



Social Responsibility

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From Principles to Practice

Guided by a strong sense of social responsibility, CPChem emulates its tagline, *Performance by Design. Caring by Choice.*™ We continually strive to apply our expertise, time, and financial resources to create lasting, meaningful impacts in communities around the world. Our social responsibility priorities reflect our determination to drive positive change—both locally and globally.

Social Responsibility – Our Priorities

Do our part to respect human rights

Inspire CPChem's current and future workforce by investing in education and 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 global community.

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

[Read more about Mission & Values](#)

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

Our [Human Rights 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*. Our commitments and practices are also reflected in Code of Conduct, [Supplier Principles of Conduct](#), [Equal Employment Opportunity Statement](#), and [Operational Excellence Policy](#).

Our commitment is embedded across our corporate policies and day to day practices, and defines the minimum standards we uphold regarding fundamental human and labor rights. These standards cover the following key areas: ethical conduct, equal employment opportunity, health, safety, security and environmental protection, as well as social and employment practices.

All employees receive training to build an understanding of topics related to human rights. Consistent with international standards, we provide and monitor 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.

Oversight of this commitment resides with CPCChem's Board of Directors. Responsibility and accountability for adherence to human rights is collectively shared among different stakeholders within the organization.

Environmental, Health, Safety, and Security (EHSS)

Our Journey to Zero is both a commitment and an operating framework, reflecting CPChem's unwavering focus on protecting our people, our operations, and the communities where we live and work.

This long standing program serves as the foundation of our Environmental, Health, Safety and Security (EHSS) strategy and is built on three core priorities:



**CARING FOR
ONE ANOTHER**



**DRIVING SAFE AND
RELIABLE OPERATIONS**



**PROTECTING THE
ENVIRONMENT**

At CPChem, the health, safety, and well being of our employees and contractors is paramount. Our safety culture is embedded across every aspect of our business and empowers our workforce to consistently do the right thing, the right way, every time.



Safety Focused

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.

2025 marked the strongest Operational Excellence performance in CPCChem's history, with best ever results across all OE metrics.*

CPCChem tracks High Consequence/Potential Incident (HIPO) events and Process Safety Event Rates (PSER) to proactively identify and manage risks that could lead to serious injuries, fatalities, or major process incidents. These leading and lagging indicators provide critical insight into the effectiveness of operational controls, enabling continuous improvement in safety performance. By closely monitoring HIPO and PSER, organizations reinforce their commitment to protecting workers while preventing incidents that could adversely affect surrounding communities and the environment.

In 2025, CPCChem achieved its strongest HIPO rate to date. While the first half of the year presented challenges, the company demonstrated strong operational discipline and successfully course-corrected through a renewed focus on Line of Fire risks and adherence to Basic Operating Fundamentals. As a result, CPCChem realized a 59% reduction in recordable injuries in the second half of 2025 compared with the first half. Reflecting the effectiveness of our robust safety programs and caring culture—and reinforcing our commitment to SDG 3, Good Health and Well-Being—the company also achieved its best ever PSER.

HIPO Rate

0.09

Combined Recordable
Incidence Rate (RIR)

0.07

Combined PSER

0.029

Tier 1 Process Safety Events

Zero

Reportable Environmental
Event Emissions (REEE)

0.48 MMlbs

* Best excluding 2020, which saw a reduction in at-risk work due to COVID-19.



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

**our
Journey to
Zero**

We put
the health and
safety of all
personnel before
production.

We eliminate
high severity,
high potential
incidents.

We maintain
and operate a safe,
secure and reliable
workplace.

We protect the
environment.

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 the right way. 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.

Protecting People and Operations

Award Winning Safety

American Chemistry Council Responsible Care® Awards

- Company recognized by the American Chemistry Council with two of the Responsible Care® program's highest honors: Responsible Care® Company of the Year and Responsible Care® Initiative of the Year.
- Our Bartlesville, Borger, Conroe, Drilling Specialties Co Lab and Technical Center, Orange, and Pasadena facilities were recognized in 2025 with ACC's Responsible Care® Safety Awards.

