



Performance by design.
Caring by choice.™

2025 Sustainability Report

Moving what matters

People. Planet. Performance.





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A Letter from the President and CEO

For 25 years, CPChem's success has been shaped by the caliber of its people, the consistency of its culture and the resilience of its business model. In 2025, those strengths positioned CPChem for a milestone year as we marked our 25th anniversary, opened our new global headquarters in The Woodlands, Texas, and stepped into a chapter defined by focus, discipline and a clear sense of purpose.

Disciplined Priorities

The chemical industry continues to operate against a backdrop of economic headwinds, geopolitical uncertainty and evolving stakeholder expectations. These pressures are pushing companies to refine priorities and manage resources with greater discipline.

CPChem's approach remains rooted in what matters: safe and reliable operations, strong relationships, customer focus and long-term resilience. The same standards that drive our safety and operational excellence also guide how work gets done.

In 2025, CPChem achieved its strongest Operational Excellence results in the company's history, including a best-ever High Potential Consequence Incident (HIPO) performance. These results are a testament to our culture and long-standing commitment to safe, reliable operations and continuous improvement.

CPChem was recognized by the American Chemistry Council in 2025 with two of the Responsible Care® program's highest honors, including Responsible Care® Company of the Year and Responsible Care® Initiative of the Year, reflecting the disciplined, risk-based approach that underpins how we operate.



Steve Prusak
President and Chief Executive Officer

Progress That Matters

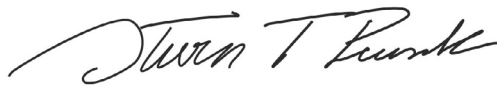
Throughout the year, CPChem drove progress at the Golden Triangle Polymers facility and Ras Laffan Petrochemicals project, with construction advancing steadily across both sites. Activity continues in engineering, procurement and construction as each project moves closer toward commissioning and startup. Clear alignment across teams and contractors remains critical as the finish line comes into view for these world-scale facilities.

We also made notable progress in other parts of the business. In Belgium, CPChem completed the expansion of its low-viscosity PAO unit in Beringen, doubling capacity and incorporating advanced electrification technologies designed to lower emissions and improve long-term energy efficiency. Later in the year, CPChem earned top-tier recognition in the 2025 EcoVadis global sustainability assessment, ranking in the top 10% of companies evaluated within our industry and demonstrating continued improvements in areas such as labor and human rights, ethics and sustainable procurement.

We also continued to show what Caring by Choice™ looks like in action. As part of our 25th anniversary, CPChem expanded its community impact through global giving to charitable organizations and volunteer efforts, reaching more than \$1 million in total impact through the 2025 CPChem Cares Campaign. Employees across the company came together to support hunger relief efforts through a global food drive, reinforcing the role our culture plays in creating positive outcomes beyond our business.

These moments reflect CPChem's forward momentum and how the company is moving what matters: our people, our performance, our innovation and our responsibility to the communities and customers we serve. As we look ahead, I remain confident in the strength of our foundation, the clarity of our values and the commitment of our workforce, now and in the future.

Thank you for your continued trust in CPChem and for taking time to explore our 2025 Sustainability Report, *Moving What Matters*.



Steve Prusak

President and Chief Executive Officer

Inside this Report

Moving What Matters marks CPChem's 15th sustainability report. Our sustainability report brings together the key stories, data, and progress that shaped our year. Inside, you'll find an overview of our approach to key environmental, social, and governance challenges and opportunities, along with the strategies guiding our sustainability journey.

Moving What Matters includes data aligned with industry reporting standards and examples of innovation across CPChem. For a deeper look at our performance, see our detailed 2025 social, environmental and financial data.



Explore CPChem's historical and current performance and financial data with our [Interactive Data Tool](#).

This report was prepared in reference to the 2021 GRI Standards. We received Limited Assurance on our Scope 1 & 2 GHG Emissions. [View Limited Assurance](#)

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

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

CPChem in 2025

2025 Highlights

**Best high potential
process safety event
(HIPO) rate**

in CPChem history

**Operation Clean Sweep
(OCS) Changemaker
Award Winner**

**Top 10% industry
companies**

rated by EcoVadis

100% facilities

with completed GHG and
energy assessments

11,800+

volunteer
hours

900+

employee
volunteers

**>140 MMlbs. plastic
waste diverted**

from landfills through circular
investment funds

EMPLOYEES

5,352

ASSETS

\$21.4B

MANUFACTURING AND
RESEARCH FACILITIES

30

[More about our locations](#)

CPChem takes top honors from ACC, named Responsible Care® Company of the Year



Chevron Phillips Chemical has been 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.

The awards recognize CPChem's sustained leadership in environmental, health, safety and security performance, as well as its commitment to continual improvement and responsible operations across its global footprint. The honors were announced as part of ACC's Responsible Care® and Sustainability Awards program, which highlights companies demonstrating exceptional performance and long-term commitment under Responsible Care®.



"Responsible Care® is fundamental to how we operate at CPChem. These recognitions reflect the disciplined, risk-based approach our employees and contractors take every day to protect one another, our communities and the environment, while continuously improving how we operate."

[Read the full story here](#)

Steve Prusak
President and CEO

CPChem at 25: Foundations and Future

Celebrating a quarter-century of purpose, performance and progress

In 2025, CPChem marked a significant milestone: 25 years of safe operations, innovation and collaborative growth. Since our founding in July 2000, CPChem has remained focused on manufacturing and distributing high-quality products safely and reliably, while providing exceptional service to customers around the world.

Safety and reliability are central to who we are and how we operate. The commitment of our employees and contractors has enabled CPChem to operate responsibly, build long-term trust and earn our reputation as a supplier of choice. These principles continue to guide our decisions and shape our approach to growth.

Our culture of Caring by Choice™ has also been integral to CPChem's journey. When people feel valued, connected and empowered, trust grows and performance follows. That belief is reflected in our new headquarters in The Woodlands, TX, which opened its doors last year. Designed to support collaboration and flexibility, the state-of-the-art facility features teamwork spaces, focus pods and modern amenities that help our employees do their best work. The building was designed and constructed using the national Leadership in Energy and Environmental Design (LEED) standards, the world's most widely used green-building certification program. Following LEED guidelines results in improved resource efficiency and enhanced outdoor spaces to promote local biodiversity and reduce light pollution.

Innovation has been a defining element of CPChem's first 25 years. By embracing new technologies and empowering employees to lead and adapt in a changing market, we have expanded our global footprint through growth projects and joint ventures. These efforts strengthen our position as a trusted global supplier and reinforce our standing as an employer of choice.

As we celebrate this milestone, we are grateful for the people, ideas and communities that have shaped CPChem over the past 25 years. With that foundation, we remain committed to extending our legacy into the next 25.



Chemistry that Connects

CPChem serves industries around the world by delivering essential product components that support modern life and help improve quality of living. With a global network of more than 7,000 suppliers, CPChem products reach customers in more than 140 countries. Drawing on deep industry experience, we develop and deliver innovative solutions that support economic growth, advance sustainable development and create value for our customers and communities.

Responsible business practices are fundamental to how we operate. CPChem remains committed to the highest industry standards and principles, with a focus on efforts to reduce our environmental footprint, advance social responsibility and strengthen the communities where we live and work.



Our portfolio of chemical solutions and services supports a wide range of end uses, reflecting both the breadth of our capabilities and the essential nature of our products:

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

To learn more about our company and products, visit cpchem.com.

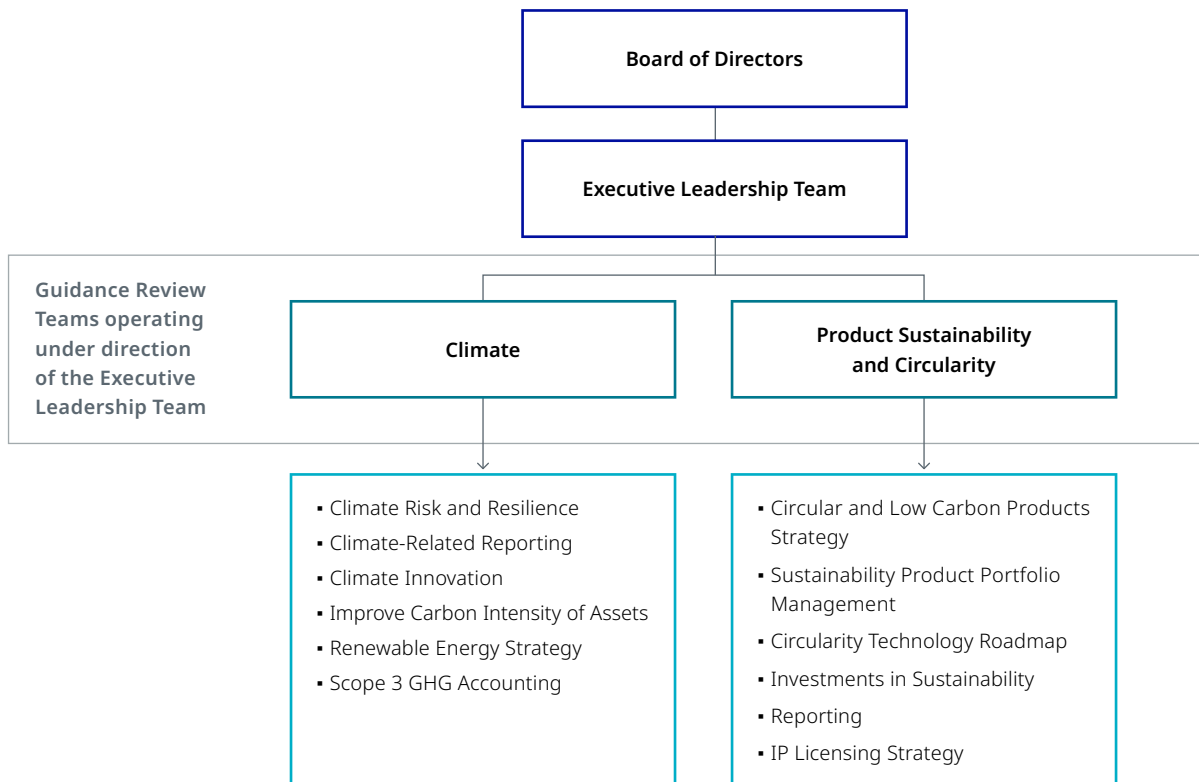
Leadership and Governance

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 (ELT) 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. The Leadership Team Extended serves an advisory function to the ELT, providing additional depth and transparency in oversight of the global enterprise.

Guidance Review Teams

Reporting to the ELT, two executive-led Guidance Review Teams (GRT) provide direction and oversight on strategically important sustainability issues. Our GRTs provide a multi-disciplinary view used to manage and align sustainability activities with the rest of the operational, commercial and functional priorities.



Governance and Committees

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.

Enterprise Risk Management is a cornerstone of CPChem's governance framework, enabling the Board and company leadership to systematically identify, assess, and manage market, operational, and reputational risks. Issues identified in sustainability assessments help inform and support our ERM process. An executive-level ERM committee conducts comprehensive evaluations and provides an annual review of the ERM program to the Board.

The EHSS Policy Committee, comprised of company leadership, oversees and governs EHSS activities and implementation of CPChem's Operational Excellence (OE) 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.

CPChem's talent management governance framework supports workforce capability and long term strategy. Executive level talent decisions are overseen by the Talent Management Council, with Talent Stewardship Committees providing oversight across business units, facilities, and regions. These bodies oversee performance management, development, career progression, and succession planning. CPChem's Executive Diversity Council fosters the company's Caring by Choice™ culture.

The Board is responsible for overseeing CPChem's Ethics & Compliance (E&C) Program. The Board Audit Committee (BAC) is empowered to monitor the status and effectiveness of the E&C Program. CPChem's E&C 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 E&C Program is handled by relevant subject matter experts (SMEs) across various departments, including EHSS, finance, global trade, human resources, information technology, legal and public affairs. We welcome anonymous feedback through an independent, third-party managed hotline, with relevant concerns forwarded to, and managed by, CPChem's E&C Office and the highest levels of the organization.

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 certain 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 generates value by:

- Building and supporting relationships with external stakeholders, including governments, nongovernmental organizations (NGO), our value chain, 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 Analysis

In 2025, CPChem completed a materiality assessment to identify sustainability topics most relevant to our business and stakeholders. Throughout 2025, we continued to operate and report using the material topics identified through that assessment. Our approach is informed by sustainability reporting frameworks and recognized best practices to support consistent sustainability governance.

Through business model analysis, value chain mapping, global research and stakeholder engagement, CPChem identified 14 topics most significant to our stakeholders and business. These topics were reviewed by a cross-functional team and endorsed by CPChem leadership. Conducted every three to five years, materiality assessments help strengthen our reporting and inform sustainability priorities by identifying risks and opportunities to our strategy and potential impacts on society and the environment. Materiality Assessments also inform our Enterprise Risk Management and E&C Program. Stakeholder input includes perspectives from employees, communities, governmental proxies, suppliers, customers and NGOs.

