Chevron Phillips Chemical

Performance by design.
Caring by choice.™

2024 Sustainability Report

Spot on

People, Planet, Performance

Contents

Opening

A Letter from the President and CEO

Reflecting on the past year, I am proud of CPChem's progress in sustainability, earned by embracing new technologies, championing innovation and staying resolute in our commitment to safe and reliable operations. As we navigate a rapidly changing world, CPChem's vision remains steady: to be the premier chemical company by delivering long-term value for our stakeholders and pioneering solutions that meet the evolving needs of our global communities.

Steve Prusak
President and Chief Executive Officer

Safe and Steady

Last year, we recorded the company's best-ever performance in personal and process safety. CPChem's track record of safety was again recognized by organizations like American Fuel and Petrochemical Manufacturers, American Chemistry Council and Texas Chemistry Council. These achievements demonstrate the effectiveness of rigorous safety programs like *Our Journey to Zero* and Operational Excellence and reinforce the positive safety culture that underpins every aspect of our business. Our daily commitment to safety reflects what matters most: caring for each another, protecting our employees and supporting the communities where we live and work.

25 and More

On July 1, 2025, CPChem celebrated its 25th anniversary, marking a quarter-century of excellence in the chemical industry. Having been with CPChem since its inception, I have proudly experienced the company's incredible growth and success year after year. This milestone is not only a celebration of our past, but a testament to the values, innovation and people that have shaped our journey. As we look ahead, I see great promise in the opportunities on our horizon and I am confident that CPChem's best years are still to come.

Transformation and Growth

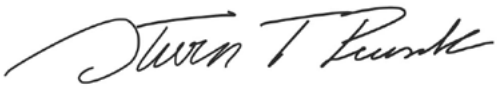
In 2024, employees elevated our Business Transformation efforts by identifying opportunities to improve how we work and engineering future-focused solutions to hone our competitive edge. Incorporating more digital tools and technologies is one of the many transformational efforts unlocking new levels of ingenuity and operational excellence at our manufacturing sites and across the business.

CPChem's two major growth projects continue to surge past key milestones as each site moves closer to completion. The Ras Laffan Petrochemical Project celebrated 5 million safe work hours in 2024, a remarkable achievement for the project's 2,000+ workers. In Orange, Texas, construction of the Golden Triangle Polymers facility is now more than half-way complete. The unique Local First approach of this project has directed more than $338 million to local businesses in the Orange County community.

I believe CPChem's success is rooted in the strength of its people, the clarity of its vision, and the consistency of its values. By maintaining a strong emphasis on safety, innovation and sustainable growth, we are strategically positioned to perform in a dynamic global landscape. I extend my sincere appreciation to all who contribute to our shared achievements, and I look forward to the continued advancement of our mission in the years ahead.

Please enjoy our 2024 sustainability report, *Spot on*.

Thank you,



Steve Prusak
President & Chief Executive Officer

About this Report

Spot on marks CPChem's 14th sustainability report. This annual publication highlights the purpose, people and progress of our global operations in our approach to key environmental, social and governance challenges and opportunities. It also provides an overview of our sustainability strategy and goals.

Spot on features carefully measured data that demonstrates our alignment with industry reporting standards and includes stories of innovation and progress throughout the company → Performance Data Tables detailing CPChem's social, environmental and financial performance are located at the end of this report.

Explore CPChem's historical and current performance and financial data with our Interactive Data Tool.

This report was prepared in accordance with the 2021 GRI Standards. The disclosures, and statements included have received Moderate Assurance from KERAMIDA, an independent consulting firm specializing in Environmental, Health, Safety, and Sustainability. View Moderate Assurance

This report, previous reports and additional information are hosted at cpchem.com/sustainability.

Questions and comments are welcome at sustainability@cpchem.com.

Spot on 2024

Best-ever
records in personal and process safety (High Consequence/Potential Incident Rate and Process Safety Event Rate)

Zero plastic pellet loss
from CPChem facilities

Received highest-ranking
Mastio customer award for high density polyethylene

Nearly 10,000 volunteer hours
in communities where we live and work

$111,000,000 invested
in wellness and well-being

First Human Rights Commitment Statement
published

More than 80,000,000 lbs.
of plastic waste diverted from the environment through circular investment funds

The CPChem Formula

Chevron Phillips Chemical is a joint venture between Chevron U.S.A. Inc. and Phillips 66 Company. As one of the world's top producers of olefins and polyolefins, CPChem is a leading supplier of aromatics, alpha olefins, olefins, styrenics, specialty chemicals, plastic piping and polyethylene.

EMPLOYEES
5,481

ASSETS
$20.7B

MANUFACTURING AND RESEARCH FACILITIES
30

North America

GLOBAL HEADQUARTERS
The Woodlands, Texas

DRILLING SPECIALTIES COMPANY HEADQUARTERS
The Woodlands, Texas

PERFORMANCE PIPE HEADQUARTERS
Plano, Texas

RESEARCH AND TECHNOLOGY
Bartlesville, Oklahoma
Kingwood, Texas

MANUFACTURING FACILITIES
Baytown, Texas
Borger, Texas
Sweeny, Clemens & Old Ocean, Texas
Orange, Texas
Pasadena, Texas
Pascagoula, Mississippi
Port Arthur, Texas

GOLDEN TRIANGLE POLYMERS COMPANY*
GROWTH PROJECTS
Orange, Texas

DRILLING SPECIALTIES
Conroe, Texas

PERFORMANCE PIPE
Bloomfield, Iowa
Brownwood, Texas
Hagerstown, Maryland
Knoxville, Tennessee
Pryor, Oklahoma
Reno, Nevada
Startex, South Carolina

AMERICAS STYRENICS*
Allyn's Point, Connecticut
Hanging Rock, Ohio
Joliet, Illinois
Marietta, Ohio
St. James, Louisiana
Torrance, California

South America

AMERICAS STYRENICS*
Cartagena, Colombia

Europe

EUROPE REGION HEADQUARTERS
Diegem, Belgium

MANUFACTURING FACILITIES
Beringen, Belgium
Tessenderlo, Belgium

SALES OFFICES
Frankfurt, Germany
Istanbul, Turkey
Madrid, Spain
Manchester, United Kingdom
Milan, Italy

* Indicates joint venture facilities with partial ownership.
Reflects current information as of June 2025

The Middle East

MANUFACTURING FACILITIES*

Al Jubail, Saudi Arabia (S-Chem)
Mesaieed, Qatar
Ras Laffan, Qatar (RLOC)

GROWTH PROJECTS*

Ras Laffan, Qatar (RLP)

SALES OFFICES

Dubai

Asia

ASIA REGION HEADQUARTERS

Singapore

MANUFACTURING FACILITIES*

Jurong Island, Singapore

SALES OFFICES

Selangor, Malaysia
Shanghai, China
Tokyo, Japan

Australia

SALES OFFICE

Chadstone, Australia

* Indicates joint venture facilities with partial ownership.
Reflects current information as of June 2025

Essential Products, Enduring Values

We are proud to serve industries and produce essential product components that are vital to modern life. With a network of more than 7,000 suppliers, CPChem products are delivered to customers in more than 140 countries. Leveraging extensive experience, we seek to develop, advance and deliver innovative solutions that drive economic growth, contribute to sustainable development and enhance quality of life.

We prioritize responsible business conduct as reflected in our alignment with the highest industry standards and principles. We are focused on reducing our environmental footprint, promoting social responsibility and uplifting the communities in which we operate.

Our portfolio of chemical solutions and services is both diverse and robust:

- Automotive
- Food & Agriculture
- Home & Electronics
- Medical & Pharmaceutical
- Personal Care
- Waste Management
- Water & Infrastructure

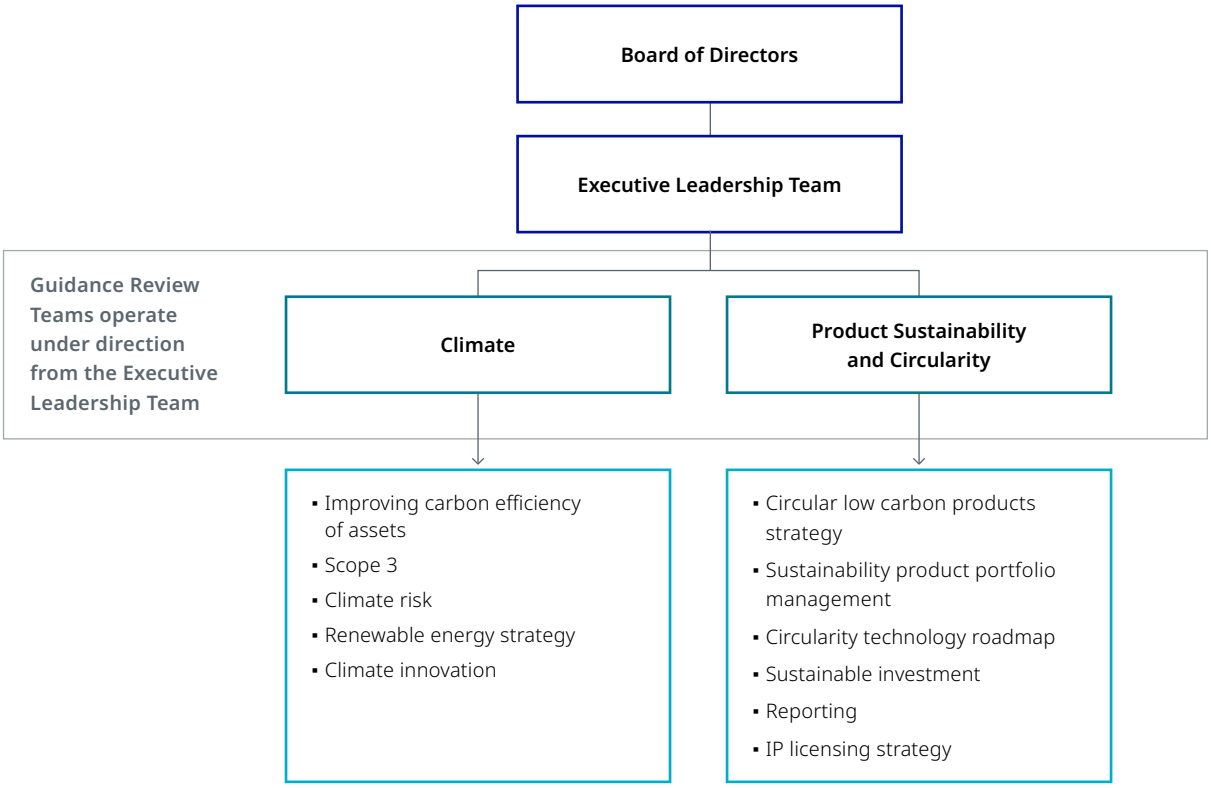
For more information about our company and products, please visit cpchem.com.

Leadership and Governance

Board of Directors

CPChem employs a comprehensive governance and risk management framework to address various risks, including those tied to sustainability. CPChem's Board is comprised of eight members: three voting representatives each from Chevron U.S.A. Inc. and Phillips 66 Company, along with the Chief Executive Officer and Chief Financial Officer of CPChem as nonvoting members. Board representatives and CPChem's Executive Leadership Team members participate in several committees, offering strategic oversight for the execution and management of CPChem's sustainability strategy, leveraging insights from both internal analyses and external subject matter experts.

Reporting to the Executive Leadership Team, two executive-led Guidance Review Teams provide direction and oversight on strategically important sustainability issues. They also identify and harness opportunities for the Company in key strategic areas. Our GRTs provide a multi-disciplinary view used to manage and align sustainability activities with the rest of the operational, commercial and functional priorities.



Setting our Heading

CPChem utilizes feedback from employee surveys and focus groups through its Benefits Committee and Compensation Committee to inform decisions on benefits and develop recruitment and retention strategies for its diverse workforce.

The Board Operational Excellence Committee tracks and responds to global regulatory and political trends, supporting efforts to address risks that could impact environmental, health, safety and security or related manufacturing facility programs and policies as well as those addressing climate and other OE-related sustainability topics, including those designed to ensure compliance with applicable laws and regulations.

Enterprise Risk Management is a key process used by the Board and company leadership to identify market, operational and reputational risks to CPChem and secure appropriate mitigation strategies. An ERM committee conducts in-depth assessments and provides an annual review of CPChem's ERM process to the Board.

Led by company leadership, the EHSS Policy Committee oversees and governs EHSS activities and implementation of CPChem's Operational Excellence Management System. OE helps standardize our global operations, improve collective performance, and enhance operational discipline in areas such as environment, health, safety, security, reliability and quality.

A comprehensive talent management governance structure ensures CPChem has the organizational capabilities to meet current and future business needs and achieve Talent Management strategies. The Talent Management Council oversees talent decisions for executive-level employees, while each business unit, manufacturing facility and region has a Talent Stewardship Committee. The TMC and TSCs evaluate employee performance management, development opportunities, career tracks, potential new roles and succession planning. CPChem encourages employees to regularly discuss development and career goals with supervisors and TSCs. CPChem's Executive Diversity Council fosters the company's Caring by Choice culture.

The Board is responsible for overseeing CPChem's Ethics & Compliance Program. The Board Audit Committee is empowered to monitor the status and effectiveness of the E&C Program. CPChem's Ethics & Compliance Office provides quarterly reports to the BAC detailing E&C Program initiatives, reports, investigations and other relevant information.

Ethics and Compliance

CPChem's E&C Program is managed by the E&C Office, which resides within the organization's legal department and is led by the Chief Compliance Officer, who reports directly to the CEO. The E&C Office also oversees company-wide adherence to CPChem's Code of Conduct. The day-to-day implementation of the Program is handled by relevant SMEs across various departments, including EHSS, finance, global trade, human resources, information technology, legal and public affairs. We welcome anonymous feedback through a third-party hotline, with relevant concerns forwarded to, and managed by CPChem's E&C office and the highest levels of the organization.

We care by choice

Third-party management

CPChem takes steps to ensure that third parties working on its behalf adhere to ethics and compliance standards. Our Third-Party Management Program outlines processes and guidelines for engaging, retaining and monitoring those third parties.

Managing Risk

Biennial risk assessments are conducted company-wide to identify potential compliance issues with internal policies, regulations, and laws. When a risk is identified, mitigation steps may include policy updates, training, communications, audits and more. In 2024, 100% of CPChem's wholly owned or operated facilities were assessed, and no significant risks were found.

CPChem is committed to protecting its assets and preventing security risks through information security risk assessments, audits of control procedures, incident response and records retention best practices.

Our company regularly evaluates and manages legislative, regulatory, policy and political activities to address potential business and human rights impacts and generate value by:

- Building and supporting relationships with external stakeholders, including governments, NGOs and communities where CPChem operates
- Managing potential risks and mitigating impacts when necessary
- Developing and implementing topic management and stakeholder engagement plans, systematically tracking engagements, issues and effectiveness

Materiality

In 2024, we conducted a materiality assessment to identify and assess sustainability matters that are important to our business and stakeholders. Our method for performing materiality assessments and identifying key topics for sustainability reporting relies on voluntary frameworks and best practices.

As a result of completing business model analyses, value chain mapping, global research and extensive dialogue with stakeholders, we identified 14 topics most significant to our stakeholders and business. These topics were vetted by a cross-departmental engagement team and endorsed by CPChem leadership.

Priority Topics

Social

Culture

Employee Experience

Health and Safety

Human Rights

Governance

Ethics, Transparency and Security

Responsible Sourcing

Environmental

Biodiversity and Ecosystem Health

Environmental Management

GHG Emissions and Climate Change Resilience

Water Stewardship

Economic

Circular Economy

Product Responsibility

Socioeconomic Contribution

Sustainable Innovation and Technology

Materiality assessments improve the quality of our reports and guide our sustainability goals, as these evaluations uncover risks and opportunities while also measuring potential impacts on our strategy and business. CPChem performs a materiality assessment every three to five years and engages various stakeholder groups to gain insights into their unique perspectives on social, environmental, and governance issues, including employees, communities, governmental proxies, suppliers and customers, and non-governmental organizations. These 14 topics reflect perceived impacts on people and the planet, as well as risks or opportunities to our business, determined by internal and external stakeholder groups.

Our Approach to Sustainability

Steps to Sustainability

A message from the Vice President of Sustainability

While the industry navigates global challenges and uncertainty, CPChem continues to advance on its sustainability journey by holding focus on its commitments and purpose. Shaped over more than two decades, CPChem's resilience and business strategy delivers value to stakeholders and enriches global communities.

Our work in sustainability seeks to uplift communities and protect natural habitats. At CPChem, we translate these principles into actions aimed at generating positive impacts in three areas of focus: climate change, the sustainability and circularity of our products, and social responsibility.

Reflecting on 2024, I am proud to share progress and achievements made within each of our focus areas.

Benny Mermans
Vice President of Sustainability

Climate Change

In 2024, we saw an acceleration of momentum in companywide efforts to identify, measure and activate projects to lower the carbon intensity of our operations. Last year, CPChem's marginal abatement cost curve process selected 19 new projects for potential advancement, up from 14 in 2023.

Thanks to the ingenuity and commitment of CPChem employees working in this space, our MACC projects are designed with site-specific strategies and goals tailored to lower emissions intensity and enhance efficiencies. By year-end in 2024, CPChem completed MACC assessments covering 95% of its operated Scope 1 and Scope 2 emissions.

Product Sustainability and Circularity

CPChem remains strongly engaged in enabling circularity. Plastics do not belong in the environment, they belong in the economy, and we need to help unlock the value that plastic waste has as a commodity. Enabling product circularity is crucial to effectively managing plastic waste. In 2024, we strengthened our feedstock network used to produce circular products like CPChem's Marlex® Anew™ Circular Polyethylene and successfully renewed ISCC PLUS certification at five facilities.

Although the industry currently faces an absence of regulatory clarity, CPChem closely monitors and participates in Global Plastics Treaty discussions and similar international efforts aimed at addressing plastic pollution and promoting more sustainable practices.

Social Responsibility

Enhancing how CPChem connects with Social Responsibility has illuminated many new and promising pathways for positive change. In 2024, CPChem published the company's first Human Rights Commitment Statement, reflecting our commitment to respect human rights. Within our walls, we championed health and quality of life, directing $111 million toward wellness and well-being of employees across the globe.

Throughout the organization, we elevated awareness and advanced United Nations Sustainable Development Goals associated with our business. Going a step further, CPChem created and launched Goals for Good, an internal campaign spotlighting the SDG's positive influences within our company and communities.

These achievements, and the compelling stories featured in this report are a testament to the culture and caliber of my CPChem colleagues. Together, we remain committed to driving innovation, fostering sustainable growth, and delivering value to our stakeholders. Thank you for your continued support and trust in our vision.

Benny Mermans
Vice President of Sustainability

Sustainability at CPChem

At CPChem, sustainability is an important part of our company culture. As a global leader in petrochemicals and plastics production, we support efforts aimed at reducing plastic waste and lowering emissions through innovation and continuous improvement.

In 2024, CPChem continued to work toward achieving the following aspirational sustainability targets:

- **Lowering carbon intensity**
  In 2022, we introduced a 2030 aspirational target to reduce our carbon intensity by 15% compared to a 2020 baseline, while implementing lower-carbon growth projects and optimizing our processes and operations. Our path to achieving this carbon intensity target relies on access to emerging technologies and lower carbon energy sources. These interdependencies in turn require an accommodative regulatory landscape to foster competitiveness. While we have progressed key areas such as efficiency improvements and flare reductions through our Marginal Abatement Cost Curve process, other enabling factors have been impacted as the regulatory backdrop has evolved. These impacts form part of our continuous evaluation of the pathway to achieving our carbon intensity goals.
- **Increasing circular product production**
  In 2020, we introduced an aspirational target to produce 1 billion pounds of Marlex® Anew™ Circular Polyethylene annually by 2030, reflecting our drive to enable a circular economy and end plastic waste. In furtherance of this target, our 2024 efforts included research and technology development, exploration of processing capabilities, engagement in new strategic ventures and execution of feedstock agreements. However, developments in the legislative and regulatory environment are also needed to provide clarity on demand outlook and available production pathways. Supportive legislation and regulation help drive investments in emerging technologies and grow the circular value chain. These factors inform our ongoing assessment of the pathway to achieving our circularity goals.