American Fuel and Petrochemical Manufacturers' Safety Achievement Awards

- CPCChem's facilities in Borger and Pasadena, Texas, achieved Elite Gold (top 5%) and the Cedar Bayou, Drilling Specialties, and Orange, Texas and Bartlesville, Oklahoma, facilities earned the Elite Silver Safety Award, a recognition reserved for the top 10% of safety performers in the industry.
- Our facilities in Bartlesville, Borger, Conroe, Orange, Pasadena, and Port Arthur received AFPM Safety Achievement Awards, which are designed to recognize facilities that demonstrate exceptional occupational and process safety performance.

National Voluntary Protection Program Participants Association

- A CPCChem employee serves as chairman of the board for the National Voluntary Protection Program Participants Association (VPPPA).

OSHA Special Government Employee and Mentor of the Year

- OSHA nationally recognized a CPCChem Sweeny facility process operator as the 2025 Special Government Employee and Mentor of the Year, honoring his leadership and safety advocacy among more than 1,100 active SGEs nationwide.

Union Pacific Pinnacle Award for Rail Safety

- CPCChem earned the 2025 Union Pacific Pinnacle Award for the eighth time in recognition of its sustained commitment to safe, reliable rail transportation and zero non-accident hazardous material releases.

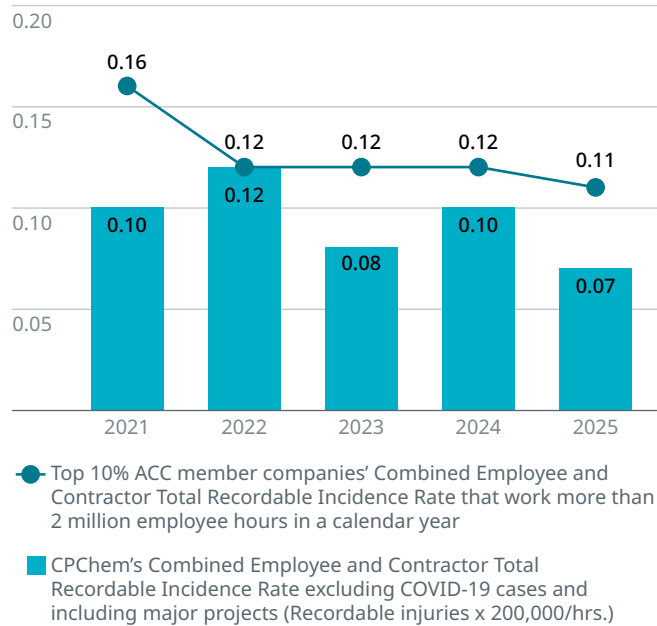


Safety Performance in 2025

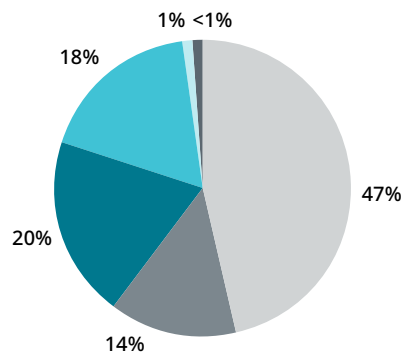
Our focus on eliminating high severity and high potential process safety events “PSE”), strengthening our process safety culture, and providing tools, training, and experience is crucial for maintaining safe and reliable operations.

