a>	<a href="#">Form of 20242024 Award Agreement under the Avient Corporation 2020 Equity and Incentive Compensation Plan (incorporated by reference to Exhibit 10.29 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2023, SEC File No. 1-16091)</a>
<a href="#">10. Amended 29+**</a>	<a href="#">Form of 2025 Award Agreement under the Avient Corporation 2020 Equity and Incentive Compensation Plan (Amended and Restated Effective May 11, 2023)</a>

## 66 AVIENT CORPORATION

---

<a href="#">10.310+</a>	<a href="#">Letter agreement, dated May 3, 2024, between Robert M. Patterson and Avient Corporation (incorporated by reference to Exhibit 10.2 to the Company's Quarterly Report on Form 10-Q for the quarter ended June 30, 2024, SEC File No. 1-16091)</a>
<a href="#">10.31+</a>	<a href="#">Letter agreement, dated July 22, 2024, between Michael A. Garratt and Avient Corporation (incorporated by reference to Exhibit 10.1 to the Company's Quarterly Report on Form 10-Q for the quarter ended September 30, 2024, SEC File No. 1-16091)</a>
<a href="#">19.1**</a>	<a href="#">Avient Corporation Securities Trading Policy</a>
<a href="#">21.1**</a>	<a href="#">Subsidiaries of the Company</a>
<a href="#">23.1**</a>	<a href="#">Consent of Independent Registered Public Accounting Firm - Ernst &amp; Young LLP</a>
<a href="#">31.1**</a>	<a href="#">Certification of Ashish K. Khandpur, President, and Chief Executive Officer, and Board Member, pursuant to SEC Rules 13a-14(a) and 15d-14(a), adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002</a>
<a href="#">31.2**</a>	<a href="#">Certification of Jamie A. Beggs, Senior Vice President and Chief Financial Officer, pursuant to SEC Rules 13a-14(a) and 15d-14(a), adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002</a>
<a href="#">32.1**</a>	<a href="#">Certification pursuant to 18 U.S.C. § 1350, adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, as signed by Ashish K. Khandpur, President, and Chief Executive Officer and Board Member</a>
<a href="#">32.2**</a>	<a href="#">Certification pursuant to 18 U.S.C. § 1350, adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, as signed by Jamie A. Beggs, Senior Vice President and Chief Financial Officer</a>
<a href="#">97.1+**</a>	<a href="#">Avient Corporation Compensation Clawback Policy Effective October 2, 2023 (incorporated by reference to Exhibit 97.1 to the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2023, SEC File No. 1-16091)</a>
101 .INS**	Inline XBRL Instance Document
101 .SCH**	Inline XBRL Taxonomy Extension Schema Document
101 .CAL**	Inline XBRL Taxonomy Extension Calculation Linkbase Document
101 .LAB**	Inline XBRL Taxonomy Extension Label Linkbase Document
101 .PRE**	Inline XBRL Taxonomy Extension Presentation Linkbase Document
101 .DEF**	Inline XBRL Taxonomy Definition Linkbase Document
<a href="#">104 104**</a>	Cover Page Interactive Data File (formatted as Inline XBRL and contained in Exhibit 101)

+ Indicates management contract or compensatory plan, contract or arrangement in which one or more directors or executive officers of the Registrant may be participants

† Certain exhibits and schedules have been omitted pursuant to Item 601(a)(5) of Regulation S-K and will be provided to the Securities and Exchange Commission upon request.

\* Furnished herewith.

\*\* Filed herewith.

## ITEM 16. FORM 10-K SUMMARY

None.

**68 67 AVIENT CORPORATION**

---

## SIGNATURES

Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

### AVIENT CORPORATION

February 20, 2024 18, 2025

BY: /S/ JAMIE A. BEGGS

Jamie A. Beggs

Senior Vice President and Chief Financial Officer  
(Principal Financial and Accounting Officer)

Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the Registrant and in the capacities indicated and on the dates indicated.

Signature and Title		
/S/ ASHISH K. KHANDPUR	President, and Chief Executive Officer and Board Member (Principal Executive Officer)	February 20, 2024 18, 2025
Ashish K. Khandpur		
/S/ JAMIE A. BEGGS	Senior Vice President and Chief Financial Officer (Principal Financial and Accounting Officer)	February 20, 2024 18, 2025
Jamie A. Beggs		
/S/ ROBERT E. ABERNATHY	Director	February 20, 2024 18, 2025
Robert E. Abernathy		
/S/ RICHARD H. FEARON	Director (Non-Executive Chairman of Board)	February 20, 2024 18, 2025
Richard H. Fearon		
/S/ GREGORY J. GOFF	Director	February 20, 2024 18, 2025
Gregory J. Goff		
/S/ NEIL GREEN	Director	February 20, 2024 18, 2025
Neil Green		
/S/ WILLIAM R. JELLISON	Director	February 20, 2024 18, 2025
William R. Jellison		
/S/ SANDRA BEACH LIN	Director	February 20, 2024 18, 2025
Sandra Beach Lin		
/S/ KIM ANN MINK	Director	February 20, 2024 18, 2025
Kim Ann Mink		
/S/ ERNEST NICOLAS	Director	February 20, 2024 18, 2025
Ernest Nicolas		
/S/ KERRY J. PREETE	Director	February 20, 2024 18, 2025
Kerry J. Preete		
/S/ PATRICIA VERDUIN	Director	February 20, 2024 18, 2025
Patricia Verduin		
/S/ WILLIAM A. WULFSOHN	Director	February 20, 2024 18, 2025
William A. Wulfsohn		

69 68 AVIENT CORPORATION

Exhibit 10.15

First Amendment to the

REFINITIV CORPORATE DISCLOSURES | www.refinitiv.com | Contact Us

72/113

©2025 Refinitiv. All rights reserved. Republication or redistribution of Refinitiv content, including by framing or similar means, is prohibited without the prior written consent of Refinitiv. 'Refinitiv' and the Refinitiv logo are registered trademarks of Refinitiv and its affiliated companies.

REFINITIV 

**PolyOne Supplemental Retirement Benefit Plan**  
**(As amended and restated effective January 1, 2014)**

**WHEREAS**, PolyOne Corporation ("PolyOne") established a non-qualified retirement benefit program known as PolyOne Supplemental Retirement Benefit Plan ("Plan") effective January 1, 2004; and

**WHEREAS**, effective January 1, 2014, PolyOne amended and restated the Plan to permit in-service distributions and incorporate other administrative or regulatory updates; and

**WHEREAS**, PolyOne now desires to further amend the Plan to revise the distribution provisions for administrative convenience, and

**WHEREAS**, Section 16 of the Plan allows the Administrator to adopt any amendment that appropriately facilitates the administration, management and interpretation of the Plan.

**RESOLVED**, PolyOne hereby adopts the First Amendment to the Plan in the form below to be effective April 1, 2016.

1. Section 9 of the Plan is hereby amended to add the following sentence:

"The Participant's account will continue to be adjusted to reflect earnings or losses through the date on which a distribution begins to be processed by the Plan Administrator and payment to the Participant will be made as soon as administratively possible thereafter in accordance with Section 12 below."

2. Section 12.1(b)(3) is hereby deleted in its entirety and replaced with the following:

"(3) Amounts with respect to which a Participant has made the election described in Section 12.1(b)(1)(A) shall be paid to such Participant in a cash lump sum within thirty days of the earlier of (A) the date elected by the Participant in his Deferrals Sub-Account Election form with respect to such amounts, and (B) the Participant's Termination Date; provided, however, that the Participant shall not have the right to designate the taxable year of payment, and furtherprovided that if the payment is to be made within thirty days of the Participant's Termination Date, and the Participant is a Specified Employee, the payment shall be distributed in the seventh month after the date of such Specified Employee's Termination Date (or, if earlier, his or her date of death)."

3. The last sentence of Section 12.1 (c)(1) is hereby deleted in its entirety and replaced with the following:

"Notwithstanding the foregoing, the Termination Date Balance of a Specified Employee shall commence to be distributed in the seventh month after the date of such Specified Employee's Termination Date (or, if earlier, his or her date of death)."

4. All other provisions of the Plan remain in full force and effect.

**IN WITNESS WHEREOF**, PolyOne, by its duly authorized officer, has caused this amendment to be executed as of the 16<sup>th</sup> day of March, 2016.

PolyOne Corporation

By: /s/ Ana G. Rodriguez

Name: Ana G. Rodriguez

Title: Senior Vice President and CHRO

**AMENDMENT NO. 2**  
**TO THE**  
**POLYONE SUPPLEMENTAL RETIREMENT BENEFIT PLAN**  
**(As Amended and Restated Effective January 1, 2014)**

PolyOne Corporation (the "Company") hereby adopts this Amendment No. 2 to the PolyOne Supplemental Retirement Benefit Plan (As Amended and Restated Effective January 1, 2014) (the "Plan"), effective as January 1, 2018. Words and phrases used herein with initial capital letters that are defined in the Plan are used herein as so defined.

I.

Section 2.11 of the Plan is hereby amended in its entirety to read as follows:

**“2.11 “Retirement Plan”** means the PolyOne Retirement Savings Plan, as amended from time to time, and any other qualified retirement plan that the Administrator may designate. Section references herein to the Retirement Plan shall be references to sections of the PolyOne Retirement Savings Plan, as amended from time to time.”

II.

Section 4 of the Plan is hereby amended in its entirety to read as follows:

#### **“SECTION 4. ELECTION TO DEFER COMPENSATION**

A Participant may elect, by filing an election with the Administrator (pursuant to Section 5) on or prior to December 31 of the preceding Plan Year (or such earlier date as specified by the Administrator), to direct the Employer to reduce his or her Compensation for a Plan Year by an amount equal to the difference between (i) a specified percentage, in 1% increments, with a maximum of 90%, of his or her Compensation for the Plan Year, and (ii) the maximum elective deferrals under the Retirement Plan actually permitted to be contributed for him or her to the Retirement Plan for such Plan Year by reason of the application of the limitations under Sections 402(g), 401(a)(17) and 401(k)(3) of the Code. Any election so made shall be binding for any following Plan Year, unless revised on or before December 31 of the preceding Plan Year (or such other earlier date specified by the Administrator). If, for any Plan Year, a Participant does not file such an election, the Participant's Compensation will not be reduced for such Plan Year. Notwithstanding the foregoing, with respect to the first taxable year in which a person becomes a Participant within the meaning of Section 409A of the Code, such Participant may, within 30 days of becoming a Participant, make an election to defer Compensation earned subsequent to the date of the election.”

III.

Section 7 of the Plan is hereby amended in its entirety to read as follows:

#### **“SECTION 7. MATCHING CONTRIBUTIONS**

As of each payroll period, the Employer shall allocate Employer Matching Contributions to the account of each Participant who either (a) has a valid election to defer Compensation to the Plan in effect for such payroll period or (b) has a valid election to defer Compensation to the Retirement Plan in effect for such payroll period, but for whom, for such payroll period, the allocation of matching contributions under the Retirement Plan has been reduced or eliminated as a result of the limitations imposed by Section 401(a)(17) of the Code. The amount of Employer Matching Contributions allocated to each such Participant shall be determined in accordance with the Retirement Plan, provided, however, in no event will the sum of the Employer Matching Contributions under this Plan and the employer matching contributions required to be made under the Retirement Plan for any Participant for a Plan Year exceed the maximum percentage of such Participant's Compensation permitted under the Retirement Plan for the Plan Year, and Employer Matching Contributions under this Plan will be reduced as necessary to satisfy this requirement.”

[Signature on Following Page]

EXECUTED and dated this 19<sup>th</sup> day of December, 2018.

**POLYONE CORPORATION**

By: /s/ João José San Martin

Name: João José San Martin

Title: Senior Vice President and CHRO

AMENDMENT NO. 3  
TO THE

**POLYONE SUPPLEMENTAL RETIREMENT BENEFIT PLAN**  
**(As Amended and Restated Effective January 1, 2014)**

PolyOne Corporation (the "Company") hereby adopts this Amendment No. 3 to the PolyOne Supplemental Retirement Benefit Plan (As Amended and Restated Effective January 1, 2014) (the "Plan"), effective as April 18, 2019. Words and phrases used herein with initial capital letters that are defined in the Plan are used herein as so defined.

I.

Section 10 of the Plan is hereby amended in its entirety to read as follows:

**"SECTION 10. INVESTMENT OF ACCOUNTS**

For purposes of determining the amount of earnings and appreciation and losses and depreciation to be credited to a Participant's account, such account shall be deemed invested in such investment options (which may include a PolyOne Corporation common stock fund) designated by the Administrator as available under the Plan as the Participant may elect from time to time, or be deemed to have elected, in accordance with such rules and procedures as the Administrator may establish. However, no provision of the Plan shall require the Employer to actually invest any amounts in any fund or in any other investment vehicle. In the event Participants shall be permitted to make deemed investments in a PolyOne Corporation common stock fund, to the extent that dividends are paid on PolyOne Corporation common stock deemed credited to such fund, each deemed share or unit in such fund shall accrue dividend equivalents having equal value to the dividends paid on a share of such PolyOne Corporation common stock in accordance with such rules and procedures as the Administrator may establish."

II.

Section 12.1 of the Plan is hereby amended by the addition of the following subparagraph (c) to read as follows:

**"12.1(c) In-Kind Payment**

In the event all or a portion of the amounts credited to a Participant's account shall be deemed invested in a PolyOne Corporation common stock fund, such amounts will be distributed in the form of whole shares of PolyOne Corporation common stock, plus an amount of cash representing the value of any fractional share, based on the fair market value of a share of PolyOne Corporation common stock as of the date of distribution."

EXECUTED and dated this 18<sup>th</sup> day of April, 2019.