Priority Topics and Materiality

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

Our Approach to Sustainability



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Strategic Direction

Remarks from the Director of Sustainability

Sustainability at CPChem is closely connected to our business strategy and long-term outlook. This report is our 15th edition, recording our continuous improvement journey toward a resilient future. With strong fundamentals in place we remain focused on building resilience, supporting responsible growth and delivering value for our owner companies, customers, employees and communities. Ongoing engagement with stakeholders continues to guide our priorities and sharpen our focus on where we can have the greatest impact. This report is grounded in that dialogue.

Our work is concentrated on three focus areas: Climate Change, Product Sustainability & Circularity, and Social Responsibility. Together, these areas reflect where CPChem can drive meaningful progress while reinforcing the foundation of our business. By advancing solutions that support responsible operations, product innovation and people-centered practices, we aim to deliver outcomes that are measurable, practical and enduring.

As industry conditions and external expectations continue to evolve, we have taken a thoughtful look at our sustainability aspirations. Recently, CPChem updated its aspirational targets to reflect current realities, stakeholder input and the importance of clear, achievable outcomes. This adjustment was intentional. It reinforces our commitment to setting aspirations supported with action, resources and sustained follow-through in pursuit of lasting positive impact.

Continuous improvement remains integral to our strategy. In 2025, we demonstrated progress in Social Responsibility by earning the company's best-ever health and safety performance at our facilities. Additionally, we continued to advance Human Performance and build capability through our new Career Framework Job Architecture. Our focus on Climate Change supports profitable growth through efficient, lower-carbon intensity initiatives, MACC projects and deploying innovative technologies while strengthening resilience through climate, water stress and biodiversity risk analyses. In Product Circularity & Sustainability, we are building circular growth through life cycle assessments, targeted R&D and strategic investments. Together, these actions reflect a disciplined approach to sustainability that fuels business performance and positions CPChem to lead in a lower-carbon future.

We continue to advance sustainability because it adds value. By moving what matters and following through with intention, we drive operational efficiency, strengthen stakeholder relationships and reinforce long-term business performance.

As a stakeholder reading this report, I encourage you to join the conversation across social media and online and reach out directly to share your thoughts on our sustainability journey.



A handwritten signature in blue ink, appearing to read 'Rick Wagner', followed by a horizontal line.

Rick Wagner

Director, Sustainability

Advancing with Purpose

At CPChem, sustainability is woven into our business, and it inspires continuous improvement and innovation across the company. As a global leader in the production of chemicals and plastics, we recognize the importance of reducing plastic waste and lowering the carbon intensity of our operations.

Climate Intensity Aspirational Target

In 2022, CPChem announced an aspirational target for 2030 that aimed to reduce the company's operated Scope 1 and Scope 2 carbon intensity by 15% compared to a 2020 baseline. The company is updating its aspirational target to remove the 2030 timeline. This adjustment reflects strategic assessments of changing policy and regulatory conditions and the significant economic realities that make large-scale carbon intensity reductions challenging.

CPChem's approach is grounded in disciplined business practices that safeguard long-term resilience while recognizing that meaningful progress depends on supportive market signals and enabling policy and regulatory frameworks. Industry-wide headwinds, evolving technologies, and volatile market dynamics require flexibility to ensure CPChem's targets remain aspirational and achievable.

This update reinforces CPChem's commitment to advancing carbon intensity reduction initiatives that align with operational feasibility and strategic objectives, while acknowledging that sustained progress will require collaboration across industry, investment and regulatory ecosystems. CPChem remains confident in its sustainability strategy and will continue efforts to reduce carbon intensity, maintain sustainable growth and contribute to a lower-carbon future.

Circularity Aspirational Target

In 2020, CPChem introduced an aspirational target to produce 1 billion pounds of Marlex® Anew™ Circular Polyethylene annually by 2030, reflecting a focus on supporting the development of a circular economy for plastics. Evolving alongside shifting global market and regulatory conditions, CPChem's sustainability strategy will continue to prioritize and support circularity without maintaining an aspirational target.

This adjustment follows a strategic evaluation of market dynamics, including uncertainty in demand growth, fragmented regulations, feedstock sourcing challenges and technology scale-up timelines; factors that underscore the need for flexibility and disciplined decision-making. CPChem's approach remains rooted in feasibility and long-term resilience, recognizing that meaningful progress will require enabling policy to guide laws and regulations, clear market signals and collaboration across the entire value chain.

CPChem remains committed to innovation, advocacy and collaboration, driving progress to unlock a circular economy and help keep plastics out of the environment.

Sustainability 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.



Climate Change

Climate change is a global challenge and a central focus within CPChem's sustainability strategy. Employees are aligned in efforts to reduce emissions intensity, improve process efficiencies, and evaluate emerging technologies, while assessing physical climate risks to strengthen the reliability and resilience of our assets and supply chains. Guided by innovation and industry expertise, CPChem continues progressing toward its goal of a 15% reduction in carbon intensity from a 2020 baseline. Our focus also includes water stewardship and waste management efforts.



Product Sustainability and Circularity

CPChem is focused on advancing product sustainability and circularity through solutions such as Marlex® Anew™ Circular Polyethylene. These circular products support the transition to a more circular economy and reflect our commitment to helping customers meet their sustainability objectives. These efforts are supported by lifecycle assessments and evaluation of product attributes such as reduced carbon footprint. CPChem also participates in global initiatives and collaborative efforts aimed at environmental stewardship and the reduction and reuse of plastic waste.



Social Responsibility

CPChem places the highest priority on the safety of its people, operations and neighboring communities. Our culture values diversity and inclusion and supports respect for human rights throughout our value chain. We promote employee health and wellness and invest in professional development opportunities to strengthen and grow our workforce. Guided by our Code of Conduct, CPChem practices responsible sourcing and supports philanthropic initiatives that benefit employees, customers and communities.



Supporting Global Goals

Adopted in 2015, the United Nations Sustainable Development Goals (SDG) provide a globally recognized framework for managing long-term risks and identifying opportunities for sustainable growth. CPChem has identified 11 SDGs that align most closely with our business model, value chain and areas of operational influence. By connecting these goals to our operations and business practices, we seek to build resilience, help mitigate adverse impacts and apply our product portfolio and industry leadership to areas that support stakeholder priorities and long-term enterprise value.

Discover how we connect with the SDGs:





Industry, Innovation and Infrastructure – SDG #9

Advancing innovation and collaboration to reduce impacts, improve efficiency and promote circularity.



Responsible Consumption and Production – SDG #12

Developing solutions that use resources responsibly and support more sustainable operations.



Climate Action – SDG #13

Reducing carbon intensity, strengthening climate resilience and advancing low carbon product opportunities.



Life Below Water – SDG #14

Advancing circular economy solutions to help reduce plastic waste and protect marine environments.



Partnerships – SDG #17

Collaborating with communities, NGOs and industry partners to accelerate sustainable progress.





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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.

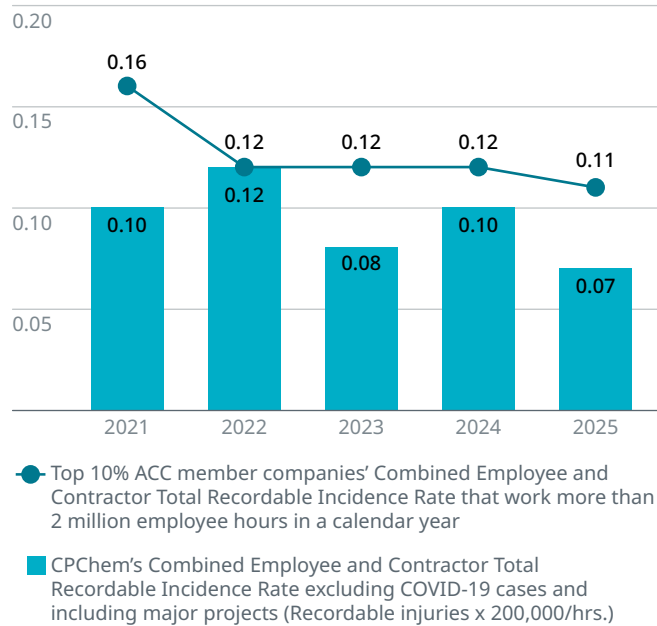


Safety Performance in 2025

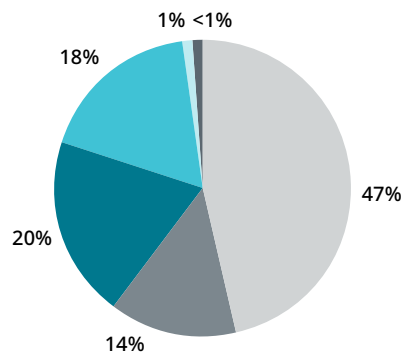
Our focus on eliminating high severity and high potential process safety events “PSE”), strengthening our process safety culture, and providing tools, training, and experience is crucial for maintaining safe and reliable operations.

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.

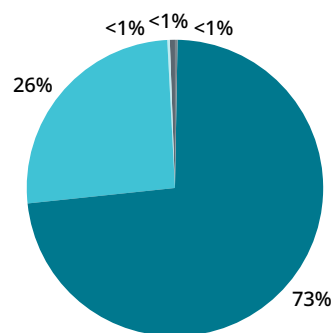
Recordable Injuries and Illnesses



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

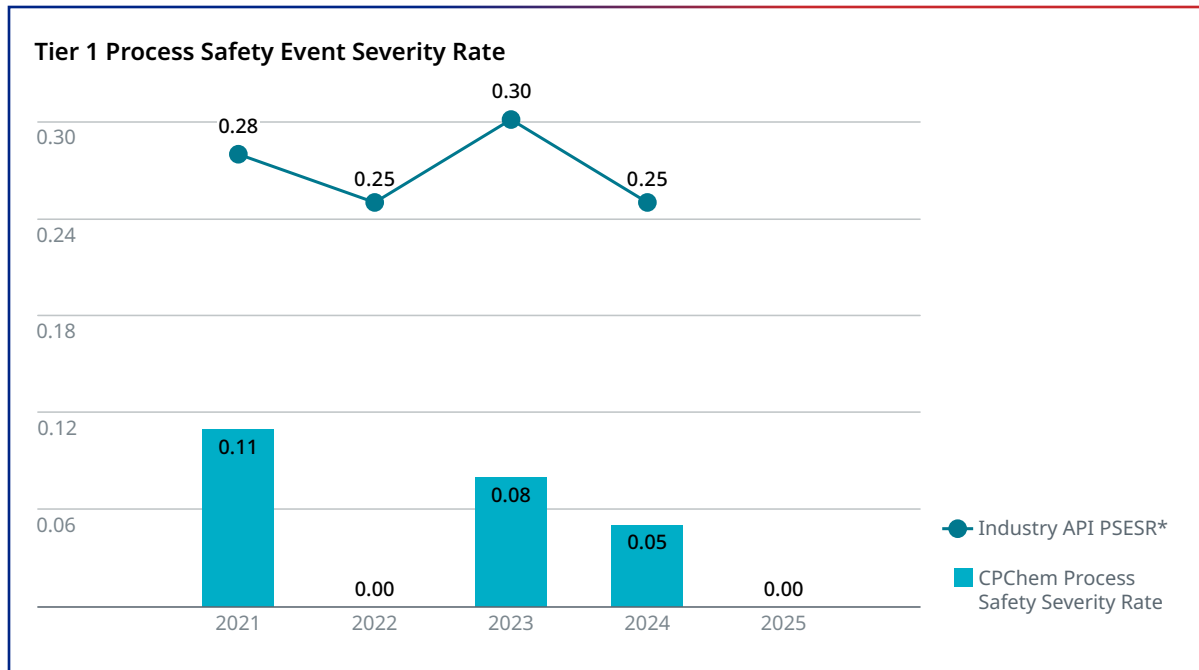
■ Severity Level 1 – LOPC <10% of Tier 2