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

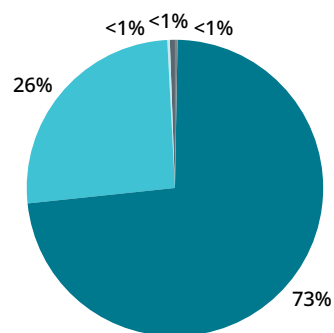
Recordable Injuries and Illnesses



Process Safety Events by Actual or Potential Severity Level

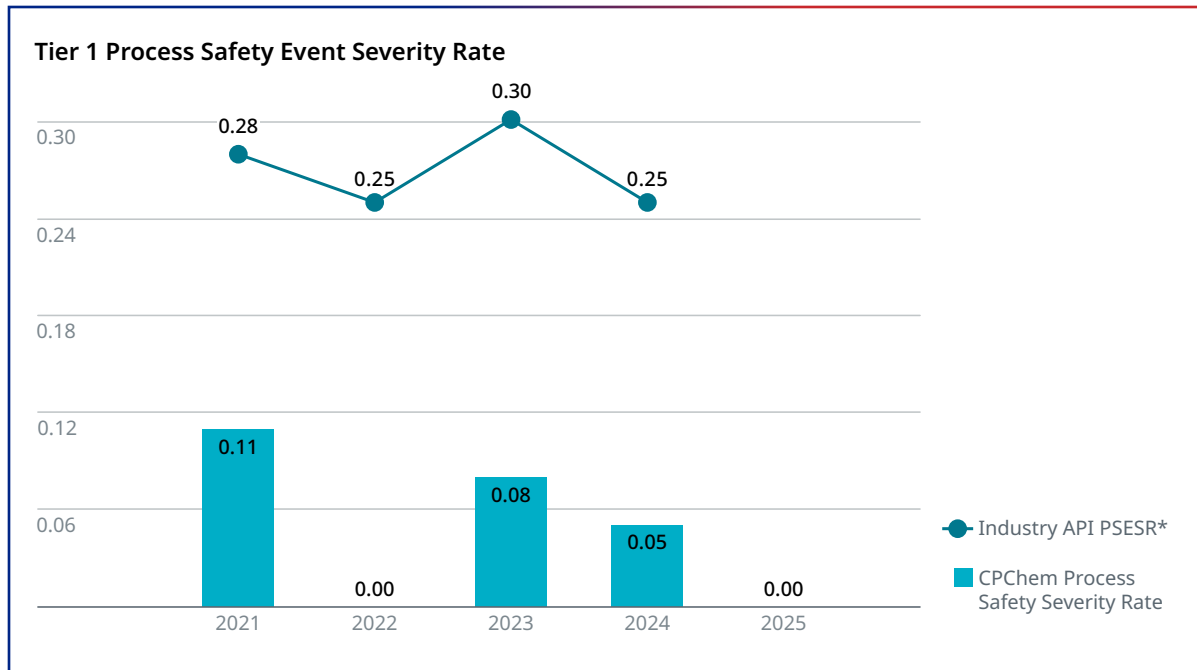


Process Safety Incidents by Actual Severity



■ 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 (HIPO).



* 2025 data not available at time of publishing.

Powering Human Performance



In 2025, the Human Performance (HP) team continued to institutionalize the HP common language across the company by pairing pulse survey insights with KPI based execution.

The team launched CPChem's first companywide HP baseline pulse survey to establish a foundation for future survey cycles, achieving a 62% response rate across both domestic and international sites. Results demonstrated a 96% favorable response, showing HP is visible and broadly embedded in day-to-day work—most commonly through safety meetings and moments, field walks and job walkdowns, and procedure and SOP reviews—while also clearly identifying key sustainment needs, including training, tool implementation, and leadership support. In parallel, the team nearly doubled its proactive “touchpoints” compared to the previous year, encompassing HP trainings, learning teams, network sessions, guest speaking engagements, panels, and other outreach activities.

The HP team also launched Operational Learning Tours and How Leaders Respond Matters training in 2025, both tailored to site specific needs, which helped drive more consistent engagement and practical application across manufacturing and non-manufacturing environments. In addition, the team identified measurable improvements in the strength and level of safeguards implemented before and after incidents for HIPO 3, HIPO 4, and recordable events logged in the Visium Knowledge Management System (KMS).

Human Performance continues to thrive within CPChem's culture, as employees deepen their understanding of how work is performed, identify opportunities to implement effective safeguards, and make it easier to succeed and harder to fail.



Our People, Our Culture

We foster a work environment that supports individualized and tailored opportunities for development and skill-building experiences for CPChem employees.