POLYONE CORPORATION

By: /s/ João José San Martin  
Name: João José San Martin  
Title: Senior Vice President, CHRO

**AMENDMENT NO. 4**  
**TO THE**  
**POLYONE SUPPLEMENTAL RETIREMENT BENEFIT PLAN**  
**(As Amended and Restated Effective January 1, 2014)**

PolyOne Corporation (the "Company") hereby adopts this Amendment No. 4 to the PolyOne Supplemental Retirement Benefit Plan (As Amended and Restated Effective January 1, 2014) (the "Plan"), effective as January 1, 2020. Words and phrases used herein with initial capital letters that are defined in the Plan are used herein as so defined.

I.

Section 2 of the Plan is hereby amended by (i) adding a new Section 2.8 immediately following Section 2.7 to read as follows and (ii) renumbering the existing Sections 2.8 through 2.14 (as well as any cross references in the Plan to any of such Sections) to be Sections 2.9 through 2.15:

**“2.8 ‘Incentive Compensation’** means bonus or incentive compensation earned by a Participant under an annual bonus or incentive plan maintained by an Employer. Such compensation will be considered Incentive Compensation under the Plan for the period in which the services giving rise to the incentive compensation were provided by the Participant.”

II.

Section 4 of the Plan is hereby amended in its entirety to read as follows:

#### **“SECTION 4. ELECTION TO DEFER COMPENSATION**

A Participant may elect, by filing an election with the Administrator (pursuant to Section 5) on or prior to December 31 of the preceding Plan Year (or such earlier date as specified by the Administrator), to direct the Employer to reduce his or her Compensation for a Plan Year by an amount equal to the difference between (i) a specified percentage, in 1% increments, with a maximum of 90%, of his or her Compensation for the Plan Year, and (ii) the maximum elective deferrals under the Retirement Plan actually permitted to be contributed for him or her to the Retirement Plan for such Plan Year by reason of the application of the limitations under Sections 402(g), 401(a)(17) and 401(k)(3) of the Code. A Participant may make a separate election under clause (i) of the preceding sentence with respect to his Incentive Compensation. Any election so made shall be binding for any following Plan Year, unless revised on or before December 31 of the preceding Plan Year (or such other earlier date specified by the Administrator). If, for any Plan Year, a Participant does not file such an election, the Participant’s Compensation will not be reduced for such Plan Year. Notwithstanding the

NAI-1509283098v3

---

foregoing, with respect to the first taxable year in which a person becomes a Participant within the meaning of Section 409A of the Code, such Participant may, within 30 days of becoming a Participant, make an election to defer Compensation earned subsequent to the date of the election.”

[Signature on Following Page]

NAI-1509283098v3

---

EXECUTED and dated this 18<sup>th</sup> day of December, 2019.

**POLYONE CORPORATION**

By: /s/ João José San Martin

Name: João José San Martin

Title: Senior Vice President

Chief Human Resources Officer

NAI-1509283098v3

Exhibit 10.19

**SCHEDULE OF EXECUTIVE OFFICERS AND OTHERS WITH MANAGEMENT CONTINUITY AGREEMENTS**

Title	Name	Years / Comp*	Excise Tax Gross Up?
President, and Chief Executive Officer and Board Member	Ashish K. Khandpur	3	N
Special Advisor	Robert M. Patterson	3	Y
Senior Vice President and Chief Financial Officer	Jamie A. Beggs	2	N
Senior Vice President and Chief Technology Officer	Philip G. Clark, Jr.	2	N
Senior Vice President and Chief Human Resources Officer	Kristen A. Gajewski	2	N
Senior Vice President, President, Color, Additives and Inks, EMEA New Business Development & Marketing Excellence	Michael A. Garratt J. Irwin	2	N
Senior Vice President, Global Operations and Process Improvement	M. John Midea, Jr.	2	N
Senior Vice President and President of Color, Additives and Inks Americas and Asia	Woon Keat Moh	2	N
Senior Vice President and President of Specialty Engineered Materials	Christopher L. Pederson	2	N
Senior Vice President, Chief Technology Officer	Vinod Purayath	2	N
Senior Vice President, Mergers and Acquisitions	Joel R. Rathbun	2	N
Senior Vice President, General Counsel and Secretary	Amy M. Sanders	2	N

\* Years of compensation payable upon change of control

Exhibit 10.29



**THIS AGREEMENT CONSTITUTES PART OF A PROSPECTUS COVERING SECURITIES REGISTERED UNDER THE SECURITIES ACT OF 1933, AS AMENDED. THE COMMON SHARES OF THE COMPANY ARE LISTED ON THE NEW YORK STOCK EXCHANGE.**

#GrantDate#

Attn: #ParticipantName#

AVIENT CORPORATION INCENTIVE AWARDS AWARD**Dear [REDACTED] : Grant of Restricted Stock Units**

Subject to the terms and conditions of the Avient Corporation 2020 Equity and Incentive Compensation Plan, as amended and restated effective May 11, 2023 (the "Plan"), and this letter agreement (this "Agreement"), the Compensation Committee of the Board of Directors (the "Committee") of Avient Corporation ("Avient") [or its authorized delegatee] has granted to you, as of **February [REDACTED], 2024, #GrantDate#**, the following award(s) (collectively, the "Incentive Awards"):

- Stock-Settled Stock Appreciation Rights ("SARs") in respect of an aggregate of [REDACTED] common shares of Avient, having a par value of US\$0.01 per share (the "Common Shares"). The price (the "Base Price") to be used as the basis for determining the Spread (as defined on Schedule A) upon exercise of each SAR is US\$[REDACTED], the Market Value per Share on February [REDACTED], 2024. The SARs shall become exercisable in accordance with the terms set forth on Schedule A attached hereto.
- [REDACTED] #QuantityGranted# restricted stock units (the "Restricted Stock Units"), which shall vest in accordance with the terms set forth on Schedule B attached hereto, in this Agreement. Each Restricted Stock Unit shall represent one hypothetical Common Share common share, par value US\$0.01 per share, of Avient (a "Common Share") and shall at all times be equal in value to one Common Share.
- [REDACTED] performance units (the "Performance Units"), with each such Performance Unit being equal in value to US\$1.00, payment of which depends on Avient's performance as set forth on Schedule C attached hereto and in your Statement of Performance Goals.

A copy of the Plan is available for your review through the Corporate Secretary's office. Unless otherwise indicated, the capitalized terms used in this Agreement (including the Schedules attached hereto) shall have the same meanings as set forth in the Plan.

1. Vesting of Restricted Stock Units.

(a) Subject to the provisions of the Plan and this Agreement, the Restricted Stock Units shall vest in substantially equal installments on each of the following dates: #VestDate\_1#, #VestDate\_2# and #VestDate\_3# (each date, a "Vesting Date", and the three-year vesting period from #GrantDate# until #VestDate\_3#, the

**Note to Draft:** This language should only be included for RSU grants that are approved under the CEO's delegation authority rather than by the Compensation Committee.

NAI-1541936239v2  
2025 RSU Award Agreement (US)

"Restriction Period"), provided that you remain in the continuous employ of Avient or a Subsidiary on each such Vesting Date.

(b) Notwithstanding the provisions of Section 1(a) of this Agreement, (i) if a Change of Control occurs prior to the end of the Restriction Period, any Restricted Stock Units that remain unvested as of such Change of Control shall immediately vest upon such Change of Control, and (ii) if your employment with Avient or a Subsidiary terminates prior to the end of the Restriction Period due to (A) your retirement at age 55 or older with at least 10 years of service, (B) your retirement at age 58 or older with at least 5 years of service, (C) your permanent and total disability (as defined under the relevant disability plan or program of Avient or a Subsidiary in which you then participate), or (D) your death, you shall vest in a number of Restricted Stock Units equal to the product of (I) one-third of the total number of Restricted Stock Units subject to this Agreement, multiplied by (II) a fraction, the numerator of which is the number of days that have elapsed between the Vesting Date immediately preceding your termination date (or, in the event your employment terminates prior to the first Vesting Date, #GrantDate#) and the date your employment by Avient or a Subsidiary terminates, and the denominator of which is 365. The remaining portion of the Restricted Stock Units will be forfeited.

(c) Notwithstanding the provisions of Sections 1(a) and 1(b) of this Agreement and to the extent permitted by applicable law, a number of Restricted Stock Units may vest and become payable prior to a Vesting Date or other vesting event described in Section 1(b) of this

Agreement in an amount that is sufficient to cover any employment tax that becomes payable by you with respect to the Restricted Stock Units prior to such Vesting Date or other vesting event, as applicable.

2. **Other Termination.** If your employment with Avient or a Subsidiary terminates before the end of the Restriction Period for any reason other than as set forth in Section 1(b)(ii) of this Agreement and before a Change of Control occurs, all of the Restricted Stock Units that remain unvested as of the termination of your employment will be forfeited.

3. **Payment of Restricted Stock Units.**

- (a) The Restricted Stock Units that vest pursuant to Section 1 of this Agreement will be paid in Common Shares transferred to you within 30 business days following the applicable Vesting Date; provided, however, that, subject to Section 3(b) of this Agreement, (i) in the event a Change of Control occurs prior to the end of the Restriction Period or (ii) in the event your employment terminates on account of the reasons set forth in Section 1(b)(ii) of this Agreement prior to the end of the Restriction Period, the Restricted Stock Units that vest in accordance with Section 1(b) of this Agreement will be paid within 30 business days following such Change of Control or the date of the termination of your employment, whichever applies. If Avient determines that it is required to withhold taxes from any payment, Avient will withhold Common Shares with a value equal to the amount of these taxes from the payment, and such Common Shares will be valued at an amount equal to the fair market value of such Common Shares on the date of payment.
- (b) If the event triggering the right to payment under Section 3(a) of this Agreement does not constitute a permitted distribution event under Section 409A(a)(2) of the Code, then notwithstanding anything herein to the contrary, the payment of Common Shares will be made to you, to the extent necessary to comply with

2025 RSU Award Agreement (US)

NAI-1541936239v2

Section 409A of the Code, on the earliest of (i) your “separation from service” with Avient or a Subsidiary (determined in accordance with Section 409A of the Code) that occurs after the event giving rise to payment; (ii) the Vesting Date applicable to the Restricted Stock Units attributable to such Common Shares; or (iii) your death. In addition, for the avoidance of doubt, Section 18(c) of the Plan applies to any payment of Common Shares made pursuant to this Agreement.

4. **Dividend, Voting and Other Rights.** You shall have no rights of ownership in the Restricted Stock Units or the Common Shares underlying the Restricted Stock Units and you shall have no right to vote the underlying Common Shares until the date on which any Common Shares are transferred to you pursuant to Section 3 of this Agreement. While the Restricted Stock Units are still outstanding, on the record date for each cash dividend, if any, that Avient pays to holders of Common Shares generally (the “Record Date”), you shall be entitled to a number of additional whole Restricted Stock Units determined by dividing (a) the product of (i) the dollar amount of the cash dividend paid per Common Share and (ii) the total number of Restricted Stock Units (including dividend equivalents paid thereon) credited to you as of the Record Date, by (b) the Market Value per Share on the Record Date. Any dividend equivalents credited hereunder shall be subject to the same terms and conditions and shall be settled or forfeited in the same manner and at the same time as the Restricted Stock Units to which the dividend equivalents were credited.

5. **Non-Assignability.** The **Incentive Awards** Restricted Stock Units are personal to you and are not transferable by you other than by will or the laws of descent and distribution. Any purported transfer or encumbrance in violation of the provisions of this Section 15 shall be void, and the other party to any such purported transaction shall not obtain any right to or interest in such **Incentive Awards** Restricted Stock Units.

2. 6. **Adjustments.** In the event of any extraordinary cash dividend, stock dividend, stock split, combination of shares, recapitalization or other change in the capital structure of Avient, merger, consolidation, spin-off, split-off, spin-out, split-up, reorganization, partial or complete liquidation or other distribution of assets, issuance of rights or

warrants to purchase securities, or any other corporate transaction or event having an effect similar to any of the foregoing, the Committee shall make or provide for such adjustments in the number of and kind of Common Shares covered by the **SARs and Restricted Stock Units** then held by you, and in other award terms, as the Committee, in its sole discretion, exercised in good faith, determines is equitably required to prevent dilution or enlargement of your rights in connection with such transaction or event. If any such transaction or event occurs or in the event of a Change of Control, the Committee may provide in substitution for outstanding **Incentive Awards Restricted Stock Units** such alternative consideration (including, without limitation, in the form of cash, securities or other property) as it may determine to be equitable in the circumstances and shall require in connection therewith the surrender of the **Incentive Awards Restricted Stock Units** subject to this Agreement. No adjustment provided for in this Section **26** or Section 12 of the Plan will require Avient to issue any fractional shares.

### **3. Responsibility for Taxes.**

- (a) Regardless of any action Avient takes with respect to any or all income tax, social insurance, payroll tax, payment on account or other tax related withholdings ("Tax Related Items"), you acknowledge that the ultimate liability for all Tax Related Items legally due by you is and remains your responsibility and that Avient (i) makes no representations or undertakings regarding the treatment of any Tax Related Items in connection with any aspect of the Incentive Awards, including the grant, vesting or exercise (if applicable) of the Incentive Awards, the subsequent sale of Common Shares acquired pursuant to the exercise of the SARs and the vesting of the Restricted Stock Units, and the receipt of any dividends, and (ii) does not commit to structure the terms of the grant or any aspect of the Incentive Awards to reduce or eliminate your liability for Tax Related Items.
- (b) (i) To the extent that Avient is required to withhold taxes in connection with your exercise of the SARs, Avient will withhold Common Shares with an aggregate Market Value per Share equal to the amount of such taxes from the payment. In no event will you be entitled to acquire a fraction of one Common Share pursuant to this Agreement.
- (ii) To the extent that Avient is required to withhold taxes in connection with the vesting of your Restricted Stock Units, Avient will withhold Common Shares with a value equal to the amount of these taxes from the payment, and such Common Shares will be valued at an amount equal to the fair market value of such Common Shares on the date of payment.
- (iii) To the extent that Avient is required to withhold any federal, state, local or foreign taxes in connection with the payment of the Performance Units in cash, Avient will withhold the amount of these taxes from the payment.