■ 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

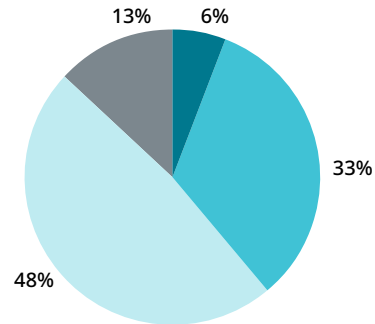
Employees Added to Workforce in 2025

440

Voluntary Attrition Rate,
excluding Retirements

4%

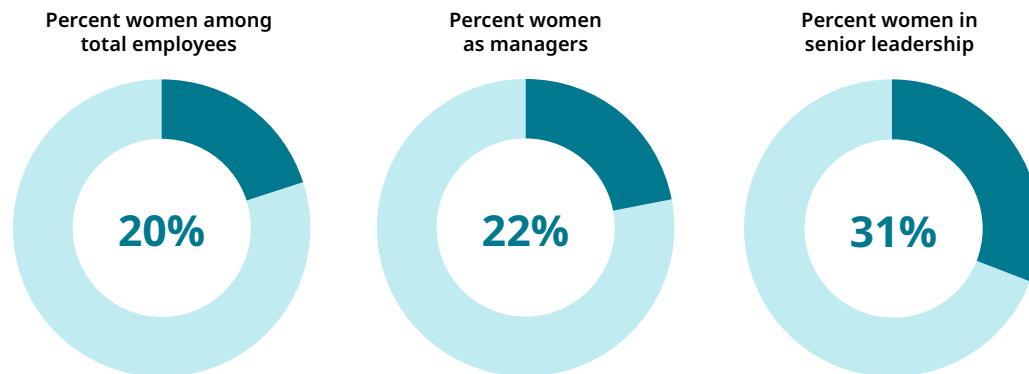
Age Diversity: Employee Generations



- 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



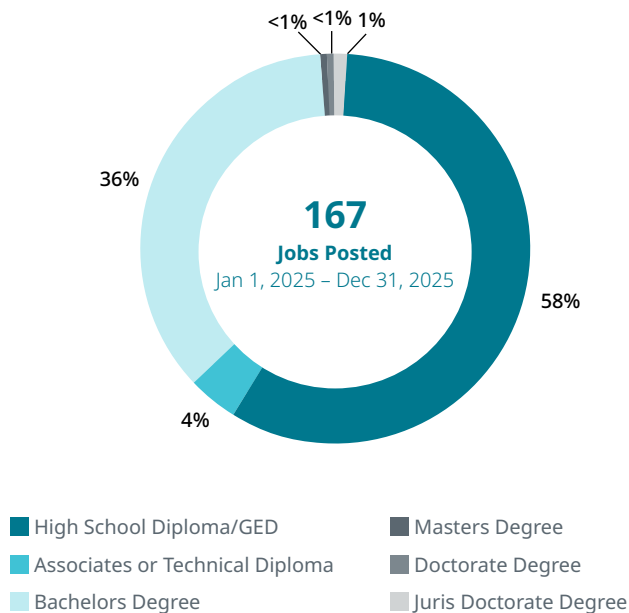
Global Employee Gender Diversity



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.



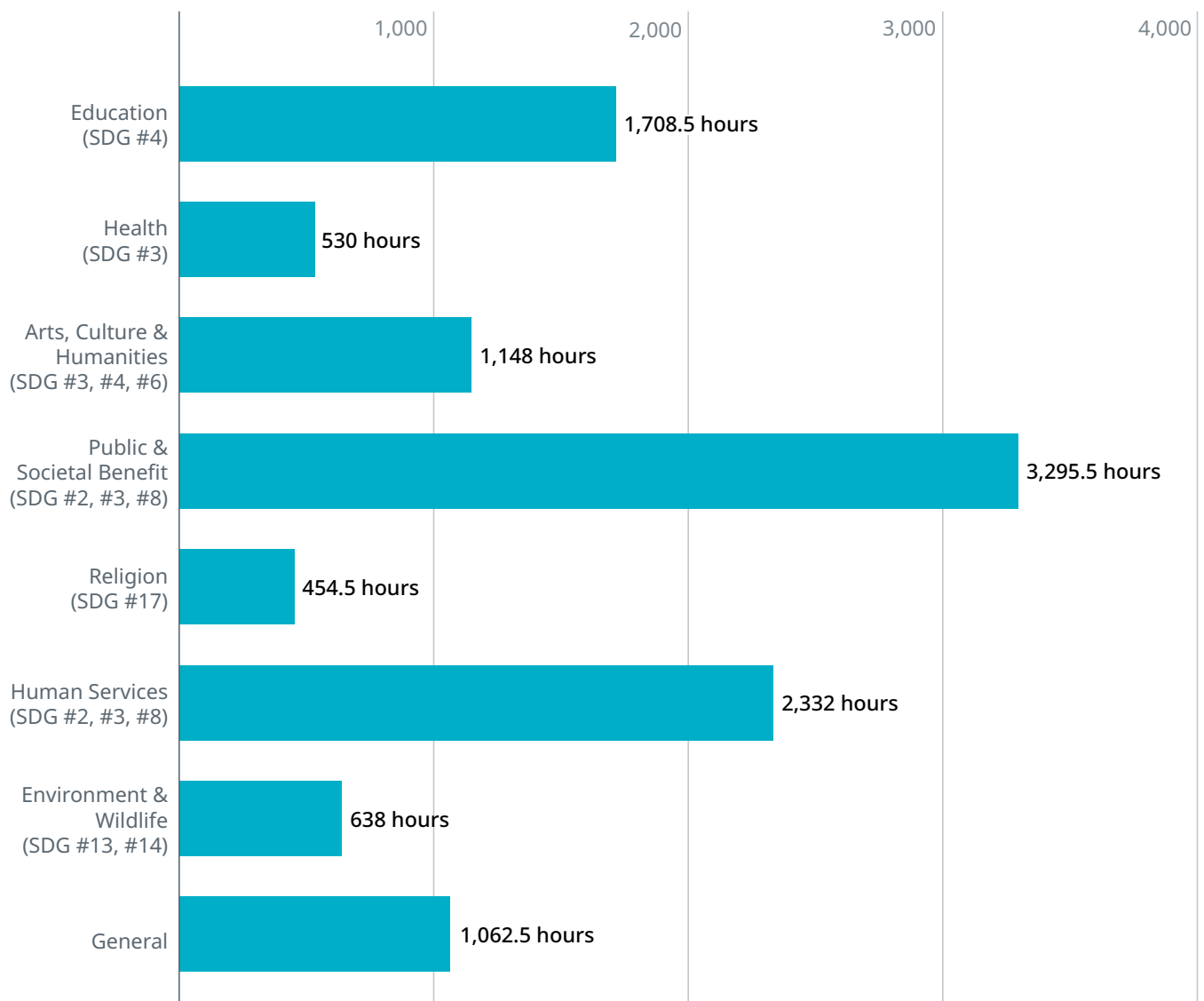
Advancing our giving pillars

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

Climate Change



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Climate Change Priorities

Improve Climate Risk Resilience

Building adaptation and operational durability to mitigate physical and transition risks related to climate change.

Reduce GHG Emissions and Emissions Intensity

Strategic and deliberate focus on lowering GHG emissions and reducing carbon intensity.

Position for a Lower Carbon Future

Advancing innovation, efficiency and resilience to support long-term competitiveness in a lower carbon economy.



Climate Resilience and Risk Management

CPChem conducts climate-specific scenario analyses to identify, assess, and manage climate-related risks and opportunities across its value chain.

These analyses evaluate key physical risks such as flooding, extreme heat, hurricanes, and water scarcity; and transition risks, including evolving public policy, regulatory developments, and market dynamics. The results are integrated into CPChem's Enterprise Risk Management (ERM) framework, enabling the Company to systematically assess potential impacts, prioritize mitigation and adaptation actions, and embed climate considerations into strategic planning, capital allocation, and operational decision-making. Through this structured approach, CPChem enhances its ability to adapt to changing climate conditions, strengthen resilience across operations, and maintain long-term competitiveness in a transitioning global economy.

Insights from CPChem's climate scenario analyses directly inform business and operational decisions across the enterprise. Results from physical climate risks including extreme heat, flooding, and water stress are integrated with enterprise processes to capture holistic resilience, such as design standards, hazards analysis, and emergency preparedness. Transition risk insights, including potential policy and market changes, are considered during strategic planning and technology evaluations. These efforts help CPChem assess efficiency improvements, fuel flexibility options, and other emissions reduction projects under a range of future scenarios. These applications ensure that climate related risks and opportunities are systematically incorporated into capital allocation, operational planning, and long term strategy.

In 2024, CPChem revisited its 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. Results for 2024 identified risks consistent with our previous analyses. See the risks discussed in prior reports at the end of this report.

[SDG #13, Climate Change](#)



Advancing Lower-Emission Technology

In 2025, CPChem and Technip Energies began installation of a proprietary Low GHG Emission Cracking Furnace in an existing olefins unit at the company's Sweeny, Texas, facility. The lower-GHG emission design is expected to reduce fuel consumption and carbon dioxide emission intensity by approximately 30%.

Once operating, the Furnace is projected to improve efficiency through advanced heat recovery, electrification of a major compressor driver and a furnace capable of operating on hydrogen fuel. Together, we anticipate that these features will enable immediate GHG emissions reductions while supporting future pathways to reduce GHG emissions intensity as lower-carbon fuels become available.

Our company is focused on initiatives and projects that are cost effective and have a meaningful impact on lowering the intensity of GHG emissions generated by the production of the basic chemicals that society needs. Our collaboration with Technip Energies to deploy the proprietary Lower CO₂ Emissions Cracking Furnace represents a meaningful step toward achieving our carbon intensity reduction goals.



Nature and Biodiversity

In 2025, CPChem completed its first Nature and Biodiversity Risk Assessment, underscoring the company's commitment to managing risks and opportunities related to biodiversity and ecosystem services. The assessment provided an asset level evaluation of how CPChem facilities interact with surrounding natural systems, using geospatial data to assess local ecosystem condition, biodiversity importance, and facility resilience.

The assessment evaluated both potential impacts on biodiversity and dependence on ecosystem services, including water availability and natural flood mitigation functions. Results indicated that CPChem's operations generally have a higher reliance on ecosystem services than it has direct impacts on those services. The assessment also considered potential operational risks associated with ecosystem service degradation.

These insights support CPChem's ongoing risk management and planning efforts by helping identify locations where additional attention to biodiversity considerations may be appropriate. The findings complement existing sustainability and Operational Excellence programs, including established management practices related to air, water and community stewardship.

Emissions

Greenhouse Gas Emissions*

Scope 1

In 2025, CPChem's Scope 1 emissions on an operated basis were 4.5 million metric tons (MMT) CO₂e, and 7.1 MMT CO₂e on an equity-basis.

Scope 2

In 2025, CPChem's Scope 2 emissions amounted to 1.95 MMT CO₂e on an operated basis, and 2.53 MMT CO₂e on an equity basis, on a market-basis.

In 2025, CPChem's Scope 2 emissions amounted to 1.87 MMT CO₂e on an operated basis, and 2.46 MMT CO₂e on an equity basis, on a location-basis.**

Scope 3

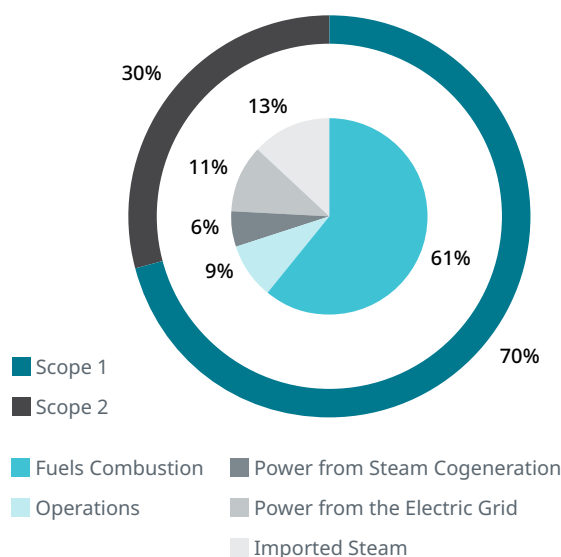
CPChem is evaluating Scope 3 emissions in alignment with the GHG Protocol and continues to advance efforts to measure greenhouse gas emissions across its value chain. The company's aspiration is to develop a comprehensive GHG emissions inventory encompassing Scope 1, Scope 2, and Scope 3 emissions for future reporting. CPChem intends to use this inventory to enhance transparency and help identify potential opportunities to reduce GHG emissions.

* 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.

** 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. 2022 eGrid and 2023 Green-E (2021 data) emission factors were used to calculate RY2025 Scope 2 emissions.

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 typically achieve a lower GHG emissions intensity compared to similar global facilities due to fleet location, ability to crack light feedstocks and regular improvements in energy efficiencies.