[SDG #4, Quality Education](#)

Employees Shine at CPChem

In 2025, employees submitted more than 50,000 recognitions celebrating collaboration, exceptional work and meaningful achievements through Shine, our internal social platform. Shine empowers our workforce to uplift one another, amplifying appreciation and strengthening connections across the Chemisphere.



2025 Highlights

95%
of Leaders used Shine

~16,000
Leader-driven awards

50,000+
Total Recognitions

80%
of Employees sent a Cheers to Peers

26,000+
Cheers to Peers recognitions sent

People Patterns: 2025 Workforce

Global Employee Headcount

5,352

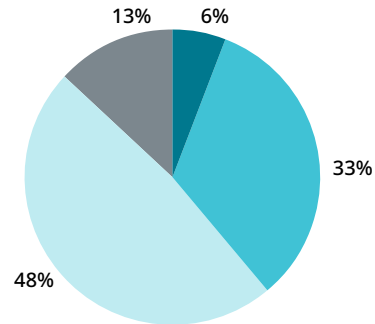
Employees Added to Workforce in 2025

440

Voluntary Attrition Rate,
excluding Retirements

4%

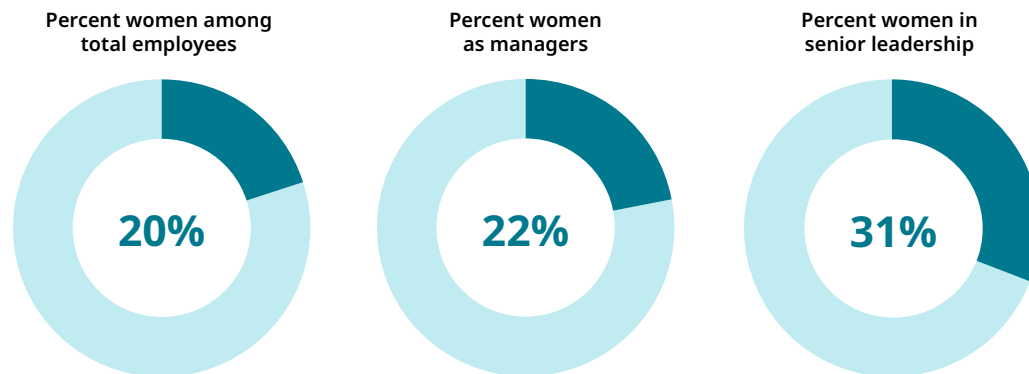
Age Diversity: Employee Generations



- Baby boomers (1946–1963) ages 62–80
- Generation X (1964–1978) ages 47–61
- Generation Y (1979–1994) ages 31–46
- Generation Z (1995 and later) ages 30 and younger



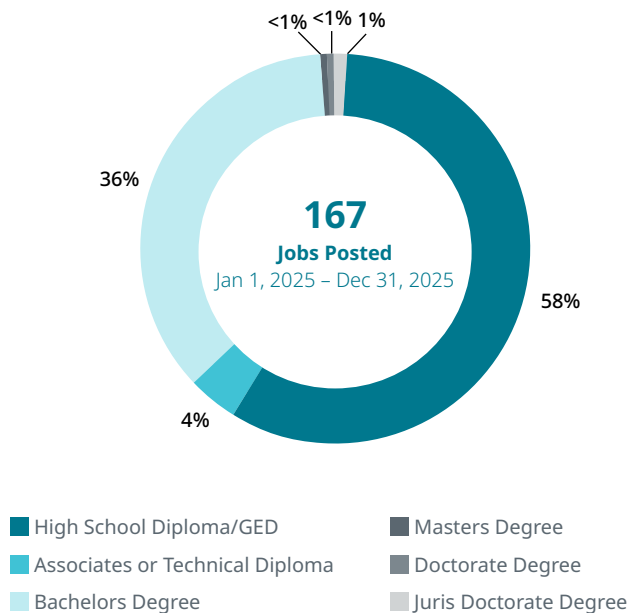
Global Employee Gender Diversity



Recruitment

Our Talent Acquisition team leverages their expertise to recruit and attract top talent while continuously improving efficiency and the candidate experience. We implemented hourly pre-employment online testing to streamline hiring processes and deployed the SuccessFactors recruiting and onboarding solution globally, with domestic optimizations that improved processes, streamlined requisitions and increased recruiting efficiencies. These efforts support our ability to attract candidates with diverse backgrounds and experiences, including through our early career programs.