### **4. 7. Miscellaneous.**

- (a) **Construction.** The contents of this Agreement are subject in all respects to the terms and conditions of the Plan as approved by the Board and the shareholders of Avient, which are controlling. The interpretation and construction by the Board and/or the Committee of any provision of the Plan or this Agreement shall be final and conclusive upon you, your estate, executor, administrator, beneficiaries, personal representative and guardian and Avient and its successors and assigns.

2025 RSU Award Agreement (US)

NAI-1541936239v2

- (b) **Leave of Absence.** Any absence or leave approved by a duly constituted officer of Avient or any of its Subsidiaries will not be considered an interruption or termination of your service under this Agreement.
- (c) **Data Privacy.** The grant of the **Incentive Awards Restricted Stock Units** is discretionary and will not be considered to be an employment contract or a part of your terms and conditions of employment or of your salary or compensation. Information about you and your participation in the Plan, including, without limitation, your name, home address, email address and telephone number, date of birth, social insurance number, passport number or other identification number, salary, nationality, job title, any shares of stock or directorships held in Avient, and details of the **Incentive Awards Restricted Stock Units** or other entitlement to shares of stock awarded, cancelled,

purchased, exercised, vested, unvested or outstanding in your favor may be collected, recorded, held, used and disclosed by Avient and any of its Subsidiaries and any non-Avient entities engaged by Avient to provide services in connection with this grant (a "Third Party Administrator"), for any purpose related to the administration of the Plan. You understand that Avient and its Subsidiaries may transfer such information to Third Party Administrators, regardless of whether such Third Party Administrators are located within your country of residence. Please refer to the Avient Global Associate Processing Notice, a copy of which has been provided or otherwise made available to you, for more information about the personal information that Avient collects about you and the purposes for which Avient uses such data. If you are a California resident, such notice is intended to satisfy Avient's requirements under the California Consumer Protection Act.

- (d) **Amendment.** Any amendment to the Plan shall be deemed to be an amendment to this Agreement to the extent that the amendment is applicable hereto. The terms and conditions of this Agreement may not be modified, amended or waived, except by an instrument in writing signed by a duly authorized executive officer at Avient. Notwithstanding the foregoing, no amendment shall adversely affect your rights under this Agreement without your consent.
- (e) **No Modifications to Existing Agreements.** Except as specifically referenced herein, nothing in this Agreement impacts, changes, or otherwise modifies any existing agreements between you and Avient.
- (f) **Clawback.** Notwithstanding anything in this Agreement to the contrary, you acknowledge and agree that (i) this Agreement, the Incentive Awards Restricted Stock Units (and any settlement thereof) and any other performance-based incentive compensation or related amounts held or received by you are subject to any Avient clawback policy applicable to you, under their terms and conditions as may be in effect from time to time, including, without limitation, to implement Section 10D of the Exchange Act and any applicable rules or regulations (including applicable rules and regulations of any national securities exchange or national securities association on which the Common Shares may be traded) (the "Compensation Recovery Policy"), and (ii) that any relevant sections of this Agreement shall be deemed superseded by and subject to the terms and conditions of any such clawback policy from and after the effective date thereof. Further, by accepting the Incentive Awards Restricted Stock Units covered by this Agreement, you (A) consent to be bound by the terms of the Compensation Recovery Policy, as applicable, (B) agree and acknowledge that you are obligated to and will cooperate with, and will provide any and all assistance necessary to, Avient in any effort to recover or recoup any compensation or other amounts subject to clawback or recovery

2025 RSU Award Agreement (US)

NAI-1541936239v2

---

pursuant to the Compensation Recovery Policy and/or applicable laws, rules, regulations, stock

3

---

exchange listing standards or other Avient policy, and (C) agree that Avient may enforce its rights under the Compensation Recovery Policy through any and all reasonable means permitted under applicable law as it deems necessary or desirable under the Compensation Recovery Policy. Such cooperation and assistance shall include (but is not limited to) executing, completing and submitting any documentation necessary, or consenting to action by Avient, to facilitate the recovery or recoupment by Avient from you of any such compensation or other amounts, including from your accounts or from any other compensation, to the extent permissible under Section 409A of the Code.

(g) **Investigations.** Notwithstanding anything to the contrary in this Agreement or in any other agreement, contract or arrangement with Avient or a Subsidiary, or in any policy, procedure or practice of Avient or a Subsidiary (collectively, the contrary, "Arrangements"), (i) nothing in this Agreement the Arrangements or otherwise limits your right to any monetary award offered by a government-administered whistleblower award program for providing information directly to a government agency (including the Securities and Exchange Commission pursuant to Section 21F of the Exchange Act, the Dodd-Frank Wall Street Reform and Consumer Protection Act or The Sarbanes-Oxley Act of 2002), and (ii) nothing in the Arrangements or otherwise prevents you from, providing, without prior notice to Avient, providing information (including documents) to governmental authorities or agencies regarding possible legal violations or otherwise testifying or participating in any investigation or proceeding by any governmental authorities or agencies regarding possible legal violations, and for purposes of clarity you are not prohibited from providing information (including documents) voluntarily to the Securities and Exchange Commission pursuant to Section 21F of the Exchange Act. Avient nonetheless asserts and does not waive its attorney-client privilege over any information appropriately protected by privilege. The terms of this Section 7(g) are referred to as the "Protected Rights," and the terms of this Agreement are subject to the Protected Rights.

5. 8. **Notice.** All notices under this Agreement to Avient must be delivered personally or mailed to Avient Corporation at Avient Center, 33587 Walker Road, Avon Lake, Ohio 44012, Attention: Corporate Secretary. Avient's address may be changed at any time by written notice of such change to you. Also, all notices under this Agreement to you will be delivered personally or mailed to you at your address as shown from time to time in Avient's records.

6. 9. **Compliance with Section 409A of the Code.**

- (a) To the extent applicable, it is intended that this Agreement (including the Schedules attached hereto) and the Plan comply with the provisions of Section 409A of the Code, so that the income inclusion provisions of Section 409A(a)(1) of the Code do not apply to you. This Agreement and the Plan shall be administered in a manner consistent with this intent.
- (b) Reference to Section 409A of the Code will also include any regulations or other formal guidance promulgated with respect to such Section by the U.S. Department of the Treasury or the Internal Revenue Service.

NAI-1541936239v2

2025 RSU Award Agreement (US)

7. 10. **Counterparts.** This Agreement may be executed in separate counterparts, each of which shall be deemed to be an original and both of which taken together shall constitute one and the same agreement.

8. 11. **Severability.** If one or more of the provisions of this Agreement (including the Schedules attached hereto) is invalidated for any reason by a court of competent jurisdiction, any provision so invalidated shall be deemed to be separable from the other provisions hereof, and the remaining provisions hereof shall continue to be valid and fully enforceable.

9. 12. **Governing Law.** This Agreement shall be governed by and construed with the internal substantive laws of the State of Ohio without giving effect to any principle of law that would result in the application of the law of any other jurisdiction.

4

10. 13. **Binding Effect.** This Agreement (including the Schedules attached hereto and the Statement of Performance Goals) and the terms and conditions of the Plan shall bind and inure to the benefit of you, your estate, executor, administrator, beneficiaries, personal representative and guardian and Avient and its successors and assigns.

[SIGNATURE PAGE FOLLOWS]

NAI-1541936239v2

Very Truly Yours,

AVIENT CORPORATION

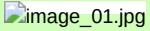
By: \_\_\_\_\_

Kristen Gajewski  
 Senior Vice President, Chief Human Resources Officer

Accepted: Accepted by:

Name: \_\_\_\_\_

(Date)

NAI-1541936239v2  
 2025 RSU Award Agreement (US)SCHEDULE A – SARs 

**THIS AGREEMENT CONSTITUTES PART OF A PROSPECTUS COVERING SECURITIES REGISTERED UNDER THE SECURITIES ACT OF 1933, AS AMENDED. THE COMMON SHARES OF THE COMPANY ARE LISTED ON THE NEW YORK STOCK EXCHANGE.**

#GrantDate#

Attn: #ParticipantName#  
 Avient Corporation

AVIENT CORPORATION INCENTIVE AWARDGrant of Performance Units

Subject to the terms and conditions of the Avient Corporation 2020 Equity and Incentive Compensation Plan, as amended and restated effective May 11, 2023 (the "Plan"), and this letter agreement (this "Agreement"), the Compensation Committee of the Board of Directors (the "Committee") of Avient Corporation ("Avient") has granted to you, as of #GrantDate#, the following award:

#QuantityGranted# performance units (the "Performance Units"), with each such Performance Unit being equal in value to US\$1.00, payment of which depends on Avient's performance as set forth in this Agreement and in your Statement of Performance Goals.

A copy of the Plan is available for your review through the Corporate Secretary's office. Unless otherwise indicated, the capitalized terms used in this Agreement shall have the same meanings as set forth in the Plan.

1. Vesting and Exercise of SARs Performance Units.

(a) Subject to the provisions of the Plan and ~~the this~~ Agreement, (including this Schedule A), the SARs will expire on February [ ], 2034. Subject to Sections 2 and 3 of this Schedule A, vesting of the SARs will occur as follows, provided that you have been in the continuous employ of Avient or a Subsidiary on each such vesting date specified below (each set of performance-based SARs vesting on a specific date shall be called a "Tranche"):

(i) One-third of the SARs shall vest on the later of (A) February [ ], 2025 (the "Tranche I Time-Vesting Hurdle") and (B) the first trading day immediately following the first twenty consecutive trading day period during which the Market Value per Share reaches a minimum of US\$[•] for each trading day after February [ ], 2024, but prior to February [ ], 2034 (the "Tranche I Performance-Vesting Hurdle").

(ii) An additional one-third of the SARs shall vest on the later of (A) February [ ], 2026 (the "Tranche II Time-Vesting Hurdle") and (B) the first trading day immediately following the first twenty consecutive trading day period during which the Market Value per Share reaches a minimum of US\$[•] for each trading day after February [ ], 2024, but prior to February [ ], 2034 (the "Tranche II Performance-Vesting Hurdle").

(iii) The remaining one-third of the SARs shall vest on the later of (A) February [ ], 2027 (the "Tranche III Time-Vesting Hurdle," and together with the Tranche I Time-Vesting Hurdle and the Tranche II Time-Vesting Hurdle, the "Time-Vesting Hurdles") and (B) the first trading day immediately following the first twenty consecutive trading day period during which the Market Value per Share reaches a minimum of US\$[•] for each trading day after February [ ], 2024, but prior to February [ ], 2034 (the "Tranche III Performance-Vesting Hurdle", and together with the Tranche I Performance-Vesting Hurdle and the Tranche II Performance-Vesting Hurdle, the "Performance-Vesting Hurdles").

(b) To exercise any vested SARs, you must follow the exercise procedures established by Avient, which may change periodically. You will be notified of any such changes. Upon exercise, Avient will issue you the number of Common Shares determined under Section 1(c) of this Schedule A.

(c) The number of Common Shares to be issued will be determined by calculating the product of (i) the difference between (A) the Market Value per Share on the date of exercise (the "Transaction Price") and (B) the Base Price (the "Spread"), multiplied by (ii) the number of SARs exercised; provided, however, that if the Transaction Price exceeds US\$[•] (the "SAR Cap"), the Spread for purposes of calculating the number of Common Shares to be issued under this Section 1 of this Schedule A shall be US\$[•]. The result of this calculation will then be divided by the lesser of (I) the Transaction Price and (II) the SAR Cap to determine the number of Common Shares to be issued, rounded down to the nearest whole share. In no event will you be entitled to acquire a fraction of one Common Share pursuant to this Schedule A.

A-1

(d) Unless otherwise determined by the Committee or provided in this Schedule A and so long as it does not violate applicable law, if all or a portion of the SARs have vested, but remain unexercised, on the earliest of (i) the date on which the Market Value per Share reaches the SAR Cap at any time prior to February [ ], 2034, (ii) February [ ], 2034 and (iii) if applicable, the date on which such SARs would terminate in accordance with Section 5 of this Schedule A, any vested SARs will be deemed to have been exercised by you on the earliest of such dates. In such event, Avient will issue you a number of Common Shares in accordance with Section 1(c) of this Schedule A.

(e) The SARs are exercisable during your lifetime only by you or by your guardian or legal representative.

2. Vesting Upon a Change of Control. If a Change of Control occurs during the term of the SARs, the SARs, to the extent not previously fully vested, will become immediately vested in full.