Strategy and Focus Areas

Our sustainability strategy is grounded in three primary focus areas, each with unique challenges and opportunities for innovative change that can contribute to a more sustainable future.

CPChem's Sustainability Focus Areas

Climate Change

Product Sustainability and Circularity

Social Responsibility

Climate Change

Climate change is a challenge of global scale and a core element of our sustainability strategy. Our workforce is active and aligned in pursuit of lower emissions, improving process efficiencies and exploring opportunities in renewable energy and emerging technologies.

Product Sustainability and Circularity

CPChem is dedicated to advancing product sustainability and circularity through circular products like CPChem's Marlex® Anew™ Circular Polyethylene. This product helps support the transition to a circular economy and exemplifies our efforts helping customers achieve their sustainability objectives. Additionally, we proudly participate in worldwide efforts and collaborative projects that work to protect the environment and curb plastic waste.

Social Responsibility

Above all else, CPChem prioritizes the safety of its people, operations and neighboring communities. We champion employee health and wellness and sponsor professional development opportunities to elevate our workforce. Guided by our Code of Conduct, we do our part to respect human rights and practice responsible sourcing. We support philanthropic initiatives to enrich the lives of employees, customers and stakeholders.

Advancing Sustainable Development and Global Goals

Adopted by all UN member states in 2015, the United Nations Sustainable Development Goals are a universal call to action to end poverty, protect the planet and ensure peace and prosperity. These goals encompass three key dimensions: economic, social and environmental sustainability. CPChem has identified 11 SDGs that closely align with its business. We aim to harness our product portfolio, value chain and industry leadership to help mitigate negative impacts and advance the global objectives of each SDG.

Embedding SDGs within CPChem

We believe embedding SDGs into our organization promotes creative opportunities for sustainable development and helps employees and stakeholders connect more deeply to these important initiatives.

SDG #2 – Zero Hunger

Through our products and philanthropy, we look to support more sustainable food production and an increase in the stability of food supplies around the world.

SDG #3 – Good Health and Well-being

We aim to improve quality of life and elevate our global communities. CPChem products are critical building blocks for many items used in the healthcare industry. Through the principles of *Our Journey to Zero*, we prioritize health, safety and reliable operations, allowing us to offer valuable, life-enriching solutions around the world.

SDG #4 – Quality Education

Providing equitable access to quality education helps in the development of our employees, creating a strong culture of safety and Caring by Choice. We are committed to providing our employees with the education needed to drive their growth and our strategy. We invest in enrichment programs that build awareness, knowledge and help provide equitable access to Science, Technology, Engineering and Math training to prepare tomorrow's workforce.

SDG #6 – Clean Water and Sanitation

We believe that access to clean water and sanitation is a human right, and the scarcity of potable water is a global issue. We promote water stewardship and make efforts to use water responsibly at our sites around the world. Our high-density polyethylene pipes are a major contributor to accessing clean drinking water. HDPE pipe systems significantly limit leaks, require minimal maintenance and boast longer service lives than competing materials for critical infrastructure we need every day.

SDG #7 – Affordable and Clean Energy

We are working to advance renewable energy solutions, optimize energy consumption and minimize energy intensities. CPChem products can help save energy. Polyalphaolefins used in immersion cooling and lightweight HDPE found in many vehicles are just two examples of how our products are increasing efficiencies and contributing to a lower carbon future.

SDG #8 – Decent Work and Economic Growth

Our tagline, Performance by design. Caring by choice. ™, speaks to how we prioritize and approach high standards for operational excellence, ethics and human rights, and employee development and growth. Acting on these concepts is critical for economic growth and enhancing the quality of life of our employees and communities. We recognize the choices we make for our material and service providers must also reflect these standards, which are outlined in our Supplier Principles of Conduct.

SDG #9 – Industry, Innovation and Infrastructure

We champion research and ingenuity, advancing innovative ideas aimed at reducing our environmental footprint, optimizing efficiencies, promoting circularity and creating new opportunities for collaboration. We work jointly with diverse organizations to address global issues and promote sustainable growth.

SDG #12 – Responsible Consumption and Production

We are enhancing our business and pursuing solutions that seek to use resources more responsibly. CPChem belongs to several industry associations and participates in many initiatives exploring ways to address global issues like plastic waste while promoting more sustainable operations.

SDG #13 – Climate Action

We are taking action for the climate by furthering efforts to reduce our carbon intensity, explore opportunities in renewable energy and improve our resilience to climate risks.

SDG #14 – Life Below Water

We support efforts to eliminate plastic waste on land and water. Mismanaged plastics can have negative impacts on the environment, which is why we are working to advance a circular economy and protect Life Below Water.

SDG #17 – Partnerships

We collaborate with strategic stakeholders like community groups, NGOs, industry associations and others to find opportunities to accelerate sustainable change locally and abroad.

GOALS for GOOD

Goals for Good

In 2024, CPChem introduced its #GoalsForGood campaign, which highlighted employees engaging with SDGs and the positive impacts carrying into the business and employee communities. On internal platforms, employees posted about their connections to the SDGs and motivated colleagues to share how they were making a difference using stories, photos and more.

Social Responsibility

Q&A with Maricela Caballero

Senior Vice President, Human Resources

We engaged in a discussion with Maricela Caballero, Senior Vice President, Human Resources and asked her to reflect on the employee experience and share her vision for sustaining CPChem's dynamic and evolving employee culture.

How do we promote a positive and inclusive workplace culture?

Ensuring our employees feel a sense of belonging when they come to work each day is a top priority and we continue to focus on people before production. Some examples include:

- **Open communication channels**: We encourage open and transparent communication across all levels of the organization. This includes employee and leader surveys, ongoing feedback sessions and companywide SBU and site town hall meetings.
- **Employee Resource Groups:** We support the sustainment of our ERGs to provide a platform for employees to connect, share experiences and advocate for greater inclusion. These groups are open to and benefit all employees while playing a crucial role in fostering belonging within our Caring by Choice culture at CPChem.
- **Inclusive Policies and Practices:** We continuously review and update company policies to ensure they promote inclusivity. An example is MyDays. We also provide comprehensive benefits that cater to the diverse needs of our employees.
- **Recognition and Celebration:** Our recognition program, Shine, provides employees opportunities to recognize each other through monetary and non-monetary awards. Celebrating each other's achievements helps build a positive and supportive environment.
- **Continuous Improvement:** We keep a pulse on our workplace culture through surveys and feedback mechanisms and use this data to ensure our programs continue to meet the changing needs of our employees.

How have you used feedback received to implement changes in the organization?

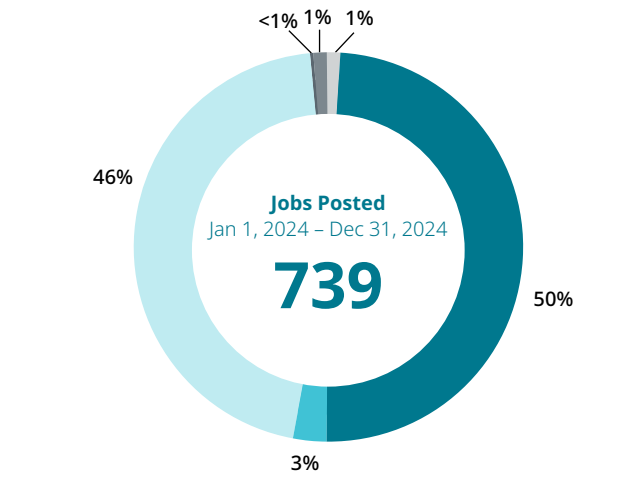
Feedback from our most recent Global Employee Engagement survey revealed three key focus areas at the enterprise-wide level.

Work and Trust: Survey results indicated many employees are not aware of the company's plans and competitive position. In response to this feedback, we have focused more communications in these areas to ensure they better permeate throughout the organization.

Talent Management and Career Opportunities: Feedback also showed our employees wanted clearer guidance on career paths and opportunities to develop skills that would allow them to progress in their career. While this has always been a priority, we made significant strides in 2024. For example, we made several enhancements to our performance management processes and improved our processes and tools for succession planning. We also laid the groundwork for what we're calling Career Framework. Career Framework provides employees with a clear understanding of the behaviors, competencies and responsibilities associated with their current role. It also shows clear visibility into advancement opportunities.

Rewards and Progression: Recognition for work and competitive compensation and benefits were also among the responses received. We built an electronic Total Rewards Portal that provides employees with a comprehensive view of their total rewards, including pay, incentives, health, insurance and retirement benefits. The portal helps employees appreciate the full value of their compensation beyond just pay.

Minimum Degree Required



GRADs and Interns hired in 2024

GRAD hires
66

Intern hires
62

How do we support employees in achieving a healthy work-life balance?

I strongly believe that when employees feel supported in balancing their work and personal lives, it leads to greater satisfaction and increased productivity. We are fully committed to providing the best possible benefits to support our employees and their loved ones. Here are just a few ways we support our employees:

Flexible Working Arrangements: We offer flexible working arrangements and generous paid time off policies to help employees manage their personal and professional responsibilities more effectively.

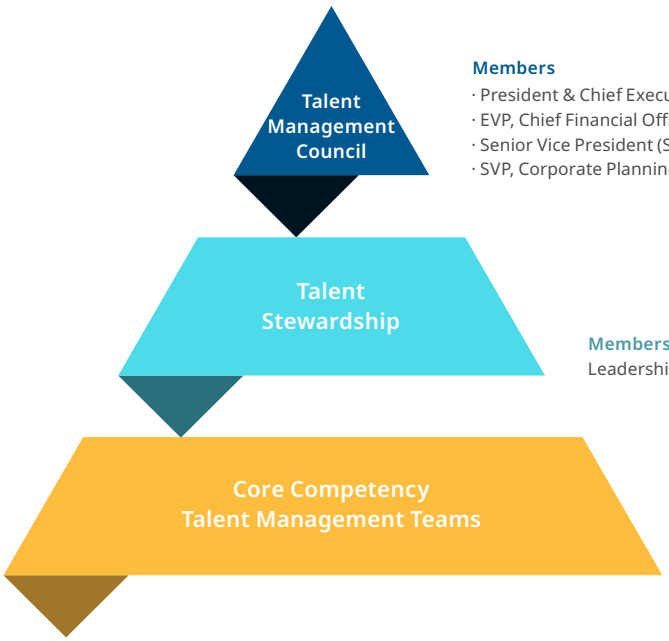
Wellness Programs: Our wellness programs provide access to fitness reimbursement, mental health resources and wellness workshops, all designed to support employees' overall well-being.

Family-Friendly Policies: We offer family-friendly policies such as parental leave, adoption assistance, and flexible work schedules to help employees balance work with family responsibilities.

Employee Assistance Programs: Our EAPs provide confidential counseling and support services for employees dealing with personal or work-related issues.

Healthy Work Environment: We promote a healthy work environment by encouraging regular breaks, ergonomic work practices, onsite health screenings and more.

Talent Management Governance Structure



Members
· President & Chief Executive Officer; · Executive Vice President (EVP), Manufacturing & Projects;
· EVP, Chief Financial Officer; · EVP, Commercial; · EVP, Legal & Public Affairs, General Counsel;
· Senior Vice President (SVP), Human Resources; · SVP, Environmental, Health, Safety, Security & Engineering;
· SVP, Corporate Planning, Technology & Sustainability; · SVP, Business Transformation & Chief Information Officer

Members
Leadership Teams of the respective Strategic Business Units (SBUs), departments, plants and regions

Members
Select business leaders representing a cross function of SBUs/Departments

Practicing Social Responsibility

Driven by a strong sense of Social Responsibility, CPChem lives by its tagline, *Performance by Design. Caring by Choice.* ™ We dedicate expertise, time and financial resources to support lasting and meaningful impact. Our Social Responsibility priorities demonstrate our resolve to support economic growth and enhance quality of life both locally and internationally.

Social Responsibility – Our Priorities

Do our part to respect human rights

Inspire CPChem's current and future workforce by investing in education and fostering a Caring by Choice culture throughout our value chain.

Promote health, safety and well-being

Maintain and operate a workplace where we prioritize the health, safety and well-being of our personnel and the communities where we operate.

Increase economic prosperity

Enrich global communities through our products, enterprise and philanthropic activities to help ensure all stakeholders have opportunities to thrive.

Respecting Human Rights

At CPChem, we consider respecting human rights an essential part of our global business operations, as embodied by our tagline, *Performance by Design. Caring by Choice*.™

In 2024, CPChem published its Human Rights Commitment Statement reflecting our company's values, principles and expanding focus on corporate social responsibility.

Our commitment statement is guided by human rights standards such as the *International Bill of Human Rights*, the *International Labor Organization's Declaration on Fundamental Principles and Rights at Work*, and the *2011 United Nations Guiding Principles on Business and Human Rights*.

This commitment is embedded throughout our corporate policies and practices and establishes our minimum standards for the following fundamental aspects of human and labor rights:

- **Ethical standards:** We operate with integrity, holding ourselves accountable to specific ethical standards and behaviors and comply with applicable governmental laws, rules and regulations. This strengthens our reputation and builds trust with our employees, customers, suppliers, owners, joint venture partners and communities.
- **Equal Employment Opportunity:** We are committed to equal employment opportunities aligned with applicable laws and regulations, and we value and respect the differences each employee brings to our organization.
- **Environment, Health, Safety and Security:** We strive to conduct our business in a safe, secure and injury-free manner. We put the health, safety and well-being of all personnel, contractors, and local communities before production. We actively take steps to protect the environment and seek to conduct our business in a more sustainable manner.
- **Social and Employment:** We are committed to providing a workplace free of discrimination or harassment. We act professionally and without regard to race, color, religion, gender, sex (including pregnancy), gender identity, sexual orientation, age, national origin, disability, veteran status, genetic information and family medical history, or any other basis prohibited by law.

Our commitments and practices are also reflected in our Code of Conduct, Supplier Principles of Conduct, Equal Employment Opportunity Statement and Operational Excellence Policy.

All employees are informed and receive training to build an understanding of these topics.

Oversight of this commitment lies with CPChem's Board of Directors. The responsibility and accountability for the adherence to human rights is collectively shared among different stakeholders within the organization.

Consistent with international standards, we provide an independent whistleblower telephone helpline and website, available 24 hours a day and in multiple languages to all employees and stakeholders. It is operated by an independent third-party.

Environmental, Health, Safety and Security

At CPChem, the health, safety and well-being of our employees and contractors is paramount. Our positive safety culture is reflected in all aspects of our business, and empowers us to do the right thing, the right way, every time.

Our Journey to Zero is not only a phrase, but a commitment to each other, our employees and the communities where we live and work. CPChem's EHSS strategy is built on three components: caring for each other, driving safe and reliable operations and improving the environment. Both strategy and blueprint, this long-standing program advocates safety, reliability and environmental sustainability.

Setting records in personnel and process safety

Our Journey to Zero and focus on Operational Excellence help us advance our vision to eliminate high consequence and high potential process safety events and serious injuries.

In 2024, CPChem recorded the company's best High Consequence/ Potential Incident Rate HIPO. Underscoring the effectiveness of rigorous safety programs, our caring culture and supporting SDG #3 Good Health and Well-being, the company also achieved its best-ever Process Safety Event Rate.

These achievements not only demonstrate progress but reinforce our commitment to prioritize safety in all aspects of our operations.

Guiding Principles

The safety of our employees and contractors is our top priority, and we uphold a strong safety culture through guiding principles that provide direction in every situation, regardless of role or responsibility. These principles underscore the importance of maintaining unwavering operational discipline.

- *Work safely or not at all.*
- *There is always time to do it right.*
- *If it's worth doing, do it better.*

Life Saving Rules

Our nine Life Saving Rules relate to activities that, if not executed correctly every time, have a high potential for serious injury or fatality. At CPChem, these Life Saving Rules reinforce our charge to get everyone home safely at the end of the day.

Operational Excellence

At CPChem, we take pride in our pursuit of Operational Excellence, aiming to be the leading company in our industry by consistently doing the right things, in the right way, every time. Our OE System is a risk management methodology designed to standardize our global efforts, continuously improve, and elevate operational discipline across health, safety, security, reliability, quality and environmental performance.

Tenets of Operation

CPChem's Tenets of Operations extend our values and principles to all employees and contractors. These Tenets provide a universal code of conduct that guides decision-making and risk management practices in the workplace.

Voluntary Protection Program

The Voluntary Protection Program is an OSHA initiative where facilities take responsibility for managing their safety through policies, programs, and reinforcing behaviors to ensure a safe working environment for employees, contractors and visitors. All 18 of CPChem's eligible U.S. locations have achieved Star Status, the highest VPP certification awarded by OSHA.

Spot on – Excellence Simplified

"Are you ready?" Elliott Johnson asked as he kicked off our Global OE Forum. Applying the Forum theme of "Excellence Simplified," Environmental, Health, Safety and Security professionals and managers met to share best practices and identify opportunities to simplify our OE systems and processes. Continuous improvement of our safety focus and culture remains a key part of *Our Journey to Zero.*

SDG #8, Decent Work and Economic Growth

A-OK with VPP

CPChem has 18 U.S. facilities participating in the Occupational Safety and Health Administration's Voluntary Protection Programs. The program encourages a cooperative relationship among OSHA, company leadership and employees. The company also has 33 special government employees who support OSHA initiatives and promote participation in the program, not only within the chemical industry but also by educating employers in other sectors on the benefits of workforce protection.

Safety Performance and Insights

Award Winning Safety

American Fuel and Petrochemical Manufacturers' Safety Achievement Awards

- CPChem's facility in Orange, Texas, achieved Elite Gold (Top 5%) and the Sweeny, Clemens and Old Ocean facility earned the Elite Silver Safety Award, a recognition reserved for the top 10% of safety performers in the industry.

American Chemistry Council Responsible Care Awards

- Our Bartlesville, Borger, Conroe, Kingwood, Pasadena and Orange facilities were recognized in 2024 with ACC's Responsible Care® Safety Awards.
- CPChem's Orange and Sweeny, Clemens and Old Ocean sites both earned ACC Energy Efficiency Awards.

Occupational Safety and Health Pioneers Award

- S-Chem was awarded the highest honor to private sector companies in Saudi Arabia, demonstrating S-Chem's commitment to creating a safe and secure working environment.

Texas Chemistry Council Safety Awards

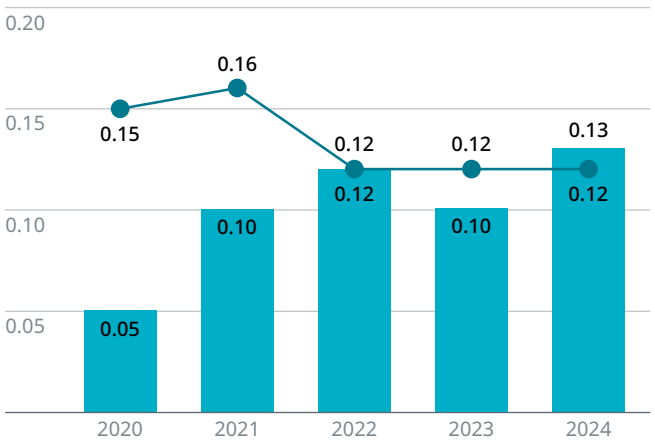
- CPChem received 11 safety awards from TCC for excellence in safety and operational performance, a testament to the organization's commitment to the safety of its employees, contractors and neighboring communities.

Safety Performance in 2024

Our focus on eliminating high severity and high potential process safety events, strengthening our process safety culture, and providing tools, training, and experience is crucial for maintaining safe operations.

For detailed figures on safety performance, please refer to our → Performance Data Tables. These tables provide comprehensive data on various safety metrics, including recordable incidence rates and process safety event rates.