Minimum Degree Required



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

113

Total Employee Training Hours

605,790

Talent Development and Career Opportunities

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.

In response to employee feedback, we introduced a comprehensive Career Framework designed to provide greater transparency around roles, competencies, and career progression. Built on a structured Job Architecture, the framework defines clear career paths across all levels, including leadership, lateral, and subject matter expert tracks. Employees now have access to detailed job profiles outlining responsibilities, qualifications, and behavioral and technical competencies, empowering them to take ownership of their development and prepare for future opportunities. Supported by learning resources and training, this initiative strengthens workforce engagement, supports internal mobility, and reinforces our commitment to employee growth and long-term talent sustainability.

[SDG #4, Quality Education](#)

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.

Investing in Well-being

We support healthy lifestyles and encourage employees to take advantage of “Your Journey to Wellness,” a U.S. program focused on elevating physical and financial well-being. Employees earn reimbursements and cash incentives for participating in preventive care 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 is designed to support and 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](#)

Employee Total Rewards Package*

Health

- Medical, behavioral health, prescription drug, dental and vision plans
- Company-Paid Life Insurance, Long-Term Disability Insurance, Accidental Death and Personal Loss (AD&PL) 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
- Family forming support, including infertility treatment and in-vitro fertilization Menopause/andropause support – new in 2025

Wealth

- Annual bonus opportunity
- Annual salary increase review
- Leader and peer recognition programs
- Financial planning
- Pension plan for most employees
- Flexible Benefits Program

Career

- Educational assistance/tuition reimbursement
- Relocation assistance

* Rewards and benefits may vary by location and job role.

Employee Total Rewards Package (cont.)*

Family and Community

- Healthcare advocacy services
- Caregiver navigation resource
- 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

CPChem employees also enjoy:

- **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 (EAPs):** 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.

* Rewards and benefits may vary by location and job role.

Caring by Choice



Inclusion – Cooperation – Accountability – Respect – Everyday

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.



In 2025, CPChem took strategic actions to broaden our education and communications efforts to be more inclusive, enhancing awareness of topics like mental health, and neurodiversity. *Caring by Choice™* reflects our culture, grounded in our core values, and underscores our commitment to fostering an inclusive environment where every employee feels a sense of belonging and is empowered to succeed.



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.

Leading with ICARE Award



Each year, we recognize outstanding individuals who exemplify and champion our ICARE principles. In 2025, employees nominated more than 524 colleagues for the Leading with ICARE Award, which honors those who demonstrate CPChem's mission and values in their everyday work. Across the company, sites recognized 22 Site Award winners for their exceptional contributions. The recipient of the Corporate ICARE Award will be announced in fall 2026.

FOSSI: Advancing Diversity in STEM

CPChem is a proud supporter of the [Future of STEM Scholars Initiative \(FOSSI\)](#), a program designed to reduce the financial barriers to higher education while equipping students at Historically Black Colleges and Universities (HBCUs) with the skills, experiences, and professional networks needed to succeed in STEM careers. To date, CPChem has contributed more than \$900,000 in support of FOSSI and has sponsored 30 scholars. Demonstrating the company's leadership and long term commitment to STEM education, CPChem President and CEO Steve Prusak serves on the FOSSI Advisory Board, where he collaborates with industry leaders to help shape the program's strategic direction and impact.



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 are open to all employees and 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 collaborate and build high-trust relationships that educate and add value to the company. These approachable groups bring awareness to our workforce on social topics, advance our diversity strategy and encourage important conversations at work and at home.

ERG members advocate for all employees to have a safe space 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 Employee Resource Groups

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.



