

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549**

FORM 8-K

**CURRENT REPORT
Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934**

Date of report (Date of earliest event reported): May 6, 2024

LSB INDUSTRIES, INC.
(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

1-7677
(Commission
File Number)

73-1015226
(IRS Employer
Identification No.)

3503 NW 63rd Street, Suite 500, Oklahoma City, Oklahoma
(Address of principal executive offices)

73116
(Zip Code)

Registrant's telephone number, including area code (405) 235-4546

Not applicable
(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

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

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, Par Value \$.10	LXU	New York Stock Exchange
Preferred Stock Purchase Rights	N/A	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§ 230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§ 240.12b-2 of this chapter).

Emerging growth company

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.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On May 6, 2024, LSB Industries, Inc. (the “Company”) announced the retirement of John Burns as Executive Vice President of Manufacturing. Mr. Burns will remain with the Company to ensure an orderly and effective transition.

In connection with Mr. Burns’ retirement, the Company announced that, effective May 20, 2024, Scott Bemis will join the Company as the Executive Vice President of Manufacturing.

A copy of the Company’s press release announcing Mr. Burn’s retirement and the appointment of Mr. Bemis is attached hereto as Exhibit 99.1.

Financial Statements and Exhibits.

Item 9.01.

(d) Exhibits

<u>Exhibit No.</u>	<u>Description</u>
99.1	<u>Press release of LSB Industries, Inc. dated May 6, 2024, entitled “LSB Industries, Inc. Announces the Retirement of John Burns as Executive Vice President of Manufacturing and the Appointment of Scott Bemis as His Successor.”</u>

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the Company has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Dated: May 6, 2024

LSB INDUSTRIES, INC.

By: /s/ Michael J. Foster

Name: Michael J. Foster

Title: Executive Vice President, General Counsel and
Secretary



FOR IMMEDIATE RELEASE

**LSB INDUSTRIES, INC. ANNOUNCES THE RETIREMENT OF JOHN BURNS AS EXECUTIVE VICE PRESIDENT OF MANUFACTURING
AND THE APPOINTMENT OF SCOTT BEMIS AS HIS SUCCESSOR**

Oklahoma City, Oklahoma – May 6, 2024 - LSB Industries, Inc. (“LSB” or “the Company”), (NYSE: LXU) today announced the retirement of John Burns as Executive Vice President of Manufacturing and that Scott Bemis has been named his successor, effective May 20, 2024. Mr. Bemis takes over the position from John Burns, who has served in the role since February 2020 and will be retiring after more than 35 years in the chemical industry. Mr. Burns will remain with LSB to ensure an orderly and effective transition.

“John has been an invaluable member of our team, bringing his manufacturing experience, along with his wisdom, vision and leadership to the forefront of everything he does,” said Mark Behrman, LSB’s President and CEO. “John’s never-ending drive toward instilling our core value of Protecting What Matters, while also building a Culture of Excellence across our organization has made and will continue to make LSB a stronger company. On behalf of our Board and everyone at LSB, I would like to thank John and wish him all the best in his retirement.”

Mr. Bemis joins LSB from Albemarle Energy Storage where he has served as the Kemerton Site Director since 2023 and as the Richburg MegaFlex Site Director from 2022 to 2023. With a focus on leadership development and delivering improved manufacturing results, Mr. Bemis brings with him broad experience across research and development (R&D), manufacturing, large capital projects, reliability, maintenance, environmental, health and safety (EH&S) and regulatory functions.

“We are pleased to welcome Scott to the LSB team,” said Mr. Behrman. “His extensive experience in leading large manufacturing teams, combined with his exceptional track record of improving safety while increasing production make him highly qualified to continue the performance improvements we’ve achieved over the past several years. We are excited to add Scott to the Company’s leadership team.”

Mr. Bemis holds a Master of Business Administration from the University of Houston – Clear Lake, with a concentration in Management Information System (MIS) and a Bachelor of Science in Chemical Engineering from the University of Arizona.

“It is an exciting time for LSB Industries given the company’s opportunity to materially increase its production volumes while at the same time, execute on its vision of being a leader in the energy transition,” said Mr. Bemis. “I’m looking forward to collaborating with this exceptional team as we

enhance the programs currently underway aimed at maximizing the capacity utilization of our assets and advance the development of our two low-carbon ammonia projects.”

About LSB Industries, Inc.

LSB Industries, Inc., headquartered in Oklahoma City, Oklahoma, is committed to playing a leadership role in the energy transition through the production of low and no carbon products that build, feed and power the world. The LSB team is dedicated to building a culture of excellence in customer experiences as we currently deliver essential products across the agricultural, industrial, and mining end markets and, in the future, the energy markets. The company manufactures ammonia and ammonia-related products at facilities in Cherokee, Alabama, El Dorado, Arkansas and Pryor, Oklahoma and operates a facility for a global chemical company in Baytown, Texas. Additional information about LSB can be found on our website at www.lsbindustries.com.

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