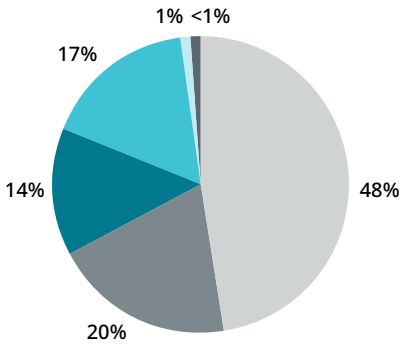
Recordable Injuries and Illnesses



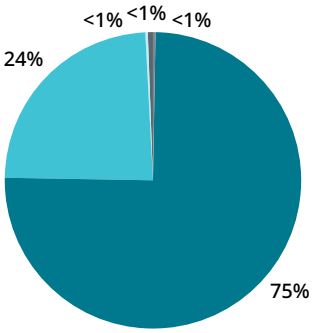
Top 10% ACC member companies' Combined Employee and Contractor Total Recordable Incidence Rate that work more than 2 million employee hours in a calendar year

CPChem's Combined Employee and Contractor Total Recordable Incidence Rate excluding COVID-19 cases (Recordable injuries × 200,000/hrs.)

Process Safety Events by Potential Severity Level



Process Safety Incidents by Actual Severity



Excluded from screening criteria (low impact event)

Severity Level 0 – No release

Severity Level 1 – LOPC <10% of Tier 2

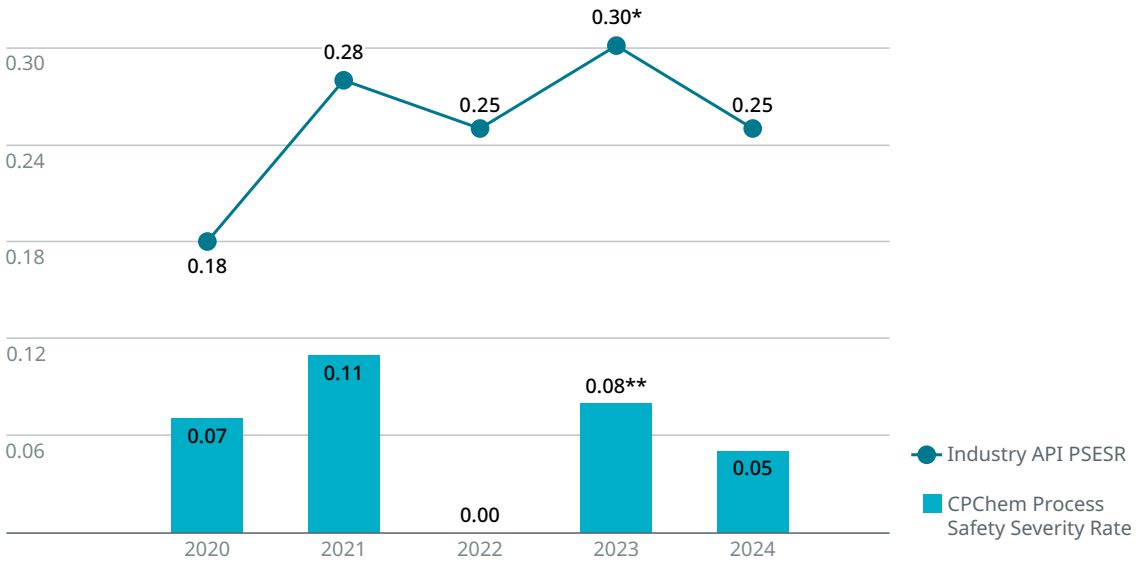
Severity Level 2 – LOPC >10% of Tier 2

Severity Level 3* – Tier 2 PSE

Severity Level 4* – Tier 1 PSE

* Indicates a high consequence/potential incident.

Process Safety Event Severity Rate



* Updated metric. 2023 data was not yet available at time of publication of 2023 report.

** Updated metric due to an error that was corrected in December 2024.

*** 2024 data not yet available at time of publication of 2024 report.

Miles of Excellence

In 2024, CPChem's Borger Proprietary Fleet was again recognized by National Tank Truck Carriers for exceptional safety performance. The fleet earned two Grand Awards in NTTC's North American Safety Contest by safely transporting odorant products more than 930,000 miles and maintaining a flawless record with the Department of Transportation, with zero reportable accidents and no OSHA recordable injuries.

Emergency Responders

CPChem's Emergency Response Teams provide on-site support in the event of an emergency to help keep people safe and minimize impact on the environment. ERTs are trained and equipped for exterior firefighting, interior firefighting, confined space, high-angle rescue, vehicle extrication and medical/trauma events. Through frequent instruction and skill-building, these front-line teams maximize their preparedness and stand ready to respond.

"CPChem's highly trained ERTs are prepared and equipped to handle emergencies with confidence and experience. It makes me proud to know that we are ready to protect and support our colleagues and community when it matters most."

Bobby Wiley
Fire and Safety Supervisor
Golden Triangle Polymers

Mock Rescue Competition Yields Top Marks

Emergency responders from the Cedar Bayou Plant earned top marks for their performance in rescue challenges during the 2024 International Rescue & Emergency Care Association and Texas A&M Engineering Extension Service conference. The 2024 conference featured a full week of rescue and medical challenges along with opportunities to share best practices and compete against top rescue teams.

AFPM Awards CPChem Silver and Gold

Our Orange and Sweeny, Clemens & Old Ocean facilities received gold and silver recognition respectively from the American Fuel and Petrochemical Manufacturers in 2024. AFPM's award program promotes accident prevention in the fuel and petrochemical industries. This national trade association highlights the companies with outstanding occupational and process safety performance.

SDG #8, Decent Work and Economic Growth

Human Performance

Keep our operational discipline focus

Make it easier to succeed & harder to fail

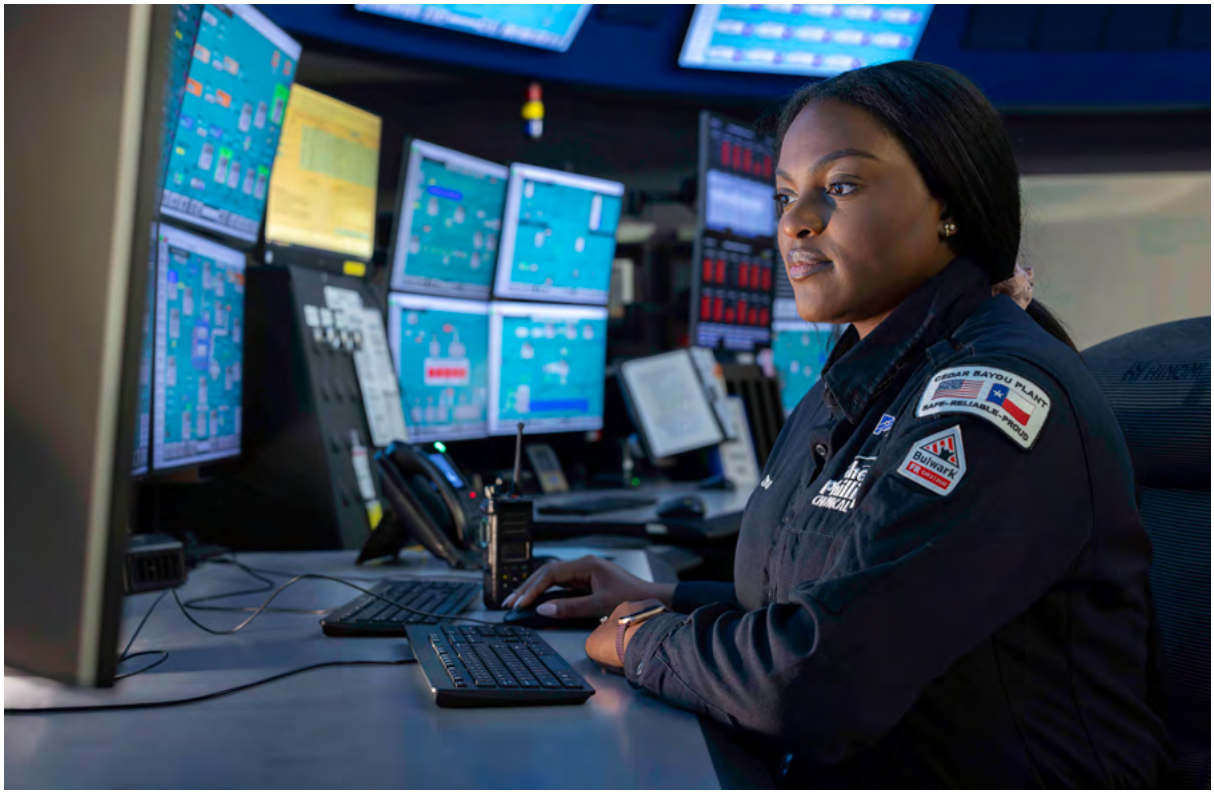
Understand how work is really done

Implement safeguards/mitigations

Our Human Performance program focuses on how work is performed, enabling implementation of more effective safeguards to mitigate consequences and uphold operational discipline.

HP requires a shift in mindset, encouraging CPChem employees and leadership to critically compare how work is planned versus how it is executed. This process aims to identify and reduce potential high-consequence risks through skill-sharing discussions and guidance from the most experienced teammates. We believe that everyone at CPChem can leverage Human Performance to build trust and productivity within their teams, making it easier to succeed and harder to fail.

In 2024, CPChem fully implemented Human Performance across the enterprise, incorporating the common language and principles into first-level leader and mid-level leader training, conducting workshops and learning teams, helping work groups use HP tools and ensuring 100% completion of the three-part video series and discussions. Our journey has just begun and we will continue to build Human Performance capabilities through additional trainings and workshops.



Spot on People

We foster a work environment that supports equitable opportunities for development and skill building experiences for all CPChem employees.

SDG #4, Quality Education

Tracking our Talent: Employee Insights

Global Employee Headcount

5,481

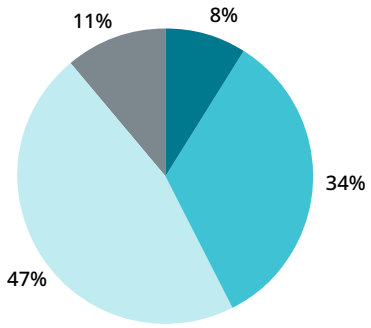
Employees Added to Workforce in 2024

339

Voluntary Attrition Rate, excluding Retirements

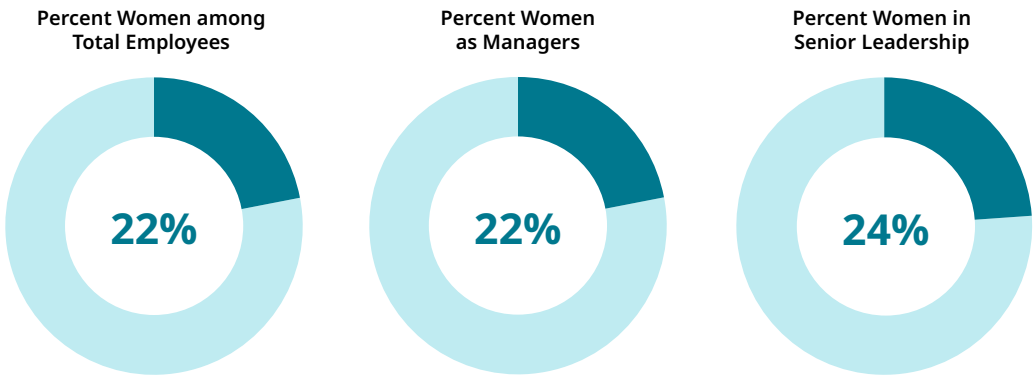
3.7%

Age Diversity: Employee Generations



- Baby boomers (1946–1963) ages 61–79
- Generation X (1964–1978) ages 46–60
- Generation Y (1979–1994) ages 30–45
- Generation Z (1995 and later) ages 29 and younger

Global Employee Gender Diversity



CPChem Employees Honored with National Women MAKE Awards

CPChem employees were among 130 national recipients of the prestigious 2024 Women MAKE Award by the National Association of Manufacturers' Manufacturing Institute. Crystal Cintra, Procurement Lead, received an Honoree Award and Erica Stewart, Instrumentation Reliability Engineer, received the Emerging Leader Award.

The Women MAKE Awards recognize women in science, technology, engineering and production careers who exemplify leadership within their companies. This national honor identifies top talent in the manufacturing industry and further encourages award winners to mentor and support the next generation of female talent to pursue manufacturing careers.

Recruitment

Our talent acquisition teams leverage their expertise to recruit and attract top talent. Additionally, our early career recruitment programs are uniquely designed to attract candidates with varied backgrounds and experiences.

Elevating Talent Management

Talent management is a cornerstone of our evolving culture, positioning our people and organization for long-term success. We elevate talent by fostering an environment where performance is recognized and employees receive the feedback needed to reach their full potential. Our talent management strategy focuses on key areas like recruitment, recognition, learning and development, and career planning.

Hours of Growth: Employee Training

Average Hours of Training per Employee

57

Total Employee Training Hours

313,559

SDG #4, Quality Education

Learning and Development and Career Planning

Our Learning and Development team provides comprehensive training and development opportunities that promote professional growth and skill-building for our workforce. We view learning as an ongoing journey and use on-the-job training, coaching, mentoring, eLearning, and classroom-based instruction to deliver high-value lessons and enhance skillsets. By emphasizing education and training and including development objectives in individual employee plans, we help equip our people to meet the evolving demands of the industry and contribute to the company's success.

We believe that career progression should be based on possessing the required technical and behavioral competencies for a given position. From new hires to seasoned professionals, employees are encouraged to take charge of their career paths and fully develop their skillsets to reach their full potential.

Employee Health and Well-being

We support healthy lifestyles and encourage employees to take advantage of "Your Journey to Wellness," a program aimed at elevating physical and financial well-being. Employees earn reimbursements and cash incentives for participating in preventative care activities. Last year, CPChem expanded the program to offer rewards for actions like completing health screenings and engaging in financial wellness activities.

Total Rewards

At CPChem, the well-being of our employees and their families is a top priority. We offer a comprehensive and competitive Total Rewards package that aims to enrich the lives of our team members and their loved ones. We actively explore additions and enhancements to our reward package to ensure we are well-positioned to attract and maintain top-tier talent.
SDG #3, Good Health and Well-being

Total Rewards Program Highlights*

Health

- Medical, behavioral health, prescription drug, dental and vision plans
- Company-paid life insurance, long-term disability insurance, accidental death and personal loss insurance and business travel accident insurance
- Healthcare and dependent care flexible spending accounts, with company contribution to Health Savings accounts
- Optional additional life and AD&PL coverage, critical illness insurance and group legal plan

Wealth

- Bonus, salary increase and recognition programs
- Company-paid employee assistance, financial planning and healthcare advocacy services
- Pension plan for most employees
- 401(k) match on eligible contributions
- Flexible Benefits Program

Career

- Educational assistance/tuition reimbursement
- Relocation assistance

Family and Community

- Flexible work arrangements, including a hybrid work-from-home model at many locations
- 9/80 and 4/10 work schedules at many locations
- Matching charitable gifts for higher education and qualified nonprofit organizations
- MyDay, a floating holiday benefit, provides U.S. based employees the flexibility to self-select a day of cultural, religious or personal significance to observe as a paid day off
- Paid leave programs including vacation, parental leave, volunteer leave and short-term disability
- Family formation support, including infertility treatment and in-vitro fertilization

* Rewards may vary by location and job role

Caring by Choice, It's Who We Are

At CPChem, we believe our ICARE principles are critical pieces of our culture that directly contribute to our success and vision. We aim to create an environment where employees feel a sense of belonging and have access to opportunities.

2024 was a year of strategic and intentional action as we worked to align with the evolving needs of CPChem's diverse workforce and network, and to define the culture at CPChem. "Caring by Choice, It's Who We Are" tells the story of our culture, which is rooted in our values of safety, respect, integrity and drive and fosters an environment of belonging where all employees can succeed.

Company

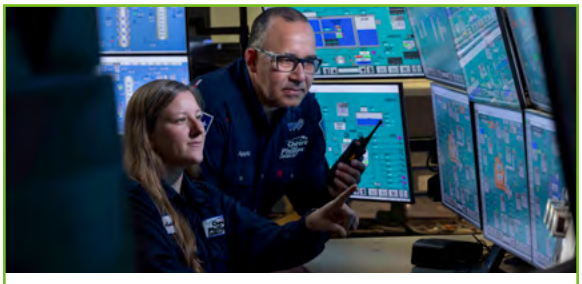
We are able to attract and retain top talent, foster innovation and provide superior customer service, competitive advantage and improved performance.

Communities

Promotes partnerships, opportunities for local employment, economic growth and representation of local values and interests.

Culture

Fulfilling and enjoyable workplace where caring, collaboration and trust is abundant, the work is both enjoyable and fulfilling and there is enhanced engagement, quality, safety and trust.



Colleagues

A sense of belonging, where employees have equitable access to growth opportunities and a welcoming work environment where they are safe, appreciated and respected.

Imperatives for Our Success

Leadership Commitment

Actively promote our Caring by Choice culture communicate the business commitment across the Chemisphere and support employee development.

Support for Our People

Strategic and intentional efforts to eliminate barriers, attract and retain diverse talent, and cultivate an environment where every employee feels a sense of belonging.

Transparency & Accountability

Commit to goals and hold ourselves accountable through regular, transparent updates to all stakeholders, both internal and external.

Business Integration

Intentionally integrate Caring by Choice into our business and culture at CPChem.

Voices of Inclusion: Employee Resource Groups

We support Employee Resource Groups, which promote inclusion and belonging among employees with shared identities and interests. ERGs are voluntary, employee-led groups that provide support and guidance for personal and career development. Each ERG is paired with an executive sponsor, enhancing communication and connections between employees and company leadership.

ERG members create safe spaces and advocate for all employees to bring their authentic selves to work. We commend our ERGs for embracing diversity and companionship, which further enriches our vibrant and inclusive culture.

Our ERG Networks

BELIEVE (Black Employees Leading in Inclusion, Education, Vision and Excellence)
Serves as a forum to share knowledge, develop skills, leverage capabilities and recognize the achievements and advancement of Black employees.

HOLA (Hispanic Origin Latin Advancement)
Serves as a forum to share knowledge, develop skills, leverage capabilities and recognize the achievements and advancement of Hispanic and Latin American employees within CPChem.

INSPIRASIAN
Fosters an environment where Asian members and allies can feel comfortable bringing their whole selves to work, be heard, valued, engaged and receive support to reach their fullest potential.

PRIDE
Promotes an inclusive culture that enables LGBTQ+ employees to achieve their full potential by feeling confident and safe at work.

SPIRIT (New in 2024)
Launched in 2024, our newest Employee Resource Group is dedicated to celebrating Native American heritage. This ERG seeks to cultivate a work environment where Native American members and allies can bring their whole selves to work and receive the support required to reach their fullest potential.

STRIVE (Seeking Thoughtful Representation in Valuable Employees)
Focused on driving collaborative conversation on career fulfillment with a focus on unique challenges to women in the workplace.

VETNET
Fosters an environment for those currently serving in the military, veterans and allies to come together and support one another by sharing experiences, networking, mentoring and supporting military members and veterans in the community.

The combined membership of CPChem's seven ERGs totaled 1,157 employees in 2024. We continue to see growth as ERG members strengthen high-trust relationships and work to generate positive impacts for their colleagues, culture, company and communities.

FOSSI: Advancing Diversity in STEM

CPChem supports the Future of STEM Scholars Initiative. The program aims to ease the financial burden of higher education and provide students with the skills and networks necessary to thrive in STEM careers. To date, CPChem has pledged over $2 million to FOSSI and has sponsored 25 scholars. CPChem President and CEO, Steve Prusak serves on the FOSSI Advisory Board, working with other industry leaders to provide strategic direction and guidance.

FOSSI
The Future of STEM Scholars Initiative

More than a Decade of ICARE

First launched more than 10 years ago, ICARE continues to be a cornerstone of our vibrant culture. Built on the principles of Inclusion, Cooperation, Accountability, and Respect Every Day, ICARE remains a central component of our identity.

Every year, we celebrate exceptional individuals who embody and champion ICARE principles. In 2024, employees nominated more than 560 of their colleagues for our Leading with ICARE award, which recognizes employees who reflect CPChem's mission and values.

Employees Shine at CPChem

In 2023, we launched Shine, an internal social platform where employees can recognize, acknowledge and celebrate their colleagues' successes through congratulatory posts and monetary rewards. Shine empowers our workforce to recognize achievements and celebrate all forms of success at CPChem. In 2024, employees submitted nearly 51,000 Shine recognitions celebrating productive collaborations, exemplary work and noteworthy achievements from across our Chemisphere.

