



Social Responsibility

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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?



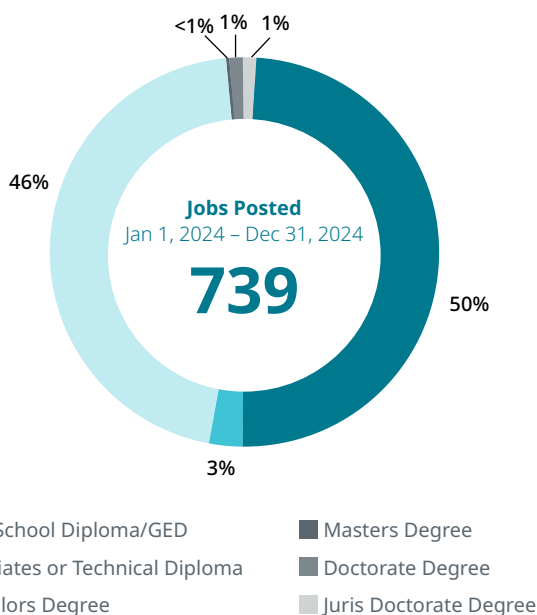
Feedback from our most recent Global Employee Engagement survey revealed three key focus areas at the enterprise-wide level.

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.

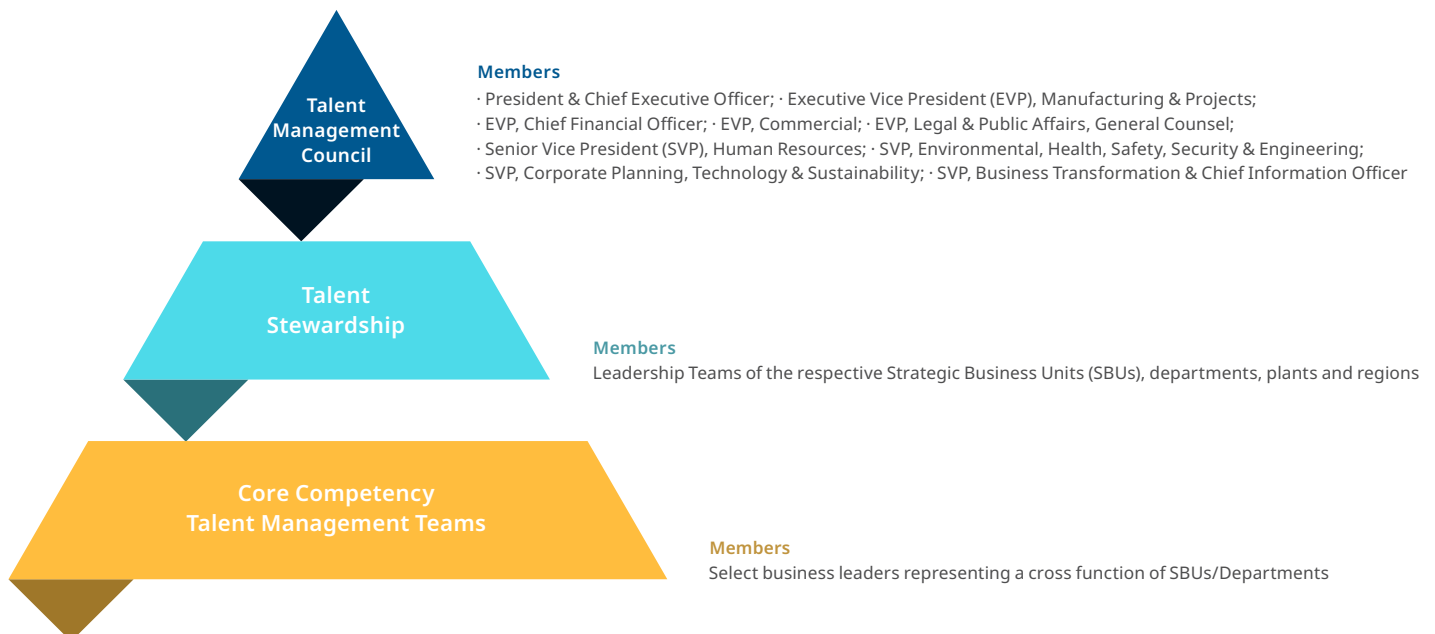
Wellness Programs: Our wellness programs provide access to fitness reimbursement, mental health resources and wellness workshops, all designed to support employees' overall well-being.

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



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.

