




ESG Data Sheet


2020-2022

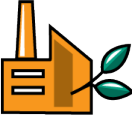



CATEGORY	METRIC	UNIT	2020	2021	2022
 <p>ECONOMIC AND GOVERNANCE</p>	Countries of operation	# count	130+	140+	140+
	Training centers	# count	53	48	48
	Patents held and pending	# count	~960	~970	~1000
	Issued patents	# count	~740	~740	~750
	Pending patents	# count	~220	~230	~260
	Trademarks	# count	400+	480+	480+
	Local laboratories	# count	~30	~28	~25
	Technology development team	# count	~1,300	~1,300	~1,300
	Manufacturing centers	# count	46	47	45
	R&D tech centers ¹	# count	4	4	4
	Customers	# count	100,000+	100,000+	100,000+
	Distributors	# count	~4,000	~4,000	~4,000
	R&D and technical service investment ²	% investment	4% of net sales	4% of net sales	4% of net sales
	Global net sales	USD - million	3,738	4,416	4,884
	Net sales - Performance Coatings Segment	USD - million	2,517	3,096	3,327
	Net sales - Mobility Coatings Segment	USD - million	1,221	1,320	1,558
	Adjusted EBIT - Performance Coatings Segment	USD - million	344	479	448
	Adjusted EBIT - Mobility Coatings Segment	USD - million	83	39	24
	Net sales - North America Region	USD - million	1,481	1,723	2,022
	Net sales - EMEA Region	USD - million	1,376	1,619	1,604
	Net sales - Asia Pacific Region	USD - million	546	671	735
	Net sales - Latin America Region	USD - million	335	403	523
	Free cash flow	USD - million	442	455	163
Incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	# count	0	0	0	


CATEGORY	METRIC	UNIT	2020	2021	2022
 ECONOMIC AND GOVERNANCE	Internal training on Code of Business Conduct and Ethics ³	Completion %	98%	99%	99%
	Total percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to	% of board members	100%	100.00%	100%

CATEGORY	METRIC	UNIT	2020	2021	2022
 RESPONSIBLE SOURCING	Suppliers of raw materials containing conflict minerals	# count	33	34	36
	Associated raw material suppliers CMRT ⁴ completion rate	% of suppliers that completed a CMRT	100%	97%	100%

CATEGORY	METRIC	UNIT	2020	2021	2022
 ENVIRONMENTAL	Energy use	Millions of gigajoules	2.0	2.1	2.2
	Direct energy	Millions of gigajoules	1.1	1.1	1.2
	Indirect energy	Millions of gigajoules	0.9	1.0	1.0
	Energy intensity	Gigajoules per metric ton of production	4.3	4.2	3.9
	GHG emissions (scope 1 and 2)	Thousand metric tons CO ₂ e	151.2	160.6	161.4
	Scope 1 ⁵	Thousand metric tons CO ₂ e	55.5	57.6	60.4
	Scope 2 ⁶ (location-based)	Thousand metric tons CO ₂ e	95.7	103.0	101.0
	GHG intensity	Metric tons CO ₂ e per metric ton of production	0.33	0.31	0.29
	VOC emissions ⁷	Metric tons	336.8	368.9	357.4
	HAP emissions ⁸	Metric tons	29.0	32.1	29.0
	NO _x emissions	Metric tons	60.0	68.1	60.2
	SO _x emissions	Metric tons	1.1	2.8	2.0
	PM emissions	Metric tons	38.6	41.7	42.8
	VOC emissions ⁷ intensity	Metric tons per 1,000 metric tons of production	0.72	0.72	0.64
	HAP emissions ⁸ intensity	Metric tons per 1,000 metric tons of production	0.06	0.06	0.05
	NO _x emissions intensity	Metric tons per 1,000 metric tons of production	0.13	0.13	0.11
SO _x emissions intensity	Metric tons per 1,000 metric tons of production	0	0	0	
PM emissions intensity	Metric tons per 1,000 metric tons of production	0.08	0.08	0.08	