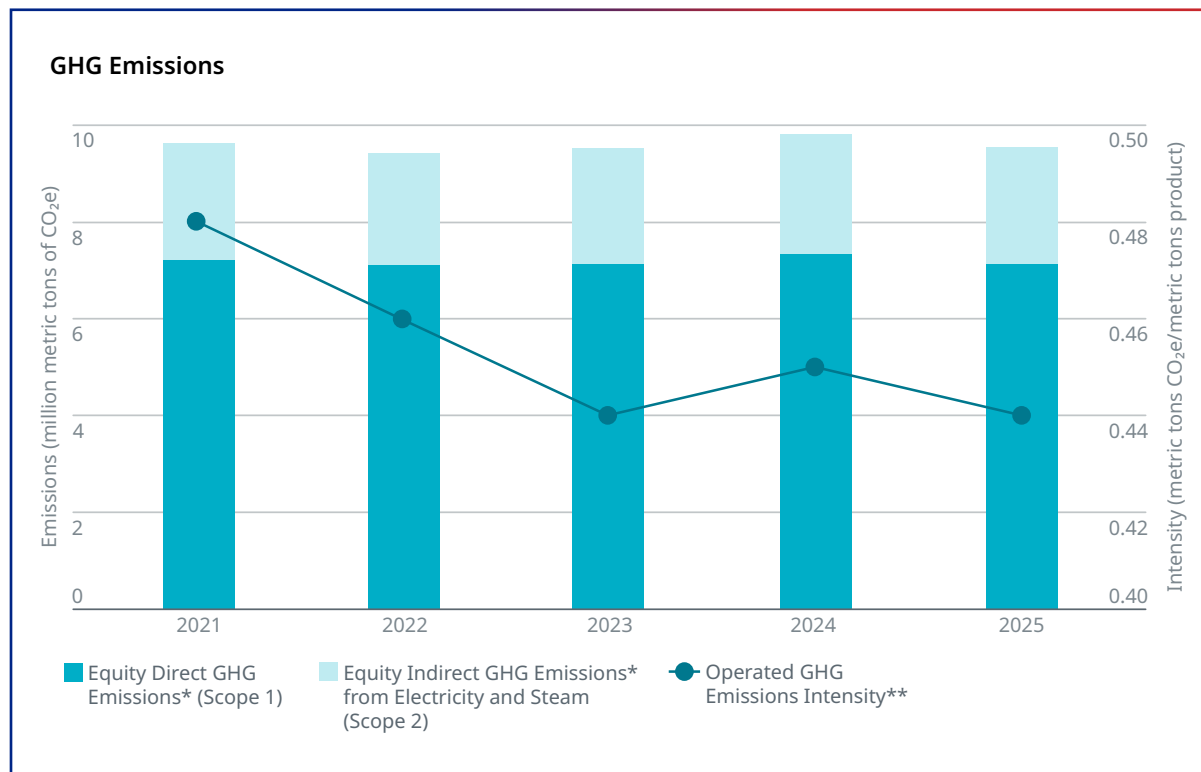
Scope 1 and 2 Operated GHG Emissions Sources



In 2025, CPChem's absolute GHG emissions decreased both on an operated and equity basis compared to the prior year. CPChem facilities are focusing on managing GHG emissions intensity while mobilizing assets to meet the global demand for its products. We completed site Marginal Abatement Cost Curve (MACC) assessments at all sites in 2025, marking a milestone for a major cross-functional effort across the enterprise.

CPChem is targeting a 15% reduction in its carbon intensity compared to a 2020 baseline. This target includes reductions in both Scope 1 and Scope 2 GHG emissions at CPChem-operated assets. In 2025, CPChem delivered its second-best carbon intensity performance since establishing its baseline in 2020.

During the next several years we plan to continue to grow our production capacity, 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 to achieving our goals. Explore our Performance Data to learn more about emissions at CPChem.

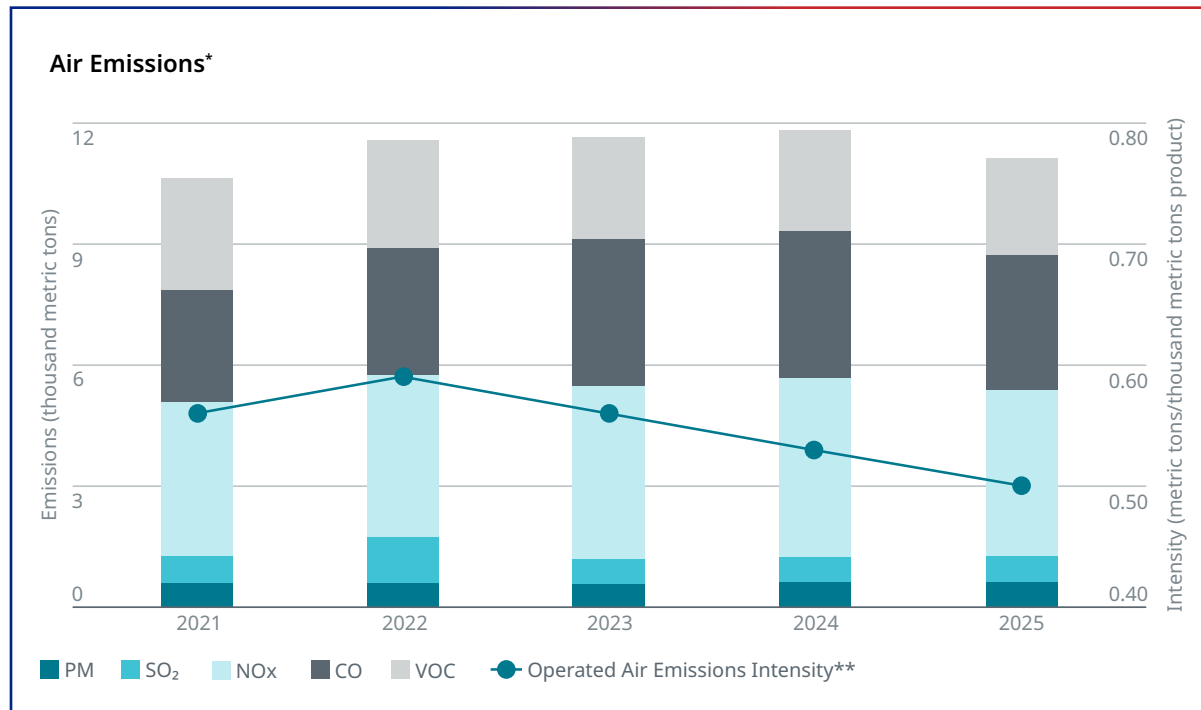


* GHG emissions reported on an operated basis represent 100% stake for wholly owned and joint venture operations which are operated by CPChem, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas. GHG emissions reported on an equity basis represent wholly owned operations, inclusive of one CPChem operated Owner's facility in Old Ocean, Texas, and the equity stake for facilities where CPChem has only partial equity ownership. Reporting includes January 1–July 31, 2025 operated and equity GHG emissions from the Jurong Island, Singapore HDPE facility (formerly owned by CPChem affiliate CPSC), divested to Aster Chemicals and Energy effective August 1, 2025. 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 CO₂e) divided by the products produced (MT of product).

Air Emissions

In 2025, air emissions totaled 11.06 thousand metric tons on an equity basis. We recorded a decrease in air emissions intensity from 0.52*** in 2024 to 0.50 TMT product on an operated basis in 2025. Explore our → [Performance Data](#) to learn more about air emissions at CPChem.



* Air emissions data is reported on an equity basis and represents 100% stake reported for wholly owned operations; with the exception of Performance Pipe (not included) 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. Reporting includes January 1–July 31, 2025 operated and equity air emissions from the Jurong Island, Singapore HDPE facility (formerly owned by CPChem affiliate CPSC), divested to Aster Chemicals and Energy effective August 1, 2025.

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

*** Revised number based on updated activity data inputs.

TCC Recognizes CPChem with 13 Awards

CPChem was honored with 13 safety awards in 2025 from the Texas Chemistry Council, recognizing our facilities for excellence and safety, operational performance and community engagement. These awards reflect the dedication of our teams to protect each other, our communities and the environment. Highlights include:

- **Zero Incident Award** – Port Arthur
- **Dr. Sam Mannan Award** – Conroe, Pasadena, Sweeny/Clemens/Old Ocean
- **Caring for Texas Awards** – Borger, Pasadena, Sweeny/Clemens/Old Ocean
- **Excellence in Caring** – Port Arthur
- **Sustained Excellence** – Orange
- **Distinguished Process Safety Initiative** – Sweeny/Clemens/Old Ocean



How We Manage Resources

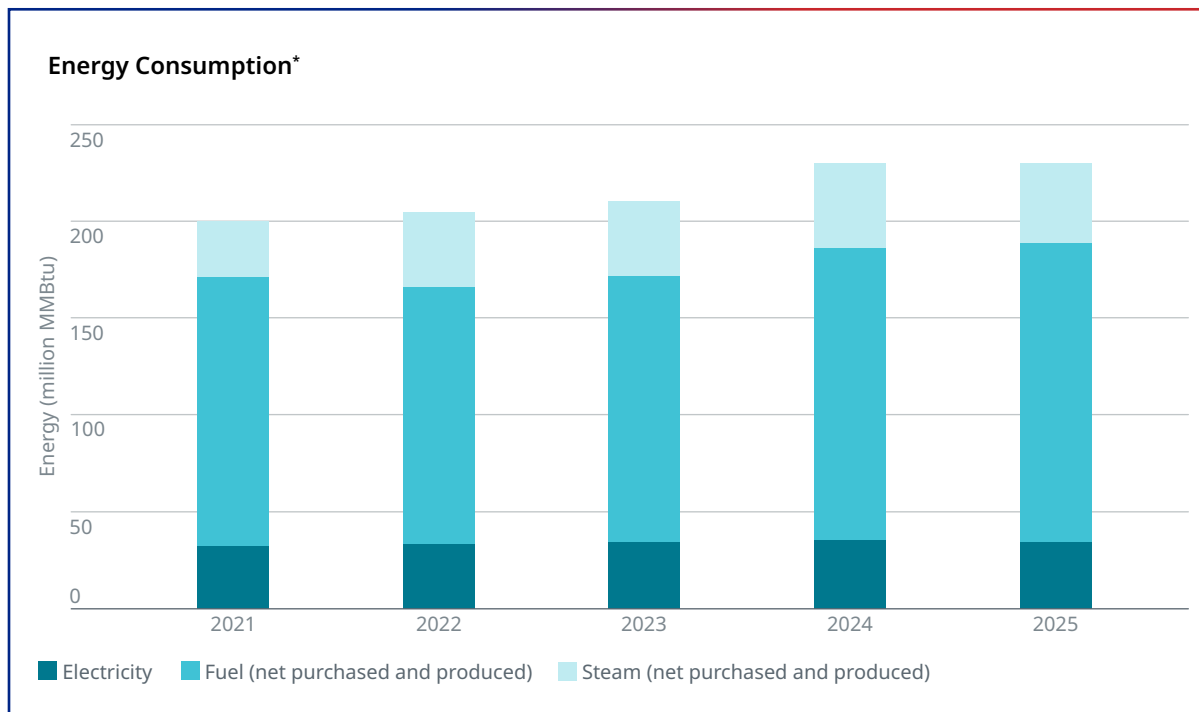
Energy

We support access to affordable and clean 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 2025, CPChem's equity global energy consumption reached 230 million MMBtu, with an energy intensity of 5675 Btu per pound of product on an operated basis. Total energy consumption increased in 2025 due to higher fuel consumption and production. CPChem's manufacturing teams continuously strive to enhance efficiency across our facilities and improve energy performance.

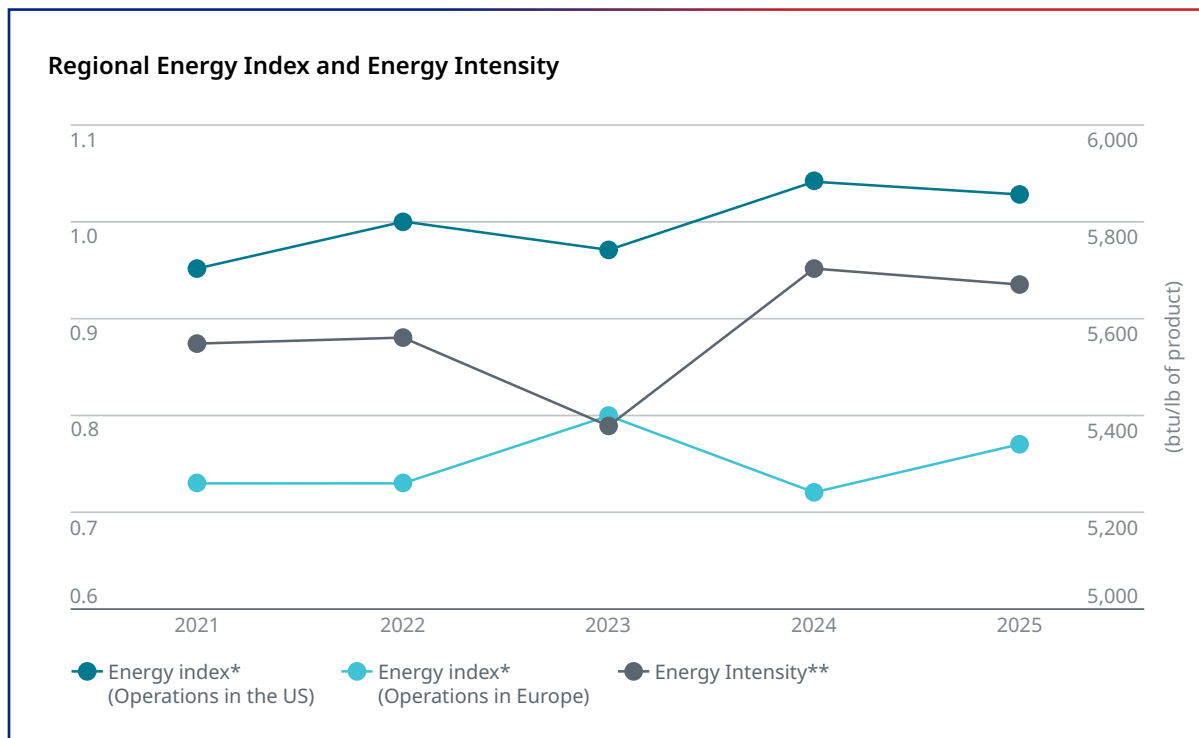


* Energy data reported on an equity basis represents wholly owned operations and the equity stake for facilities in which CPChem has only partial equity ownership, with the exception of Performance Pipe, Amsty and owner operations in Borger, Texas. Reporting includes January 1–July 31, 2025, operated and equity energy consumption from the Jurong Island, Singapore HDPE facility (formerly owned by CPChem affiliate CPSC), divested to Aster Chemicals and Energy effective August 1, 2025.