Leading with ICARE Award

Heather Matthews, Sustainability Planning Manager, received CPChem's Leading with ICARE award in 2024. Recognized for her passion to elevate inclusion, Heather also held a pivotal role in developing CPChem's first ERG, STRIVE. Heather's dedication and vision led to the successful establishment of the group, which has since become a vital platform for empowering women in the workplace.

Community Engagement

Through strategic giving and active volunteerism and engagement, we demonstrate our focus on building trust and strengthening support for our communities

Being present and accessible within the communities where we live and operate is important to us, and we support local initiatives and organizations that enrich these areas.

Supporting Global Communities

Total Charitable Contributions
$6.65 MM

Total Pledged to 501c3 Public Charities through CPChem Cares Campaign
$1.1 MM

Employee Volunteer Hours
9,785

General Giving Grants Awarded
154

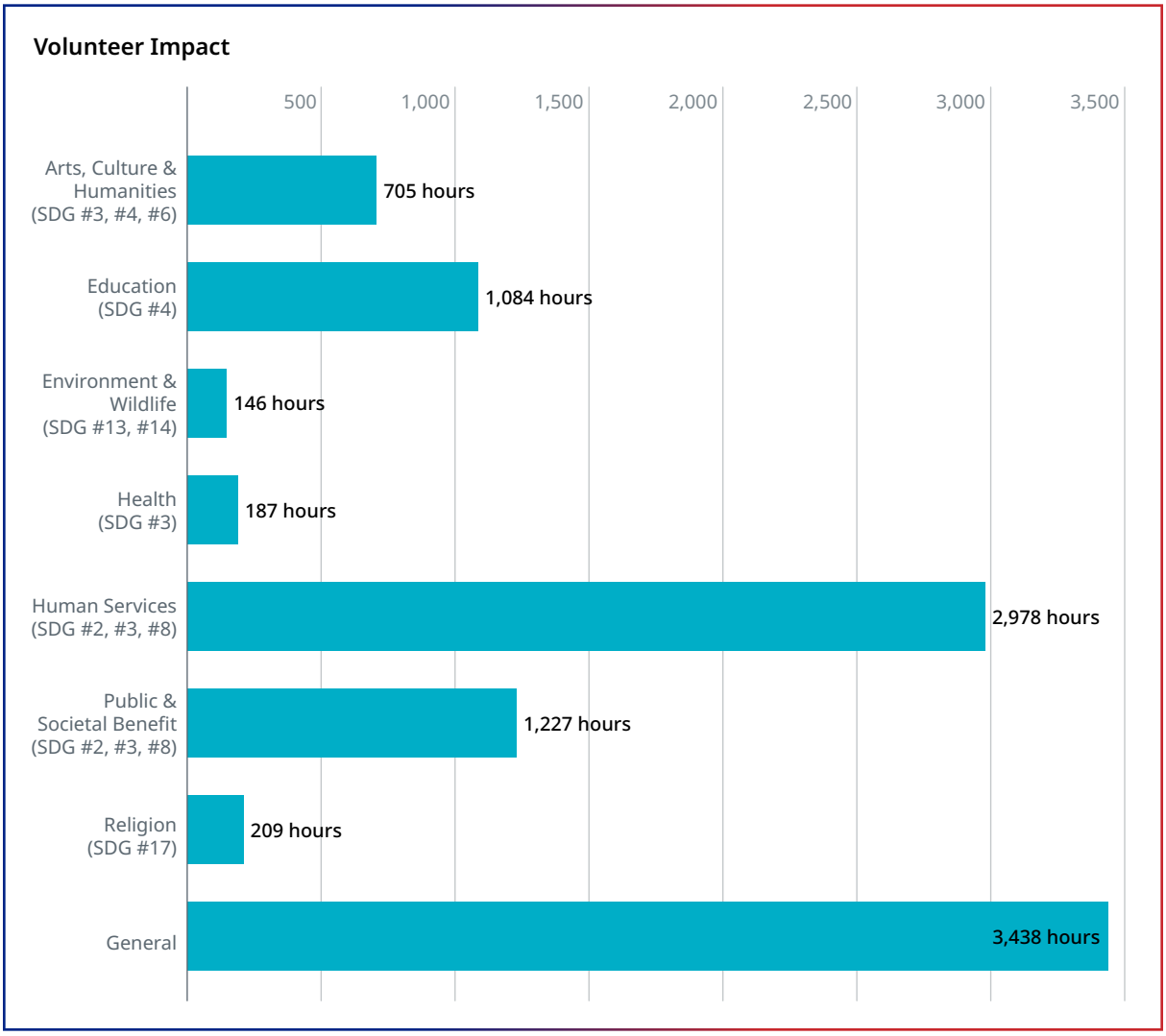
General Giving Grants Award Amount Total
$44,319

Good Neighbor Grants Awarded
(Employees)
83

Good Neighbor Grants Award Amount Total
(Employees & Retirees)
$20,373

Higher Education Grants Awarded
(Employees & Retirees)
27

Higher Education Grants Award Amount Total
(Employees & Retirees)
$33,678


Volunteer Impact
500
1,000
1,500
2,000
2,500
3,000
3,500
Arts, Culture & Humanities (SDG #3, #4, #6)
705 hours
Education (SDG #4)
1,084 hours
Environment & Wildlife (SDG #13, #14)
146 hours
Health (SDG #3)
187 hours
Human Services (SDG #2, #3, #8)
2,978 hours
Public & Societal Benefit (SDG #2, #3, #8)
1,227 hours
Religion (SDG #17)
209 hours
General
3,438 hours

New Playground for School in Doha, Qatar

Last year, the American School of Doha unveiled a new playground, brought to life with help from CPChem. This dynamic space is designed to promote creativity, physical activity and social interaction among its young learners.

CPChem Fuels Aviation Education in Bartlesville

In Bartlesville, Oklahoma, CPChem donated $10,200 to the Bartlesville Public Schools Foundation to support its growing aviation program. This contribution will fund classroom renovations and curriculum materials, improving learning experiences for students interested in aviation.

New Sweeny Community Hospital

CPChem and the community of Sweeny, Texas celebrated the opening of a new hospital in 2024. CPChem's $100,000 contribution to the Sweeny Community Hospital Development Foundation reflects our support of the health and well-being of the surrounding community and its access to high-quality, modern healthcare for generations to come. The new hospital includes 16 medical/surgical beds with private bathrooms, an airborne isolation room, expanded Level IV Trauma Designated Emergency Services Center, surgical and procedure suite, inpatient pharmacy, certified clinical laboratory, cardiopulmonary services, state-of-the-art imaging suite, EMS facility, wound care center with hyperbaric chambers and an IFR-capable helipad.

Strength in Support: After Hurricane Beryl

In the aftermath of Hurricane Beryl, CPChem facilities in Baytown, Pasadena and Sweeny, Texas, provided essential supplies and financial support to aid in disaster recovery and relief efforts. Additionally, teams of employee volunteers assisted with emergency food deliveries and cleanup projects, lending a hand to residents and businesses impacted by the storm.

Building Together in Singapore

Singapore team members volunteered at Habitat for Humanity Singapore to assist with a renovation project through Project HomeWorks. The organization helps vulnerable individuals and families make their living spaces safer and more sanitary through in-home assistance and rehabilitation services. CPChem is proud to invest in this significant program and reinforce positive changes within the community.

Borger Wildfire Recovery

CPChem worked with impacted employees to offer disaster assistance and partnered with relief organizations to support affected communities after the Smokehouse Creek Fire burned a total of 1,075,000 acres and was declared the largest in Texas history. Honoring our spirit of caring, CPChem also made a donation of $25,000 to Hutchinson County United Way to help support partner organizations and local families.

Be.Face Mentoring Program

In 2024, CPChem employees served as mentors with Be.Face, a Belgium-based organization supporting students and job seekers through academic orientation and professional success. Antoine Janssens, General Manager, EMEA, serves on the Board of Be.Face.

Education for Tomorrow

CPChem was a $15,000 Title Sponsor of the Education for Tomorrow Alliance and its mission to increase STEM education throughout Montgomery County, Texas, in 2024. Between volunteering at the Chevron Phillips Chemical Senior High School Science Fair, hosting four high school interns, assisting high school students with resumes and practice interviews, and sharing career journeys with junior high students, CPChem's employees are making a difference in the lives of our students and encouraging STEM education.

Responsible Sourcing

At CPChem, we aspire to drive inclusive, sustainable and socially responsible procurement practices and strategies throughout our global procurement, supply chain and feedstock organizations. Our objective is to create meaningful opportunities for suppliers to deliver high quality, innovative and cost-effective products and services while contributing to economic growth in the communities where we live and work. We believe that engaging qualified local and diverse suppliers strengthens our supply chain and drives continuous improvement in the communities where we operate. Our ambition to cultivate strong relationships across our value chain and our support of Responsible Sourcing, drives us to continuously enhance our procurement strategies and make efforts that seek to address sustainability challenges.

As a leading chemicals business, we expect our suppliers to comply with applicable laws and internationally recognized standards, conduct business ethically and share the principles set out in our Supplier Principles of Conduct. This policy articulates our expectations to support compliant practices, fair labor practices and human rights, health and safety, and ethics and compliance, and is acknowledged by 100% of CPChem's core suppliers. Our supplier diversity program facilitates growth of our network of potential suppliers. Our purchasing decisions comply with legal requirements and are based on valid, non-discriminatory business reasons.

2024 Achievements

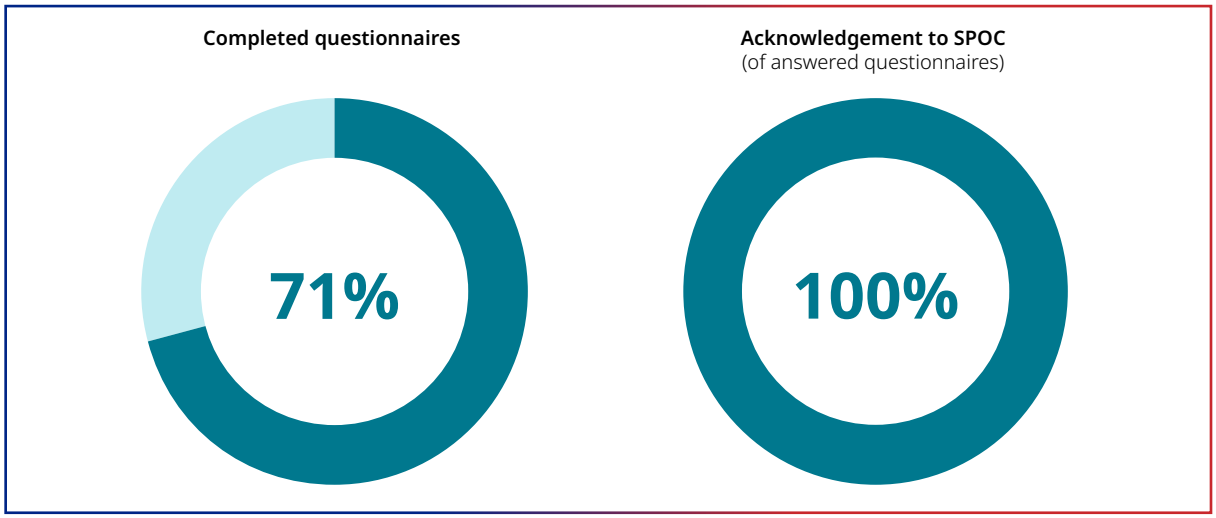
- We participated in the 2024 National Minority Supplier Development Council Conference & Exchange in Atlanta, an event focused on strategic networking, breaking down barriers and expanding opportunities for small and minority-owned businesses.
- In the communities where we operate, the team attended five local events, educating local businesses on the goods and services CPChem procures and how to connect and engage with core suppliers.
- We have launched our first two Growing Our Business Together events, connecting 190 local businesses to CPChem and prime suppliers. The events were designed to facilitate meaningful networking by strategically pairing suppliers with procurement opportunities, reinforcing our commitment to being a valued neighbor in our operating communities. We received strong support from 14 key suppliers, as well as the Baytown Chamber of Commerce and ABC Texas Gulf Coast.

Advancing Responsible Sourcing:

In our 2024 risk assessment for core and principal suppliers, we assessed their practices and compliance with CPChem's SPOC.

In our latest assessment, we achieved a 71% participation rate, with 344 suppliers participating, up from 51% (277 suppliers) in 2022. This increase was made possible by the collaborative efforts of our feedstock, supply chain and procurement teams. In addition to the assessment, CPChem hopes to elevate its supplier network by leveraging targeted follow-up meetings to share best practices and enhance supplier operations.

To promote further alignment with our standards and enhance supply chain resilience, we have conducted regional virtual sustainability training for our core suppliers. Sixty-four percent of targeted suppliers participated in these sessions, a significant increase from 41% in 2022.



Through these efforts, CPChem seeks to continue to strengthen its responsible sourcing practices, benefitting our company, suppliers, customers and communities where we live and operate..

Local First

Golden Triangle Polymers, a joint venture between CPChem and QatarEnergy, directed $400,000 toward a community centered program called Local First.

Local First

Through Local First, CPChem collaborates with Orange County officials and Workforce Solutions Southeast Texas to prioritize local businesses when sourcing suppliers, vendors and labor for the Golden Triangle Polymers project. Local First has also helped to expand workforce development opportunities in the Golden Triangle region.
SDG #8, Decent Work and Economic Growth

Financial Impact

The amounts shown below represent total spend for the year 2024.

$700,000
company & employee charitable giving

$111 million
spent with local businesses

$50.8 million
on employee wages and benefits

$2.1 million
taxes paid to school, city and county entities

Climate Change

Climate Change Priorities

Reduce Carbon Intensity

Continue pursuit of carbon intensity reductions in our operations, as well as reductions from our value chain.

Advance Renewable Energy Solutions

Explore opportunities to develop renewable energy projects to support carbon intensity reductions.

Strengthen Climate Resilience

Continue building resilience to mitigate potential physical and transitional climate risks.

Climate Risk Management

CPChem uses climate-specific scenario analyses to assess climate-related risks, categorized into physical risks (e.g., flooding, extreme heat, hurricanes, water scarcity) and transition risks (e.g., policy changes, market responses). These analyses inform CPChem's Enterprise Risk Management and strategic planning, ensuring resilience and competitiveness.
SDG #13, Climate Change

In 2024, CPChem revisited our Climate Risk Assessment. Incorporating data from the latest IEA NZE scenario and other third-party sources aligned to IPCC RCP 7 and RCP 8.5, we utilized scenario-planning tools for our internal analysis of transition and physical risks. The 2024 results identified risks consistent with our previous analyses. Risks discussed in previous reports are summarized at the end of this document.

Emissions

Greenhouse Gas Emissions*

Scope 1

In 2024, CPChem's Scope 1 emissions on an operated basis were 4.8 MMT CO_2e, and 7.3 MMT CO_2e on an equity-basis

Scope 2

In 2024, CPChem's Scope 2 emissions on an operated basis amounted to 1.9 MMT CO_2e, and 2.5 MMT CO_2e on an equity basis, on a market-basis

In 2024, CPChem's Scope 2 emissions on an operated basis amounted to 1.8 MMT CO_2e, and 2.4 MMT CO_2e on an equity basis, on a location-basis**

Scope 3

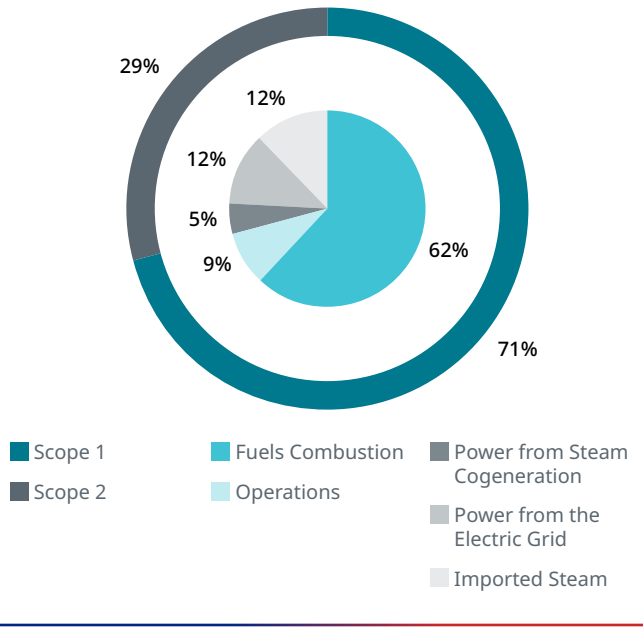
We are evaluating the organization's Scope 3 emissions in alignment with the GHG Protocol and working to measure these GHG emissions. Our aspiration is to assemble a GHG emissions inventory of Scope 1, Scope 2 and Scope 3 emissions for reporting in the future. CPChem seeks to use its inventory data to help identify potential GHG emissions reduction opportunities.

* The calculation of CPChem's GHG emissions data is consistent with the World Resources Institute and the World Business Council for Sustainable Development Greenhouse Gas Protocol. CO_2, CH_4 and NO_2 are included in CO_2e.

** Location-based reporting uses the average emissions intensity of the local power grid, while market-based reporting reflects emissions from the specific electricity contracts a company has purchased.

Combustion of fuels in ethylene furnaces and steam boilers, and process-related emissions such as flaring represent most of CPChem's Scope 1 emissions. CPChem's Scope 2 emissions originate primarily from third-party providers in the generation of energy used by CPChem. Supplied energy includes power procured from the electric grid, steam cogeneration and imported steam. CPChem's ethylene assets benefit from fleet location, the ability to crack light feedstocks, and regular improvements in energy efficiencies to enhance the competitiveness of their Scope 1 and 2 GHG emissions intensities compared to similar global facilities.

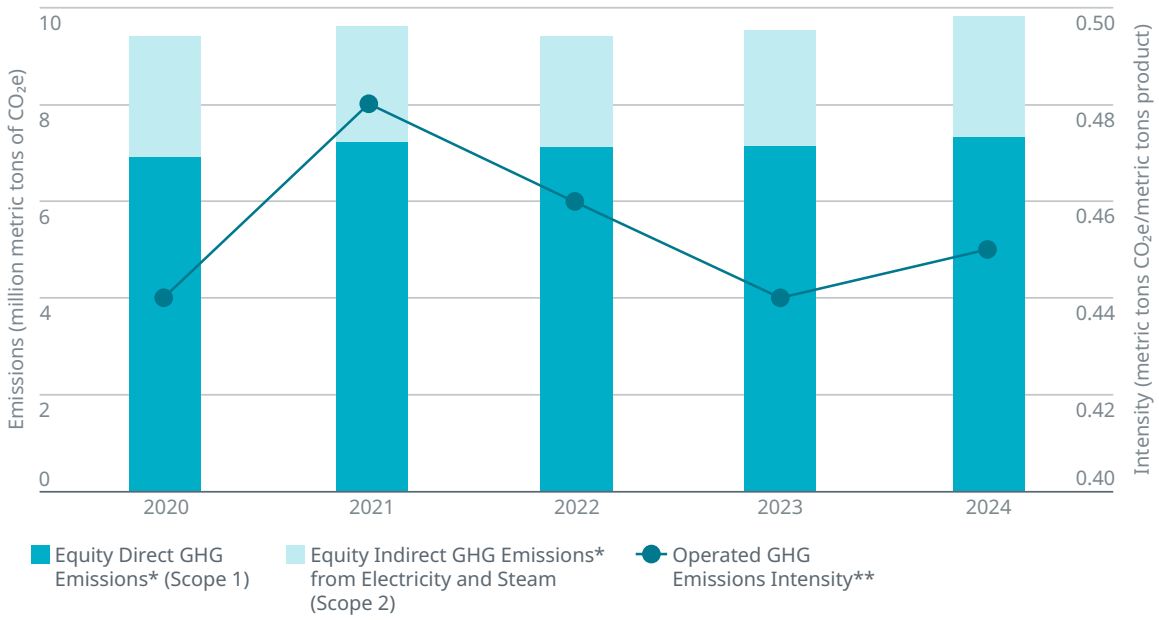
Scope 1 and Scope 2 GHG Emissions Sources



In 2024, CPChem's absolute GHG emissions increased both on an operated and equity basis compared to the prior year. This is attributable to increased production and site enhancements. Despite an increase in total emissions, CPChem facilities are focusing on managing GHG emissions intensity while mobilizing assets to meet the global demand for its products.