Our Journey to Zero



**Our commitment to each other
and to our communities:**

Put the health
and safety of all
personnel before
production.

Eliminate high
severity, high
potential
incidents.

Maintain and
operate a safe,
secure and reliable
workplace.

Protect the
environment.

our
**Journey to
Zero**

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.

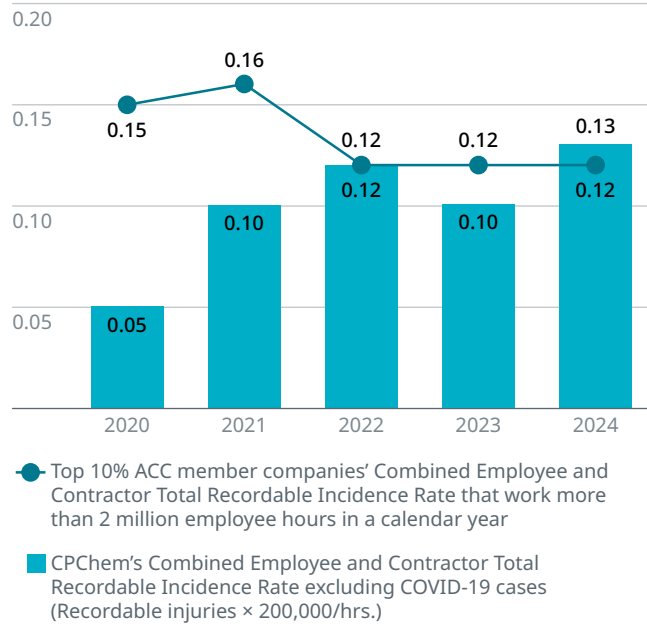


Safety Performance in 2024

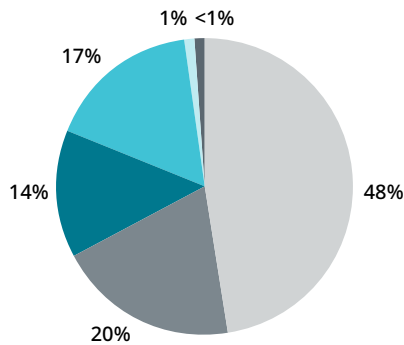
Our focus on eliminating high severity and high potential process safety events, strengthening our process safety culture, and providing tools, training, and experience is crucial for maintaining safe operations.

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.

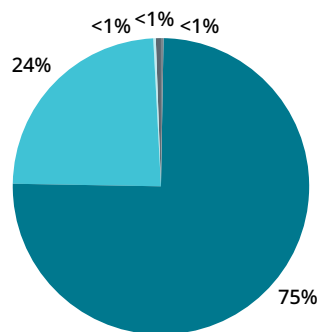
Recordable Injuries and Illnesses



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

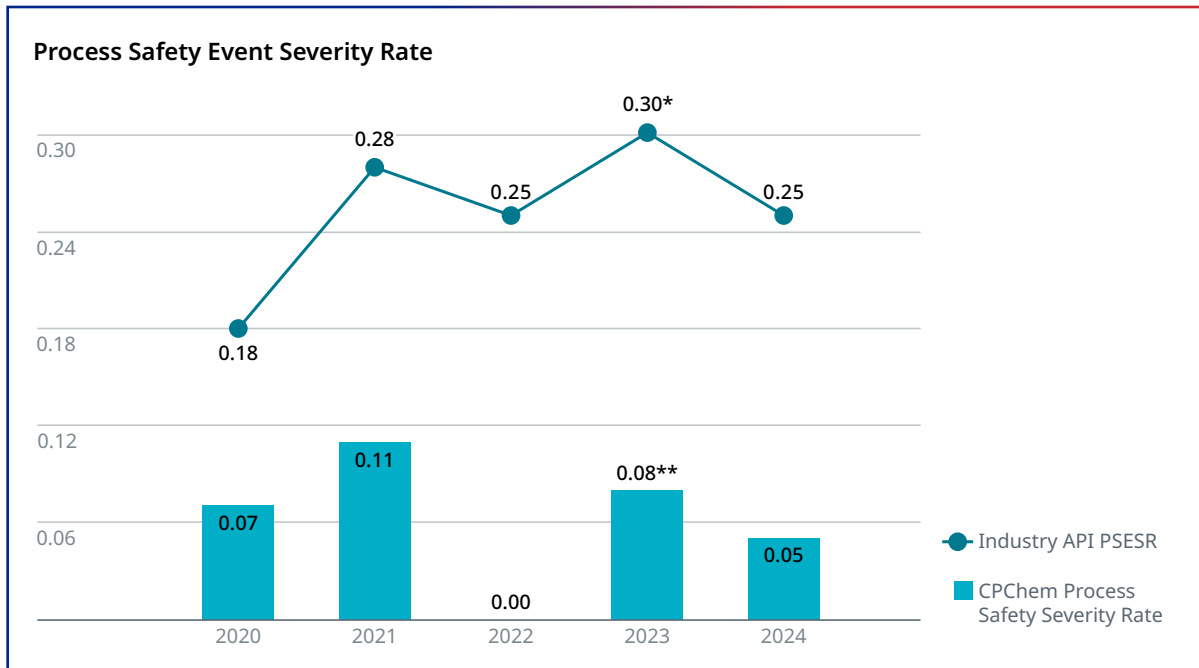
■ Severity Level 1 – LOPC <10% of Tier 2