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.

Our teams use facility-level energy intensity index to standardize benchmarking and monitoring efforts while tracking annual progress toward energy reduction goals. CPChem's 2025 energy intensity index in its operated regions was 0.77 (Europe), and 1.03 (United States). See our → [2025 Performance Data](#) for more details on energy performance.



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

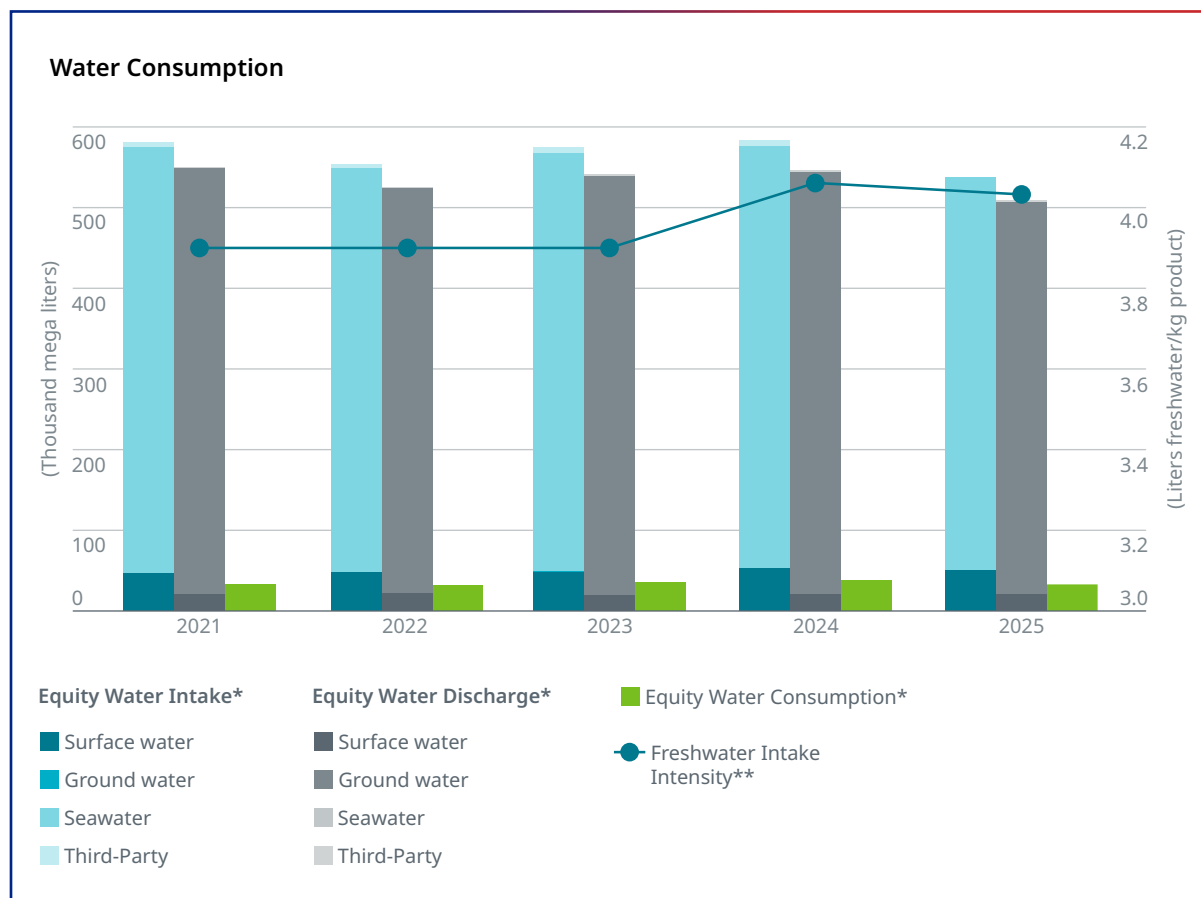
** Energy intensity is reported on an operated basis and represents 100% stake for wholly owned operations, with the exception of Performance Pipe.

Water

At CPChem, we use surface water, groundwater, seawater, and water supplied by third parties to support a range of operational needs, including cooling, quenching, steam generation, material conveyance, and the treatment of potential contaminants. Where feasible, seawater is utilized in cooling applications to reduce reliance on freshwater resources.

As part of our Operational Excellence program, we monitor the quality and potential impacts of water use across our operations. Our Water Reliability Teams apply industry recognized best practices in water management, with a focus on efforts to protect local water resources and enhance water quality. Through these efforts, we seek to support safe, reliable, and resilient operations while contributing to the long-term sustainability of the water resources on which our facilities and communities depend.

CPChem decreased water use in 2025 after an increase in 2024 attributed to expansion projects and increased production. Consumption data includes water lost due to evaporation. A breakdown of water intake and discharge by destination is provided in the → [Performance Data](#).



* 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, excluding 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. Reporting includes January 1–July 31, 2025, operated and equity energy consumption from the Jurong Island, Singapore HDPE facility (formerly owned by CPChem affiliate CPSC), divested to Aster Chemicals and Energy effective August 1, 2025.

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

Water Stress

Water stress is a global challenge and has implications across our operations and value chain. Increasing competition for water, changing climate conditions, and water quality reinforce the importance of protecting freshwater resources and advancing water-efficient practices. CPChem works to better understand and address water stress by identifying water-related risks through assessments that inform long-term planning and resiliency strategies. These assessments support facility-level decision-making and help guide collaboration with other water users and stakeholders within shared watersheds to adapt to local water challenges.

Aligned with United Nations Sustainable Development [Goal 6 \(Clean Water and Sanitation\)](#) and *Our Journey to Zero* commitment, CPChem facilities continue to implement water management practices focused on efforts to reduce impacts to water systems and optimize water use. Through planning, collaboration, and responsible stewardship, we aim to support healthier watersheds and more resilient water systems for the future.



Walk for Water

In Knoxville, Tennessee, employees from CPChem's Performance Pipe division volunteered at the city's third annual Walk for Water, raising more than \$26,000 to help provide safe water access to 500 people. Over the past three years, the team has raised more than \$100,000 in support of Water Mission's global efforts.

[Volunteers Making an Impact: Knoxville Team Leads Third Walk for Water | Water Mission](#)

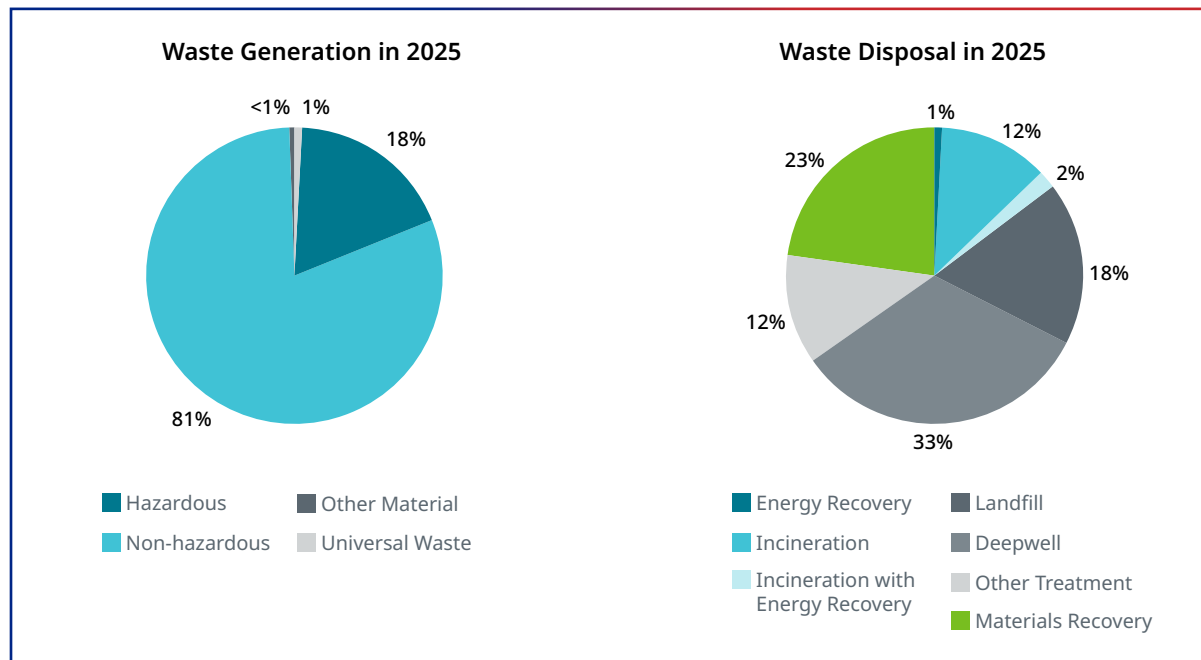
Waste

CPChem is committed to optimizing resource use and minimizing waste generation to help mitigate associated impacts. The company employs waste diversion strategies to reduce landfill disposal, lower material consumption where feasible, and advance reuse, recycling and recovery across its operations and industry. At each manufacturing site, dedicated waste specialist teams develop and implement practices focused on waste reduction, pollution prevention, and the consistent application of a “reduce, reuse, recycle” approach.

[SDG #12, Responsible Consumption and Production](#)

In 2025, CPChem's global operations generated 118 thousand metric tons (TMT) of non-hazardous waste and 30 TMT of hazardous waste on an equity basis. We continue to enhance our waste inventory through expanded analysis of waste streams to better identify and prioritize areas for improvement. Additionally, we employ reviews of materials that may move into beneficial use streams, and specialized disposal techniques such as biotreatment, energy recovery, incineration, and materials recovery.

CPChem advocates for the responsible disposal of waste generated through its operations. By reviewing disposal practices and standardizing waste management processes, the company enhances communication with third party facilities and ensures materials are managed appropriately and in compliance with applicable requirements. In addition, CPChem facilities maintain dedicated procedures for spill prevention, control, and response, including countermeasures and contingency planning to address hazardous waste and prevent plastic loss.





Product Sustainability and Circularity

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Products for Progress

Central to CPChem's sustainability journey is the development of products and technologies that help reduce our environmental footprint while enabling responsible use of resources. Working to eliminate plastic waste in the environment is something CPChem is actively engaged in through multiple initiatives.

Our Product Sustainability and Circularity work is anchored in these priorities.

Drive Development of Circular Products

Progress the commercialization of circular products.



Anew™

Reduce product footprint

Complete product Life Cycle Assessments and better understand the impact of our products.

Support global action to eliminate plastic waste

Join efforts to eliminate plastic waste in the environment.

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 those essential roles more sustainable through innovative design and product applications like:



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. Our polyethylene products are used in select applications that support vehicle lightweighting.

[SDG #7, Affordable and Clean Energy](#)



Food & Agriculture

Specialized plastic packaging offers an efficient, lightweight, 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, surgical equipment, and vaccine production.

[SDG #3, Good Health and Well-being](#)

Personal Care

From waterproofing agents for sunscreen, to hand soaps, shampoos and body washes, our products serve as chemical building blocks in personal care products and their packaging.



Waste Management

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

[SDG #12, Responsible Consumption & Production](#)



Water & Infrastructure

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

[SDG #6, Clean Water and Sanitation](#)



[SDG #7, Affordable and Clean Energy](#)

Insight, Ideas and Innovation

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 peers and academic institutions to research, develop, and assess emerging technologies, such as plastics recycling.

Through CPChem's R&T Management Sponsored Research (MSR) program, researchers can propose groundbreaking ideas and apply for funding to accelerate the study, development, and potential commercialization of novel approaches to sustainability. In 2025, approximately one third of CPChem's MSR program funds were allocated to projects aimed at enhancing the circularity of plastics.