GLOW (Growth, Leadership and Opportunities for Women)

Focused on driving collaborative conversation on career fulfillment with a focus on unique challenges to women in the workplace.



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

Dedicated to fostering an environment where Asian employees can feel comfortable bringing their whole selves to work, be heard, valued, engaged, and receive support to reach their full potential.



PRIDE

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



SPIRIT

SPIRIT seeks to cultivate a work environment where Native American employees can bring their whole selves to work and receive the support required to reach their fullest potential.



VETNET

Committed to fostering 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 1,330 employees in 2025. 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.



Company

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

- TSU Student Readiness Center Support
- Safe Space Program
- Hero's Connect Call



Communities

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

- Memorial Day Flag Placement
- Tony's Place Donation Drive
- Her Closet Donation Drive



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.

- Breast Cancer Awareness Events
- Cinco De Mayo and STEM High School Mariachi Band Event
- Ramadan Information Panel



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.

- Career Framework session
- Manager's Roundtable Professional Development
- National Hire a Veteran presentation

Engaging People and Communities

In addition to financial contributions, employees demonstrated a strong commitment to service through hands-on volunteerism.

In 2025, employees logged 11,800 volunteer hours, an increase from the prior year, and a reflection of continued engagement across sites and teams.

Volunteer efforts supported a broad range of causes. These hours represent employees dedicated to strengthening local communities, often in partnership with organizations supported through the company's giving and matching programs.