### 3. Retirement, Disability or Death.

(a) If your employment with Avient or a Subsidiary terminates before the expiration of the SARs due to (i) retirement at age 55 or older with at least 10 years of service, (ii) retirement at age 58 or older with at least 5 years of service, (iii) permanent and total disability (as defined under the relevant disability plan or program of Avient or a Subsidiary in which you then participate) or (iv) death, then a pro-rata portion of the number of SARs for which the Performance-Vesting Hurdles have been satisfied on or prior to the date of the termination of your employment, but for which the Time-Vesting Hurdles have not been satisfied on or prior to the date of the termination of your employment (such number, the "Special Vested SARs"), shall vest upon such termination and may be exercised in whole or in part prior to the end of their term, but in no event beyond February [ ], 2034, after which, subject to Section 1(d) of this Schedule A, such Special Vested SARs will terminate. Each pro-rata portion of a Tranche that vests in accordance with this Section 3(a) of this Schedule A shall be determined by calculating the product of (A) the Special Vested SARs for such Tranche, multiplied by (B) a fraction, the numerator of which is the number of days that you were employed by Avient or a Subsidiary during the period commencing on February [ ], 2024 and continuing through the date of your termination pursuant to one of the events described in Section 3(a)(i), (ii), (iii) or (iv) above, and the denominator of which is 366 (for Tranche I Time-Vesting Hurdle), 731 (for Tranche II Time-Vesting Hurdle) and 1,096 (for Tranche III Time-Vesting Hurdle); provided that if the numerator exceeds the denominator for any such Tranche, the applicable fraction shall be one.

(b) All SARs that have become vested under Section 1 of this Schedule A as of the time of the termination of your employment due to retirement, disability or death, but have not been exercised as of the time of the termination of your employment, may be exercised in whole or in part for the remainder of their term, but in no event beyond February [ ], 2034, after which, subject to Section 1(d) of this Schedule A, such SARs will terminate.

### 4. Termination Following Change of Control.

(a) Subject to Section 1(d) of this Schedule A, if your employment with Avient or a Subsidiary terminates within one year following a Change of Control because (i)

A-2

your employment is involuntarily terminated without "Cause" (as defined below), or (ii) you terminate your employment for "Good Reason" (as defined below), notwithstanding anything herein to the contrary, any SARs that have become vested under Sections 1 and 2 of this Schedule A at the time of the termination of your employment without Cause or for Good Reason, but have not been exercised as of the time of the termination of your employment without Cause or for Good Reason, may be exercised in whole or in part at any time and from time to time for the remainder of their term, but in no event beyond February [ ], 2034, after which the SARs will terminate.

(b) For purposes of Section 4(a) above:

(i) If you are a party to a Management Continuity Agreement with Avient or a Subsidiary, "Cause" shall mean "Cause" and "Good Reason" shall mean "Good Reason," each as defined in your Management Continuity Agreement;

(ii) If you are not a party to a Management Continuity Agreement, "Cause" shall mean: (A) the willful and continued failure by you to substantially perform your duties with Avient or a Subsidiary, which failure causes material and demonstrable injury to Avient or a Subsidiary (other than any such failure resulting from your incapacity due to physical or mental illness), after a demand for substantial performance is delivered to you by Avient or a Subsidiary which specifically identifies the manner in which you have not substantially performed your duties, and after you have been given a period (hereinafter known as the "Cure Period") of at least thirty (30) days to correct your performance, or (B) the willful engaging by you in other gross misconduct materially and demonstrably injurious to Avient or a Subsidiary. For purposes of this Section 4(b)(ii) of this Schedule A, no act, or failure to act, on your part shall be considered "willful" unless conclusively demonstrated to have been done, or omitted to be done, by you not in good faith and without reasonable belief that your action or omission was in the best interests of Avient or a Subsidiary; and

(iii) If you are not a party to a Management Continuity Agreement, "Good Reason" shall mean, without your express written consent: (A) your permanent assignment to a new work location that would either increase your routine one-way commute by fifty (50) or more miles, measured by the shortest commonly traveled routes between your then-current residence and new reporting or work

location, or make your routine one-way commute sixty (60) or more miles, or (B) a reduction in your base salary, target annual incentive amount or employer-provided benefits, if immediately after the reduction the aggregate total of your base salary, target annual incentive amount and value of employer-provided benefits is less than eighty percent (80%) of the aggregate total of your salary, target annual incentive amount and the value of employer-provided benefits immediately prior to the Change of Control.

5. **Other Termination.** If your employment with Avient or a Subsidiary terminates before the expiration of the SARs for any reason other than as set forth in Sections 3 or 4 above, any SARs that have become vested under Section 1 of this Schedule A at the time of the termination of your employment, but have not been exercised as of the time of the termination of your employment, may be exercised at any time within ninety (90) days

A-3

---

of your termination of employment, but in no event beyond February [ ], 2034, after which the SARs will terminate. All unvested SARs shall be forfeited.

A-4

#### **SCHEDULE B – Restricted Stock Units**

1. **Vesting of Restricted Stock Units.**

- (a) Subject to the provisions of the Plan and the Agreement (including this Schedule B) and provided that you have been in the continuous employ of Avient or a Subsidiary from February [ ], 2024 until February [ ], 2027 (the "Restriction Period"), the Restricted Stock Units shall vest in full on February [ ], 2027 (the "Vesting Date").
- (b) Notwithstanding the provisions of Section 1(a) of this Schedule B, (i) all of the Restricted Stock Units shall immediately vest if a Change of Control occurs, and (ii) a pro-rata portion of the Restricted Stock Units shall immediately vest if your employment terminates prior to February [ ], 2027 due to (A) your retirement at age 55 or older with at least 10 years of service, (B) your retirement at age 58 or older with at least 5 years of service, (C) your permanent and total disability (as defined under the relevant disability plan or program of Avient or a Subsidiary in which you then participate, or if there is no such plan or program, such condition provided in any applicable governmental statute or regulation that constitutes a disability), or (D) your death. The proration will be based on the portion of the Restriction Period during which you were employed (including your date of termination) by Avient or a Subsidiary. The remaining portion of the Restricted Stock Units will be forfeited.
- (c) Notwithstanding the provisions of Sections 1(a) and 1(b) of this Schedule B and to the extent permitted by applicable law, a number of Restricted Stock Units may vest and become payable prior to the Vesting Date or other vesting event described in Section 1(b) of this Schedule B in an amount that is sufficient to cover any employment tax that becomes payable by you with respect to the Restricted Stock Units prior to the Vesting Date or other vesting event, as applicable.

2. **Other Termination.** If your employment with Avient or a Subsidiary terminates before the Vesting Date for any reason other than as set forth in Section 1(b)(ii) of this Schedule B and before a Change of Control occurs, the Restricted Stock Units will be forfeited.

3. **Payment of Restricted Stock Units.**

(a) The Restricted Stock Units that vest pursuant to Section 1 of this Schedule B will be paid in Common Shares transferred to you within 30 business days following the Vesting Date; provided, however, that, subject to Section 3(b) of this Schedule B, (i) in the event a Change of Control occurs prior to the Vesting Date or (ii) in the event your employment terminates on account of the reasons set forth in Section 1(b)(ii) of this Schedule B prior to the Vesting Date, the Restricted Stock Units will be paid within 30 business days following such Change of Control or the date of the termination of your employment, whichever applies.

(b) If the event triggering the right to payment under Section 3(a) of this Schedule B does not constitute a permitted distribution event under Section 409A(a)(2) of the Code, then notwithstanding anything herein to the contrary, the payment of Common Shares will be made to you, to the extent necessary to comply with Section 409A of the Code, on the earliest of (i) your "separation from service" with Avient or a Subsidiary (determined in accordance with Section 409A of the Code) that occurs after the event giving rise to payment; (ii) the Vesting Date; or

B-1

---

(iii) your death. In addition, for the avoidance of doubt, Section 18(c) of the Plan applies to any payment of Common Shares made pursuant to this Schedule B.

4. Dividend, Voting and Other Rights. You shall have no rights of ownership in the Restricted Stock Units or the Common Shares underlying the Restricted Stock Units and you shall have no right to vote the underlying Common Shares until the date on which any Common Shares are transferred to you pursuant to Section 3 of this Schedule B. While the Restricted Stock Units are still outstanding, on the record date for each cash dividend, if any, that Avient pays to holders of Common Shares generally (the "Record Date"), you shall be entitled to a number of additional whole Restricted Stock Units determined by dividing (a) the product of (i) the dollar amount of the cash dividend paid per Common Share and (ii) the total number of Restricted Stock Units (including dividend equivalents paid thereon) previously credited to you as of the Record Date, by (b) the Market Value per Share on the Record Date. Any dividend equivalents credited hereunder shall be subject to the same terms and conditions and shall be settled or forfeited in the same manner and at the same time as the Restricted Stock Units to which the dividend equivalents were credited.

B-2

---

### SCHEDULE C – Performance Units

#### 1. Performance Units.

(a) Subject to the provisions of the Plan and the Agreement (including this Schedule C), your right to receive all or any portion of the Performance Units will be contingent upon the achievement of certain management objectives (the "Management Objectives"), as set forth in your Statement of Performance Goals. The achievement of the Management Objectives will be measured with respect to four performance periods (each, the period beginning on January 1, 2025 and ending on December 31, 2027 (the "Performance Period") as set forth in the table below and 25% of the Performance Units may be earned with respect to each Performance Period in accordance with the terms below.)

2025 PU Award Agreement (US)

Allocation of Performance Units	
Performance Period	
Performance Period #1: January 1, 2024 to December 31, 2024 (b) The Management Objectives for each Performance Period #1 will be earned based solely on achievement of performance goals relating to Avient's Adjusted Earnings per Share ("Adjusted EPS"), as defined in your Statement of Performance Goals, and the remaining thirty-three percent (33%) of the Performance Units (the "rTSR Performance Units") will be earned based solely on achievement of performance goals relating to Avient's Relative Total Shareholder Return ("rTSR"), as defined in your Statement of Performance Goals.	25% Sixty-seven percent (67%) of the Performance Period Units (the "EPS Performance Units") will be earned based solely on achievement of performance goals relating to Avient's Adjusted Earnings per Share ("Adjusted EPS"), as defined in your Statement of Performance Goals, and the remaining thirty-three percent (33%) of the Performance Units (the "rTSR Performance Units") will be earned based solely on achievement of performance goals relating to Avient's Relative Total Shareholder Return ("rTSR"), as defined in your Statement of Performance Goals.
Performance Period #3: 2. Earning of Performance Units. January 1, 2026 to December 31, 2026 (a) Twenty-five percent (25%) of the Performance Periods defined in Section 1(a) of this Schedule C and shall be earned as follows:	25% EPS Performance Units. The EPS Performance Units may be earned with respect to each of the four Performance Periods defined in Section 1(a) of this Schedule C and shall be earned as follows:
January 1, 2024 to December 31, 2026 C-1	25% N/A- 1541894009v6

- (i) **Threshold.** If, upon the conclusion of a the Performance Period, Adjusted EPS equals the threshold level, as set forth in the EPS Performance Matrix contained included in your Statement of Performance Goals, then 50% of the EPS Performance Units allocated to such Performance Period shall become earned.
- (ii) **Target.** If, upon the conclusion of a the Performance Period, Adjusted EPS equals the target level, as set forth in the EPS Performance Matrix contained included in your Statement of Performance Goals, then 100% of the EPS Performance Units allocated to such Performance Period shall become earned.
- (iii) **Equals or Exceeds Maximum.** If, upon the conclusion of a the Performance Period, Adjusted EPS equals or exceeds the maximum level, as set forth in the EPS Performance Matrix contained included in your Statement of Performance Goals, then 200% of the EPS Performance Units allocated to such Performance Period shall become earned.
- (iv) **Between Threshold and Target or Target and Maximum.** If, upon the conclusion of a the Performance Period, Adjusted EPS is greater than the threshold level, but less than the target level, or greater than the target level, but less than the maximum level, as set forth in the EPS Performance Matrix contained included in your Statement of Performance Goals, then a proportionate percentage of the EPS Performance Units allocated to such Performance Period shall become earned, as determined by mathematical interpolation and rounded up to the nearest whole unit.

(b)(v) **Below Threshold.** In no event shall any EPS Performance Units allocated to a Performance Period become earned if actual performance for such the Performance Period falls below the threshold level for Adjusted EPS or if the Committee does not certify that the Management Objectives have been satisfied with respect to the EPS Performance Units for such the Performance Period.

(b) **rTSR Performance Units.** The rTSR Performance Units may be earned as follows:

- (i) **Threshold.** If, upon the conclusion of the Performance Period, rTSR equals the threshold level, as set forth in the rTSR Performance Matrix included in your Statement of Performance Goals, then 50% of the rTSR Performance Units shall become earned.
- (ii) **Target.** If, upon the conclusion of the Performance Period, rTSR equals the target level, as set forth in the rTSR Performance Matrix included in

your Statement of Performance Goals, then 100% of the rTSR Performance Units shall become earned.

- (iii) **Equals or Exceeds Maximum.** If, upon the conclusion of the Performance Period, rTSR equals or exceeds the maximum level, as set forth in the rTSR Performance Matrix included in your Statement of Performance Goals, then 200% of the rTSR Performance Units shall become earned.
- (iv) **Between Threshold and Target or Target and Maximum.** If, upon the conclusion of the Performance Period, rTSR is greater than the threshold level, but less than the target level, or greater than the target level, but less than the maximum level, as set forth in the rTSR Performance Matrix included in your Statement of Performance Goals, then a proportionate percentage of the rTSR Performance Units shall become earned, as determined by mathematical interpolation and rounded up to the nearest whole unit.
- (v) **Below Threshold.** In no event shall any rTSR Performance Units become earned if actual performance for the Performance Period falls below the threshold level for rTSR or if the Committee does not certify that the Management Objectives have been satisfied with respect to the rTSR Performance Units for the Performance Period.