CPChem made progress advancing circular solutions by successfully executing a proof of concept for circular butadiene derived from recycled motor oil. The company continued to expand business development efforts across the value chain, working closely with plastic recyclers to assess new projects, technologies, and supply volumes; engaging stakeholders to evaluate multiple circular feedstock pathways while strengthening supply chain resilience; and collaborating with customers and brand owners to better understand demand drivers. These efforts were complemented by refreshed economic modeling that reflects both recent learnings and a rapidly evolving market landscape, as well as continued advocacy to help establish the conditions needed for a scalable and effective circular economy.

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.



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 provide valuable insights and detailed data.

We are conducting LCAs across all product lines to assess carbon footprints and other environmental, health, and social impacts. These data help 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

CPChem's product stewardship goals center on global regulatory compliance, transparency, safer chemistry and advancing a circular economy.

These goals are supported by a proactive, risk-based approach that integrates regulatory readiness, scientific evaluation, product innovation, and industry collaboration to ensure responsible management of products throughout their life cycle.

We adhere to the guidelines set forth in our Operational Excellence (OE) System to ensure the safe handling and use of our products. In addition, 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
- Hazard Profile
- Production volume
- Modes of distribution

Through a science-first approach, CPChem strengthens product safety by continually assessing risks and promoting responsible product use across global markets.



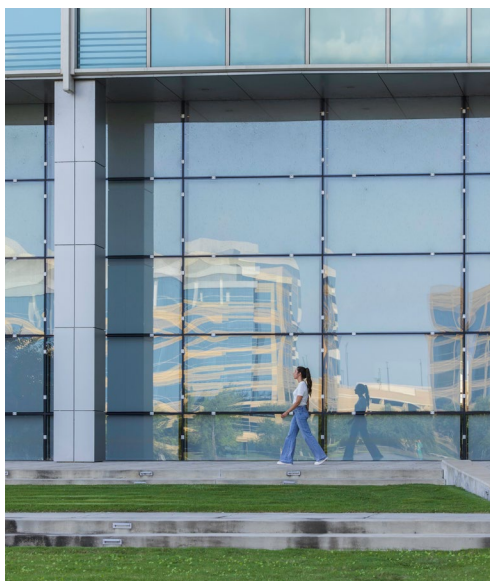
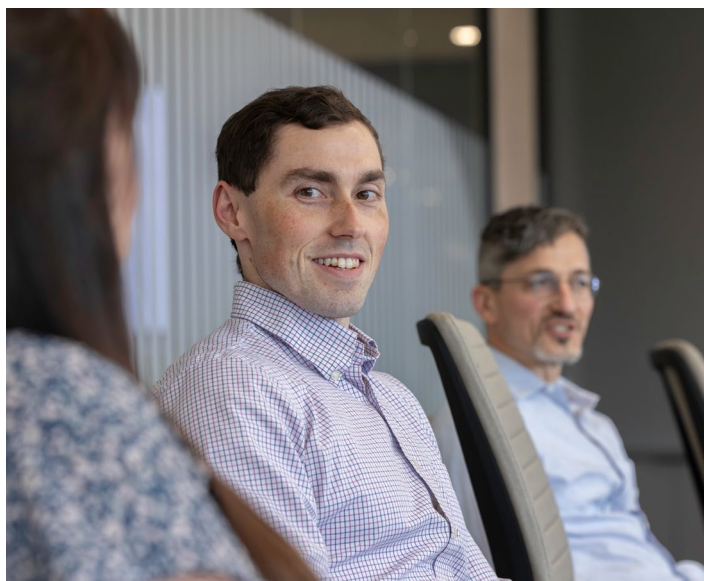
Circularity and Ending Plastic Waste

Plastics play an integral role in enabling a more sustainable future; however, inadequate waste management infrastructure and limited end-of-life solutions have raised concerns about their impact on oceans and natural ecosystems.

At CPChem, we work to deliver the benefits of plastics to more than eight billion people today while continuously innovating to help reduce our footprint for future generations.

CPChem is helping reshape how plastics are made, used, and reused. Through emerging recycling technologies and expanded infrastructure, feedstocks produced through advanced recycling can be transformed into new polyethylene resins and other valuable products. Advanced recycling, also known as chemical recycling, converts plastic waste streams that are less desirable for mechanical recyclers into new raw materials. By converting difficult-to-recycle plastic waste into feedstocks that can be used in existing manufacturing processes, advanced recycling provides an opportunity to expand the range of plastics that can be recycled. Through a mass balance approach, polymers attributed to advanced recycled feedstocks are produced to the same specifications and performance requirements as polymers made using fossil-based feedstocks, making them suitable for applications where consistent material performance is required.

Commercially introduced in 2022, Marlex® Anew™ Circular Polyethylene is CPChem's first certified circular product. Through feedstocks derived from pyrolysis oil and attributed under a mass balance methodology, Marlex® Anew™ Circular Polyethylene is helping ensure materials remain in the value chain and out of landfills while delivering the same performance characteristics customers require across a wide range of applications, supporting [SDG #12, Responsible Consumption and Production](#).



Collaborations and Shared Commitments

CPChem is also helping to prevent plastic loss by committing to global initiatives like [Operation Clean Sweep®](#) and collaborative plastic management programs.

Operation Clean Sweep®

For more than 25 years CPChem has been part of OCS®, a global initiative to prevent plastic resin loss and keep plastics out of waterways. Across our global plastic handling facilities, CPChem follows OCS® guidelines, which include sharing best practices, enhanced reporting, third-party audits, and cross-industry collaboration. In 2025, we completed our first OCS third party audits across facilities in the United States and the Middle East.

CPChem was recognized with the 2025 Operation Clean Sweep® Difference Maker Award for its strong commitment to eliminating plastic resin loss and strengthening environmental stewardship across the industry.

CPChem 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 by investing in waste management infrastructure in developing regions. In 2025 the Alliance helped recover significant value by reducing over 165,000 metric tons of unmanaged plastic waste.



Circulate Capital

In 2025, our contribution to the Circulate Capital Ocean Fund helped circulate or reduce a total of 19,563 metric tons of plastic (11,349 metric tons 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 have circulated or reduced a total of 21,884 metric tons of plastic in 2025 across Latin America and the Caribbean.



Closed Loop Partners' Circular Plastics Fund

CPChem's contribution to Closed Loop Partners' Circular Plastics Fund kept 18,500 metric tons of plastic in circulation in the U.S. and Canada.



Infinity Recycling

CPChem has invested 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, aspiring to deliver both financial and environmental benefits.



Polymer Business Outlook

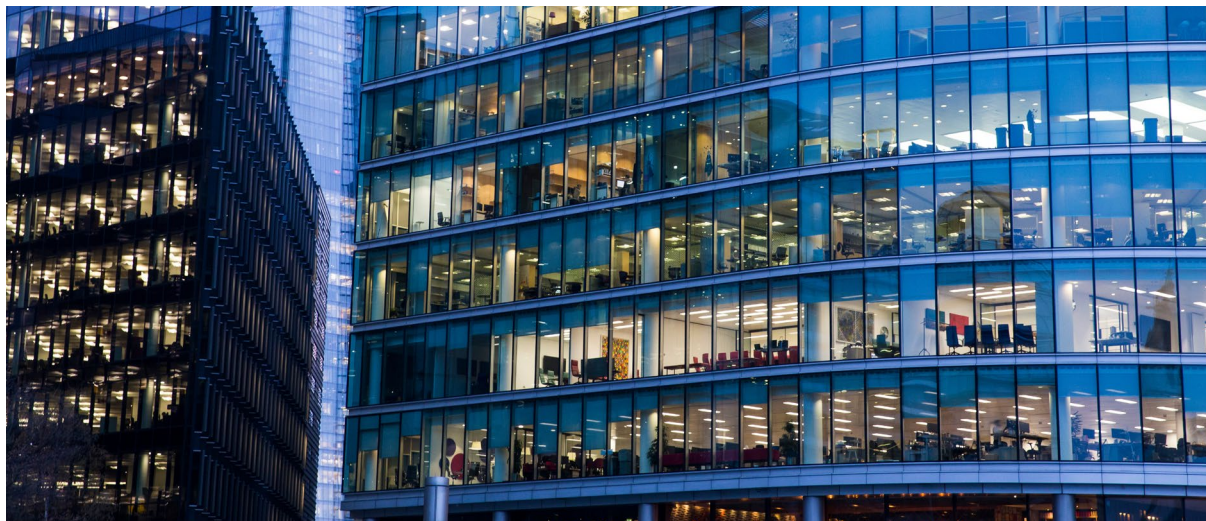
CPChem uses long term price and supply demand outlooks, calibrated with third party market intelligence, to assess potential risks and test the resilience of the company's strategy under a range of conditions.

Scenario analysis remains integral to this approach, enabling CPChem to monitor dynamic regulatory and market environments and refine planning assumptions as conditions evolve, consistent with prior Sustainability Reports. This disciplined, high level framework supports continuity in decision making while acknowledging ongoing uncertainty in global polymers markets.

In 2025, the polymer business landscape was heavily impacted by uneven economic growth, regional supply demand imbalances and heightened geopolitical fragmentation. Protectionism, trade realignment and regionalization continue to influence the production and consumption of polymers, with feedstock and energy volatility reinforcing the importance of cost competitiveness and operational flexibility. These dynamics underscore the need for resilient business models capable of navigating market cycles, shifting trade flows and evolving policy frameworks.

Against this backdrop, the circular economy and lower-carbon transition remain important in CPChem's Polymer Business Outlook. While cost and performance continue to drive plastics demand, expectations from customers, brand owners and regulators increasingly include a call for solutions that address plastic waste and reduce greenhouse gas emissions. Circular and lower carbon intensity polymers are expected to complement, rather than displace, current asset production, with growth influenced by regional regulations, infrastructure readiness and the availability of quality recycled materials. CPChem's Polymer Business Outlook reflects the view that progress in scalable circularity will depend on supportive policy, clear market signals and collaborative action across the value chain.

Consistent with CPChem's updated aspirational sustainability targets, the company continues to prioritize agility, innovation and collaboration. This strategic focus supports progress toward a more circular, lower carbon polymer system while strengthening CPChem's resilience and competitive position in a dynamic global market.





Built for Performance

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Performance by Design

Performance by Design (PBD) is CPChem's approach to improving how work is planned, executed and supported across the organization.

The program is grounded in human performance principles and focuses on strengthening systems, processes and conditions so people can do their jobs successfully. By shifting the focus from individual behavior to how work gets done, PBD helps identify opportunities to reduce risk, improve reliability and support consistent performance across operations.



PBD 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 2025, we initiated efforts to refocus and reinforce the data-driven elements within our PBD structure to help capture success in our pursuit of excellence.

Business Transformation

Business Transformation is the next phase of CPChem's competitive journey, built on the success of Performance by Design, focused on companywide alignment and designed to help the business continuously perform better, demonstrating resiliency through a challenging business cycle.

Information Technology

Dynamic Deal Guidance

Dynamic deal guidance is a cornerstone of the organization's Commercial Excellence effort and aims to unlock hidden value and boost profitability across product lines. As one of CPChem's first in-house AI tools, it provides data-driven insights to drive better business outcomes. Rollout of the application began at select CPChem sites in 2025 across two global regions, quickly producing high-value metrics that encourage further development of this program.

Integrated Business Planning

In 2025, CPChem introduced Integrated Business Planning (IBP), marking an important step forward in strengthening sales and operations planning across the company. The new system introduces enhanced planning capabilities within a modern, cloud-based environment.

IBP supports closer alignment between supply and demand planning by improving visibility, reducing manual processes and increasing collaboration across teams. With advanced analytics and optimization models, the platform helps generate supply plans that reflect operational capabilities and meet customer demand.

As a foundational element of CPChem's commercial transformation efforts, IBP provides a scalable planning framework designed to support more informed decision-making and long-term growth.

Strategic Execution and Enablement

The 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. The SEE Office helps prepare, equip and support individuals and teams through change to minimize disruption and overload, empower people and enable success.

The SEE Office

- Helps teams rethink how they work to enhance impact and efficiencies.
- Improves project management to reduce initiative overload and balance workload.
- Empowers teams to encourage growth and leverage training to streamline projects.

Through the SEE Office, we are able to more accurately identify proficiencies and potential, which allows us to accelerate the pace of transformation at CPChem.



Change Makers

CPChem's SEE Office continues to develop change makers who can turn strategy into action. Its training program builds core capabilities in navigating change, from identifying barriers to executing and sustaining results.

In 2025, the curriculum expanded to include advanced change communication, equipping participants with stronger storytelling and presentation strategies to drive understanding, alignment and lasting impact.

Global Growth, Local Impact

CPChem completes low viscosity PAO expansion in Belgium

Beringen, Belgium

In 2025, CPChem expanded its low-viscosity polyalphaolefins production unit in Beringen, Belgium, delivering a significant increase in manufacturing capacity across Europe. The project doubled the site's LV PAO production capacity to 120,000 metric tons per year, establishing it as the largest decene-based LV PAO facility in Europe by volume.