■ 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.



* 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

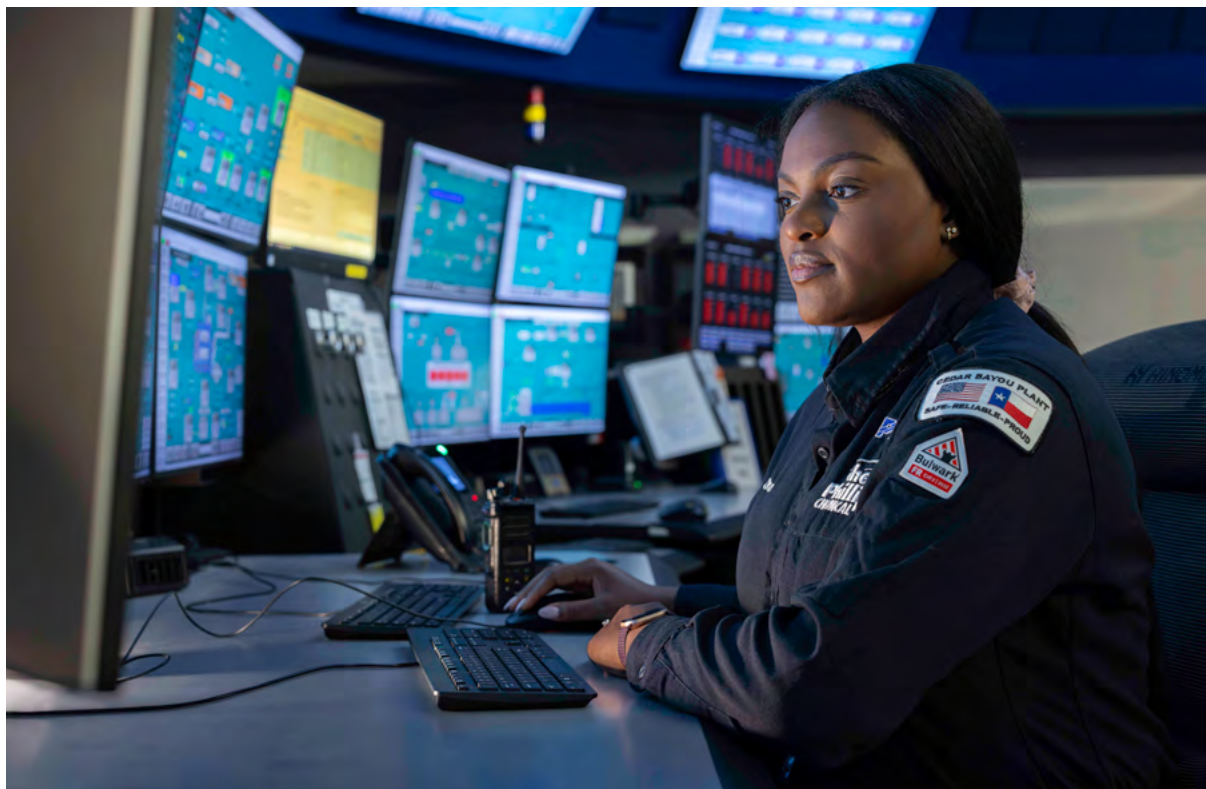
Understand how work is really done

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

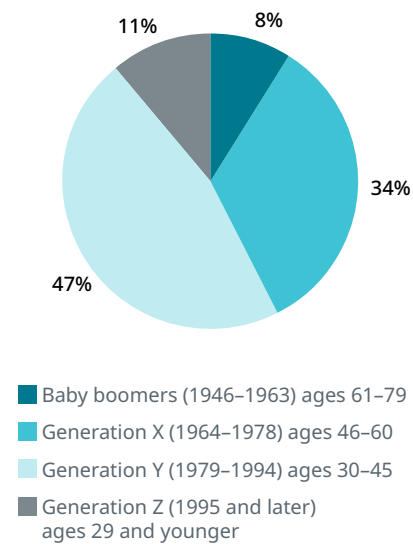
Employees Added to Workforce in 2024

339

Voluntary Attrition Rate,
excluding Retirements

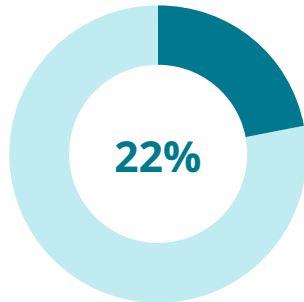
3.7%

Age Diversity: Employee Generations

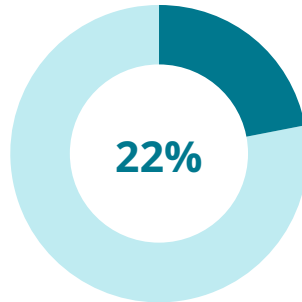


Global Employee Gender Diversity

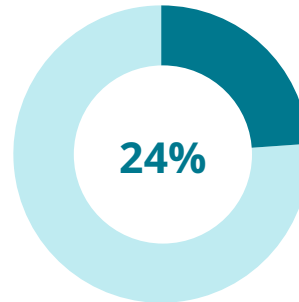
Percent Women among
Total Employees



Percent Women
as Managers



Percent Women in
Senior Leadership



CPCChem Employees Honored with National Women MAKE Awards

CPCChem 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.

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.