- (c) If the Committee determines that a change in the business, operations, corporate structure or capital structure of Avient, the manner in which it conducts business or other events or circumstances render the Management Objectives to be unsuitable, the Committee may modify such Management Objectives or the related levels of achievement, in whole or in part, as the Committee deems appropriate.
- (d) Subject to the provisions of Sections 3 and 4 of this **Schedule C, Agreement**, your right to receive any Performance Units is contingent upon your remaining in the continuous employ of Avient or a Subsidiary through the payment date, which shall be a date in **2027** **2028** determined by the Committee (or its authorized delegatee) and shall occur no later than **March 15, 2027** **March 15, 2028** (the "Payment Date").
- (e) Notwithstanding the provisions of Section 4 of this **Schedule C, Agreement** and to the extent permitted by applicable law, a number of Performance Units may become non-forfeitable and payable prior to the Payment Date in an amount that is sufficient to cover any employment tax that becomes payable by you with respect to the Performance Units prior to the Payment Date.

3. **Change of Control.** Subject to Section 6,

C-2

- (a) if a Change of Control occurs prior to the end of the Performance Period, #4, Avient shall pay to you the total number of Performance Units granted under this Agreement (without regard to Section 2 of this Agreement) as soon as administratively practicable after, but in all events no later than 30 days following, the Change of Control, the sum of:
  - (i) the actual number of Performance Units earned with respect to all Performance Periods completed as of the date of the consummation of the Change of Control pursuant to Section 2(a) of this **Control, Schedule C**; and
  - (ii) the number of Performance Units granted for which the Performance Period(s) have not been completed as of the date of the consummation of the Change of Control.
- (b) if a Change of Control occurs after the end of the Performance Period, #4, but on or prior to the Payment Date, Avient shall pay to you the actual number of Performance Units earned pursuant to Section 2 of this **Schedule C, Agreement** as soon as

administratively practicable after, but in all events no later than 30 days following, the Change of Control.

4. Retirement, Disability or Death. Subject to Section 6 of this Schedule C, Agreement, if your employment with Avient or a Subsidiary terminates prior to the Payment Date due to (a) retirement at age 55 or older with at least 10 years of service, (b) retirement at age 58 or older with at least 5 years of service, (c) permanent and total disability (as defined under the relevant disability plan or program of Avient or a Subsidiary in which you then participate) or (d) death, Avient shall pay to you or your executor or administrator, as the case may be, on the Payment Date, the sum of:

(i) the actual number of Performance Units earned as of the Payment Date pursuant to Section 2 of this Schedule C with respect to each Performance Period for the entirety of which you were employed by Avient or a Subsidiary; and

(ii) the product of (A) (i) the actual number of Performance Units you would have earned as of the Payment Date pursuant to Section 2 of this Schedule C Agreement with respect to each the Performance Period had you remained in the continuous employ of Avient or a Subsidiary for the entirety of such the Performance Periods, Period, multiplied by (B) (ii) a fraction, the numerator of which is the number of days during each the Performance Period commencing on the first day of such the Performance Period and extending through the date of your termination pursuant to one of the events described in Section 4(a) clause (a), (b), (c) or (d) above, and the denominator of which is 366 (for Performance Period #1), 365 (for Performance Period #2), 365 (for Performance Period #3), and 1,096 (for Performance Period #4). 1,095.

5. Other Termination. If your employment with Avient or a Subsidiary terminates before the Payment Date for any reason other than as set forth in Section 4 above and before a Change of Control, the Performance Units will be forfeited.

6. Payment of Performance Units.

(a) Payment of any Performance Units that become earned as set forth herein will be made in the form of cash. The amount of the cash payment to be made shall be determined by multiplying (i) the number of Performance Units earned pursuant

C-3

to Sections Section 2, 3 or 4 above by (ii) US\$1.00. Except as provided in Section 3 of this Schedule C, Agreement, payment will be made no later than the next regularly scheduled payroll date immediately following the Payment Date. If Avient determines that it is required to withhold any federal, state, local or foreign taxes from any payment, Avient will withhold the amount of these taxes from the payment.

(b) If the event triggering the right to payment under Section 3 above does not constitute a permitted distribution event under Section 409A(a)(2)(v) of the Code, then notwithstanding anything herein to the contrary, the cash payment will be made to you, to the extent necessary to comply with Section 409A of the Code, on the Payment Date.

7. Non-Assignability. The Performance Units are personal to you and are not transferable by you other than by will or the laws of descent and distribution. Any purported transfer or encumbrance in violation of the provisions of this Section 7 shall be void, and the other party to any such purported transaction shall not obtain any right to or interest in such Performance Units.

8. Miscellaneous.

(a) Construction. The contents of this Agreement are subject in all respects to the terms and conditions of the Plan as approved by the Board and the shareholders of Avient, which are controlling. The interpretation and construction by the Board and/or the Committee of

any provision of the Plan or this Agreement shall be final and conclusive upon you, your estate, executor, administrator, beneficiaries, personal representative and guardian and Avient and its successors and assigns.

C-4

5

2025 PU Award Agreement (US)

NAI-1541894009v6

(b) Leave of Absence. Any absence or leave approved by a duly constituted officer of Avient or any of its Subsidiaries will not be considered an interruption or termination of your service under this Agreement.

(c) Data Privacy. The grant of the Performance Units is discretionary and will not be considered to be an employment contract or a part of your terms and conditions of employment or of your salary or compensation. Information about you and your participation in the Plan, including, without limitation, your name, home address, email address and telephone number, date of birth, social insurance number, passport number or other identification number, salary, nationality, job title, any shares of stock or directorships held in Avient, and details of the Performance Units or other entitlement to shares of stock awarded, cancelled, purchased, exercised, vested, unvested or outstanding in your favor may be collected, recorded, held, used and disclosed by Avient and any of its Subsidiaries and any non-Avient entities engaged by Avient to provide services in connection with this grant (a "Third Party Administrator"), for any purpose related to the administration of the Plan. You understand that Avient and its Subsidiaries may transfer such information to Third Party Administrators, regardless of whether such Third Party Administrators are located within your country of residence. Please refer to the Avient Global Associate Processing Notice, a copy of which has been provided or otherwise made available to you, for more information about the personal information that Avient collects about you and the purposes for which Avient uses such data. If you are a California resident, such notice is intended to satisfy Avient's requirements under the California Consumer Protection Act.

(d) Amendment. Any amendment to the Plan shall be deemed to be an amendment to this Agreement to the extent that the amendment is applicable hereto. The terms and conditions of this Agreement may not be modified, amended or waived, except by an instrument in writing signed by a duly authorized executive officer at Avient. Notwithstanding the foregoing, no amendment shall adversely affect your rights under this Agreement without your consent.

(e) No Modifications to Existing Agreements. Except as specifically referenced herein, nothing in this Agreement impacts, changes, or otherwise modifies any existing agreements between you and Avient.

(f) Clawback. Notwithstanding anything in this Agreement to the contrary, you acknowledge and agree that (i) this Agreement, the Performance Units (and any settlement thereof) and any other performance-based incentive compensation or related amounts held or received by you are subject to any Avient clawback policy applicable to you, under their terms and conditions as may be in effect from time to time, including, without limitation, to implement Section 10D of the Exchange Act and any applicable rules or regulations (including applicable rules and regulations of any national securities exchange or national securities association on which the Common Shares may be traded) (the "Compensation Recovery Policy"), and (ii) that any relevant sections of this Agreement shall be deemed superseded by and subject to the terms and conditions of any such clawback policy from and after the effective date thereof. Further, by accepting the Performance Units covered by this Agreement, you (A) consent to be bound by the terms of the Compensation Recovery Policy, as applicable, (B) agree and acknowledge that you are obligated to and will cooperate with, and will provide any and all assistance necessary to, Avient in any effort to recover or recoup any

6

2025 PU Award Agreement (US)

NAI-1541894009v6

compensation or other amounts subject to clawback or recovery pursuant to the Compensation Recovery Policy and/or applicable laws, rules, regulations, stock exchange listing standards or other Avient policy, and (C) agree that Avient may enforce its rights under the Compensation Recovery Policy through any and all reasonable means permitted under applicable law as it deems necessary or desirable under the Compensation Recovery Policy. Such cooperation and assistance shall include (but is not limited to) executing, completing and submitting any documentation necessary, or consenting to action by Avient, to facilitate the recovery or recoupment by Avient from you of any such compensation or other amounts, including from your accounts or from any other compensation, to the extent permissible under Section 409A of the Code.

(g) **Investigations.** Notwithstanding anything to the contrary in this Agreement or in any other agreement, contract or arrangement with Avient or a Subsidiary, or in any policy, procedure or practice of Avient or a Subsidiary (collectively, the "Arrangements"), (i) nothing in the Arrangements or otherwise limits your right to any monetary award offered by a government-administered whistleblower award program for providing information directly to a government agency (including the Securities and Exchange Commission pursuant to Section 21F of the Exchange Act, the Dodd-Frank Wall Street Reform and Consumer Protection Act or The Sarbanes-Oxley Act of 2002), and (ii) nothing in the Arrangements or otherwise prevents you from, without prior notice to Avient, providing information (including documents) to governmental authorities or agencies regarding possible legal violations or otherwise testifying or participating in any investigation or proceeding by any governmental authorities or agencies regarding possible legal violations, and for purposes of clarity you are not prohibited from providing information (including documents) voluntarily to the Securities and Exchange Commission pursuant to Section 21F of the Exchange Act. Avient nonetheless asserts and does not waive its attorney-client privilege over any information appropriately protected by privilege. The terms of this Section 8(g) are referred to as the "Protected Rights," and the terms of this Agreement are subject to the Protected Rights.

9. **Notice.** All notices under this Agreement to Avient must be delivered personally or mailed to Avient Corporation at Avient Center, 33587 Walker Road, Avon Lake, Ohio 44012, Attention: Corporate Secretary. Avient's address may be changed at any time by written notice of such change to you. Also, all notices under this Agreement to you will be delivered personally or mailed to you at your address as shown from time to time in Avient's records.

10. **Compliance with Section 409A of the Code.**

(a) To the extent applicable, it is intended that this Agreement, your Statement of Performance Goals, and the Plan comply with the provisions of Section 409A of the Code, so that the income inclusion provisions of Section 409A(a)(1) of the Code do not apply to you. This Agreement and the Plan shall be administered in a manner consistent with this intent.

(b) Reference to Section 409A of the Code will also include any regulations or other formal guidance promulgated with respect to such Section by the U.S. Department of the Treasury or the Internal Revenue Service.

11. **Counterparts.** This Agreement may be executed in separate counterparts, each of which shall be deemed to be an original and both of which taken together shall constitute one and the same agreement.
12. **Severability.** If one or more of the provisions of this Agreement (including the Statement of Performance Goals) is invalidated for any reason by a court of competent jurisdiction, any provision so invalidated shall be deemed to be separable from the other provisions hereof, and the remaining provisions hereof shall continue to be valid and fully enforceable.
13. **Governing Law.** This Agreement shall be governed by and construed with the internal substantive laws of the State of Ohio without giving effect to any principle of law that would result in the application of the law of any other jurisdiction.
14. **Binding Effect.** This Agreement (including the Statement of Performance Goals) and the terms and conditions of the Plan shall bind and inure to the benefit of you, your estate, executor, administrator, beneficiaries, personal representative and guardian and Avient and its successors and assigns.

AVIENT CORPORATION

2024

By: \_\_\_\_\_

Kristen Gajewski

Senior Vice President, Chief Human Resources Officer

Accepted by:

\_\_\_\_\_  
Name: \_\_\_\_\_  
Date: \_\_\_\_\_

AVIENT CORPORATION  
2025 Grant of Performance Units  
Statement of Performance Goals

1. **Definition Definitions.** For purposes of the grant of the Performance Units, "Adjusted Units:

(a) "Adjusted Earnings per Share" shall mean: Net income, excluding special items and intangible asset amortization, divided by the weighted average of diluted shares. Special items are defined in the Company's earnings releases, but include items such as gains or losses related to:

- Strategic or financial restructuring costs including: consolidation of operations; employee separation costs resulting from personnel reduction programs, plant closure and phase-out costs; executive separation agreements; asset impairments; debt extinguishment costs;
- Costs incurred directly in relation to acquisitions or divestitures;
- Environmental remediation costs, fines or penalties or liabilities for facilities no longer owned, discontinued or closed in prior years;
- Gains and losses on the divestiture of operating businesses, joint ventures and equity investments; gains and losses on facility or property sales or disposals;
- Tax valuation allowance adjustments;
- Results of litigation, fines or penalties, where such litigation (or action relating to the fines or penalties) arose prior to the commencement of the performance period;

The effect of changes in tax law, accounting principles or other such laws or provisions affecting reported results or the effect of adverse determinations by regulatory agencies relating to accounting principles or treatment;

- Mark-to-market adjustments associated with actuarial gains and losses on pension and other postretirement benefit plans;
- Unrealized gains/losses on foreign exchange option contracts; and
- Special Items related to changes in portfolio as set forth below:
- Divestitures:
  - In the event of the divestiture of a business unit during the performance period, the performance measures (threshold, target and maximum) will be adjusted to remove the net prospective loss of income and the related impact on earnings per share that such business unit was expected to have (as presented to the Board of Directors and applicable at the beginning of the performance period) during the portion of the performance period after the divestiture.
- Acquisitions:
  - In the event of an acquisition during the performance period, the performance measures (threshold, target and maximum) will be adjusted to include **pro forma** figures for the acquired assets for the remainder of the performance period.
  - **Pro forma**, as referenced in the prior bullet, means the acquisition target's prior year results corresponding to remaining time left in the performance period, adjusted for purchase accounting and acquisition financing, if any.
  - By adjusting the remainder of the performance period with **pro forma** figures, management will be accountable for delivering synergies and will therefore participate in upside or downside there from.