During the next several years we plan to continue to grow our production capability, operationalize new, more efficient assets and implement projects identified through MACC Assessments. We remain dedicated to efficient operations and reducing GHG emission intensity and acknowledge that GHG emissions will change as we undertake these projects that are essential for achieving our goals. Explore our → 2024 Performance Data Tables to learn more about emissions at CPChem.

GHG Emissions



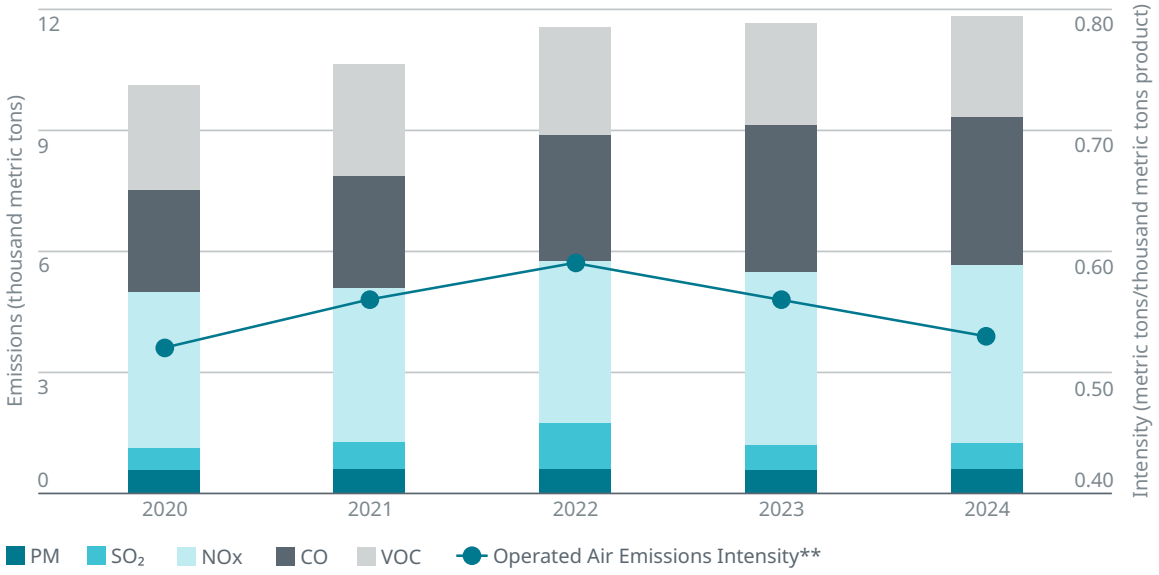
* GHG emissions reported on an operated basis represent 100% stake for wholly owned and joint venture operations which are operated by CPChem, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas. GHG emissions reported on an equity basis represent wholly owned operations, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas, and the equity stake for facilities where CPChem has only partial equity ownership. Totals are rounded to the nearest hundred thousand metric tons.

** GHG Intensity is reported on an operated basis and represents 100% stake for wholly owned operations, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas. GHG Intensity is the ratio of the greenhouse gases emitted (MT of CO_2e) divided by the products produced (MT of product).

Air Emissions

In 2024, air emissions totaled 11.78 thousand metric tonnes on an equity basis. We recorded a decrease in air emissions intensity from 0.56 in 2023 to 0.53 TMT product on an operated basis in 2024. Explore our → Performance Data to learn more about air emissions at CPChem.

Air Emissions*



* Air emissions data is reported on an equity basis and represents 100% stake reported for wholly owned operations, with the exception of Performance Pipe and inclusive of one CPChem operated Owner's facility at Old Ocean, Texas and one CPChem-operated joint venture in Baytown, Texas, and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of AmSty and owner operations in Pascagoula, Mississippi.

** Air emissions intensity data is reported on an operated basis and represents 100% stake for wholly owned operations, except for Performance Pipe.

Air Monitoring

CPChem supports both the Houston Regional Air Monitoring and South East Texas Regional Air Monitoring networks in Houston and Southeast Texas. Participation enables CPChem to receive early indications of potential air emissions from an undetected leak or upset through monitors maintained and read by a third party. This information helps site teams quickly investigate operations, determine possible abnormalities and make appropriate adjustments.

Managing Resources Responsibly

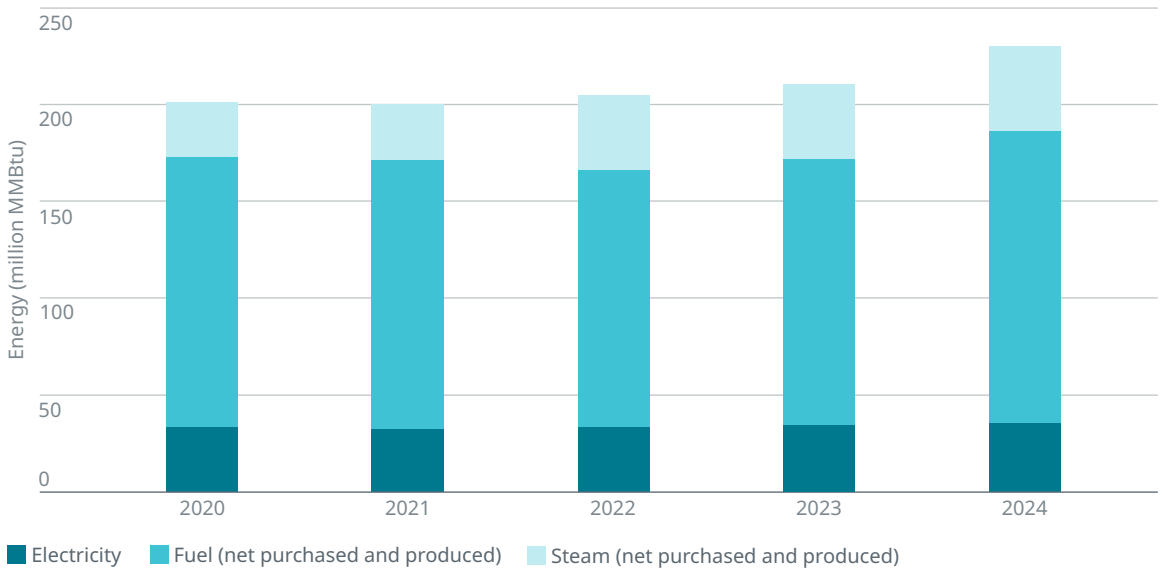
Energy

We support access to affordable and reliable energy, optimize energy consumption and seek to minimize energy intensities.
SDG #7, Affordable and Clean Energy

Our company purchases energy in the form of fuel, electricity and steam. Additionally, our manufacturing facilities utilize by-product fuels generated during operations to produce energy on-site. Longstanding programs at CPChem focused on reliability and energy management enable reductions in carbon intensity and improvements in other air emissions performance.

In 2024, CPChem's equity global energy consumption reached 229 million MMBtu, with an energy intensity of 5,703 Btu per pound of product on an operated basis. Total energy consumption increased in 2024, partly due to higher fuel consumption and production figures. CPChem's manufacturing teams continuously strive to enhance efficiency across our facilities and improve energy performance.

Energy Consumption*



* Energy data reported on an equity basis represents wholly owned operations and the equity stake for facilities in which CPChem has only partial equity ownership, with the exception of Performance Pipe, Amsty and owner operations in Borger, Texas.

Energy Best Practice Teams

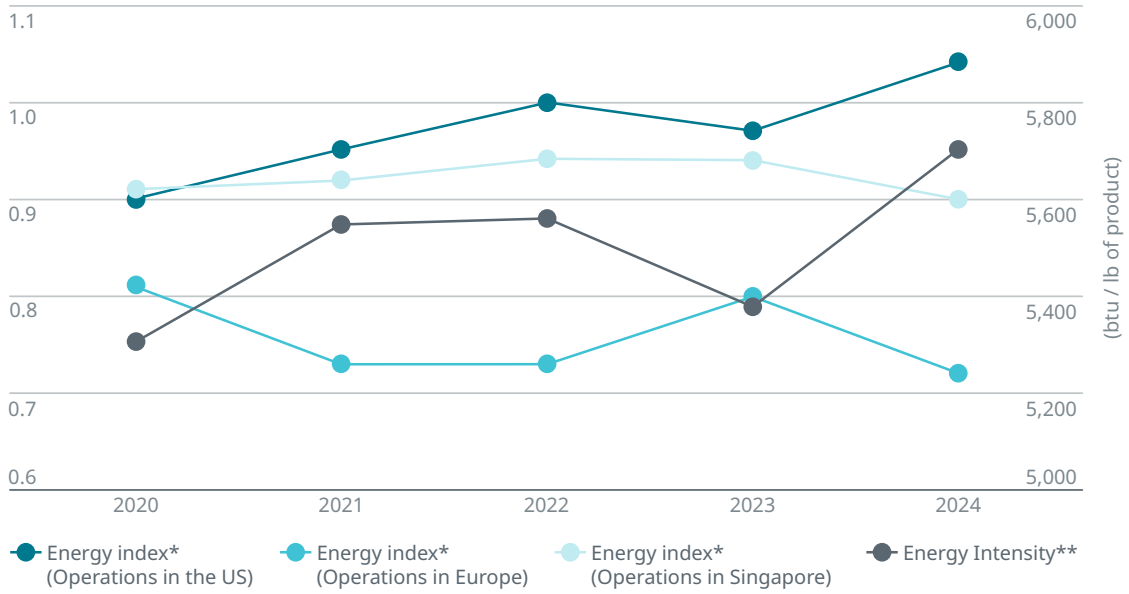
CPChem empowers site Energy Best Practice Teams to enhance energy performance and spearhead energy reduction initiatives. Team leaders regularly convene to exchange best practices, celebrate achievements, and challenge one another to creatively meet the company's energy goals.

One tool our teams use is a facility-level energy intensity index. This calculation allows facilities to standardize benchmarking and monitoring efforts while tracking annual progress toward energy reduction goals. CPChem's energy intensity index for 2024 in various regions was 0.72 (Europe), 0.90 (Singapore) and 1.04 (United States). See our → 2024 Performance Data Tables for more details on energy performance.

Energy Reduction Site Awards

In 2024, CPChem received two awards from the American Chemistry Council for outstanding energy performance at our Old Ocean, TX facility, where polyethylene assets reduced energy consumption per pound of product. Energy reductions were achieved through steam and fuel consumption optimization in equipment and operations. This project was completed through our MACC process, and after a full year of operation, has resulted in a greater than 40% reduction in fuel consumption of assets at this location.

Regional Energy Index and Energy Intensity



* Energy index compares a facility's performance to a baseline year. A majority of our facilities use 2008 as a baseline year.

** Energy intensity is reported on an operated basis and represents 100% stake for wholly owned operations, with the exception of Performance Pipe.

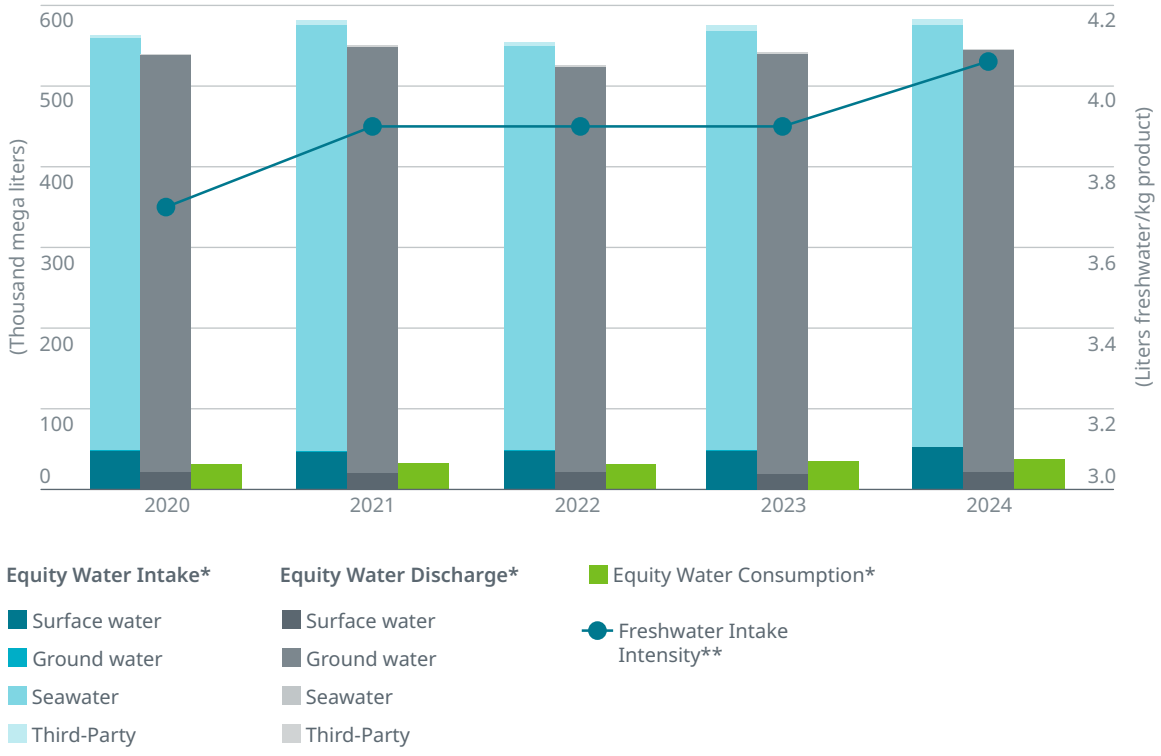
Water

CPChem's Commitment to Water Stewardship

Aligning with the United Nations Sustainable Development Goals, we believe that clean water should be accessible to all. CPChem embraces new ideas and practices that champion increased water efficiency in support of SDG #6, Clean Water and Sanitation. Globally, there will need to be efforts to strengthen the resilience of ecosystems and use water more efficiently to minimize the impacts of water stress on people and the environment.

At CPChem, we use surface water, groundwater, seawater, and water provided by third parties for various purposes, including cooling, quenching, steam production, conveyance, and treatment of potential contaminants. Seawater is leveraged in several cooling applications which allows CPChem to reduce its consumption of freshwater resources where possible. CPChem experienced an increase in water use in 2024 due to expansion projects at multiple facilities, extended operational hours and higher production rates.

Water Use



* Water intake, discharge and consumption totals reported on an equity basis represents wholly owned operations and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of Amsty and owner operations in Pascagoula, Mississippi and Borger, Texas. Total Water Consumption represents the difference between water intake and water discharge and includes water lost due to evaporation. Totals are rounded to the nearest hundred thousand mega liters.

** Freshwater intake intensity is reported on an operated basis and represents 100% stake for wholly owned operations.

As part of our Operational Excellence program, we continuously monitor the impacts of discharged water and seek opportunities to optimize water withdrawal and consumption. Our Water Reliability Teams employ industry recognized best practices for water management and aim to enhance water quality to sustain safe and reliable operations at our facilities.

Understanding Water Stress

Water stress is a growing concern worldwide, referring to the challenges in meeting both human and ecological demands for water, including issues related to accessibility, quantity, and quality. According to the United Nations Sustainable Development Goals 2023 report, 2.2 billion people lack access to safely managed drinking water. This underscores the importance of embracing values and practices that conserve and protect freshwater resources and promote water efficient processes. In line with our climate change strategy, we have identified steps to better understand water stress and are performing Water Body Risk Assessments at our manufacturing facilities to identify water-related challenges and develop tailored strategies.

The American Chemistry Council in collaboration with The Water Council, developed the WBRA framework. This step-by-step guidance document provides tools and resources for companies to assess and prioritize potential water-related risks, evaluate mitigation strategies, and promote engagement in local water stewardship opportunities that address shared water challenges. Water challenges and their corresponding risks to businesses are hyperlocal, and it is important for us to consider and implement impactful actions that are informed by the context of the watershed and the operational aspects of each facility. The WBRAs are helping to inform facilities' water stress risk, strengthen our resiliency planning for water, and improve awareness of water-related impacts on our business, communities and surrounding resources.

Using Water Responsibility

Water stewardship serves as a cornerstone for both climate and social dimensions, as water is a shared resource vital to people, nature and biodiversity. As both a key influencer to and reflection of community health, water will remain a top priority for both people and industry.

Near Zero Liquid Discharge

The Near Zero Liquid Discharge Project at Ras Laffan Olefins Company is a significant initiative aimed at enhancing environmental sustainability by minimizing liquid discharges and promoting resource conservation. Water in Qatar is a precious resource, mainly made available from the desalination of seawater.
SDG #14, Life Below Water

Improving Water Infrastructure in the Red River Basin

CPChem's Performance Pipe division is proud to contribute to a transformative project aimed at revitalizing the water infrastructure in the Red River Basin area of Texas. In a dynamic collaboration with the Plastic Pipe Institute, this ambitious initiative tackles the pressing challenge faced by the Red River Authority in managing the aging pipes of the Lockett Water System. Recognizing the urgent need for a reliable and long-lasting solution, Performance Pipe stepped in to supply 20 miles of pipe. The upgrade will help deliver a dependable supply of clean drinking water to the 705 customers served by the Lockett Water System. Through initiatives like these, Performance Pipe continues to build strong relationships and enhance the well-being of the communities it serves. With innovative solutions and dedicated efforts to advance sustainability, Performance Pipe is not just addressing today's challenges but paving the way for a brighter, more resilient future for Texas and beyond.

SDG #6, Clean Water and Sanitation

Aligned with *Our Journey to Zero* commitment to each other and to our communities, CPChem facilities will continue to employ water management practices focused on reducing impacts to water systems and optimizing water use in our operations. Our efforts aim to contribute to healthier watersheds and ecosystems, helping to foster a more equitable and sustainable future.

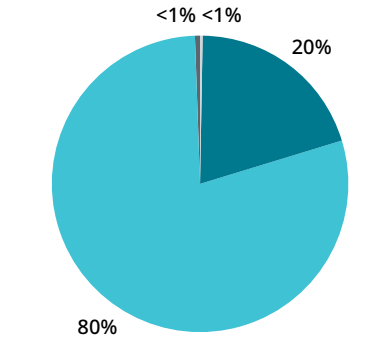
Waste

CPChem is committed to optimizing resource consumption and waste production to help mitigate associated impacts. We employ diversion mechanisms to keep waste out of landfills, reduce consumption where possible, and promote a circular economy within the company and industry. Waste specialist teams at each manufacturing site develop and endorse practices to reduce waste, prevent pollution, and adopt a "reduce, reuse, recycle" mindset.
SDG #12, Responsible Consumption and Production

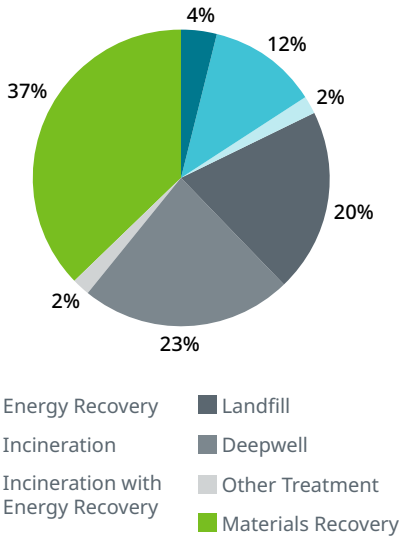
In 2024, CPChem's global operations generated 66.52 TMT of non-hazardous waste and 30.06 TMT of hazardous waste on an equity basis. More than 35% of non-hazardous waste, the company's largest waste category, was diverted from disposal. We continue to enhance our waste inventory through expanded analysis of all waste streams to better identify and prioritize areas for improvement, including our Scope 3 emissions inventory. Additionally, we employ specialized disposal techniques such as biotreatment, energy recovery, incineration, landfill, materials recovery, and more.

We advocate for the proper disposal of all waste. By reviewing disposal practices and standardizing waste processes, we improve communication with third-party facilities and ensure the correct management of materials. Additionally, our facilities maintain dedicated procedures for spill prevention, controls, countermeasures and contingencies for waste.

