

# 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	<a href="#">The CPChem Formula</a>
		<a href="#">Leadership and Governance</a>
		<a href="#">Spot on 2024</a>
		<a href="#">Essential Products, Enduring Values</a>
		<a href="#">Company History</a>
		<a href="#">Locations</a>

## The Organization and its Reporting Practices (GRI reference year 2021)

2-2	Entities included in the organization's sustainability reporting	<p>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 <a href="#">The CPChem Formula</a> for a list of facilities.</p> <p>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:</p> <ul style="list-style-type: none"> <li>▪ Americas Styrenics LLC (AmSty)</li> <li>▪ Chevron Phillips Chemical Company LP</li> <li>▪ Chevron Phillips Chemicals Int'l N.V.</li> <li>▪ Chevron Phillips Singapore Chemicals (Private) Limited</li> <li>▪ Golden Triangle Polymers Company LLC (GTP)</li> <li>▪ Gulf Polymers Distribution Company FZCO</li> <li>▪ Jubail Chevron Phillips Company</li> <li>▪ Qatar Chemical Company Ltd.</li> <li>▪ Qatar Chemical Company II Ltd.</li> <li>▪ Ras Laffan Olefins Company (RLOC)</li> <li>▪ Ras Laffan Petrochemicals (RLP)</li> <li>▪ Saudi Chevron Phillips Company (SCP)</li> <li>▪ Saudi Polymers Company (SPCo)</li> <li>▪ Six Pines Investments LLC ("Six Pines")</li> <li>▪ SouthTex 66 Pipeline Co, Ltd.</li> </ul>
2-3	Reporting period, frequency and contact point	<p>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 <a href="#">About this Report</a> or contact <a href="mailto:sustainability@cpchem.com">sustainability@cpchem.com</a>. CPChem is a private company and does not have a dedicated financial report.</p>
2-4	Restatements of information	<p>Restatements of information were specified in each section as appropriate. Restatements on data were noted in the <a href="#">Performance Data Tables</a>.</p>
2-5	External assurance	<p>View our <a href="#">Moderate Assurance Statement</a> and learn more about external assurance in <a href="#">About this Report</a>.</p>

## Activities and Workers (GRI reference year 2021)

2-6	Activities and workers	<a href="#">The CPChem Formula</a>
		<a href="#">Markets Served</a>
		<a href="#">Sustaining Growth Locally and Abroad</a>
		<a href="#">Financial Performance Data Tables</a>
2-7	Employees	Information on full-time and represented CPChem employees is provided in the <a href="#">Social Performance Data Tables</a> 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	<a href="#">Leadership and Governance</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Leadership and Governance</a> 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	<a href="#">Leadership and Governance</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Leadership and Governance</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Leadership and Governance</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Leadership and Governance</a>
2-15	Conflicts of interest	<a href="#">Leadership and Governance</a>

## Governance (GRI reference year 2021)

2-16	Communication of critical concerns	<a href="#">Leadership and Governance</a> 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	<a href="#">Leadership and Governance</a>
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 policies	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 href="#">A Letter from the President and CEO</a>
2-23	Policy commitments	<a href="#">Leadership and Governance</a> <a href="#">Statement of Principles</a>
2-24	Embedding policy commitments	<a href="#">Leadership and Governance</a>
2-25	Processes to remediate negative impacts	<a href="#">Ethics and Compliance</a> See our Code of Conduct for details on how reported concerns are processed.
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ethics and Compliance</a>

---

**Strategies, Policies and Practices (GRI reference year 2021)**


---

2-27	Compliance with laws and regulations	<p>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.</p>
2-28	Membership associations	<p>We participate in many initiatives that promote sustainable operations and tackling global issues like plastic waste, including:</p> <ul style="list-style-type: none"> <li>▪ Advanced Recycling Alliance for Plastics (ARAP)</li> <li>▪ Alliance to End Plastic Waste (Alliance)</li> <li>▪ Circular Plastics Alliance (CPA)</li> <li>▪ Circulate Capital Ocean Fund (CCOF)</li> <li>▪ Closed Loop Partners – Circular Plastics Fund</li> <li>▪ Infinity Recycling – Circular Plastics Fund</li> <li>▪ ISCC PLUS</li> <li>▪ Operation Clean Sweep® (OCS®) and OCS® Blue</li> <li>▪ Responsible Care®</li> <li>▪ Voluntary Protection Program (VPP)</li> <li>▪ Wrap Recycling Action Program (WRAP)</li> </ul> <p>The associations with which we have significant involvement include:</p> <ul style="list-style-type: none"> <li>▪ AmCham Belgium</li> <li>▪ AmCham EU</li> <li>▪ American Chemistry Council (ACC)</li> <li>▪ American Fuel &amp; Petrochemical Manufacturers (AFPM)</li> <li>▪ European Chemical Industry Council (Cefic)</li> <li>▪ Plastic Pipe Institute (PPI)</li> <li>▪ Plastics Europe</li> <li>▪ Plastics Industry Association</li> <li>▪ Texas Chemical Council (TCC)</li> <li>▪ United States Council for International Business (USCIB)</li> <li>▪ World Business Council for Sustainable Development (WBCSD)</li> <li>▪ World Plastics Council (WPC)</li> </ul>

---

Stakeholder Engagement (GRI reference year 2021)

2-29	Approach to stakeholder engagement	<a href="#">Materiality</a> <a href="#">Sustainability Overview</a>
2-30	Collective bargaining agreements	<a href="#">Social Performance Data Tables</a>