## 2. Performance Matrix

---

2025 PU Award Agreement (US)

---

NAI-154189400

(b) "Peer Group" shall mean the following entities, subject to the provisions in Section 2 below:

- Ashland Global Holdings Inc.
- Avery Dennison Corporation
- Cabot Corporation
- Celanese Corporation
- The Chemours Company
- Eastman Chemical Company
- FMC Corporation
- H.B. Fuller Company
- Hexcel Corporation
- Quaker Chemical Corporation
- RPM International Inc.
- The Scotts Miracle-Gro Company
- Sensient Technologies Corporation
- Stepan Company
- Trinseo S.A.

(c) "Relative Total Shareholder Return" or "rTSR" shall mean the percentile rank of Avient's Total Shareholder Return with respect to the Performance Period as compared to (but not included in) the Total Shareholder Returns for all members of the Peer Group, ranked in descending order, at the end of the Performance Period.

(d) "Total Shareholder Return" shall mean, with respect to the Common Shares and the shares of common stock of each of the members of the Peer Group, a rate of return reflecting stock price appreciation, plus the reinvestment of dividends in additional shares of stock, from the beginning of the Performance Period through the end of the Performance Period. In general, Total Shareholder Return shall be determined for each of Avient and each Peer Group entity as a percentage (rounded to the nearest two decimal places) based on the quotient of (i) the sum of (A) the difference between the Ending Average (as defined below) and the Beginning Average (as defined below) plus (B) dividends, divided by (ii) the Beginning Average. For purposes of calculating Total Shareholder Return for Avient and the members of the Peer Group, the beginning stock price will be based on the average closing price for the 20 trading days preceding the first day of the Performance Period on the principal stock exchange on which the stock is then traded (the "Beginning Average"), and the ending stock price will be based on the average closing price for the 20 trading days preceding and including the last day of the Performance Period (the "Ending Average").

**2. Peer Group Adjustments.** The following adjustments will be made to the Peer Group during the Performance Period:

(a) If any member of the Peer Group (i) files for bankruptcy, reorganization, or liquidation under any chapter of the U.S. Bankruptcy Code or similar non-U.S. law (collectively, "bankruptcy"), (ii) is the subject of an involuntary bankruptcy proceeding that is not dismissed within 30 days, (iii) is the subject of a stockholder-approved plan of liquidation or dissolution or makes a general assignment for the benefit of creditors, or (iv) ceases to conduct substantial business operations (provided that, for the avoidance of doubt, (A) the acquisition of a member of the Peer Group by another person or group of related persons by itself does not result in the company being treated as ceasing to conduct substantial business operations, (B) any acquisition by an unaffiliated person or group of

related persons shall be subject to Section 2(b) below, and (C) treatment under this Section 2(a) shall not be affected by any subsequent reorganization, recapitalization or other restructuring pursuant to which the entity emerges from bankruptcy or otherwise continues or re-commences operations), then such entity will remain in the Peer Group, but Relative Total Shareholder Return for the Performance Period will be calculated as if such entity achieved Total Shareholder Return, placing it at the bottom (chronologically, if more than one such entity) of the Peer Group;

(b) If, by the end of the Performance Period, any member of the Peer Group has been acquired by an unaffiliated person or group of persons or is otherwise no longer existing as a publicly-traded company (other than for the reasons as described in Section 2(a) above), then such entity will be removed from the Peer Group; and

(c) Subject to Sections 2(a) and 2(b) above, if a member of the Peer Group undergoes an internal reorganization (e.g., inversion or establishment of a holding company structure) whereby the business and operations of the company (and its subsidiaries) constitute all the business and operations of the successor entity (and its subsidiaries) and the original member ceases to be publicly traded and such successor entity is publicly traded, such successor entity shall take the place of the original entity in the Peer Group.

3. EPS Performance Matrix.

EPS Performance Units - Adjusted EPS Goals (in US\$) for the Performance Period (January 1, 2025 to December 31, 2027)		
Threshold (50% Payout)	Target (100% Payout)	Maximum (200% Payout)
\$8.43	\$9.62	\$10.84

4. rTSR Performance Matrix.

2024 – 2026 rTSR Performance Units – Adjusted EPS rTSR Goals (in US\$)				
for the Performance Period	Percent of Opportunity	Threshold (50% Payout)	Target (100% Payout)	Maximum (200% Payout)
Performance Period #1:  January 1, 2024 to December 31, 2024	25%	\$[ ]	\$[ ]	\$[ ]
Performance Period #2:  January 1, 2025 to December 31, 2025 (December 31, 2027)	25%	\$[ ]	\$[ ]	\$[ ]
Performance Period #3:  January 1, 2026 to December 31, 2026 Level	25% rTSR	\$[ ]	\$[ ]	\$[ ] Performance Units Earned
Performance Period #4:  January 1, 2024 to December 31, 2026 Below Threshold	25% Below 25th Percentile	\$[ ] 0%		
Threshold	\$[ ] 25th Percentile	\$[ ] 50%		
Target	50th Percentile	100%		
Maximum	75th Percentile or Greater	200%		

2025 PU Award Agreement (US)

NAI-1541894009v6



Exhibit 19.1

AVIENT CORPORATION

Securities Trading Policy

**1. General Policy:** The Board of Directors of Avient Corporation (the "Company") has determined, consistent with the Company's Code of Conduct, that it is the Company's policy to comply with all applicable federal and state securities laws, including those relating to buying or selling securities of the Company. In the course of conducting the Company's business, employees or representatives of the Company or any of its affiliates may become aware of material, non-public information regarding the Company, its subsidiaries and divisions, or other companies with which we do business (this so-called "Inside Information" is defined in Section 3 below). Employees or agents of the Company or any of its affiliates and members of their immediate families may not buy or sell Company securities, or securities of any other publicly-held company, while in possession of Inside Information, even if the decision to buy or sell is not based upon the Inside Information.

In addition, entities such as trusts, foundations, partnerships, estates or other groups over which an employee has control may not buy or sell Company securities while the employee is in possession of such Inside Information. If you have Inside Information, you may not disclose that information to others, even to family members or other employees, except for employees whose job responsibilities require the information.

This policy will continue to apply to any employee or agent whose relationship with the Company terminates as long as the individual possesses Inside Information.

**2. Procedures for Covered Employees:** The general policy stated above applies to all employees. In order to ensure compliance with the policy, the Board of Directors of the Company has adopted the following additional procedures, which apply to (a) directors, officers and certain employees and representatives of the Company and of its affiliates, as specified in Annex A ("Covered Employees"), and (b) members of their immediate families, partnerships in which Covered Employees are a general partner; corporations in which Covered Employees, either singly or together with other Related Persons (as defined below), own a controlling interest; trusts of which Covered Employees are a trustee, settlor or beneficiary; estates of which Covered Employees are an executor or beneficiary; or any other group or entity where Covered Employees have or share with others the power to decide whether to buy Company securities (collectively, "Related Persons"). The Company has determined that these Covered Employees are likely to have access to Inside Information by virtue of their position with the Company. These procedures apply regardless of the dollar amount of the trade or the source of the Inside Information. Any questions regarding the applicability of this policy to a specific situation should be referred to the General Counsel.

**3. Definitions:**

**Inside Information.** Inside Information means information that is both material and non-public. Inside Information may include, but is not limited to, matters regarding a company's business or financial condition, its strategic plans (including acquisitions or

1

---

the sale of significant assets) or other important events that could affect the market price of the company's securities. See Annex C for examples of information that may be considered Inside Information. For purposes of this policy, Inside Information includes any material, non-public information about the Company. It also includes material, non-public information about other publicly-held companies which is obtained in the course of employment or other involvement with the Company's business.

**Material.** In general, information is "material" if there is a substantial likelihood that a reasonable investor would consider it important in making a decision to purchase, sell or hold the securities of the company in question; would significantly affect the total mix of information available to the public; or would likely affect the market price of a company's securities. If you learn of information about the Company or other companies that might be important to an investor, the information is probably material.

**Non-Public.** Non-public information is company-related information that has not been released through an official news release or other official announcement. Information does not become "public" information merely because it is the subject of rumors or unofficial statements. Information should not be regarded as "public" until at least 24 hours after it has been published by a national news medium or has otherwise become available through an official news release or official announcement.

**4. Summary of Federal Securities Law Requirements:** The federal securities laws impose criminal and civil penalties on persons and corporations that (a) buy or sell a company's stock or other securities while in possession of Inside Information (note that this prohibition applies regardless of how you obtain the information and whether or not you consider the Inside Information when deciding to buy or sell the security); or (b) disclose Inside Information to another person who then trades in securities.

In addition, penalties can be imposed on a company that, through its managers or supervisors:

- (i) knew or recklessly disregarded the fact that an employee or other person associated with the company was likely to engage in insider trading violations; and
- (ii) failed to take appropriate actions to prevent or detect the violation.

**5. Speculative Trading and Chat Rooms Prohibited:** Consistent with the Company's philosophy to encourage long-term investments by employees, Covered Employees and their Related Persons are prohibited from engaging in any speculative transactions involving Company securities, including: (a) buying or selling options, warrants, puts or calls or similar instruments; (b) short sales, or (c) margin purchases of Company securities. Covered Employees are also prohibited from participating in online message boards, chat rooms and discussion involving the Company, its business or its securities.

6. **Company Announcements:** Announcements concerning the Company, its business or financial condition will only be made by authorized personnel after specific prior approval from the Investor Relations Department, in consultation with the General Counsel. All such announcements will be made in accordance with procedures

2

---

established for the dissemination of Company information by the Investor Relations Department, who will ensure that significant announcements concerning the Company are simultaneously disclosed to the investing public.

7. **Unauthorized Disclosure:** All employees must maintain the confidentiality of Company information for competitive, security and other business reasons, as well as to comply with securities laws. All information you learn about the Company or its business plans is potentially nonpublic information until we publicly disclose it. You should treat this information as confidential and proprietary to the Company. You may not disclose it to others, such as family members, other relatives, or business or social acquaintances.

Also, legal rules govern the timing and nature of our disclosure of material information to outsiders or the public. Violation of these rules could result in substantial liability for you, the Company and its management. For this reason, we permit only specifically designated representatives of the Company to discuss the Company with the news media, securities analysts and investors. If you receive inquiries of this nature you should refer them to the Investor Relations Department.

8. **Pre-Trading Clearance:** Except in accordance with Section 12, the following procedure will be followed to ensure compliance with this policy. Before a Covered Employee or his or her Related Person engages in any transaction involving Company securities, or the securities of any other company that the Covered Employee knows about by virtue of his or her employment at the Company, a Covered Employee must first obtain approval for the proposed transaction from the Chief Financial Officer and General Counsel, or their designees. The request for approval should be submitted two business days in advance of the proposed transaction, if possible. The pre-trading clearance requirement may be initiated by submitting a request through PeopleLink or, if necessary, through email as described in Annex B. The Company may find it necessary, from time to time, to require compliance with the pre-clearance process from employees or agents other than and in addition to the Covered Employees.

9. **“Blackout” Periods:** The Company's announcement of its quarterly financial results almost always has the potential to have a material effect on the market for the Company's securities. Therefore, to avoid any appearance of impropriety, the Company has established four “blackout periods” annually during which Covered Employees and their Related Persons will not be permitted to trade in Company securities and Covered Employees should anticipate that no trade in the Company's securities during such blackout periods will be pre-cleared. Covered Employees and their Related Persons may not trade in Company securities during the period beginning on the last day of each quarter and ending after the first full business day following the official, public release of quarterly and year-end financial results, as applicable. Even at times other than during the blackout periods described above, a Covered Employee and his or her Related Persons may not initiate a trade in Company securities if such Covered Employee is aware of Inside Information.

10. **Trading Bans:** From time to time, the Company, through the General Counsel, may prohibit trading during a time other than during a blackout period in light of developments that could involve material nonpublic information. In these situations, the General Counsel will notify particular individuals that they should not engage in trading of Company securities (except as permitted under Section 12) and should not disclose to others the fact that trading has been prohibited. If the relationship of an individual with the Company should terminate while such a notice is in effect, the prohibition will

3

continue to apply until the General Counsel gives notice that the ban on trading has been lifted.

11. **Special Circumstances:** The existence of a personal financial emergency does not excuse anyone from compliance with this policy. The Company may permit exceptions to this policy for individuals only upon prior authorization by any two of the following three officers of the Company: Chief Executive Officer, Chief Financial Officer, and General Counsel.
12. **Pre-arranged Trading Plans:** An SEC rule, Rule 10b5-1(c), provides a defense from insider trading liability if trades occur pursuant to a pre-arranged "trading plan" that meets specified conditions. Under this rule, if you enter into a binding contract, an instruction or a written plan that specifies the amount, price and date on which securities are to be purchased or sold, and these arrangements are established at a time when you do not possess material nonpublic information, then you may claim a defense to insider trading liability if the transactions under the trading plan occur at a time when you have subsequently learned material nonpublic information. Arrangements under the rule may specify amount, price and date through a formula or may specify trading parameters which another person has discretion to administer, but you must not exercise any subsequent discretion affecting the transactions, and if your broker or any other person exercises discretion in implementing the trades, you must not influence his or her actions and he or she must not possess any material nonpublic information at the time of the trades. While trading plans can be established for a single trade or a series of trades, the Company prefers that your trading plan be established for a series of trades because Rule 10b5-1 places certain limitations on single trade plans. The Company prefers that your trading plan provide for trades other than during the established blackout periods.

It is important that you document the details of a trading plan properly. Please note that, in addition to the requirements of a trading plan described above, there are a number of additional procedural conditions to Rule 10b5-1(c) that must be satisfied before you can rely on a trading plan as an affirmative defense against an insider trading charge. These requirements include that you act in good faith, that you not modify your trading instructions while you possess material nonpublic information and that you not enter into or alter a corresponding or hedging transaction or position. Because this rule is complex, the Company recommends that you work with a broker and be sure you fully understand the limitations and conditions of the rule before you establish a trading plan.