Waste Generation in 2024



Waste Disposal in 2024



Product Sustainability and Circularity

2024 Highlights

- **More than 80,000,000 lbs.** of plastic waste diverted from the environment through circular investment funds
- **Secured pyoil supply agreement** for Marlex® Anew™ Circular Polyethylene
- **Zero plastic pellet loss** from manufacturing facilities
- **Reducing plastic waste** through global collaborations and commitments

Strategy & Goals

We develop products and solutions aimed at curbing our footprint while using resources more responsibly. We are active and engaged in the global movement to end plastic waste. CPChem supports initiatives and organizations working to eliminate plastic waste, and the company proudly participates in collaborative efforts seeking to address this challenge.

Product Sustainability and Circularity Priorities

Spot on Solutions

From keeping our food and water fresh to safeguarding medical instruments and enhancing vehicle performance, plastics play an essential role in our daily lives. At CPChem, we are working to make these vital materials more sustainable through innovative design and product applications.

With a diverse range of products supporting more than 70,000 consumer and industrial uses, we strive to leverage the advantages of plastics while working to reduce our environmental footprint.

Product Spotlight

Polyalphaolefins are highly effective in electronic immersion cooling systems due to their superior insulating properties and ability to maintain low temperatures. By efficiently managing heat, our PAOs help prevent overheating and ensure that electronic components operate within optimal temperature ranges. This not only enhances the performance and longevity of electronics but can also lead to significant energy savings. The improved thermal management provided by PAOs results in more efficient energy usage, reducing overall power consumption and contributing to a more sustainable and cost-effective cooling solution.
SDG #9, Industry, Innovation and Infrastructure

Automotive

CPChem's normal alpha olefins and polyalphaolefins are key components in high-performance lubricants for vehicles, aircraft, wind turbines, and more, outperforming many alternative materials.
SDG #7, Affordable and Clean Energy

Food & Agriculture

Specialized plastic packaging offers an efficient and cost-effective way to preserve produce, extend the shelf life of dairy, meat, and poultry products, and protect food during storage and transportation. Plastics also play a vital role in food production, providing durable pipes and fittings for agricultural irrigation systems to water crops and hydrate livestock.
SDG #2, Zero Hunger

Home & Electronics

Plastics' versatility makes them highly desirable for electronic and technological applications. Their strength and flexibility enable safe use of extension cords, network cables, and device chargers through effective plastic shielding of electrical wires.

SDG #9, Industry, Innovation and Infrastructure

Medical & Pharmaceutical

The unique properties of plastics make them well-suited for medical applications, such as pharmaceutical containers and packaging that keeps medical instruments protected and sterile. CPChem's Specialty Chemicals division supports the pharmaceutical industry by providing materials used in medical devices and surgical equipment.

SDG #3 Good Health and Well-being

Personal Care

From squeezable tubes for lotions and shampoos to deodorant packaging, plastics provide an exceptional level of quality and accessibility in personal care products.

Waste Management

CPChem plastics serve as the essential material in manufacturing durable curbside waste collection bins with lids, designed to efficiently collect waste for recycling and landfilling in North America. Even after use, materials such as cardboard, metal, and plastic retain value. These bins play an important role and contribute to an effective waste management system.

SDG #12: Responsible Consumption & Production

Water & Infrastructure

High-density polyethylene pipes provide clean drinking water and significantly reduce the substantial water loss seen in steel and concrete piping systems. Additionally, polyethylene pipes safeguard sensitive electrical and telecommunication cables, helping to keep the world connected.

SDG #6, Clean Water and Sanitation

SDG #7, Affordable and Clean Energy

Under the Microscope

CPChem's Research & Technology teams innovate, test and advance a pioneering legacy that drives progress within the company and across the industry. These teams collaborate with industry partners and academic institutions to research, develop, and assess emerging technologies, such as plastics recycling.

Through the R&T Management Sponsored Research program, researchers can propose groundbreaking ideas and apply for funding to accelerate the study, development, and potential commercialization of novel approaches to sustainability. In 2024, greater than half of CPChem's MSR program funds were allocated to projects aimed at enhancing the circularity of plastics.

CPChem fosters a culture of ingenuity, celebrating and incentivizing creativity and agility. CPChem teams are tasked with transforming innovative ideas and suggestions from employees into reality, driving the company's evolution through 2024 and beyond.
SDG #9, Industry, Innovation and Infrastructure

CPChem Senior Scientist Max McDaniel Honored with Perkin Medal

Max McDaniel, senior fellow scientist at Chevron Phillips Chemical's Bartlesville, Oklahoma, Research and Technology Center and an expert in polyolefin catalysts, was awarded the Perkin Medal in 2024, the highest honor for applied chemistry in the nation. While McDaniel is well known as an industry expert in polyolefin catalysis, especially in the areas of chromium catalysts and metallocene catalyst supports, his influence has extended across CPChem proprietary technologies, including the development of the 1-hexene process, the metallocene PAO process and more recently the reactivation process for the Aromax® II Catalyst.

In 2024, McDaniel was also awarded his 500th U.S. patent.

Read more about McDaniel's impressive career

Lower Carbon Products and Processes

CPChem uses Life Cycle Assessments to measure the environmental impact of its products throughout their lifecycle, from material sourcing to production, intended use, and end-of-life/recycling. These assessments are used internally to provide valuable insights and detailed data.

We are conducting LCAs across all product lines to assess carbon footprints and other environmental impacts. This data helps identify opportunities to reduce emissions, decrease water consumption, and use energy more efficiently. By leveraging this data-driven approach, we aim to enhance the sustainability of our products and strengthen CPChem's portfolio resilience throughout any economic environment.

Life Cycle Analysis

Product Stewardship

We take great interest in product stewardship and responsible business practices. We adhere to the guidelines set forth in our OE System to ensure the safe handling and use of our products. Every year, CPChem conducts thorough reviews of its products to evaluate aspects such as customer feedback, regulatory updates, hazard profile, transportation risks, and other critical areas.

Product Portfolio Review

During a Product Portfolio Review, the entirety of our product line-up undergoes a thorough assessment using a weighted composite score system. This evaluation measures:

- End-use applications
- Environmental impact
- Public perception
- Marketing response
- Regulatory profile
- Potential hazards
- Production volume
- Supply chain disruptions

Safe, Responsible, Certified

90% of CPChem's eligible U.S. facilities are certified by the American Chemistry Council's Responsible Care® program. Responsible Care® drives continual improvement and supports innovative progress. This includes work that helps protect the health and safety of people and the planet, and third-party audits to confirm successful implementation.

Read more about Responsible Care®

Circularity and Ending Plastic Waste

Plastics have an integral role in enabling a more sustainable future, but mismanagement of these materials and a lack of systems supporting end-of-life options has created environmental consequences for our oceans and natural habitats. We work to harness the benefits of plastics for more than eight billion people who share our planet today and we innovate to minimize our footprint for the billions we will share it with tomorrow.

CPChem is helping transform how we make, use and reuse plastics. With emerging recycling technologies and infrastructure, companies like CPChem can use feedstocks made from advanced recycling to produce new polyethylene resins and other useful products. Advanced recycling (also called chemical recycling) technologies convert hard-to-recycle plastics into new raw materials. Because advanced recycled polymers have physical properties equivalent to their fossil-based counterparts, they may be selected for use in highly regulated applications not suitable for mechanically recycled polymers.

Introduced commercially in 2022, Marlex® Anew™ Circular Polyethylene is CPChem's first circular product. Marlex® Anew™ is made using advanced recycling, converting waste plastics into raw materials to make new polyethylene resins that provide the same performance and quality as conventional polymers.

ISCC
International Sustainability & Carbon Certification

100% Certified

We are proud that Marlex® Anew™ Circular Polyethylene and 100% of CPChem's North American polyethylene facilities are third-party certified by the International Sustainability and Carbon Certification PLUS system. Through rigorous annual audits, ISCC PLUS certification affirms Marlex® Anew™ Circular Polyethylene complies with globally recognized sustainability and traceability requirements.

Together for Tomorrow

CPChem is doing its part to prevent plastic loss from manufacturing operations by committing to global initiatives like Operation Clean Sweep® and internal plastic management programs.

Operation Clean Sweep®

For more than 20 years CPChem has been part of OCS®, a global initiative to prevent plastic resin loss and keep plastics out of waterways. In the U.S., CPChem follows enhanced OCS® Blue guidelines, which include sharing best practices, enhanced reporting, third-party audits, and cross-industry collaboration.

CPChem has also made significant investments aimed at eliminating plastic waste:

Alliance to End Plastic Waste

CPChem is a founding member of the Alliance to End Plastic Waste, which includes nearly 70 companies working to eliminate plastic waste. In 2024, the Alliance made a significant impact by reducing more than 120,000 metric tons of unmanaged plastic waste.

Circulate Capital

In 2024, our contribution to the Circulate Capital Ocean Fund, founded in 2019, helped circulate or reduce a total of 16,977 metric tonnes of plastic (10,362 metric tonnes of plastic excluding the baseline at the time of investment) across South and Southeast Asia.

Our investment in the Circulate Capital Ocean Fund Latin America and the Caribbean, whose investments in the region began in 2023, have circulated/reduced a total of 26,077 metric tonnes of plastic (3,024 metric tonnes of plastic excluding the baseline at the time of investment) in 2024 across Latin America and the Carribean.

Closed Loop Partners' Circular Plastics Fund

CPChem's contribution to Closed Loop Partners' Circular Plastics Fund kept greater than 14,500 metric tonnes of plastic in circulation in the U.S. and Canada.

Infinity Recycling

CPChem invests in Infinity Recycling's Circular Plastics Fund, which focuses on advanced recycling technologies for end-of-life plastics. This investment helps support the transition to a circular economy, delivering both financial and environmental benefits.

Difference Maker

Gina James, Environmental Specialist and our Orange site Operation Clean Sweep® Champion, was recognized at the OCS® Conference as one of three recipients of the 2024 OCS® Difference Maker Award for going above and beyond in her efforts to achieve zero resin loss. Gina played an integral role in the development and execution of a project that implemented a transfer system that removes residual plastic pellets from individual railcars and collects them into a single railcar. This system helps CPChem keep plastic pellets out of the environment and helps get more produced pellets to market.

Polymers Business Outlook

CPChem uses long-term commodity price forecasts, as well as supply and demand outlooks to assess risks to its investments and strategy. While conducting these assessments, consideration is given to uncertainties that may favorably or unfavorably impact projections, which is needed to pressure test investment decisions and strategy direction. For the purposes of projecting a range of outcomes, it is prudent to calibrate internal perspectives against third-party market intelligence. CPChem typically uses several third-party outlooks in these assessments.

In 2024, CPChem undertook scenario analysis which tested the resiliency of our strategy in different business environments that varied the pace/scale of adoption of a circular economy. The outcomes and implications for CPChem were not materially different than what was published in the company's 2023 sustainability report, Stepping Up. The regulatory landscape remains dynamic and CPChem will continue to monitor its evolution, ensuring that the scenarios tested remain relevant and develop new scenarios accordingly.

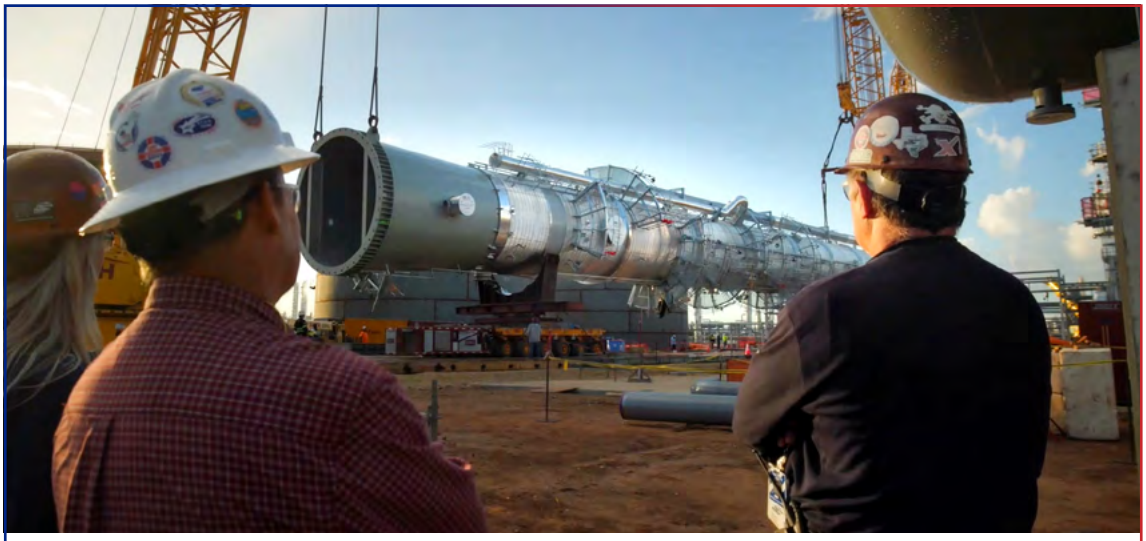
Positioned to Perform

CPChem's tagline is Performance by Design. Caring by Choice. ™ While Performance by Design. symbolizes how we do business, Caring by Choice. expresses *who* we are as a business. Combined with a world-class workforce and dynamic culture, CPChem is well-positioned to activate excellence into 2025 and beyond.

Business Transformation

Business Transformation

Business Transformation is an enterprise-wide initiative that harnesses the power of our people, processes and technology to elevate CPChem's competitive position. Through Business Transformation, CPChem energizes innovation and progress across Performance by Design, Information Technology, and Digital Transformation.



CPChem Manufacturing Unfurls Digital Enhancements

Last year, our manufacturing facilities rolled out a collection of digital tools and technology upgrades to drive progress and support our commitment to safe and reliable operation.

Safe Worker Interactive Field Technology

CPChem facilities greatly expanded the adoption of e-permitting through SWIFT, securing more than 65,000 safe work permits in 2024. This mobile app equips teams to complete permitting assignments digitally and increases efficiency, boosts accuracy and makes it easier to succeed and harder to fail.

Asset Information Management

AIM connects valuable Process Safety Information to engineering data and critical documentation through a single digital tool. CPChem plans to use AIM to standardize how facilities source PSI data, streamlining data management and increasing alignment from site to site.

Supply Chain Network Optimization

In 2024, the SNO workstream deployed software in Asia and Europe enabling enhanced tracking and reporting capabilities throughout our global supply chain. Additionally, improvements in data-logging processes have led to greater visibility into logistics activity, inventory availability and reporting options previously unavailable.

Digital Process Optimization

CPChem's DPO group is tasked with optimizing manufacturing operations through advanced data analytics and digital technologies. In 2024, this team continued to harness data science and machine learning strategy to identify, monitor and optimize site-specific manufacturing operations. Looking ahead, the DPO group is eager to accelerate efforts in 2025 and deliver high-value solutions and optimization tools that drive CPChem's operational excellence.

Performance by Design

Performance by Design encourages every team, at every level, to use their unique perspectives and backgrounds to enhance how we work and implement solutions that unlock value for our employees, customers, and owners. In 2024, we initiated efforts to refocus and reinforce the data-driven elements within our PBD structure to help capture success in our pursuit of excellence.

Strategic Execution and Enablement

CPChem's Strategic Execution and Enablement Office is a comprehensive project management and change management resource with a suite of customized methodologies, tools, training, and coaching to enhance our projects and operations. Boosting organizational capabilities by identifying foundational needs and defining actionable solutions, SEE Office engagements across the organization have experienced impressive acceleration since the initiative's launch in 2022.

Priming CPChem's Change Makers

The SEE Office has a change management training program with courses that are designed to develop change management competencies, such as identifying barriers to change, developing a robust change management plan and monitoring change implementation. In 2024 it expanded the training program to include a comprehensive focus on change leadership. The new course provides advanced strategies to confidently guide teams through transitions and gain deeper insight into the technical and human aspects of change.

Sustaining Growth Locally and Abroad

Golden Triangle Polymers

Orange County, Texas

Golden Triangle Polymers' Local First initiative in Orange County, Texas has spent more than $338 million on Orange County-based businesses and added 136 local small businesses to its vendor network since first announcing the project. By year end, GTP had grown its project workforce to more than 4,500 strong, nearly half of which live in the surrounding nine-county Golden Triangle region.

GTP also celebrated several operational achievements in 2024. More than 500 modules and large pieces of equipment have been successfully transported to the construction site, representing 80% of GTP's total heavy haul moves. Additionally, 2024 saw the arrival of GTP's first railcars and installation of polyethylene reactors.

As the project moves closer to anticipated completion in 2026, GTP stands confident in its community of process operators, maintenance personnel, technical staff, and support professionals driving the facility towards successful completion and sustained productivity.

Maritime Milestone

Ras Laffan Industrial City, Qatar

July 2024 marked a significant milestone in the construction of an integrated polymers complex in Ras Laffan Industrial City, Qatar owned by QatarEnergy and CPChem.

Embarking from Vietnam, project teams carefully loaded 11 pre-assembled pipe racks onto self-propelled barges before traversing 8,500 km across the sea and arriving safely in Qatar. Completing a journey lasting nearly 26 days, these large modules docked in Qatar where they will form the backbone of the Ras Laffan project's ethylene units.

The successful delivery of these pipe racks is a remarkable achievement that was celebrated by all groups involved. As facility construction advances, this method will be used to deliver additional pre-assembled units and critical project equipment.

Spot on 25 Years: Our Legacy and Future

On July 1, 2025, Chevron Phillips Chemical reached its 25th anniversary, marking a quarter-century of innovation, growth, and commitment to excellence in the chemical industry. Since its inception in 2000, the company has consistently pushed boundaries and delivered high-quality products that enhance everyday life. As we embark on our next 25 years, CPChem is positioned to drive industry advancements through innovation, sustainable practices and above all, safe and reliable operations. Our vision for the future is clear: to continue delivering exceptional value and pioneering solutions that meet the evolving needs of our global communities.

Performance Data Tables

Social Performance Data Tables

	2020	2021	2022	2023	2024	GRI
Employees						
Total Employees at Year End	4,715	4,760	4,968	5,142	5,481	2-7 2-8

	2020	2021	2022	2023	2024	GRI
Headcount by Region[1]						
North America	4,207	4,254	4,414	4,522	4,866	2-7 2-8
Female	20%	20%	21%	20%	20%	
Male	80%	80%	79%	80%	79%	
Non-binary/Gender nonconforming	–	–	–	<1%	0%	
Europe	306	322	337	350	355	
Female	29%	30%	29%	28%	27%	
Male	71%	70%	71%	72%	72%	
Asia Pacific	151	136	163	156	145	
Female	54%	53%	50%	52%	54%	
Male	46%	47%	50%	48%	46%	
Middle East	51	48	54	104	115	
Female	10%	10%	9%	10%	11%	
Male	90%	90%	91%	90%	87%	

1 Unaccounted percentages are due to employees choosing not to disclose this information.

	2020	2021	2022	2023	2024	GRI
Represented Employees by Region[1]						
North America	557	569	584	570	556	2-7 2-8
Female	11%	11%	10%	10%	9%	
Male	89%	89%	90%	90%	91%	

1 Represented employees in Europe and Asia are not included due to privacy laws. Employee representation is an employee who has the right to seek a union or individual to represent them for the purpose of negotiating with management on issues such as wages, hours, benefits and working conditions.