CATEGORY	METRIC	UNIT	2020	2021	2022
 ENVIRONMENTAL	Water withdrawal ⁹	Megaliters	1233	1338	1482
	Municipal	Megaliters	924	994	1139
	Surface water	Megaliters	0	0	0
	Groundwater	Megaliters	308	343	342
	Water Consumption	Cubic meters	470,982	469,117	593,057
	Water intensity ¹⁰ (water consumption)	Cubic meters per metric ton of production	1.0	0.9	1.1
	Water stressed regions ¹¹	% of sites in water stressed regions	28.9%	29.6%	30.4%
	Total water discharge	Megaliters	762	869	889
	Total waste	Metric tons	30,240	31,264	32,820
	Hazardous waste	Metric tons	12,828	12,561	15,197
	Non-hazardous waste	Metric tons	17,412	18,703	17,623
	Waste Intensity	Metric tons per metric ton of production	0.07	0.06	0.06

CATEGORY	METRIC	UNIT	2020	2021	2022
 HUMAN CAPITAL¹²	Total employees ¹³	# count	11,040	11,454	12,441
	Total female employees	# count	2,262	2,345	2,565
	Total male employees	# count	8,775	9,109	9,812
	Total employees under 30 years old	# count	1,251	1,354	1,657
	Total employees between 30-50 years old	# count	5,858	6,075	6,610
	Total employees over 50 years old	# count	3,926	4,025	4,172
	Board members ¹⁴	# count	9	9	9
	Percent female	% of total board members	22%	22%	22%
	Percent male	% of total board members	78%	78%	78%
	Percent under 30 years old	% of total board members	0%	0%	0%
	Percent between 30-50 years old	% of total board members	0%	0%	0%
	Total employees over 50 years old	# count	3,926	4,025	4,172
	Percent asian ethnicity	% of total board members	0%	11%	11%
Percent black ethnicity	% of total board members	0%	0%	11%	
Percent white ethnicity	% of total board members	100%	91%	78%	

CATEGORY	METRIC	UNIT	2020	2021	2022
 HUMAN CAPITAL ¹²	Management positions filled by women ¹⁴	Percentage	20.8%	21.1%	23.0%
	Management positions in the U.S. filled by under-represented racial/ethnic groups	Percentage (in US & Canada)	18.5%	18.5%	18.20%
	Axalta Leadership Program Participant ¹⁶	# count	—	—	550
	BetterUp Coaching Program Participants ¹⁶	# count	—	—	186
	Aspire participants ¹⁶	# count	—	—	5204
	Internships and Apprenticeships ¹⁷	# count	—	—	239
	Collective bargaining agreements	Global percentage of workforce	54.6%	51.2%	34.0%
	Social Investment Programs ¹⁸	USD - million	385,000	752,150	382,386

CATEGORY	METRIC	UNIT	2020	2021	2022
 SAFETY	Total recordable incident rate ¹⁹	# of injuries per 200,000 hours worked / total # of hours worked	0.16	0.24	0.49
	Employees	# of injuries per 200,000 hours worked / total # of hours worked	0.24	0.28	0.59
	Contractors	# of injuries per 200,000 hours worked / total # of hours worked	0.11	0.05	0.08
	Lost-time incident rate	# of lost time cases per 200,000 hours worked / total # of hours worked	0.03	0.08	0.18
	Employees	# of lost time cases per 200,000 hours worked / total # of hours worked	0.04	0.10	0.21
	Contractors	# of lost time cases per 200,000 hours worked / total # of hours worked	0.00	0.00	0.04
	Fatalities	# count	0	0	0
	Injuries as a result of commuting incidents ^{20,21}	# count	—	—	2
	Cases of recordable work-related ill health ²¹	# count	—	—	0
	Employees ²¹	# count	—	—	0
	Contractors ²¹	# count	—	—	0
	Employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by RC14001	%	100%	100%	100%
	Number of hours worked ²¹	# count	—	—	26,934,156
	Hours worked by employees ²¹	# count	—	—	21,824,830
Hours worked by contractors ²¹	# count	—	—	5,109,326	

CAUTIONARY STATEMENT:

Our most current publicly disclosed ESG data is captured in this data sheet and rounded for formatting purposes. It reflects a wide range of capacity-building in support of our 2030 goals. Changes in data due to scope, methodology, or error are detailed in the footnotes. Going forward, metrics may be added to support continual progress toward targets and management of material issues. Details on our strategy and approach are outlined in our [2020-2022 sustainability report](#).