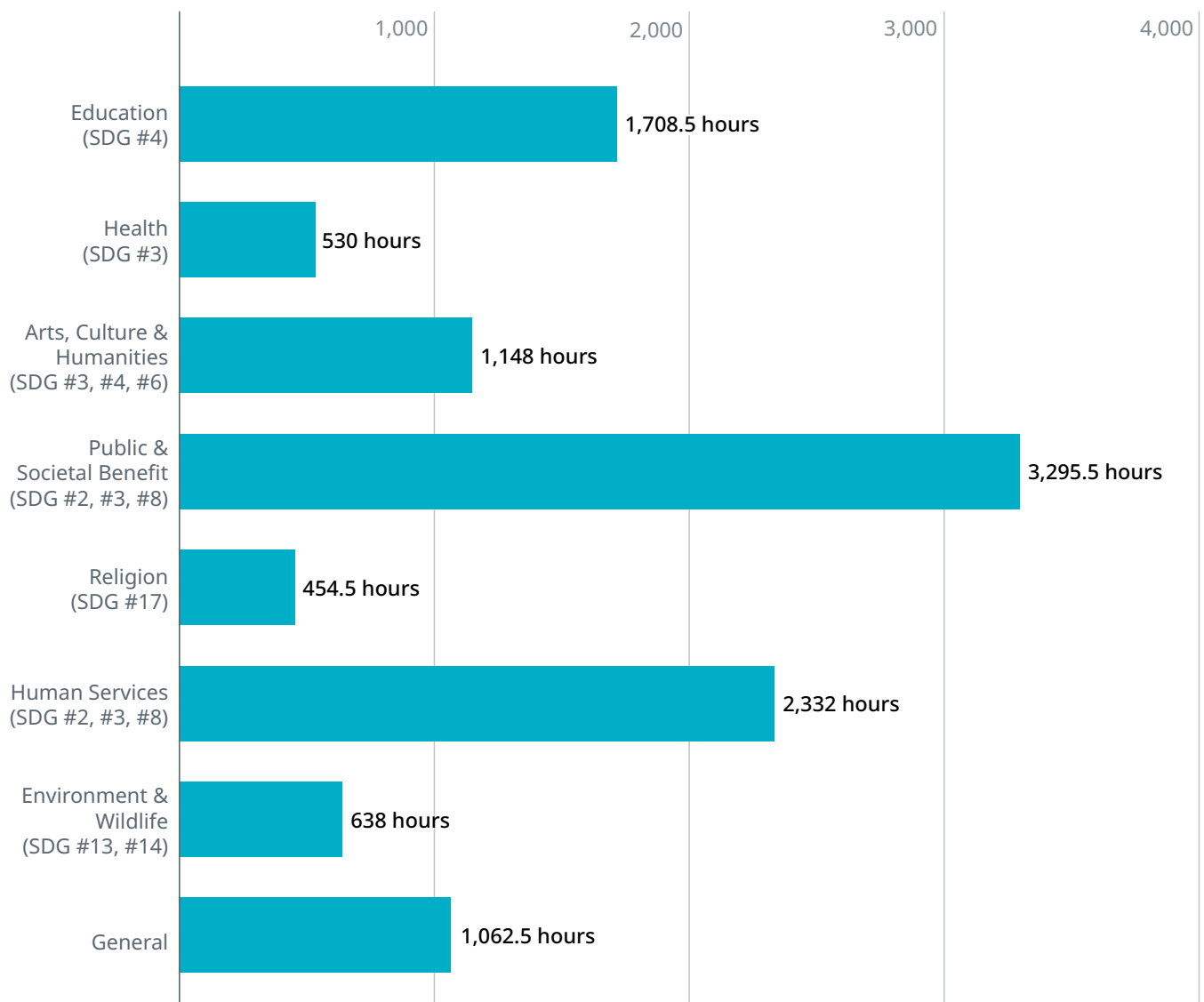
Advancing our giving pillars

Across all programs, 2025 giving advanced the company's core community investment priorities:

- Supporting global and local communities through strategic corporate and site-level investments.
- Strengthening education pipelines and workforce readiness through higher education support and STEM initiatives.
- Improving health and quality of life through partnerships with food banks, social service organizations and community nonprofits.
- Encouraging employee engagement through volunteerism and matching programs that extend reach and impact.

By combining significant corporate investments with employee-driven giving and service, CPChem continues to deliver meaningful, long-term value to the communities it serves.



Volunteer Impact

Responsible Sourcing

At CPChem, we follow inclusive and socially responsible procurement practices and strategies throughout our global procurement, supply chain and feedstock organizations.

We believe engaging qualified, local and diverse suppliers strengthens our supply chain and drives continuous improvement in the communities where we operate and serve.

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 \(SPOC\)](#). This policy, which was updated in 2026, articulates our expectations to support compliant practices, fair labor practices and human rights, health and safety, and ethics and compliance within our supply chain.

In our risk assessment for core and principal suppliers, we assessed their practices and compliance with CPChem's SPOC. In addition to the assessment, CPChem seeks to elevate its supplier network by leveraging targeted follow-up meetings to share best practices and enhance supplier operations.





Local First GTP

In 2023, Golden Triangle Polymers—a joint venture between CPChem and QatarEnergy—invested \$400,000 in a community focused initiative known as *Local First*. Through the *Local First* program, CPChem works in partnership with Orange County officials and Workforce Solutions Southeast Texas to prioritize the engagement of local businesses when sourcing suppliers, vendors, and labor for the Golden Triangle Polymers project. The initiative has also supported the expansion of workforce development opportunities across the Golden Triangle region.

[SDG #8, Decent Work and Economic Growth](#)

Municipal Donation to City of Orange – Upgrade to Softball & Baseball fields

The City will use the donation to upgrade lighting at the ball fields to provide brighter and broader coverage. City officials estimate that replacing the 25-year-old lighting is expected to help reduce electricity costs by as much as \$35,000 annually.



“Supporting community youth projects is essential because they often offer safe spaces where children can engage in positive activities, learn from mentors and form supportive peer relationships. We especially love that the city chose to invest in a park project that brings families together to enjoy America's favorite pastime,” said Chad Jennings, plant manager for Golden Triangle Polymers. [GTP Donates \\$250,000 to City of Orange Park Project](#)

Financial Impact

The amounts shown below represent total spend for the year 2025.

\$570,000

company & employee
charitable giving

\$108 million

spent with local businesses

\$91 million

on employee wages and benefits

\$12.8 million

taxes paid to school, city and
county entities