All trading plans must be reviewed and approved by the General Counsel before they are implemented. The General Counsel must also review and approve any amendment or modification of a trading plan and approve the early termination of any trading plan. The General Counsel maintains guidelines that all plans must meet in order to be considered for approval. These guidelines include the requirement that plans only be entered into during a time other than during a blackout period and that they include a waiting period thereafter before the first trade pursuant to the trading plan, the length of which varies depending on whether or not you are a director or officer of the Company.

4

---

13. **Transactions under Company Plans:** This policy, other than any pre-clearance requirements in Section 8, does not apply to the exercise of an employee stock option if the exercise price is entirely paid in cash or a stock appreciation right settled and held in common shares under the Company's equity plan(s). The policy does apply, however, to any sale of stock as part of a broker-assisted cashless exercise of an option, or any other market sale for the purpose of generating the cash needed to pay the exercise price of an option. This policy does not apply to purchases of Company stock in the 401(k) plan resulting from your periodic contribution of money to the plan pursuant to your payroll deduction election. The policy does apply, however, to certain elections you may make under the 401(k) plan, including an election to make an intra-plan transfer of an existing account balance into or out of the Company stock fund.
14. **No Circumvention:** No circumvention of this policy is permitted. Do not try to accomplish indirectly what is prohibited directly by this policy. The short-term benefits to an individual cannot outweigh the potential liability that may result when an employee is involved in the illegal trading of securities.
15. **Penalties:** In addition to possible criminal and civil penalties, any Covered Employee knowingly violating this policy will be subject to discipline up to and including termination for cause. The potential penalties are severe and may include a jail term of up to 20 years, a fine of up to \$5,000,000 and a civil penalty of up to three times the profit gained or loss avoided.
16. **Additional Requirements:** The Company's directors and officers who are subject to the reporting and liability provisions of Section 16 of the Securities Exchange Act of 1934 or the restrictions applicable to "affiliates" under Rule 144 promulgated by the Securities and Exchange

Commission will be informed of their status by the General Counsel and are reminded that additional policies and procedures are applicable to them.

17. **Clarification:** Any questions concerning this policy should immediately be referred to the General Counsel or his or her designee.

#### ANNEX A

##### COVERED EMPLOYEES

All Directors

All Elected Officers

All Appointed Officers

Assistant Controller

Executive Assistants to Covered Employees

Corporate Communications/Investor Relations (all levels)

Internal Audit VP, Directors, Managers and Staff of Audit (all levels),

Tax Managers and Tax Analysts, Staff of Tax (all levels)

Directors, Managers and Staff, Mergers and Acquisitions and functional professionals supporting Mergers and Acquisitions (including Legal professionals)

All Other Employees (including Finance and IT employees) with access to full quarterly results within the Avient Systems

Secretaries and Direct-Reporting Assistants to any Covered Employee

Financial and Business Consultants who have undertaken to comply with this policy

#### ANNEX B

Please access the PeopleLink home page and search for "pre-clearance" after clicking "My Help"

General Counsel:

Amy M. Sanders

Phone: (440) 930-1318

For Pre-clearance Contact:

Amy M. Sanders

By Phone: (440) 930-1318 or

By E-Mail: [Amy.Sanders@Avient.com](mailto:Amy.Sanders@Avient.com)

Jamie Beggs

By Phone: (440) 930-3574 or

By E-Mail: [Jamie.Beggs@Avient.com](mailto:Jamie.Beggs@Avient.com)

7

---

#### ANNEX C

The following list illustrates examples of types of information that may be considered Inside Information, if not yet available to the public:

Unpublished monthly, quarterly or annual financial information, statements or reports for the Company or its subsidiaries;

Proposed mergers, acquisitions and divestitures;

Proposed new security issues;

Liquidity or cash problems;

Changes in earnings, dividends or other financial information;

Pending patents or new products;

Credit history;

Information concerning significant changes in the business or personal lives of senior-level management;

The existence of and risks associated with significant threatened or pending litigation;

Significant regulatory proceedings and governmental investigations involving the Company;

Significant cybersecurity incidents involving the Company; and

Awareness that the Company or management's expectations regarding Company performance differ significantly from analysts' expectations.

THE ABOVE ITEMS ARE ONLY EXAMPLES OF INFORMATION THAT MAY BE INSIDE INFORMATION. OTHER INFORMATION MAY ALSO BE INSIDE INFORMATION. WHEN IN DOUBT, PLEASE CONTACT THE GENERAL COUNSEL.

Exhibit 21.1

**SUBSIDIARIES OF THE COMPANY**

<b>Name</b>	<b>Formation</b>	<b>Jurisdiction</b>
Altona Properties Pty Ltd. (37.4% owned)		Australia
Auseon Limited		Australia
Avient Argentina S.A.		Argentina
Avient Austria GmbH		Austria
Avient Belgium S.A.		Belgium
Avient Brasil Ltda.		Brazil
Avient Canada ULC		Canada
Avient Canada-Australia S.à r.l.		Luxembourg
Avient Chile SpA		Chile
Avient China Co., Ltd.		China
Avient Colombia S.A.S.		Colombia
Avient Colorant Solutions MX, S. de R.L. de C.V.		Mexico
Avient Colorants Belgium SA		Belgium
Avient Colorants Brasil Ltda.		Brazil
Avient Colorants Canada Inc.		Canada
Avient Colorants France		France
Avient Colorants FZE		United Arab Emirates
Avient Colorants Germany GmbH		Germany
Avient Colorants Guangzhou Ltd.		China
Avient Colorants Ireland Ltd.		Ireland
Avient Colorants Italy Srl		Italy
Avient Colorants Malaysia Sdn. Bhd. (60% owned)		Malaysia
Avient Colorants MX, S.A. de C.V.		Mexico
Avient Colorants Netherlands B.V.		Netherlands
Avient Colorants Poland Sp. z.o.o.		Poland
Avient Colorants (RUS) LLC		Russia
Avient Colorants Shanghai Ltd.		China
Avient Colorants Singapore Pte. Ltd.		Singapore
Avient Colorants Spain S.A.		Spain
Avient Colorants Sweden AB		Sweden
Avient Colorants Switzerland AG		Switzerland
Avient Colorants (Thailand) Ltd.		Thailand
Avient Colorants UK Ltd.		United Kingdom
Avient Colorants USA LLC		Delaware
Avient de Mexico S.A. de C.V.		Mexico
Avient Deutschland GmbH		Germany
Avient ECCOH High Performance Solutions GmbH		Germany
Avient Engineered Films, LLC		Virginia
Avient Espana S.L.U.		Spain
Avient Europe, Inc. (duly incorporated with Avient Europe S.à r.l.)		Delaware
Avient Europe Finance S.à r.l.		Luxembourg
Avient Europe S.à r.l (duly incorporated with Avient Europe, Inc.)		Luxembourg

Avient Finance Ltd.	Cyprus
Avient Finland OY	Finland
Avient Funding Corporation	Delaware
Avient Global S.à r.l.	Luxembourg
Avient Guatemala S.A.	Guatemala
Avient High Performance Polyethylenes B.V. (f/k/a DSM High Performance Polyethylenes BV)	Netherlands
Avient Hong Kong Holding Limited	Hong Kong
Avient ICD Participations B.V. (f/k/a DSM ICD Participations BV)	Netherlands
Avient Intellectual Property Ltd.	Cyprus
Avient International Finance Unlimited Company	Ireland
Avient International Real Estate Corporation	Ohio
Avient International S.à r.l.	Luxembourg
Avient International Trading (Shanghai) Co., Ltd.	China
Avient Japan K.K.	Japan
Avient Korea, Ltd.	Korea
Avient Limited	Cyprus
Avient LLC	Delaware
Avient Luxembourg S.à r.l.	Luxembourg
Avient Material Solutions CR s.r.o.	Czech Republic
Avient Material Solutions UK Limited	United Kingdom
Avient Middle East Industries Company (f/k/a Clariant Masterbatches (Saudi Arabia) Ltd.) (68% owned)	Saudi Arabia
Avient New Zealand Limited	New Zealand
Avient Pakistan (Private) Limited	Pakistan
Avient Protective Materials B.V. (f/k/a DSM Protective Materials BV)	Netherlands
Avient Protective Materials International B.V. (f/k/a DSM Protective Materials International BV)	Netherlands
Avient Protective Materials LLC (f/k/a DSM Protective Materials LLC)	Delaware
Avient Protective Materials Services B.V. (f/k/a DPM Services BV)	Netherlands
Avient S.à r.l.	Luxembourg
Avient Saudi Industries Co. Ltd.	Saudi Arabia
Avient Singapore Pte Ltd	Singapore
Avient South Africa (PTY) Ltd.	South Africa
Avient Sweden A.B.	Sweden
Avient Switzerland GmbH	Switzerland
Avient Taiwan Co., Ltd.	Taiwan
Avient (Thailand) Co., Ltd.	Thailand
Avient Th. Bergmann GmbH	Germany
Avient Turkey Mühendislik Polimerleri Sanayi ve Ticaret A.S.	Turkey
Avient Turkey Renklendirici ve Katki Maddeleri Sanayi ve Ticaret Anonim Sirketi	Turkey
Avient UK Finance Limited	United Kingdom
Avient Vietnam Company Limited	Vietnam
Braspenco Indústria de Compostos de Plásticos Ltda.	Brazil
Burton Rubber Company	Delaware
Butler Brothers, Inc. (49% owned)	Minnesota
Chromatics, Inc.	Connecticut
Clariant Masterbatches (Saudi Arabia) Ltd. (53% owned)	Saudi Arabia

Colorant Chromatics AB	Finland
Colorant Chromatics AG	Switzerland
Colorant Chromatics Europe B.V.	Netherlands

Colorant Chromatics Trading (Shanghai), Ltd.	China
Colorant GmbH	Germany
ColorMatrix Asia Limited	Hong Kong
ColorMatrix-Brazil, LLC	Ohio
ColorMatrix Corporation, The	Ohio
ColorMatrix Europe BV	Netherlands
ColorMatrix Europe Limited	United Kingdom
ColorMatrix Group, Inc.	Delaware
ColorMatrix Holdings, Inc.	Delaware
ColorMatrix Plastic Colorants (Suzhou) Co. Ltd.	China
ColorMatrix Russia LLC	Russia
ColorMatrix South Africa (Pty) Ltd.	South Africa
ColorMatrix UK Holdings Limited	United Kingdom
ColorMatrix UK Limited	United Kingdom
COMPTEK Kunststoffverarbeitung GmbH	Germany
Conexus, LLC	Nevada
Cubic Tech Corporation	Arizona
Fiber-Line Asia Pacific B.V.	Netherlands
Fiber-Line Asia Pacific (Changzhou) Co., Ltd.	China
Fiber-Line Asia Pacific (Shanghai) Co., Ltd.	China
Fiber-Line Holding B.V.	Netherlands
Fiber-Line International B.V.	Netherlands
Fiber-Line, LLC	Delaware
Fiber-Line Management, Inc.	Delaware
Franklin-Burlington Plastics, Inc.	Delaware
Glasforms, Inc.	California
GLS Hong Kong Limited	Hong Kong
GLS International, Inc.	Illinois
GLS Thermoplastic Alloys (Suzhou) Co., Ltd.	China
GLS Trading (Suzhou) Co., Ltd.	China
GSDI Specialty Dispersions, Inc.	Ohio
Hanna France S.à r.l.	France
Hanna-Itasca Company	Delaware
Hanna Proprietary Limited	Delaware
Hansand Steamship Company (33% owned)	Delaware
IQAP Czech, s.r.o.	Czech Republic
IQAP Masterbatch Group, S.L.	Spain
Kimberly Iron (14% owned)	Michigan
Laconian Holding Company	Missouri
L. E. Carpenter & Company	Delaware
MAG International (50% owned)	Delaware
Magenta Master Fibers S.r.l.	Italy

Magenta Master Fibers (Shanghai) Co., Ltd.	China
Magna Colours Holdings Limited	United Kingdom
Magna Colours (India) Private Limited (49% owned)	India
Magna Colours Limited	United Kingdom
M.A. Hanna Asia Holding Company	Delaware
M.A. Hanna Export Services Corp.	Barbados

M.A. Hanna Plastic Group, Inc.	Michigan
NEU Specialty Engineered Materials, LLC	Ohio
Nippon Dyneema Co. Ltd. (50% owned)	Japan
O'Sullivan Plastics, LLC	Nevada
Paramont Coal Company (50% owned)	Virginia
Pilot Knob Pellet Co. (50% owned)	Missouri
PlastiComp Europe GmbH	Germany
PlastiComp, Inc.	Minnesota
POL Development, Inc.	Ohio
POL Laconian de Mexico Holding Company, S de R.L. de C.V.	Mexico
POL Luxembourg Holding Company, S.a r.l.	Luxembourg
POL Mexico Holdings, LLC	Missouri
PolyOne Company Australia Limited, The	Australia
PolyOne Europe Logistics S.A.	Belgium
PolyOne France S.A.S.	France
PolyOne Hungary, Ltd.	Hungary
PolyOne International Ltd.	British Virgin Islands
Polyone Italy S.r.l.	Italy
PolyOne Japan K.K.	Japan
PolyOne Management (Shanghai) Co. Ltd.	China
PolyOne Poland Manufacturing, Sp.z.o.o.	Poland
PolyOne Polimeks Plastik Tic. ve San. A.Ş	Turkey
PolyOne Polymer (Tianjin) Co., Ltd.	China
PolyOne Polymers India Pvt. Ltd.	India
PolyOne-Shanghai China (a/k/a PolyOne (Shanghai) Co., Ltd.)	China
PolyOne Shenzhen Co. Ltd.	China
PolyOne Polymer (Suzhou) Co., Ltd.	China
PolyOne Tekno Ticaret Mühendislik Plastikleri San. ve Tic. A.Ş	Turkey
PolyOne Termoplásticos do Brasil Ltda.	Brazil
PT Avient Colorants Indonesia	Indonesia
RA Products, Inc.	Michigan
Regalite Plastics, LLC	Massachusetts
Rutland DCC Inc Manufacturing Private Limited (50 % (50% owned)	India
Rutland Europe Limited	United Kingdom
Rutland Group, Inc.	Delaware
Rutland Holding Company	Delaware
Rutland Intermediate Holding Company	Delaware
Rutland International Limited	United Kingdom
Rutland Plastics, Inc.	Florida