This datasheet includes ESG metrics that our stakeholders believe are significant to Axalta; these matters may not be material from a financial perspective. Certain of such metrics have been calculated based on historical methodology, which methodology may be changed in the future to reflect best practices, improved processes, stakeholder areas of focus and other applicable considerations. Any such considerations could result in a change to the underlying metric; however, Axalta may choose not to recalculate any such metric notwithstanding these considerations. In addition, while Axalta has undertaken what it believes to be reasonable efforts to accurately capture the data underlying the metrics in this datasheet, there can be no assurance that such data, or any corresponding metric, is accurate. Axalta has not audited such metrics, and investors are cautioned not to place undue reliance on any metric included in this datasheet. The metrics included in this datasheet speak only as of the periods indicated herein and Axalta has no duty to update any such metrics, whether as a result in changes in circumstances, new methodologies, improved processes or for any other reasons. Certain of the metrics identified herein relate to Axalta's 2030 ESG goals, which goals were issued in January 2022. There can be no assurance that Axalta will be successful in reaching such the 2030 ESG goals or any commitments or included in other ESG communications or materials. Please see Axalta's Form 10-K and Form 10-Q filings with the U.S. Securities and Exchange Commission for information regarding a description of Axalta's business as well as risk factors that may be relevant to Axalta's business, and that may impact the achievement of the 2030 ESG goals, including with respect to the metrics included in this datasheet.

¹ Represents Axalta's primary R&D facilities and does not include R&D facilities at manufacturing sites and other similar facilities.

² Axalta technology investment includes R&D, selling technical expense (SG&A), and production & raw material technology (COGS).

³ Based on training provided to active employees globally.

⁴ Conflict Minerals Reporting Template.

⁵ Direct emissions from the use of fuel burned in Axalta's operations. Our Scope 1 emissions disclosure currently covers 44 of our 46 manufacturing sites and our R&D facilities.

⁶ Indirect emissions from purchased energy used in Axalta's operations. Our Scope 2 emissions disclosure currently covers 44 of our 46 manufacturing sites and our R&D facilities.

⁷ VOC emissions determined globally per the definition used by the U.S. Environmental Protection Agency.

⁸ HAP emissions are representative of United States only.

⁹ Due to rounding, total values may not always match the sum of the parts.

¹⁰ Water intensity is specific to consumption.

¹¹ Water stressed regions as defined by SASB.

¹² Gender, race and ethnicity information is self-reported and may not fully reflect the actual number of employees within each category. Axalta recently implemented a new global HRIS system, and is working to validate various data elements. Through this process, we believe that we have more accurate metrics and data than what was utilized in prior sustainability reports or other external reporting. Accordingly, certain metrics and data in this sustainability report may differ from the corresponding metrics and data provided in prior sustainability reports or other external reporting.

¹³ The total employee value represents all permanent, temporary, full-time and part-time employees as of December 31 of the applicable year.

¹⁴ As of December 31 of the applicable year.

¹⁵ Our performance management and career development process applies to our 'office worker/non-manufacturing' workforce. All employees who are eligible participate in this process along with their manager.

¹⁶ This was a new program for 2022.

¹⁷ Total number of interns over the course of the year. Due to recent system changes, we are not able to report 2020 and 2021 data at this time.

¹⁸ Donation to our communities through Axalta's Bright Futures Program and other CSR initiatives.

¹⁹ Total recordable incidents based on U.S. OSHA 29 CFR 1904 and applied globally.

²⁰ Only where the transport has been organized by the organization.

²¹ Data first tracked as of 2022.