Hours of Growth: Employee Training

Average Hours of Training per Employee

57

Total Employee Training Hours

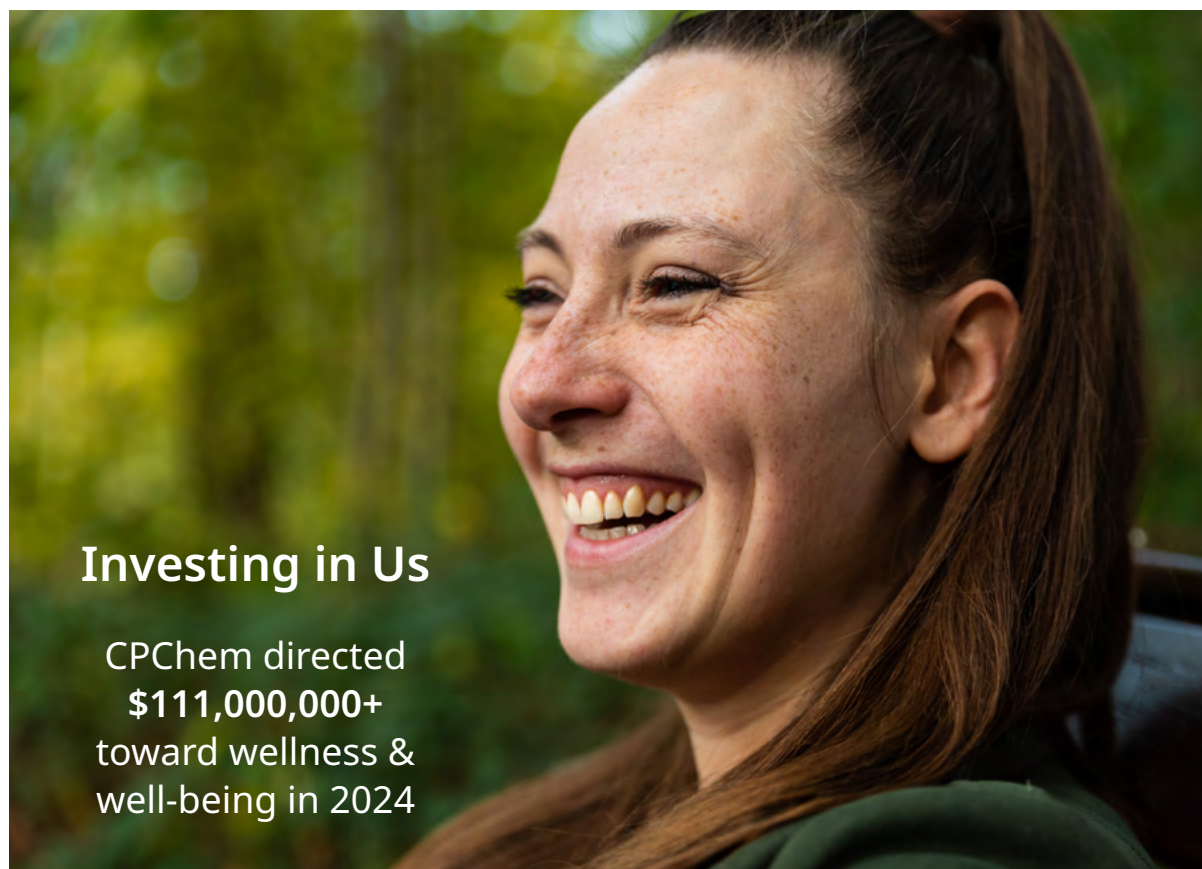
313,559

[SDG #4, Quality Education](#)



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.



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

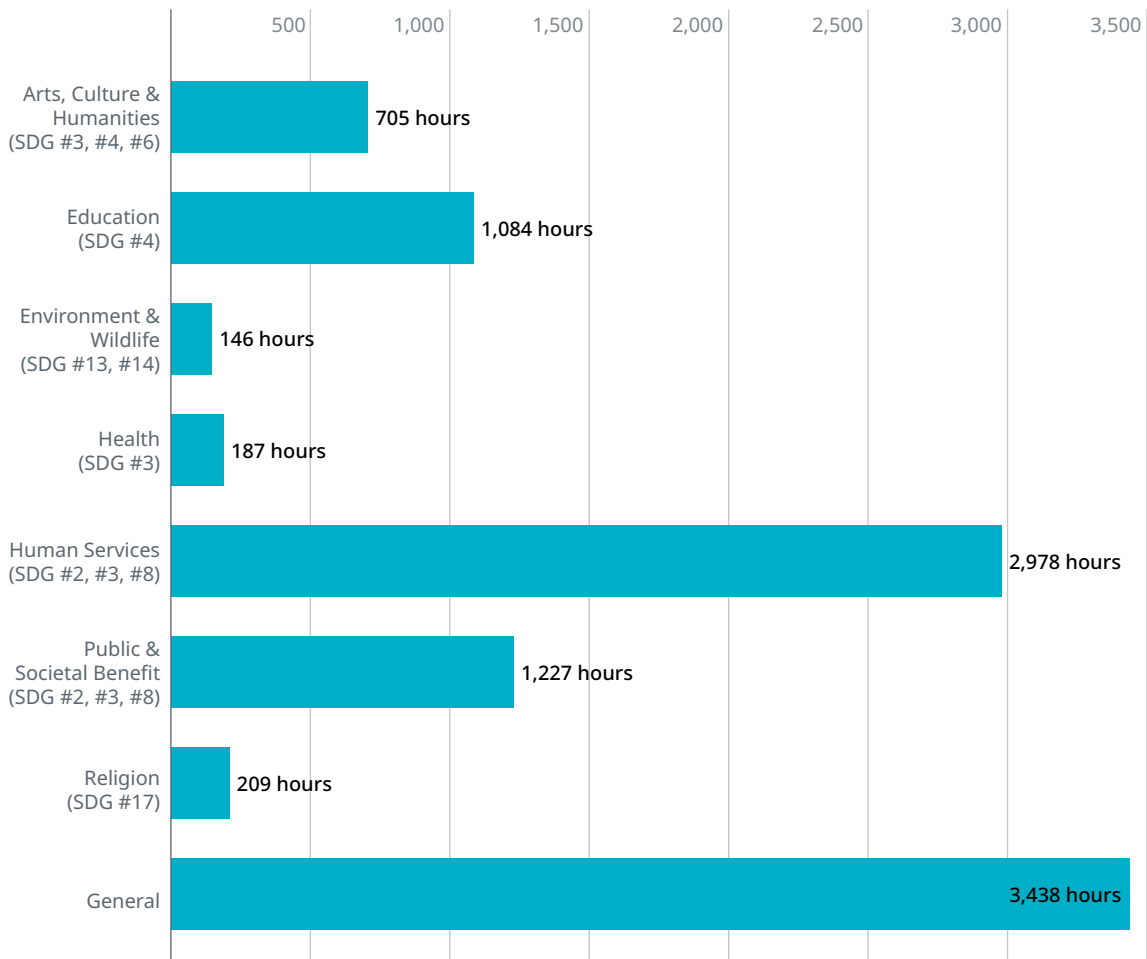
Heather Matthews, Sustainability Planning Manager, received CPChem's Leading with ICARE award in 2024. Recognized for her passion to elevate inclusion, Heather also held a pivotal role in developing CPChem's first ERG, STRIVE. Heather's dedication and vision led to the successful establishment of the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



Volunteer Impact



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.