"Beringen has a proud legacy of operational excellence and innovation in PAO production," Antoine Janssens, Vice President of Business Transformation, said. "This expansion strengthens that legacy, enhances integration with our existing assets, and reinforces CPChem's position as a global leader in the specialty chemicals market."

From Classrooms to Coastlines

Doha, Qatar

In 2025, Q-Chem made a positive difference in communities through sustainability-focused education, volunteer engagement and on-the-ground actions aligned with Qatar's national goals.



Throughout the year, Q-Chem volunteers promoted sustainability initiatives to students at local schools through guest lectures, mentorship of engineering and environmental science students, and participation in school sustainability fairs and awareness campaigns.

Employees also came together to remove trash from beaches, plant trees and volunteer time for a cleanup initiative at the Ras Laffan Olefins Company site in Ras Laffan. Q-Chem operates as a joint venture between Chevron Phillips Chemical and QatarEnergy.

Progress, Delivered

Golden Triangle Polymers

[Orange County, Texas](#)

Golden Triangle Polymers successfully completed all heavy haul movements for its new manufacturing facility, marking a significant step forward in the project's development.

From late 2023 through June 2025, the project team delivered 224 modules and 116 major equipment packages through approximately 200 barge transfers, followed by overland transport convoys using specialized self-propelled modular transporters.

This phase included critical infrastructure such as reactor systems, fractionation units, extrusion modules, pipe racks and utilities equipment. These components are now installed on site and form a foundational part of the facility.

This milestone advances the project toward operational readiness and reflects disciplined planning and coordinated execution. As the project moves closer to completion, a growing workforce of operators, maintenance professionals, technical experts and support teams remains central to sustaining momentum and positioning the world-class facility for long-term performance.





Performance Data

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Social Performance Data

	2021	2022	2023	2024	2025	GRI
Employees						
Total Employees at Year End	4,760	4,968	5,142	5,481	5,352	2-7 2-8

	2021	2022	2023	2024	2025	GRI
Headcount by Region¹						
North America	4,254	4,414	4,522	4,866	4,762	2-7 2-8
Female	20%	21%	20%	20%	19%	
Male	80%	79%	80%	79%	80%	
Non-Binary/Gender Nonconforming	–	–	<1%	0%	–	
Europe	322	337	350	355	352	
Female	30%	29%	28%	27%	28%	
Male	70%	71%	72%	72%	70%	
Asia Pacific	136	163	156	145	131	
Female	53%	50%	52%	54%	57%	
Male	47%	50%	48%	46%	43%	
Middle East	48	54	104	115	107	
Female	10%	9%	10%	11%	9%	
Male	90%	91%	90%	87%	90%	

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

	2021	2022	2023	2024	2025	GRI
Represented Employees by Region¹						
North America	569	584	570	556	561	2-7 2-8
Female	11%	10%	10%	9%	8%	
Male	89%	90%	90%	91%	92%	

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.

	2021	2022	2023	2024	2025	GRI
New Employees	469	691	657	612	440	401-1
Attrition Rate	9.1%	9.7%	6.8%	6.8%	9.9%	
Voluntary Attrition Rate (Less Retirements)	3.8%	4.6%	4.2%	3.7%	3.5%	
Full and Part Time Employees Offered Healthcare (U.S.)	–	–	–	100%	100%	401-2

	2021	2022	2023	2024	2025	GRI
Parental Leave Utilization (total employees)						
Total Employees at Year End	183	207	228	195	264	401-3
Total Female	36	30	35	27	32	
Total Male	142	177	193	168	232	
Total Undisclosed Gender	1	0	0	0	0	
Return to Work Rate (Not Termed the Following Year)¹	95%	90%	97%	96%	–	
Return to Work Rate (Female)	95%	90%	96%	100%	–	
Return to Work Rate (Male)	94%	90%	97%	96%	–	

¹ Data Point lags by one reporting year.

	2021	2022	2023	2024	2025	GRI
Parental Leave Utilization (Total Employees) (cont.)						
Retention Rate (12 Months After Returning to Work)¹	–	87%	90%	90%	–	401-3
Retention Rate (Female)	–	81%	87%	88%	–	
Retention Rate (Male)	–	95%	90%	91%	–	
Retention Rate (Undisclosed)	–	100%	–	–	–	

¹ Data Point lags by one reporting year.

	2021	2022	2023	2024	2025	GRI
Occupational Health and Safety						
Total Recordable Incidence Rate (Recordable Injuries × 200,000/Hrs)¹	0.10 (0.21)	0.12	0.08	0.10	0.07	403-9 403-10
Combined Employee and Contractor Recordable Incidence Rate (Excluding Major Capital Projects)	0.10 (0.21)	0.12	0.10	0.13	0.10	
Employee Recordable Incidence Rate (Excluding Major Capital Projects)	0.09 (0.31)	0.11	0.10	0.15	0.15	
Contractor Recordable Incidence Rate (excluding major capital projects)	0.10 (0.00)	0.12	0.10	0.11	0.05	
Major Capital Projects Recordable Incidence Rate	0	0.18	0.03	0.08	0.06	
Fatalities	0	0	0	1	0	403-9
Work-Related Injuries (Work-Related Recordable Injuries × 200,000/Hrs)¹	17	29	22	41	41	
Employee Work-Related Injuries (Excluding Major Capital Projects)	8	10	9	14	13	
Contractor Work-Related Injuries (Excluding Major Capital Projects)	9	17	11	11	6	
Major Capital Projects Work-Related Injuries	0	2	2	16	22	
Fatalities	0	0	0	1	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.

	2021	2022	2023	2024	2025	GRI
Occupational Health and Safety (cont.)						
Work-Related Ill Health (Work-Related Recordable Ill Health × 200,000/Hrs)¹	0 (19)	1	1	0	0	403-10
Employee Work-Related Ill Health (Excluding Major Capital Projects)	0 (19)	0	0	0	0	
Contractor Work-Related Ill Health (Excluding Major Capital Projects)	0	1	1	0	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.

	2021	2022	2023	2024	2025	GRI
Training and Development						
Total Employee Training Hours (LMS and In-Class Training)	251,000	317,062	254,374	313,559	605,790 ¹	404-1
Hours of Training per Employee	52.7	63.8	49.5	57.0	113.2 ¹	
Number of Skills Trainings Provided	–	–	–	942	885	404-2
Total Workforce Who Received Regular Performance and Career Development Reviews	–	–	–	100%	100%	404-3
Salaried Employees with Development Objectives in Plan	–	–	–	85%	95%	

¹ 2025 data increase is partially due to improvements in tracking these courses. This disclosure does not include hours for any external trainings taken by employees and paid for by the company.

	2021	2022	2023	2024	2025	GRI
U.S. Employee Diversity¹						
American Indian/Alaskan Native	2%	2%	2%	1%	1%	405-1
Asian	5%	6%	5%	6%	5%	
Black or African American	9%	9%	10%	9%	10%	
Hispanic or Latino	15%	16%	17%	17%	18%	
Hawaiian or Other Pacific Islander	0%	0%	0%	<1%	0%	
White	66%	65%	64%	63%	63%	
Two or More Races	1%	2%	2%	2%	2%	

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.

	2021	2022	2023	2024	2025	GRI
U.S. Manager Diversity¹						
American Indian/Alaskan Native	1%	1%	1%	1%	1%	405-1
Asian	6%	6%	6%	6%	6%	
Black or African American	7%	7%	8%	8%	8%	
Hispanic or Latino	10%	11%	12%	12%	12%	
Hawaiian or Other Pacific Islander	0%	0%	0%	0%	0%	
White	75%	71%	72%	71%	71%	
Two or More Races	2%	2%	1%	2%	2%	

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.

	2021	2022	2023	2024	2025	GRI
U.S. Senior Leadership Diversity¹						
American Indian/Alaskan Native	1%	1%	1%	1%	1%	405-1
Asian	6%	6%	8%	8%	9%	
Black or African American	4%	4%	5%	6%	5%	
Hispanic or Latino	6%	7%	7%	8%	7%	
Hawaiian or Other Pacific Islander	0%	0%	0%	0%	0%	
White	82%	80%	77%	76%	72%	
Two or More Races	1%	1%	2%	2%	5%	

¹ CPGChem 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.

	2021	2022	2023	2024	2025	GRI
Global Employee Diversity¹						
Percent Women Among Total Employees	22%	22%	20%	22%	21%	405-1
Percent Women as Managers	21%	22%	22%	22%	23%	
Percent Women in Senior Leadership	18%	20%	23%	24%	27%	

¹ CPGChem 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.

	2021	2022	2023	2024	2025	GRI
Headcount by Generation						
Baby Boomers (1946–1963) Ages 61–79	15%	11%	9%	8%	6%	405-1
Generation X (1964–1978) Ages 47–60	44%	44%	35%	34%	33%	
Generation Y (1979–1994) Ages 30–45	37%	39%	46%	47%	48%	
Generation Z (1995 and Later) Ages 29 and Younger	4%	6%	10%	11%	13%	

	2021	2022	2023	2024	2025	GRI
Volunteering						
Total Employee Volunteering Hours	–	4,533	3,495	9,785	11,801	203/413

	2021	2022	2023	2024	2025
Process Safety					
Tier 1 and Tier 2 Process Safety Event Rate¹ (Events/Hrs x 200,000)	0.068	0.033	0.064	0.030	0.029
Tier 3 >10% of Tier 2 Quantity Threshold	0.37	0.36	0.27	0.33	0.25
Tier 1 Process Safety Event Severity Rate²	0.11	0.00	0.08	0.05	0.00
Industry Tier 1 PSESR per API	0.28	0.25	0.30 ³	0.25	– ⁴

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 x 1) + (# of Level 3 ratings x 3) + (# of Level 2 ratings x 9) + (# of Level 1 ratings x 27)] / [Total Process Safety Work Hours x 200,000] where a Level 4 incident is the least significant Tier 1 event.

3 2023 number is restated from 0.03 due to a transcription error.

4 2025 data not available at the time this report was published.

Environmental Performance Data

	2021	2022	2023	2024	2025	GRI
Energy						
Energy Consumption¹ (Million MMBtu)	200	204	211	229	230	302-2 302-4
Electricity	32.0	33.0	34.0	35.0	34.4	
Fuel (Net Purchased and Produced)	139	133	138	151	155	
Steam (Net Purchased and Produced)	29	38	38	43	41	

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.

	2021	2022	2023	2024	2025	GRI
Energy Index¹						
Energy Index (Operations in the U.S.)	0.95	1.00	0.97	1.04	1.03	302-3
Energy Index (Operations in Europe)	0.73	0.73	0.80	0.72	0.80	
Energy Index (Operations in Singapore)	0.92	0.94	0.94	0.90	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.

	2021	2022	2023	2024	2025	GRI
Energy Intensity¹						
Energy Intensity¹ (Btu/lb of Product)	5,547	5,561	5,378	5,703	5,675	302-3
Energy Intensity ¹ (Current Year/Average of Prior 3 Years)	1.03	1.04	0.98	1.04	1.00	
Energy Intensity ¹ (Current Year/Previous Year)	1.05	1.00	0.97	1.06	1.00	

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.

	2021	2022	2023	2024	2025	GRI
Water						
Total Water Intake¹ (Thousand Mega Liters)	581	553	574	582	542	303-3
Surface Water	46.4	47.4	48.0	53.0	51.2	
Ground Water	0.7	0.4	0.4	0.4	0.4	
Seawater	527.4	501.3	519.4	522.0	485.6	
Third-Party	6.1	4.0	6.3	6.0	4.7	
Total Freshwater Intake (Less Seawater) ¹ (Thousand Mega Liters)	53.1	51.8	54.7	59.9	56.4	
Freshwater Intake Intensity² (Liters Freshwater/kg Product)	3.9	3.9	3.9	4.1	4.0	
Total Water Intake in Areas of Extremely High Water Stress Equity Share² (Thousand Mega Liters)	500.55	486.39	490.79	490.39	483.00	
Surface Water	7.30	7.48	0.10	0.11	0.10	
Ground Water	0.05	0.05	0.04	0.04	0.10	
Seawater	493.00	471.07	490.62	490.20	482.80	
Third-Party	0.20	0.14	0.03	0.04	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	0.2	

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.

	2021	2022	2023	2024	2025	GRI
Water (cont.)						
Total Water Discharge¹ (Thousand Mega Liters)	549	523	540	545	510	303-4
Surface Water	20.9	22.3	19.6	21.0	23.2	
Ground Water	0.2	0.1	0.8	1.0	0.6	
Seawater	525.7	499.7	518.2	521.0	484.3	
Third-Party	1.8	1.5	1.6	2.0	1.8	
Total Water Discharge (Less Seawater) ¹ (Thousand Mega Liters)	22.9	23.4	22.0	24.0	25.5	
Total Water Discharge in Areas of Extremely High Water Stress Equity Share² (Thousand Mega Liters)	496.5	476.0	490.8	490.5	483.1	
Surface Water	4.0	5.3	0.0	0.0	0.0	
Ground Water	0.2	0.1	0.1	0.2	0.2	
Seawater	491.0	469.4	489.4	488.9	481.5	
Third-Party	1.3	1.3	1.3	1.4	1.5	
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	1.6	
Total Water Consumption¹ (Thousand Mega Liters)	31.9	30.1	33.9	37.2	32.2	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 owned 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.