## Material Topics

### Disclosures on Material Topics (GRI reference year 2021)

3-1	Process to determine material topics	<a href="#">Materiality</a> <a href="#">Sustainability Overview</a>
3-2	List of material topics	<a href="#">About this Report</a> <a href="#">Materiality</a> <a href="#">Sustainability Overview</a>
3-3	Management of material topics	<a href="#">Materiality</a> <a href="#">Sustainability Overview</a> <a href="#">Voices of Inclusion</a> <p>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.</p>

## 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 <a href="#">Financial Performance Data Tables</a> and available publicly on our external website <a href="#">Financials</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Climate Change Priorities</a> See our <a href="#">Climate Risk Report</a>

### 203 Indirect Economic Impacts (GRI reference year 2016)

203-M	Management Approach	<a href="#">Community Engagement</a> Enterprise Contributions Policy that outlines governance of charitable contributions globally. Annual amounts are subject to Board approval and allocations are subject to CEO approval.
	Infrastructure investments and services supported	<a href="#">Community Engagement</a>
203-2	Significant indirect economic impacts	<a href="#">Community Engagement</a>

### 205 Anti-corruption (GRI reference year 2016)

205-M	Management Approach	<a href="#">Ethics and Compliance</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Ethics and Compliance</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Compliance</a>

## Environmental Disclosures

### 301 Materials (GRI reference year 2016)

301-M	Management Approach	<a href="#">2024 Highlights</a> <a href="#">Circularity and Ending Plastic Waste</a>
	Recycled input materials used	<a href="#">2024 Highlights</a> <a href="#">Circularity and Ending Plastic Waste</a>



### 302 Energy (GRI reference year 2016)

302-M	Management Approach	<a href="#">Energy</a>
302-1	Energy consumption within the organization	<a href="#">Energy</a> <a href="#">Environmental Performance Data Tables</a>
302-3	Energy intensity	<a href="#">Energy</a> <a href="#">Environmental Performance Data Tables</a>
302-4	Reduction of energy consumption	<a href="#">Energy</a> <a href="#">Environmental Performance Data Tables</a> Water produced is minimal and is not recognized as significant

### 303 Water and Effluents (GRI reference year 2018)

303-M	Management Approach	<a href="#">Water</a>
303-1	Interactions with water as a shared resource	<a href="#">Water</a>
303-2	Management of water discharge-related impacts	<a href="#">Water</a>
303-3	Water withdrawal	<a href="#">Water</a> <a href="#">Environmental Performance Data Tables</a>
303-4	Water discharge	<a href="#">Water</a> <a href="#">Environmental Performance Data Tables</a>
303-5	Water consumption	<a href="#">Water</a> <a href="#">Environmental Performance Data Tables</a>

### 305 Emissions (GRI reference year 2016)

305-M	Management Approach	<a href="#">Climate Change Priorities</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Emissions</a> <a href="#">Environmental Performance Data Tables</a>

### 305 Emissions (GRI reference year 2016)

305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Emissions</a> <a href="#">Environmental Performance Data Tables</a>
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	<a href="#">Emissions</a> 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	<a href="#">Emissions</a> <a href="#">Environmental Performance Data Tables</a>
305-5	Reduction of GHG emissions	<a href="#">Climate Change Priorities</a> <a href="#">Emissions</a> <a href="#">Environmental Performance Data Tables</a>
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<a href="#">Emissions</a>

### 306 Waste (GRI reference year 2020)

306-M	Management Approach	<a href="#">Waste</a>
306-1	Waste generation and significant waste-related impacts	<a href="#">Waste</a>
306-2	Management of significant waste-related impacts	<a href="#">2024 Highlights</a> <a href="#">Circularity and Ending Plastic Waste</a>
306-3	Waste generated	<a href="#">Waste</a> <a href="#">Environmental Performance Data Tables</a>
306-4	Waste diverted from disposal	<a href="#">Waste</a> <a href="#">Environmental Performance Data Tables</a>

### 306 Waste (GRI reference year 2020)

306-5	Waste directed to disposal	<a href="#">Waste</a> <a href="#">Environmental Performance Data Tables</a>
-------	----------------------------	--

### 308 Supplier Environmental Assessment (GRI reference year 2016)

308-M	Management Approach	<a href="#">Responsible Sourcing</a>
308-1	New suppliers that were screened using environmental criteria	<a href="#">Responsible Sourcing</a> <a href="#">Social Performance Data Tables</a>

## Social Disclosures

### 401 Employment (GRI reference year 2016)

401-M	Management Approach	<a href="#">Spot on People</a> <a href="#">Social Performance Data Tables</a>
401-1	New employee hires and employee turnover	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	<a href="#">The CPChem Formula</a> <a href="#">Total Rewards</a> <a href="#">Benefits Programs</a>
401-3	Parental leave	<a href="#">Social Performance Data Tables</a>

### 403 Occupational Health and Safety (GRI reference year 2018)

403-M	Management Approach	<a href="#">Environmental, Health, Safety and Security</a>
403-1	Occupational health and safety management system	<a href="#">Environmental, Health, Safety and Security</a>

#### 403 Occupational Health and Safety (GRI reference year 2018)

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

#### 404 Training and Education (GRI reference year 2016)

404-M	Management Approach	<a href="#">Spot On People</a>
		<a href="#">Social Performance Data Tables</a>
404-1	Average hours of training per year per employee	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	<a href="#">Social Performance Data Tables</a>
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	<a href="#">Caring by Choice, It's Who We Are</a>
405-1	Diversity of governance bodies and employees	<a href="#">Social Performance Data Tables</a>

#### 413 Local Communities (GRI reference year 2016)

413-M	Management Approach	<a href="#">Community Engagement</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Community Engagement</a> 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	<a href="#">Responsible Sourcing</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Responsible Sourcing</a>

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](#)