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.



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.



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.

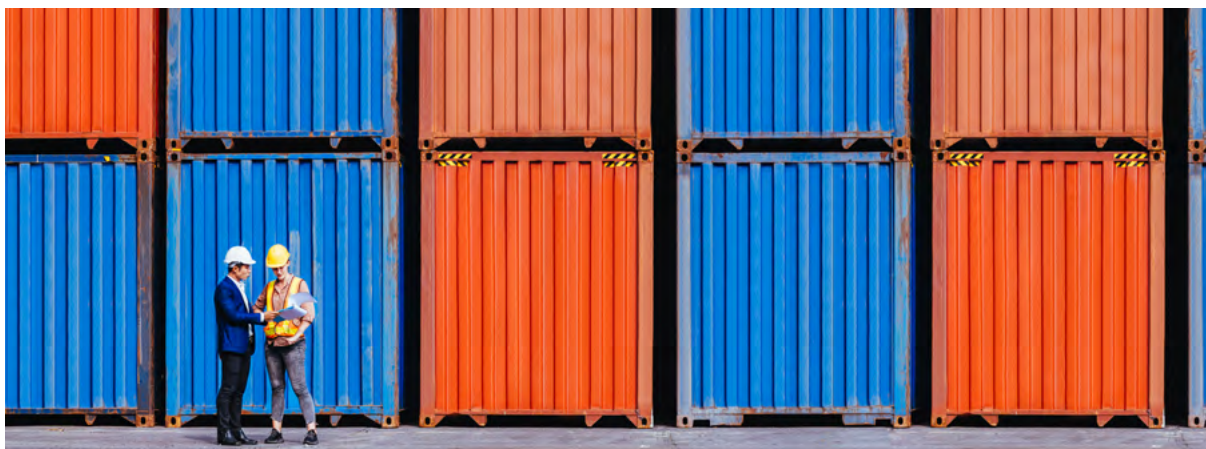
Responsible Sourcing

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.

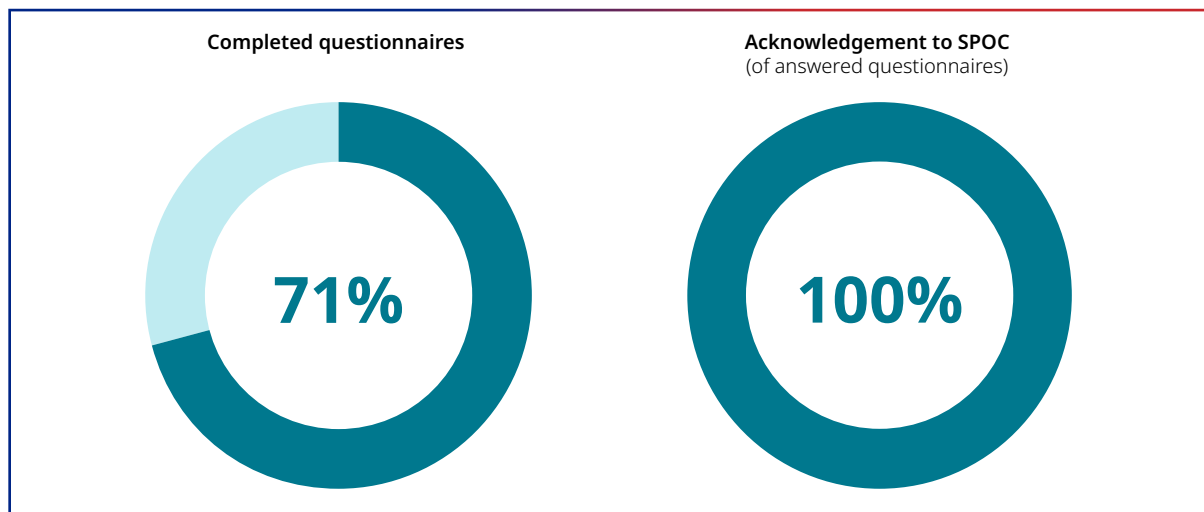


Advancing Responsible Sourcing:

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.



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