	2020	2021	2022	2023	2024	GRI
Employment						
New Employees	252	469	691	657	612	401-1
Attrition Rate	6.9%	9.1%	9.7%	6.8%	6.8%	
Voluntary attrition rate (less retirements)	2.6%	3.8%	4.6%	4.2%	3.7%	
Full and Part Time Employees offered healthcare (US)	–	–	–	–	100.0%	401-2

	2020	2021	2022	2023	2024	GRI
Parental Leave Utilization (total employees)						
Total Employees at Year End	180	183	207	228	195	401-3
Total Female	27	36	30	35	27	
Total Male	152	142	177	193	168	
Total Undisclosed Gender	1	1	0	0	0	
Return to work rate (not termed the following year)[1]	95%	95%	90%	97%	–	
Return to work rate (Female)	100%	95%	90%	96%	–	
Return to work rate (Male)	95%	94%	90%	97%	–	

1 Data Point lags by one reporting year.

	2020	2021	2022	2023	2024	GRI
Parental Leave Utilization (total employees) (cont.)						
Retention rate (12 months after returning to work)[1]	–	–	87%	90%	–	401-3
Retention rate (Female)	–	–	81%	87%	–	
Retention rate (Male)	–	–	95%	90%	–	
Retention rate (Undisclosed)	–	–	100%	–	–	

1 Data Point lags by one reporting year.

	2020	2021	2022	2023	2024	GRI
Occupational Health & Safety						
Total Recordable Incidence Rate (Recordable injuries × 200,000/hrs.)[1]	0.05 (0.18)	0.10 (0.21)	0.12	0.08	0.10	403-9 403-10
Combined Employee and Contractor Recordable Incidence Rate (excluding major capital projects)	0.05 (0.18)	0.10 (0.21)	0.12	0.10	0.13	
Employee Recordable Incidence Rate (excluding major capital projects)	0.05 (0.31)	0.09 (0.31)	0.11	0.10	0.15	
Contractor Recordable Incidence Rate (excluding major capital projects)	0.05 (0.06)	0.10 (0.00)	0.12	0.10	0.11	
Major Capital Projects Recordable Incidence Rate	–	–	0.18	0.03	0.08	
Fatalities	0	0	0	0	1	
Work-related Injuries (Work-related Recordable Injuries × 200,000/hrs.)[1]	9	17	29	22	41	403-9
Employee Work-related Injuries (excluding major capital projects)	4	8	10	9	14	
Contractor Work-related Injuries (excluding major capital projects)	5	9	17	11	11	
Major Capital Projects Work-related Injuries	0	0	2	2	16	
Fatalities	0	0	0	0	1	

1 TRIR is the number of recordable injuries, multiplied by 200,000, then divided by the total number of hours worked in a year. Data within parentheses indicate rates inclusive of confirmed work-related COVID-19 illnesses.

	2020	2021	2022	2023	2024	GRI
Occupational Health & Safety (cont.)						
Work-related Ill Health (Work-related Recordable Ill Health × 200,000/hrs.)[1]	0 (23)	0 (19)	1	1	0	403-10
Employee Work-related Ill Health (excluding major capital projects)	0 (22)	0 (19)	0	0	0	
Contractor Work-related Ill Health (excluding major capital projects)	0 (1)	0	1	1	0	
Major Capital Projects Work-related Ill Health	0	0	0	0	0	
Fatalities	0	0	0	0	0	

1 TRIR is the number of recordable injuries, multiplied by 200,000, then divided by the total number of hours worked in a year. Data within parentheses indicate rates inclusive of confirmed work-related COVID-19 illnesses.

	2020	2021	2022	2023	2024	GRI
Training						
Total employee training hours (LMS and In-Class Training)[1]	265,302	251,000	317,062	254,374	313,559	404-1
Hours of Training per Employee[1]	56.3	52.7	63.8	49.5	57.0	
Number of skills trainings provided	–	–	–	–	942	404-2
Total workforce who received regular performance and career development reviews	–	–	–	–	100%	404-3
Salaried employees with development objectives in plan	–	–	–	–	85%	

1 2020 data only includes months April through December for classroom trainings due to changes in tracking these courses. This disclosure does not include hours for any external trainings taken by employees and paid for by the company.

	2020	2021	2022	2023	2024	GRI
U.S. Employee Diversity[1]						
American Indian/Alaskan Native	2%	2%	2%	2%	1%	405-1
Asian	5%	5%	6%	5%	6%	
Black or African American	9%	9%	9%	10%	9%	
Hispanic or Latino	15%	15%	16%	17%	17%	
Hawaiian or Other Pacific Islander	0%	0%	0%	0%	<1%	
Two or More Races	1%	1%	2%	2%	2%	
White	68%	66%	65%	64%	63%	

1 CPChem employees are not required to disclose information related to diversity and these figures represent the number of employees who voluntarily self-identified with one or more of the listed groups. "Manager" is defined as a supervisor of at least one employee. "Senior Leadership" is defined at a certain salary grade within the organization.

	2020	2021	2022	2023	2024	GRI
U.S. Manager Diversity[1]						
American Indian/Alaskan Native	1%	1%	1%	1%	1%	405-1
Asian	5%	6%	6%	6%	6%	
Black or African American	5%	7%	7%	8%	8%	
Hispanic or Latino	10%	10%	11%	12%	12%	
Hawaiian or Other Pacific Islander	0%	0%	0%	0%	0%	
Two or More Races	2%	2%	2%	1%	2%	
White	78%	75%	71%	72%	71%	

1 CPChem employees are not required to disclose information related to diversity and these figures represent the number of employees who voluntarily self-identified with one or more of the listed groups. "Manager" is defined as a supervisor of at least one employee. "Senior Leadership" is defined at a certain salary grade within the organization.

	2020	2021	2022	2023	2024	GRI
U.S. Senior Leadership Diversity[1]						
American Indian/Alaskan Native	2%	1%	1%	1%	1%	405-1
Asian	5%	6%	6%	8%	8%	
Black or African American	2%	4%	4%	5%	6%	
Hispanic or Latino	4%	6%	7%	7%	8%	
Hawaiian or Other Pacific Islander	0%	0%	0%	0%	0%	
Two or More Races	2%	1%	1%	2%	2%	
White	86%	82%	80%	77%	76%	

1 CPChem employees are not required to disclose information related to diversity and these figures represent the number of employees who voluntarily self-identified with one or more of the listed groups. "Manager" is defined as a supervisor of at least one employee. "Senior Leadership" is defined at a certain salary grade within the organization.

	2020	2021	2022	2023	2024	GRI
Global Employee Diversity[1]						
Percent women among total employees	21%	22%	22%	20%	22%	405-1
Percent women as managers	21%	21%	22%	22%	22%	
Percent women in senior leadership	17%	18%	20%	23%	24%	

1 CPChem employees are not required to disclose information related to diversity and these figures represent the number of employees who voluntarily self-identified with one or more of the listed groups. "Manager" is defined as a supervisor of at least one employee. "Senior Leadership" is defined at a certain salary grade within the organization.

	2020	2021	2022	2023	2024	GRI
Headcount by Generation						
Baby boomers (1946–1963) ages 61–79	19%	15%	11%	9%	8%	405-1
Generation X (1964–1978) ages 46–60	44%	44%	44%	35%	34%	
Generation Y (1979–1994) ages 30–45	34%	37%	39%	46%	47%	
Generation Z (1995 and later) ages 29 and younger	3%	4%	6%	10%	11%	

	2020	2021	2022	2023	2024	GRI
Volunteering						
Total employee volunteering hours	–	–	4,534	3,496	9,785	203/413

	2020	2021	2022	2023	2024
Process Safety					
Tier 1 and Tier 2 Process Safety Event Rate[1] (events/hrs. × 200,000)	0.04	0.07	0.03	0.06	0.03
Tier 3 >10% of Tier 2 Quantity Threshold	0.38	0.37	0.36	0.27	0.33
Tier 1 Process Safety Severity Rate[2]	0.07	0.11	0.00	0.08	0.05
Industry Tier 1 PSESR per API	0.18	0.28	0.25	0.03	0.25

1 The total Tier 1 and Tier 2 events, divided by work hours, then multiplied by 200,000.

2 Tier 1 process safety events are ranked 1-4 based on severity. Tier 1 PSE Severity Rate = [(# of Level 4 ratings × 1) + (# of Level 3 ratings × 3) + (# of Level 2 ratings × 9) + (# of Level 1 ratings × 27)] / [Total Process Safety Work Hours x 200,000] where a Level 4 incident is the least significant Tier 1 event. The Tier 1 Process Safety Severity Rate for 2023 was restated from .04 to .08 due to an error that was corrected in December 2024.

Environmental Performance Data Tables

	2020	2021	2022	2023	2024
Plastic Management					
Reported plastic releases from facilities (pounds)	0	0	0	0	0
Plastic recycled from facilities in the U.S. (millions of pounds)	31.3	28.2	31.5	32.4	32.5

	2020	2021	2022	2023	2024	GRI
Energy						
Energy Consumption[1] (million mmbtu)	202	200	204	211	229	302-1 302-4
Electricity	33	32	33	34	35	
Fuel (net purchased and produced)	140	139	133	138	151	
Steam (net purchased and produced)	28	29	38	38	43	

1 Energy consumption totals are reported on an equity basis and represent wholly owned operations, with the exception of Performance Pipe, and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of AmSty and CPChem owned owner operations in Borger, Texas. Reported electricity consumption represents a mix of renewable and non-renewable sources. CPChem currently procures electricity from local utility grids and cogeneration facilities and does not currently procure or generate electricity directly from renewable sources, outside of those supplied to local utility grids. The compilation of our energy consumption data is consistent with the methods used by American Chemistry Council (ACC) for the ACC Energy Efficiency and Greenhouse Gas Annual Survey.

	2020	2021	2022	2023	2024	GRI
Energy Index[1]						
Energy Index (Operations in the U.S.)	0.90	0.95	1.00	0.97	1.04	302-3
Energy Index (Operations in Europe)	0.81	0.73	0.73	0.80	0.72	
Energy Index (Operations in Singapore)	0.91	0.92	0.94	0.94	0.90	

1 Energy Index compares a facility's performance to a baseline year. A majority of our facilities use 2008 as a baseline year.

	2020	2021	2022	2023	2024	GRI
Energy Intensity[1]						
Energy Intensity[1] (btu/lb of product)	5,306	5,547	5,561	5,378	5,703	302-3
Energy Intensity[1] (current year/average of prior 3 years)	0.98	1.03	1.04	0.98	1.04	
Energy Intensity[1] (current year/previous year)	1.02	1.05	1.00	0.97	1.06	

1 Energy intensity is reported on an operated basis and represents 100% stake for wholly owned and joint venture operations which are operated by CPChem, with the exception of Performance Pipe.

	2020	2021	2022	2023	2024	GRI
Water						
Total Water Intake[1] (thousand mega liters)	570	581	553	574	582	303-3
Surface water	48.1	46.4	47.4	48.0	53.0	
Ground water	0.8	0.7	0.4	0.4	0.4	
Seawater	509.4	527.4	501.3	519.4	522.0	
Third-Party	4.3	6.1	4.0	6.3	6.0	
Total Freshwater Intake (less seawater)[1] (thousand mega liters)	53.2	53.1	51.8	54.7	59.9	
Freshwater Intake Intensity[2] (liters freshwater/kg product)	3.7	3.9	3.9	3.9	4.1	

1 Water intake, discharge and consumption totals are reported on an equity basis and represents wholly owned operations, inclusive of CPChem operated Owner operations at Old Ocean, Texas, and Pascagoula, Mississippi, and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of AmSty and CPChem ownen Owner's operations in Borger, Texas, as well as 100% stake is reported for a CPChem-operated joint venture in Baytown, Texas, and a CPChem operated Owner's facility in Old Ocean, Texas. Total Water Consumption represents the difference between water intake and water discharge and includes water lost due to evaporation. Totals are rounded to the nearest hundred thousand mega liters.

2 Freshwater intake intensity is reported on an operated basis and represents 100% stake for wholly owned and joint venture operations which are operated by CPChem, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas.

	2020	2021	2022	2023	2024	GRI
Water (cont.)						
Total Water Intake in Areas of Extremely High Water Stress | Equity Share[2] (thousand mega liters)	–	500.55	486.39	490.79	490.58	303-3
Surface water	–	7.30	7.48	0.10	0.11	
Ground water	–	0.05	0.05	0.04	0.04	
Seawater	–	493.00	471.07	490.62	490.20	
Third-Party	–	0.20	0.14	0.03	0.04	
Total Freshwater Intake in Areas of Extremely High Water Stress (less seawater) | Equity Share[2] (thousand mega liters)	-	7.6	7.7	0.2	0.2	
Total Water Discharge[1] (thousand mega liters)	538	549	523	540	545	303-4
Surface water	22.4	20.9	22.3	19.6	21.0	
Ground water	0.2	0.2	0.1	0.8	1.0	
Seawater	514.9	525.7	499.7	518.2	521.0	
Third Party	0.9	1.8	1.5	1.6	2.0	
Total Water Discharge (less seawater)[1] (thousand mega liters)	23.4	22.9	23.4	22.0	24.0	

1 Water intake, discharge and consumption totals are reported on an equity basis and represents wholly owned operations, inclusive of CPChem operated Owner operations at Old OCean, Texas, and Pascagoula, Mississippi, and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of AmSty and CPChem ownen Owner's operations in Borger, Texas, as well as 100% stake is reported for a CPChem-operated joint venture in Baytown, Texas, and a CPChem operated Owner's facility in Old Ocean, Texas. Total Water Consumption represents the difference between water intake and water discharge and includes water lost due to evaporation. Totals are rounded to the nearest hundred thousand mega liters.

2 Freshwater intake intensity is reported on an operated basis and represents 100% stake for wholly owned and joint venture operations which are operated by CPChem, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas.

	2020	2021	2022	2023	2024	GRI
Water (cont.)						
Total Water Discharge in Areas of Extremely High Water Stress | Equity Share[2] (thousand mega liters)	–	496.5	476.0	490.8	490.5	303-4
Surface water	–	4.0	5.3	0.0	0.0	
Ground water	–	0.2	0.1	0.1	0.2	
Seawater	–	491.0	469.4	489.4	488.9	
Third-Party	–	1.3	1.3	1.3	1.4	
Total Freshwater Discharge in Areas of Extremely High Water Stress (less seawater) | Equity Share[2] (thousand mega liters)	–	5.5	6.6	1.4	1.6	
Total Water Consumption[1] (thousand mega liters)	31.1	31.9	30.1	33.9	37.2	303-5

1 Water intake, discharge and consumption totals are reported on an equity basis and represents wholly owned operations, inclusive of CPChem operated Owner operations at Old OCean, Texas, and Pascagoula, Mississippi, and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of AmSty and CPChem ownen Owner's operations in Borger, Texas, as well as 100% stake is reported for a CPChem-operated joint venture in Baytown, Texas, and a CPChem operated Owner's facility in Old Ocean, Texas. Total Water Consumption represents the difference between water intake and water discharge and includes water lost due to evaporation. Totals are rounded to the nearest hundred thousand mega liters.

2 Freshwater intake intensity is reported on an operated basis and represents 100% stake for wholly owned and joint venture operations which are operated by CPChem, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas.

	2020	2021	2022	2023	2024	GRI
Emissions						
Total Direct (Scope 1) and Indirect (Scope 2) GHG Emissions | Equity Share[1] (million tonnes of CO_2e)	9.3	9.5	9.3	9.6	9.8	305-1 305-2 305-3 305-5
Direct GHG Emissions (Scope 1)	6.9	7.2	7.1	7.2	7.3	
Indirect GHG Emissions from Electricity and Steam (Scope 2)	2.5	2.4	2.3	2.4	2.5	
Total Direct (Scope 1) and Indirect (Scope 2) GHG Emissions | Operated[2] (million tonnes of CO_2e)	6.4	6.5	6.1	6.2	6.7	
Direct GHG Emissions (Scope 1)	4.5	4.7	4.5	4.4	4.8	
Indirect GHG Emissions from Electricity and Steam (Scope 2)	1.9	1.7	1.7	1.8	1.9	
GHG Emissions Intensity[3] (MT CO_2e/MT product)	0.44	0.48	0.46	0.44	0.45	305-4
Emissions Events[4]	51	54	45	40	36	

1 GHG emissions reported on an equity basis represent wholly owned operations, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas, and the equity stake for facilities where CPChem has only partial equity ownership. Totals are rounded to the nearest hundred thousand metric tons.

2 GHG emissions reported on an operated basis represent 100% stake for wholly owned and joint venture operations which are operated by CPChem, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas. Totals are rounded to the nearest hundred thousand metric tons.

3 GHG Intensity is reported on an operated basis and represents 100% stake for wholly owned operations, inclusive of one CPChem operated Owner's facility at Old Ocean, Texas. GHG intensity is the ratio of the greenhouse gases emitted (MT of CO_2e) divided by the products produced (MT of product).

4 A reportable emissions event includes air, water or land releases above the Reportable Quantity, exceedance of a water discharge limit (permit and regulatory), and emissions events as defined in local regulations or permit conditions that require immediate agency reporting. Emission events count includes wholly owned operations and operations in the Middle East.

	2020	2021	2022	2023	2024	GRI
Emissions (cont.)						
Total Criteria Pollutant Emissions[5] (thousand metric tons)	10.10	10.61	11.54	11.64	11.78	305-7
PM	0.58	0.58	0.54	0.55	0.59	
SO_2	0.55	0.68	1.14	0.65	0.65	
NO_x	3.86	3.80	4.00	4.27	4.42	
CO	2.53	2.80	3.23	3.66	3.66	
VOC	2.58	2.75	2.63	2.50	2.47	
Criteria Pollutant Emissions Intensity[6] (metric tons/thousand metric tons product)	0.52	0.56	0.59	0.56	0.52	

5 Air emissions data is reported on an equity basis and represents 100% stake reported for wholly owned operations, with the exception of Performance Pipe and inclusive of one CPChem operated Owner's facility at Old Ocean, Texas and one CPChem-operated joint venture in Baytown, Texas, and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of AmSty and owner operations in Pascagoula, Mississippi.

6 Air emissions intensity data is reported on an operated basis and represents 100% stake for wholly owned operations, with the exception of Performance Pipe and inclusive of one CPChem operated Owner's facility at Old Ocean, Texas.

	2022	2023	2024	GRI
Waste[1]				
Hazardous[2] **(thousand metric tonnes)**	26.51	32.78	30.06	306-3 306-4 306-5
Waste directed to disposal	24.90	30.96	29.11	
Onsite	12.63	12.68	12.26	
Offsite	12.28	18.28	16.85	
Waste diverted from disposal	1.61	1.82	0.95	
Onsite	0.06	0.00	0.00	
Offsite	1.55	1.82	0.95	
Non-hazardous (thousand metric tonnes)	161.04	117.67	117.60	
Waste directed to disposal	130.55	70.90	64.23	
Onsite	38.76	15.78	27.95	
Offsite	91.79	55.12	36.28	
Waste diverted from disposal	30.49	46.77	53.37	
Onsite	0.01	0.01	0.03	
Offsite	30.48	46.76	53.34	
Other Material (thousand metric tonnes)	4.26	1.34	0.04	
Waste directed to disposal	0.00	0.00	0.04	
Onsite	0.00	0.00	0.00	
Offsite	0.00	0.00	0.04	
Waste diverted from disposal	4.26	1.34	0.00	
Onsite	0.00	0.00	0.00	
Offsite	4.26	1.34	0.00	

1 Waste totals are reported on an equity basis and represents wholly owned operations and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of AmSty and CPChem owned Owner's operations in Pascagoula, Mississippi and Borger, Texas, as well as a 100% stake reported for a CPChem operated joint venture in Baytown, Texas, and CPChem operated Owner's facility in Old Ocean, Texas. Data for years prior to 2022 was not included due to amendments in CPChem's waste data collection to include onsite waste management, treatment and disposal, as well as recycled, recovered, universal and other wastes. Waste directed to disposal includes landfill, incineration, energy recovery and other treatment methods. Waste diverted from disposal includes materials recovery.

2 Hazardous waste data represents waste deemed hazardous by region specific definitions.

	2022	2023	2024	GRI
Waste[1] (cont.)				
Universal Waste (thousand metric tonnes)	0.05	0.13	0.20	306-3 306-4 306-5
Waste directed to disposal	0.05	0.11	0.12	
Onsite	0.00	0.00	0.00	
Offsite	0.05	0.11	0.12	
Waste diverted from disposal	0.01	0.02	0.09	
Onsite	0.00	0.00	0.00	
Offsite	0.01	0.02	0.09	

1 Waste totals are reported on an equity basis and represents wholly owned operations and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of AmSty and CPChem owned Owner's operations in Pascagoula, Mississippi and Borger, Texas, as well as a 100% stake reported for a CPChem operated joint venture in Baytown, Texas, and CPChem operated Owner's facility in Old Ocean, Texas. Data for years prior to 2022 was not included due to amendments in CPChem's waste data collection to include onsite waste management, treatment and disposal, as well as recycled, recovered, universal and other wastes. Waste directed to disposal includes landfill, incineration, energy recovery and other treatment methods. Waste diverted from disposal includes materials recovery.