Seola ApS	Denmark
Servicios Factoria Barbastro, S.A. (50% owned)	Spain
Shandong ICD High Performance Fibre Co., Ltd. (92% owned)	China
Shandong ICD Trading Co., Ltd.	China
Shanghai Colorant Chromatics Co., Ltd.	China
Shawnee Holdings, LLC	Virginia
SilCoTec, Inc.	Indiana
Sociedad Quimica Alemana S.A.	Peru
<b>Spartech, S.A.S.</b>	France
Uniplen Indústria de Polimeros Ltda.	Brazil

## Exhibit 23.1

### CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

We consent to the incorporation by reference in the following Registration Statements:

- 1) Registration Statement (Form S-8 No. 333-271843) pertaining to the Avient Corporation 2020 Equity and Incentive Compensation Plan;
- 2) Registration Statement (Form S-8 No. 333-238246) pertaining to the PolyOne Corporation 2020 Equity and Incentive Compensation Plan;
- 3) Registration Statement (Form S-8 No. 333-231236) pertaining to the PolyOne Supplemental Retirement Benefit Plan (As Amended and Restated Effective January 1, 2014);
- 4) Registration Statement (Form S-8 No. 333-217879) pertaining to the PolyOne Corporation 2017 Equity and Incentive Compensation Plan;
- 5) Registration Statement (Form S-8 No. 333-205919) pertaining to the Amended and Restated PolyOne Corporation 2010 Equity and Performance Incentive Plan;
- 6) Registration Statement (Form S-8 No. 333-181787) pertaining to the PolyOne Corporation 2010 Equity and Performance Incentive Plan;
- 7) Registration Statement (Form S-8 No. 333-166775) pertaining to the PolyOne Corporation 2010 Equity and Performance Incentive Plan;
- 8) Registration Statement (Form S-8 No. 333-157486) pertaining to the PolyOne Retirement Savings Plan;
- 9) Registration Statement (Form S-8 No. 333-47796) pertaining to Post-Effective Amendment No. 3 on Form S-8 to Form S-4 pertaining to the Geon Company 1993 Incentive Stock Plan, the Geon Company 1995 Incentive Stock Plan, the Geon Company 1998 Interim Stock Award Plan, the Geon Company 1999 Incentive Stock Plan, the PolyOne Corporation Deferred Compensation Plan for Non-Employee Directors and the M.A. Hanna Company Long-Term Incentive Plan; and
- 10) Registration Statement (Form S-8 No. 333-141029) pertaining to the PolyOne Retirement Savings Plan and the DH Compounding Company Savings and Retirement Plan and Trust

of our reports dated **February 20, 2024** **February 18, 2025**, with respect to the consolidated financial statements of Avient Corporation and the effectiveness of internal control over financial reporting of Avient Corporation, included in this Annual Report (Form 10-K) of Avient Corporation for the year ended **December 31, 2023** **December 31, 2024**.

/s/ Ernst & Young LLP

Cleveland, Ohio

CERTIFICATION

I, Ashish K. Khandpur, certify that:

1. I have reviewed this Annual Report on Form 10-K of Avient Corporation;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

/s/ Ashish K. Khandpur

Ashish K. Khandpur

President, **and** Chief Executive Officer **and** Board Member

February 20, 2024 18, 2025

AVIENT CORPORATION

## CERTIFICATION

I, Jamie A. Beggs, certify that:

1. I have reviewed this Annual Report on Form 10-K of Avient Corporation;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

/s/ Jamie A. Beggs  
 Jamie A. Beggs  
 Senior Vice President and Chief Financial Officer

February 20, 2024

AVIENT CORPORATION

CERTIFICATION PURSUANT TO  
 18 U.S.C. SECTION 1350,  
 AS ADOPTED PURSUANT TO  
 SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002

In connection with the Annual Report on Form 10-K of Avient Corporation (the "Company") for the year ended December 31, 2023 December 31, 2024, as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Ashish K. Khandpur, President, and Chief Executive

Officer and Board Member of the Company, do hereby certify, pursuant to 18 U.S.C. § 1350, as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that, to my knowledge:

- (1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company as of the dates and for the periods expressed in the Report.

/s/ Ashish K. Khandpur  
Ashish K. Khandpur  
President, and Chief Executive Officer and Board Member

February 20, 2024 18, 2025

The foregoing certification is being furnished solely pursuant to 18 U.S.C. § 1350 and is not being filed as part of the Report or as a separate disclosure document.

AVIENT CORPORATION

Exhibit 32.2

CERTIFICATION PURSUANT TO  
18 U.S.C. SECTION 1350,  
AS ADOPTED PURSUANT TO  
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002

In connection with the Annual Report on Form 10-K of Avient Corporation (the "Company") for the year ended December 31, 2023 December 31, 2024, as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Jamie A. Beggs, Senior Vice President and Chief Financial Officer of the Company, do hereby certify, pursuant to 18 U.S.C. § 1350, as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that, to my knowledge:

- (1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company as of the dates and for the periods expressed in the Report.

/s/ Jamie A. Beggs  
Jamie A. Beggs  
Senior Vice President and Chief Financial Officer

February 20, 2024 18, 2025

The foregoing certification is being furnished solely pursuant to 18 U.S.C. § 1350 and is not being filed as part of the Report or as a separate disclosure document.

AVIENT CORPORATION

Exhibit 97.1

AVIENT CORPORATION

## Compensation Clawback Policy

Effective October 2, 2023

### Purpose

As required pursuant to the listing standards of the New York Stock Exchange (the "Stock Exchange"), Section 10D of the Securities Exchange Act of 1934, as amended (the Exchange Act), and Rule 10D-1 under the Exchange Act, the Board of Directors (the "Board") of Avent Corporation (the "Company") has adopted this Compensation Clawback Policy (the "Policy") to empower the Company to recover Covered Compensation (as defined below) erroneously awarded to a Covered Officer (as defined below) in the event of an Accounting Restatement (as defined below).

Notwithstanding anything in this Policy to the contrary, at all times, this Policy remains subject to interpretation and operation in accordance with the final rules and regulations promulgated by the U.S. Securities and Exchange Commission (the "SEC"), the final listing standards adopted by the Stock Exchange, and any applicable SEC or Stock Exchange guidance or interpretations issued from time to time regarding such Covered Compensation recovery requirements (collectively, the "Current Existing Guidance"). Questions regarding this Policy should be directed to the Company's General Counsel.

### Policy Statement

Unless a Clawback Exception (as defined below) applies, the Company will recover reasonably promptly from each Covered Officer the Covered Compensation Received (as defined below) by such Covered Officer in the event that the Company is required to prepare an accounting restatement due to the material noncompliance of the Company with any financial reporting requirement under the securities laws, including any required accounting restatement to correct an error in previously issued financial statements that is material to the previously issued financial statements, or that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period (each, an "Accounting Restatement"). If a Clawback Exception applies with respect to a Covered Officer, the Company may forgo such recovery under this Policy from such Covered Officer.

### Covered Officers

For purposes of this Policy, "Covered Officer" is defined as any current or former "Section 16 officer" of the Company within the meaning of Rule 16a-1(f) under the Exchange Act, as determined by the Board or the Compensation Committee of the Board (the "Committee"). Covered Officers include, at a minimum, "executive officers" as defined in Rule 3b-7 under the Exchange Act and identified under Item 401(b) of Regulation S-K.

---

### Covered Compensation

For purposes of this Policy:

- "Covered Compensation" is defined as the amount of Incentive-Based Compensation (as defined below) Received during the applicable Recovery Period (as defined below) that exceeds the amount of Incentive-Based Compensation that otherwise would have been Received during such Recovery Period had it been determined based on the relevant restated amounts, and computed without regard to any taxes paid.

Incentive-Based Compensation Received by a Covered Officer will only qualify as Covered Compensation if: (i) it is Received on or after October 2, 2023; (ii) it is Received after such Covered Officer begins service as a Covered Officer; (iii) such Covered Officer served as a Covered Officer at any time during the performance period for such Incentive-Based Compensation; and (iv) it is Received while the Company has a class of securities listed on a national securities exchange or a national securities association.

For Incentive-Based Compensation based on stock price or total shareholder return, where the amount of erroneously awarded Covered Compensation is not subject to mathematical recalculation directly from the information in an Accounting Restatement, the amount of such Incentive-Based Compensation that is deemed to be Covered Compensation will be based on a reasonable estimate of the effect of the Accounting

Restatement on the stock price or total shareholder return upon which the Incentive-Based Compensation was Received, and the Company will maintain and provide to the Stock Exchange documentation of the determination of such reasonable estimate.

- **"Incentive-Based Compensation"** is defined as any compensation that is granted, earned, or vested based wholly or in part upon the attainment of a Financial Reporting Measure (as defined below).
- **"Financial Reporting Measure"** is defined as a measure that is determined and presented in accordance with the accounting principles used in preparing the Company's financial statements, and any measures that are derived wholly or in part from such measures. Stock price and total shareholder return are also Financial Reporting Measures.
- Incentive-Based Compensation is deemed **"Received"** in the Company's fiscal period during which the Financial Reporting Measure specified in the Incentive-Based Compensation award is attained, even if the payment or grant of the Incentive-Based Compensation occurs after the end of that period.

#### Recovery Period

For purposes of this Policy, the applicable **"Recovery Period"** is defined as the three completed fiscal years immediately preceding the Trigger Date (as defined below).

For purposes of this Policy, the **"Trigger Date"** as of which the Company is required to prepare an Accounting Restatement is the earlier to occur of: (i) the date that the Board, applicable Board committee, or officers authorized to take action if Board action is not required, concludes, or reasonably should have concluded, that the Company is required to prepare the Accounting Restatement or (ii) the date a court, regulator, or other legally authorized body directs the Company to prepare the Accounting Restatement.

---

#### Clawback Exceptions

The Company is required to recover all Covered Compensation Received by a Covered Officer in the event of an Accounting Restatement unless (i) one of the following conditions are met and (ii) the Committee has made a determination that recovery would be impracticable in accordance with Rule 10D-1 under the Exchange Act (under such circumstances, a **"Clawback Exception"** applies):

- the direct expense paid to a third party to assist in enforcing this Policy would exceed the amount to be recovered (and the Company has already made a reasonable attempt to recover such erroneously awarded Covered Compensation from such Covered Officer, has documented such reasonable attempt(s) to recover, and has provided such documentation to the Stock Exchange);
- recovery would violate home country law that was adopted prior to November 28, 2022 (and the Company has already obtained an opinion of home country counsel, acceptable to the Stock Exchange, that recovery would result in such a violation, and provided such opinion to the Stock Exchange); or
- recovery would likely cause an otherwise tax-qualified retirement plan, under which benefits are broadly available to employees of the Company, to fail to meet the requirements of Section 401(a)(13) or Section 411(a) of the Internal Revenue Code and regulations thereunder.

#### Prohibitions

The Company is prohibited from paying or reimbursing the cost of insurance for, or indemnifying, any Covered Officer against the loss of erroneously awarded Covered Compensation.

#### Administration and Interpretation

The Committee will administer this Policy in accordance with the Current Existing Guidance, and will have full and exclusive authority and discretion to supplement, amend, repeal, interpret, terminate, construe, modify, replace and/or enforce (in whole or in part) this Policy, including the authority to correct any defect, supply any omission or reconcile any ambiguity, inconsistency or conflict in the Policy, subject to the Current Existing Guidance. The Committee will review the Policy from time to time and will have full and exclusive authority to take any action it deems appropriate.

The Committee will have the authority to offset any compensation or benefit amounts that become due to the applicable Covered Officers to the extent permissible under Section 409A of the Internal Revenue Code of 1986, as amended, and as it deems necessary or desirable to recover any Covered Compensation.

#### Disclosure

This Policy, and any recovery of Covered Compensation by the Company pursuant to this Policy that is required to be disclosed in the Company's filings with the SEC, will be disclosed as required by the Securities Act of 1933, as amended, the Exchange Act, and related rules and regulations, including the Current Existing Guidance.

#### DISCLAIMER

THE INFORMATION CONTAINED IN THE REFINITIV CORPORATE DISCLOSURES DELTA REPORT™ IS A COMPARISON OF TWO FINANCIALS PERIODIC REPORTS. THERE MAY BE MATERIAL ERRORS, OMISSIONS, OR INACCURACIES IN THE REPORT INCLUDING THE TEXT AND THE COMPARISON DATA AND TABLES. IN NO WAY DOES REFINITIV OR THE APPLICABLE COMPANY ASSUME ANY RESPONSIBILITY FOR ANY INVESTMENT OR OTHER DECISIONS MADE BASED UPON THE INFORMATION PROVIDED IN THIS REPORT. USERS ARE ADVISED TO REVIEW THE APPLICABLE COMPANY'S ACTUAL SEC FILINGS BEFORE MAKING ANY INVESTMENT OR OTHER DECISIONS.

©2025, Refinitiv. All rights reserved. Patents Pending.