	2022	2023	2024	GRI
Waste Disposal Method				
Energy Recovery	3%	2%	4%	306-3 306-4 306-5
Hazardous	–	2.8	6.0	
Non-hazardous	–	0.0	0.1	
Universal Waste	–	0.0	0.0	
Other	–	0.0	0.0	
Incineration	30%	11%	12%	
Hazardous	–	16.1	17.6	
Non-hazardous	–	0.0	0.1	
Universal Waste	–	0.0	0.0	
Other	–	0.0	0.0	

	2022	2023	2024	GRI
Waste Disposal Method (cont.)				
Incineration with Energy Recovery	–	1%	2%	306-3 306-4 306-5
Hazardous	–	2.1	2.4	
Non-hazardous	–	0.0	0.0	
Universal Waste	–	0.0	0.0	
Other	–	0.0	0.0	
Landfill	44%	30%	20%	
Hazardous	–	1.1	1.4	
Non-hazardous	–	44.6	27.9	
Universal Waste	–	0.1	0.0	
Other	–	0.0	0.1	
Deepwell	–	18%	23%	
Hazardous	–	2.7	0.1	
Non-hazardous	–	25.1	33.8	
Universal Waste	–	0.0	0.0	
Other	–	0.0	0.0	
Other Treatment	4%	5%	2%	
Hazardous	–	6.2	0.9	
Non-hazardous	–	1.2	1.9	
Universal Waste	–	0.0	0.0	
Other	–	0.0	0.0	
Materials Recovery	19%	33%	37%	
Hazardous	–	1.8	0.9	
Non-hazardous	–	46.8	53.4	
Universal Waste	–	1.3	0.0	
Other	–	0.0	0.0	

	2020	2021	2022	2023	2024[2]	GRI
Environmental Compliance[1]						
Total Fines	9	11	7	2	1	2-27
Total Amount	$210,829	$621,048	$3,572,093	$11,310	$10,000	

1 The information presented in the table reflects all environmental non-compliance for which a penalty was assessed in the reporting year. Dollars do not directly reflect prior years' performance due to the variability and timing in how penalties are processed. The total amount of fines paid in 2022 related to environmental compliance includes a $3.4MM penalty associated with a settlement between three CPChem facilities in Texas and the United States Environmental Protection Agency (EPA) as part of EPA's flaring initiative.

2 Penalty paid to the U.S. Department of Transportation's Federal Railroad Administration.

Financial Performance Data Tables

	2020	2021	2022	2023	2024	
Financial Performance[1]						
Annual Sales and Other Operating Revenues	8,407	14,104	14,180	11,560	12,105	2-6
Total Liabilities[2]	4,774	5,014	5,087	5,026	5,021	
Total Members' Equity	12,252	12,763	13,569	14,683	15,638	
Net Income	1,260	3,684	1,662	1,173	1,726	
Current Assets	2,816	3,381	3,472	3,284	3,506	
Total Assets	17,026	17,777	18,656	19,709	20,659	
Current Liabilities[3]	1,394	1,854	2,146	1,757	2,270	
Debt-to-Capital Ratio	16%	16%	15%	14%	14%	201-1
Total Revenues & Other Income[4]	8,266	14,403	14,247	11,372	11,901	
Capital Spend	525	726	1,534	1,948	1,615	
Community Investment	7	6	6	6	7	

1 Reported in millions of dollars

2 2023 number is restated from 5,025 due to rounding adjustments.

3 2021 number is restated from 1,853 due to rounding adjustments. Some short-term debt was included in the 2022 value stated, descriptor of "Excluding Debt" has been removed from this metric.

4 2022 number is restated from 14,274 due to a transcription error.

Additional disclaimers:

Carbon Pricing Risks – A central theme in future climate scenarios is the institutionalization of a carbon price, varying by region. Under the IEA SDS and NZE scenarios, carbon pricing is expected to be implemented in CPChem operating regions. Carbon prices in the scenarios range from $120–$130 per metric ton in 2030, ramping up to $200–$250 per metric ton in 2050. Based on emissions from industry today, this would represent a significant increase in direct cost to companies, including CPChem. CPChem's operated Scope 1 emissions in 2021 were 4.7 million metric tons. Our MACC process is an institutionalized program that is one avenue used to limit the exposure of CPChem to carbon pricing risks by incorporating carbon pricing into emission-reduction project funding decisions. Other processes to proactively limit carbon price exposure risk are detailed throughout this report.

Energy Pricing Risks – The IEA's SDS and NZE scenarios model crude oil and natural gas prices significantly declining from now through 2050. CPChem's variable costs are reliant on ethane prices, which are dependent on natural gas prices. Global polyethylene prices are dependent on Asian naphtha cash costs, which trend with crude prices. Together, these moving prices affect the overall polyethylene chain margin. CPChem considers the impacts of these prices for the IEA scenarios as well as for internally generated scenarios on our overall margins to assess the risk to our business in various scenarios. Our strategy considers results from scenario analysis and aims to mitigate risks of plausible scenarios, including, but not limited to, our efforts to diversify feedstocks.

Exposure to Physical Risks – According to the analysis, most of CPChem's physical risk results from acute exposure to hurricanes and associated flooding at high-value assets in the U.S. Gulf Coast region, as they are associated with higher asset-damage levels and longer business interruption during extreme weather events. In the RCP 7 scenario[1], hurricanes are not expected to increase in frequency[2] but are expected to have higher wind speeds and longer interruption times due to heavier rainfall leading to an increase in potential annualized impact compared to our baseline risk. However, most sites with current flood risk actually see projections for lower inundation levels leading to a reduction in potential annualized impact in a high global warming scenario compared to our baseline risk. Additional chronic physical risks include extreme heat and water stress, which are both modeled to increase from baseline in a high-global warming scenario. Extreme heat conditions are modeled[3] to occur at several CPChem sites.

Materiality – This report contains references to materiality. Use of said term, and inclusion of any topic, information or data in this report, does not correspond to the concept of materiality used in securities laws and disclosures required by the U.S. Securities and Exchange Commission.

1 RCP 7 is aligned with TCFD's recommendation to "stress test" a portfolio of assets for "business as usual" temperature change conditions that represent little effort to mitigate against the physical impacts of climate change. Under RCP 7, chronic risks from extreme heat and water stress begin to take effect, and risks from coastal flooding and hurricanes increase in magnitude.

2 Projections from Knutson et all 2020 (National Oceanic and Atmospheric Administration).

3 Coupled Model Intercomparison Project Phase 6 (World Climate Research Programme).

Global Reporting Initiative Index

Global Reporting Initiative Index

CPChem's 2024 Sustainability Report, *Spot on*, was prepared in accordance with the 2021 GRI Standards. The GRI Content Index aims to supplement the information provided throughout this report. Some priority topics included in our materiality assessment have been recognized as emerging issues and therefore disclosures on these topics are not included yet in this GRI Content Index.

General Disclosures

The Organization and its Reporting Practices (GRI reference year 2021)		
2-1	Organizational details	The CPChem Formula Leadership and Governance Spot on 2024 Essential Products, Enduring Values Company History Locations

The Organization and its Reporting Practices (GRI reference year 2021)		
2-2	Entities included in the organization's sustainability reporting	The 2024 Sustainability Report, Spot on, includes information on CPChem's wholly owned operations and joint venture operations where CPChem employees participate in the corporate governance and/or operations of the facilities. See The CPChem Formula for a list of facilities. CPChem is a privately held company and does not make its financial statements available to the public. Legal holding entities and area sales offices without operations are excluded from this list as they exist for legal or structural purposes only, are small in scale and are not material to the report. Details regarding consolidation of data from minority interests is listed in the footnotes of the respective data tables. The following entities are material to CPChem's sustainability reporting and consolidated financial statements as of December 31, 2024: ▪ Americas Styrenics LLC (AmSty) ▪ Chevron Phillips Chemical Company LP ▪ Chevron Phillips Chemicals Int'l N.V. ▪ Chevron Phillips Singapore Chemicals (Private) Limited ▪ Golden Triangle Polymers Company LLC (GTP) ▪ Gulf Polymers Distribution Company FZCO ▪ Jubail Chevron Phillips Company ▪ Qatar Chemical Company Ltd. ▪ Qatar Chemical Company II Ltd. ▪ Ras Laffan Olefins Company (RLOC) ▪ Ras Laffan Petrochemicals (RLP) ▪ Saudi Chevron Phillips Company (SCP) ▪ Saudi Polymers Company (SPCo) ▪ Six Pines Investments LLC ("Six Pines") ▪ SouthTex 66 Pipeline Co, Ltd.
2-3	Reporting period, frequency and contact point	CPChem's 2024 Sustainability Report, Spot on, was published on July 29, 2025. The reporting period is January 1, 2024 – December 31, 2024. Learn more about the report at About this Report or contact sustainability@cpchem.com. CPChem is a private company and does not have a dedicated financial report.
2-4	Restatements of information	Restatements of information were specified in each section as appropriate. Restatements on data were noted in the Performance Data Tables.
2-5	External assurance	View our Moderate Assurance Statement and learn more about external assurance in About this Report.

Activities and Workers (GRI reference year 2021)		
2-6	Activities and workers	The CPChem Formula Markets Served Sustaining Growth Locally and Abroad Financial Performance Data Tables
2-7	Employees	Information on full-time and represented CPChem employees is provided in the Social Performance Data Tables of the 2024 Sustainability Report as privacy laws allow. We do not have access to or publish the gender data of represented employees outside of the U.S. due to confidential nature of this information. The percentage of part-time, temporary, and non-guaranteed hours employees is less than one percent.
2-8	Workers who are not employees	CPChem employs contractors to assist with non-core business functions. There were no significant variations in the total number of employees during 2024.

Governance (GRI reference year 2021)		
2-9	Governance structure and composition	Leadership and Governance
2-10	Nomination and selection of the highest governance body	Leadership and Governance CPChem's Executive Leadership Team (ELT) meets regularly. CPChem is a private company and our senior leaders make up our highest governing body.
2-11	Chair of the highest governance body	Leadership and Governance
2-12	Role of the highest governance body in overseeing the management of impacts	Leadership and Governance
2-13	Delegation of responsibility for managing impacts	Leadership and Governance
2-14	Role of the highest governance body in sustainability reporting	Leadership and Governance
2-15	Conflicts of interest	Leadership and Governance

Governance (GRI reference year 2021)		
2-16	Communication of critical concerns	Leadership and Governance CPChem is a private company and does not disclose the number or nature of critical concerns to protect sensitive and confidential information.
2-17	Collective knowledge of the highest governance body	Leadership and Governance
2-18	Evaluation of the performance of the highest governance body	Senior leaders and all employees receive performance evaluations which include sustainability objectives.
2-19	Remuneration polices	We are a privately held company and do not disclose this information.
2-20	Process to determine remuneration	Compensation is tied to company progress of enterprise-wide objectives, as well as measurement in annual performance evaluations, completed by all employees at all levels. With guidance and input from the Compensation Committee, CPChem conducts global annual pay reviews to support that pay practices are assessed, analyzed and adjusted as needed. CPChem leverages a third-party to perform pay analyses on a regular cadence to identify gaps in compensation practices including remuneration.
2-21	Annual total compensation ratio	We are a privately held company and do not disclose.

Strategies, Policies and Practices (GRI reference year 2021)		
2-22	Statement on sustainable development strategy	A Letter from the President and CEO
2-23	Policy commitments	Leadership and Governance Statement of Principles
2-24	Embedding policy commitments	Leadership and Governance
2-25	Processes to remediate negative impacts	Ethics and Compliance See our Code of Conduct for details on how reported concerns are processed.
2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance

Strategies, Policies and Practices (GRI reference year 2021)		
2-27	Compliance with laws and regulations	We operate in accordance with relevant laws and regulations applicable to us, including but not limited to, those concerning labor, employment, the environment, health and safety. Our OE System includes expectations and requirements to ensure compliance with environmental, health, safety and security laws, regulations and internal policies. Facilities, corporate groups, product lines and administrative offices are required to complete annual self-audits and are subject to regular corporate and third-party audits to ensure compliance with the standards outlined in our OE System.
2-28	Membership associations	We participate in many initiatives that promote sustainable operations and tackling global issues like plastic waste, including: ▪ Advanced Recycling Alliance for Plastics (ARAP) ▪ Alliance to End Plastic Waste (Alliance) ▪ Circular Plastics Alliance (CPA) ▪ Circulate Capital Ocean Fund (CCOF) ▪ Closed Loop Partners – Circular Plastics Fund ▪ Infinity Recycling – Circular Plastics Fund ▪ ISCC PLUS ▪ Operation Clean Sweep® (OCS®) and OCS® Blue ▪ Responsible Care® ▪ Voluntary Protection Program (VPP) ▪ Wrap Recycling Action Program (WRAP) The associations with which we have significant involvement include: ▪ AmCham Belgium ▪ AmCham EU ▪ American Chemistry Council (ACC) ▪ American Fuel & Petrochemical Manufacturers (AFPM) ▪ European Chemical Industry Council (Cefic) ▪ Plastic Pipe Institute (PPI) ▪ Plastics Europe ▪ Plastics Industry Association ▪ Texas Chemical Council (TCC) ▪ United States Council for International Business (USCIB) ▪ World Business Council for Sustainable Development (WBCSD) ▪ World Plastics Council (WPC)

Stakeholder Engagement (GRI reference year 2021)		
2-29	Approach to stakeholder engagement	Materiality Sustainability Overview
2-30	Collective bargaining agreements	Social Performance Data Tables

Material Topics

Disclosures on Material Topics (GRI reference year 2021)		
3-1	Process to determine material topics	Materiality Sustainability Overview
3-2	List of material topics	About this Report Materiality Sustainability Overview
3-3	Management of material topics	Materiality Sustainability Overview Voices of Inclusion No significant changes were made to material topics since previous report. CPChem engages local communities at its manufacturing sites via Community Advisory Panels, impact assessments and development programs. Some priority topics included in our materiality assessment have been recognized as emerging issues and therefore disclosures on these topics are not included yet in this GRI Content Index.

Economic Disclosures

201 Economic Disclosures (GRI reference year 2016)		
201-M	Management Approach	CPChem is a privately held company and does not produce a Form 10-K.
201-1	Direct economic value generated and distributed	CPChem is a privately held company and does not make its financial statements public, however, select financial information is provided in the Financial Performance Data Tables and available publicly on our external website Financials
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Priorities See our Climate Risk Report

203 Indirect Economic Impacts (GRI reference year 2016)		
203-M	Management Approach	Community Engagement Enterprise Contributions Policy that outlines governance of charitable contributions globally. Annual amounts are subject to Board approval and allocations are subject to CEO approval.
203-1	Infrastructure investments and services supported	Community Engagement
203-2	Significant indirect economic impacts	Community Engagement

205 Anti-corruption (GRI reference year 2016)		
205-M	Management Approach	Ethics and Compliance
205-1	Operations assessed for risks related to corruption	Ethics and Compliance
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Compliance

Environmental Disclosures

301 Materials (GRI reference year 2016)		
301-M	Management Approach	2024 Highlights Circularity and Ending Plastic Waste
301-2	Recycled input materials used	2024 Highlights Circularity and Ending Plastic Waste

302 Energy (GRI reference year 2016)		
302-M	Management Approach	Energy
302-1	Energy consumption within the organization	Energy Environmental Performance Data Tables
302-3	Energy intensity	Energy Environmental Performance Data Tables
302-4	Reduction of energy consumption	Energy Environmental Performance Data Tables Water produced is minimal and is not recognized as significant

303 Water and Effluents (GRI reference year 2018)		
303-M	Management Approach	Water
303-1	Interactions with water as a shared resource	Water
303-2	Management of water discharge-related impacts	Water
303-3	Water withdrawal	Water Environmental Performance Data Tables
303-4	Water discharge	Water Environmental Performance Data Tables
303-5	Water consumption	Water Environmental Performance Data Tables

305 Emissions (GRI reference year 2016)		
305-M	Management Approach	Climate Change Priorities
305-1	Direct (Scope 1) GHG emissions	Emissions Environmental Performance Data Tables

305 Emissions (GRI reference year 2016)		
305-2	Energy indirect (Scope 2) GHG emissions	Emissions Environmental Performance Data Tables
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Emissions We are evaluating the organization's Scope 3 emissions in alignment with the GHG Protocol and working to measure GHG emissions throughout our value chain. Our goal is to assemble a comprehensive GHG emissions inventory of Scope 1, Scope 2 and Scope 3 emissions for reporting in the future. CPChem also plans to utilize this inventory data to identify and direct strategic GHG emissions reduction opportunities across the company.
305-4	GHG emissions intensity	Emissions Environmental Performance Data Tables
305-5	Reduction of GHG emissions	Climate Change Priorities Emissions Environmental Performance Data Tables
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Emissions

306 Waste (GRI reference year 2020)		
306-M	Management Approach	Waste
306-1	Waste generation and significant waste-related impacts	Waste
306-2	Management of significant waste-related impacts	2024 Highlights Circularity and Ending Plastic Waste
306-3	Waste generated	Waste Environmental Performance Data Tables
306-4	Waste diverted from disposal	Waste Environmental Performance Data Tables

306 Waste (GRI reference year 2020)		
306-5	Waste directed to disposal	Waste Environmental Performance Data Tables

308 Supplier Environmental Assessment (GRI reference year 2016)		
308-M	Management Approach	Responsible Sourcing
308-1	New suppliers that were screened using environmental criteria	Responsible Sourcing Social Performance Data Tables

Social Disclosures

401 Employment (GRI reference year 2016)		
401-M	Management Approach	Spot on People
401-1	New employee hires and employee turnover	Social Performance Data Tables To protect employee privacy, we do not disclose gender, age and location information related to turnover or new hires. We will reevaluate this disclosure when planning future reports.
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	The CPChem Formula Total Rewards Benefits Programs
401-3	Parental leave	Social Performance Data Tables

403 Occupational Health and Safety (GRI reference year 2018)		
403-M	Management Approach	Environmental, Health, Safety and Security
403-1	Occupational health and safety management system	Environmental, Health, Safety and Security

403 Occupational Health and Safety (GRI reference year 2018)		
403-2	Hazard identification, risk assessment, and incident investigation	Environmental, Health, Safety and Security
403-3	Occupational health services	Environmental, Health, Safety and Security
403-4	Worker participation, consultation, and communication on occupational health and safety	Environmental, Health, Safety and Security
403-5	Worker training on occupational health and safety	Environmental, Health, Safety and Security
403-6	Promotion of worker health	Environmental, Health, Safety and Security
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental, Health, Safety and Security
403-8	Workers covered by an occupational health and safety management system	Environmental, Health, Safety and Security
403-9	Work-related injuries	Social Performance Data Tables
403-10	Work-related Ill-Health	Social Performance Data Tables

404 Training and Education (GRI reference year 2016)		
404-M	Management Approach	Spot On People
404-1	Average hours of training per year per employee	Social Performance Data Tables This disclosure does not include hours for any external trainings taken by employees and paid for by the company. Training is assigned based on job category. Training opportunities are required and made available to all employees regardless of gender. Training is not currently tracked by gender and employee category.

404 Training and Education (GRI reference year 2016)		
404-2	Programs for upgrading employee skills and transition assistance programs	Social Performance Data Tables
404-3	Percentage of employees receiving regular performance and career development reviews	All employees (100%) are required to receive regular performance reviews regardless of gender or job category.

405 Diversity and Equal Opportunity (GRI reference year 2016)		
405-M	Management Approach	Caring by Choice, It's Who We Are
405-1	Diversity of governance bodies and employees	Social Performance Data Tables

413 Local Communities (GRI reference year 2016)		
413-M	Management Approach	Community Engagement
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement CPChem engages local communities at its manufacturing sites via Community Advisory Panels, impact assessments and development programs.

414 Supplier Social Assessment (GRI reference year 2016)		
414-M	Management Approach	Responsible Sourcing
414-1	New suppliers that were screened using social criteria	Responsible Sourcing

416 Customer Health and Safety (GRI reference year 2016)		
416-M	Management Approach	Product Stewardship
416-1	Assessment of the health and safety impacts of product and service categories	Product Stewardship

Performance by design.
Caring by choice.™

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