	2021	2022	2023	2024	2025	GRI
Emissions						
Total Direct (Scope 1) and Indirect (Scope 2) GHG Emissions Equity Share¹ (Million Tons of CO₂e)	9.5	9.3	9.6	9.8	9.6	305-1 305-2 305-3 305-5
Direct GHG Emissions (Scope 1)	7.2	7.1	7.2	7.3	7.1	
Indirect GHG Emissions from Electricity and Steam (Scope 2)	2.4	2.3	2.4	2.5	2.5	
Total Direct (Scope 1) and Indirect (Scope 2) GHG Emissions Operated² (Million Tons of CO₂e)	6.5	6.1	6.2	6.7	6.5	
Direct GHG Emissions (Scope 1)	4.7	4.5	4.4	4.8	4.5	
Indirect GHG Emissions from Electricity and Steam (Scope 2)	1.7	1.7	1.8	1.9	1.9	
GHG Emissions Intensity³ (MT CO₂e/MT Product)	0.48	0.46	0.44	0.45	0.44	305-4
Emissions Events⁴	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 CO₂e) 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.

	2021	2022	2023	2024	2025	GRI
Emissions (cont.)						
Total Criteria Pollutant Emissions¹ (Thousand Metric Tons)	10.61	11.54	11.64	11.73 ³	11.06	305-7
PM	0.58	0.54	0.55	0.52 ³	0.50	
SO ₂	0.68	1.14	0.65	0.65	0.70	
NO _x	3.80	4.00	4.27	4.42	4.10	
CO	2.80	3.23	3.66	3.66	3.40	
VOC	2.75	2.63	2.50	2.47	2.40	
Criteria Pollutant Operated Emissions Intensity² (Metric Tons/Thousand Metric Tons Product)	0.56	0.59	0.56	0.52	0.50	

1 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.

2 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.

3 2024 number is restated due to data updates.

	2021	2022	2023	2024	2025	GRI
Waste¹						
Hazardous² (Thousand Metric Tons)	–	26.51	32.78	30.06	22.50	306-3 306-4 306-5
Waste Directed to Disposal	–	24.90	30.96	29.11	21.00	
Onsite	–	12.63	12.68	12.26	9.30	
Offsite	–	12.28	18.28	16.85	11.70	
Waste Diverted from Disposal	–	1.61	1.82	0.95	1.50	
Onsite	–	0.06	0.00	0.00	0.00	
Offsite	–	1.55	1.82	0.95	1.50	

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.

	2021	2022	2023	2024	2025
Waste¹ (cont.)					
Non-Hazardous (Thousand Metric Tons)	–	161.04	117.67	117.60	101.10
Waste Directed to Disposal	–	130.55	70.90	64.23	75.40
Onsite	–	38.76	15.78	27.95	35.30
Offsite	–	91.79	55.12	36.28	40.10
Waste Diverted from Disposal	–	30.49	46.77	53.37	25.70
Onsite	–	0.01	0.01	0.03	0.00
Offsite	–	30.48	46.76	53.34	25.70
Other Material (Thousand Metric Tons)	–	4.26	1.34	0.04	0.10
Waste Directed to Disposal	–	0.00	0.00	0.04	0.00
Onsite	–	0.00	0.00	0.00	0.00
Offsite	–	0.00	0.00	0.04	0.00
Waste Diverted from Disposal	–	4.26	1.34	0.00	0.10
Onsite	–	0.00	0.00	0.00	0.00
Offsite	–	4.26	1.34	0.00	0.10
Universal Waste (Thousand Metric Tons)	–	0.05	0.13	0.20	1.10
Waste Directed to Disposal	–	0.05	0.11	0.12	0.30
Onsite	–	0.00	0.00	0.00	0.00
Offsite	–	0.05	0.11	0.12	0.30
Waste Diverted from Disposal	–	0.01	0.02	0.09	0.80
Onsite	–	0.00	0.00	0.00	0.00
Offsite	–	0.01	0.02	0.09	0.80

GRI

306-3
306-4
306-5

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.

	2021	2022	2023	2024	2025	GRI
Waste Disposal Method (Thousand Metric Tons)						
Energy Recovery	–	3%	2%	4%	1%	306-3 306-4 306-5
Hazardous	–	–	2.8	6.0	0.6	
Non-Hazardous	–	–	0.0	0.1	0.0	
Universal Waste	–	–	0.0	0.0	0.0	
Other	–	–	0.0	0.0	0.0	
Incineration	–	30%	11%	12%	12%	
Hazardous	–	–	16.10	17.55	15.10	
Non-Hazardous	–	–	0.0	0.1	0.0	
Universal Waste	–	–	0.0	0.0	0.0	
Other	–	–	0.0	0.0	0.0	
Incineration with Energy Recovery	–	–	1%	2%	2%	
Hazardous	–	–	2.1	2.4	2.2	
Non-Hazardous	–	–	0.0	0.0	0.0	
Universal Waste	–	–	0.0	0.0	0.0	
Other	–	–	0.0	0.0	0.0	
Landfill	–	44%	30%	20%	18%	
Hazardous	–	–	1.1	1.4	0.8	
Non-Hazardous	–	–	44.6	27.9	21.4	
Universal Waste	–	–	0.1	0.0	0.2	
Other	–	–	0.0	0.1	0.0	
Deepwell	–	–	18%	23%	33%	
Hazardous	–	–	2.7	0.1	0.0	
Non-Hazardous	–	–	25.1	33.8	40.9	
Universal Waste	–	–	0.0	0.0	0.0	
Other	–	–	0.0	0.0	0.0	

	2021	2022	2023	2024	2025	GRI
Waste Disposal Method (cont.) (Thousand Metric Tons)						
Other Treatment	–	4%	5%	2%	12%	306-3 306-4 306-5
Hazardous	–	–	6.2	0.9	2.3	
Non-Hazardous	–	–	1.2	1.9	13.1	
Universal Waste	–	–	0.0	0.0	0.0	
Other	–	–	0.0	0.0	0.0	
Materials Recovery	–	19%	33%	37%	23%	
Hazardous	–	–	1.8	0.9	1.5	
Non-Hazardous	–	–	46.8	53.4	25.7	
Universal Waste	–	–	1.3	0.0	0.8	
Other	–	–	0.0	0.0	0.1	

	2021	2022	2023	2024 ²	2025 ³	GRI
Environmental Compliance¹						
Total Fines	11	7	2	1	5	2-27
Total Amount	\$621,048	\$3,572,093	\$11,310	\$10,000	\$19,413	

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.

3 Of the \$19,413 penalties listed, two penalties, totaling \$7,750, were related to the U.S. Department of Transportation's Federal Railroad Administration (FRA); the remaining four penalties totaling \$11,663 were related to non FRA environmental compliance matters.

	2021	2022	2023	2024	2025
Plastic Management					
Reported Plastic Releases from U.S. Facilities (pounds) through the U.S. OCS Program	0	0	0	0	0
Plastic Recycled from Facilities in the U.S. (millions of pounds)	28.2	31.5	32.4	32.5	35.4

Financial Performance Data

	2021	2022	2023	2024	2025	GRI
Financial Performance¹						
Annual Sales and Other Operating Revenues	14,104	14,180	11,560	12,105	12,470	2-6
Total Liabilities	5,014	5,087	5,026	5,021	5,672	
Total Members' Equity	12,763	13,569	14,683	15,638	15,799	
Net Income	3,684	1,662	1,173	1,726	593	
Current Assets	3,381	3,472	3,284	3,506	3,574	
Total Assets	17,777	18,656	19,709	20,659	21,471	
Current Liabilities	1,854	2,146	1,757	2,270	2,163	201-1
Debt-to-Capital Ratio	16%	15%	14%	12% ²	16%	
Total Revenues & Other Income ³	14,732	14,659	11,795	12,305	12,494	
Capital Spend	726	1,534	1,948	1,615	1,560	
Community Investment	6	6	6	7	6	

1 Reported in millions of dollars.

2 2024 number is restated.

3 Certain prior-period amounts have been reclassified to conform with current presentation, including freight-to-customer costs reported within cost of goods sold.



Global Reporting Initiative Index

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Global Reporting Initiative Index

CPChem’s 2025 Sustainability Report, *Moving What Matters*, 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	CPChem in 2025
		Chemistry that Connects
		Leadership and Governance
		Company History
		Locations

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

		The 2025 Sustainability Report, <i>Moving What Matters</i>, 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. Please visit www.cpchem.com/locations for a full list of CPChem offices and 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, 2025:
2-2	Entities included in the organization's sustainability reporting	▪ Americas Styrenics LLC (AmSty)* ▪ Chevron Phillips Chemicals Asia PTE LTD ▪ Chevron Phillips Chemical Company LP ▪ Chevron Phillips Chemicals Int'l N.V. ▪ 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 2025 Sustainability Report, <i>Moving What Matters</i>, was published on July 15, 2026. The reporting period is January 1, 2025 – December 31, 2025. Learn more about the report at Inside 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.
2-5	External assurance	View our Limited assurance statement and learn more about seeking external assurance at Inside this Report.

* Indicates joint venture facilities with partial ownership. Reflects current information as of June 2026.

Activities and Workers (GRI reference year 2021)

2-6	Activities and workers	Chemistry that Connects Global Growth, Local Impact Financial Performance Data Markets Served
2-7	Employees	Information on full-time and represented CPChem employees is provided in the Social Performance Data of the 2025 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 2025.

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
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 policies	We are a privately held company and do not disclose.
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.
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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 ▪ Operation Clean Sweep® (OCS®) and OCS® Blue ▪ Responsible Care® The associations with which we have significant involvement include: ▪ American Chemistry Council (ACC) ▪ American Fuel & Petrochemical Manufacturers (AFPM) ▪ European Chemical Industry Council (Cefic) ▪ Plastics Europe ▪ Plastics Industry Association ▪ Texas Chemical Council (TCC) ▪ World Business Council for Sustainable Development (WBCSD) ▪ World Plastics Council (WPC) ▪ Plastic Pipe Institute (PPI) ▪ United States Council for International Business (USCIB) ▪ AmCham EU ▪ AmCham Belgium
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Stakeholder Engagement (GRI reference year 2021)

2-29	Approach to stakeholder engagement	Materiality Analysis Sustainability Overview
2-30	Collective bargaining agreements	Social Performance Data

Material Topics

Disclosures on Material Topics (GRI reference year 2021)

3-1	Process to determine material topics	Materiality Analysis Sustainability Strategy and Focus Areas Sustainability Overview
3-2	List of material topics	Inside this Report Materiality Analysis Sustainability Strategy and Focus Areas Sustainability Overview
3-3	Management of material topics	Materiality Analysis Sustainability Strategy and Focus Areas Sustainability Overview Caring by Choice No 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 may not be 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 and available publicly on our external website Financials .
201-2	Financial implications and other risks and opportunities due to climate change	Climate Resilience and Risk Management See our Climate Risk Report

203 Indirect Economic Impacts (GRI reference year 2016)

		Engaging People and Communities
203-M	Management Approach	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	Engaging People and Communities
203-2	Significant indirect economic impacts	Engaging People and Communities

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	2025 Highlights
		Circularity and Ending Plastic Waste
301-2	Recycled input materials used	Insight, Ideas and Innovation Circularity and Ending Plastic Waste Collaborations and Shared Commitments

302 Energy (GRI reference year 2016)

302-M	Management Approach	Energy
302-1	Energy consumption within the organization	Energy Environmental Performance Data
302-3	Energy intensity	Energy Environmental Performance Data
302-4	Reduction of energy consumption	Energy Environmental Performance Data

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
303-4	Water discharge	Water Environmental Performance Data Water produced is minimal and is not recognized as significant.
303-5	Water consumption	Water Environmental Performance Data

304 Biodiversity (GRI reference year 2016)

304-M	Management Approach	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.
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See 304-M
304-2	Significant impacts of activities, products and services on biodiversity	See 304-M
304-3	Habitats protected or restored	See 304-M
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	See 304-M

305 Emissions (GRI reference year 2016)

305-M	Management Approach	Climate Resilience and Risk Management
305-1	Direct (Scope 1) GHG emissions	Emissions Environmental Performance Data
305-2	Energy indirect (Scope 2) GHG emissions	Emissions Environmental Performance Data
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 emitted 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 Emissions (GRI reference year 2016)

305-4	GHG emissions intensity	Emissions Environmental Performance Data
305-5	Reduction of GHG emissions	Climate Resilience and Risk Management Emissions Environmental Performance Data
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), 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	2025 Highlights Collaboration and Shared Commitments
306-3	Waste generated	Waste Environmental Performance Data
306-4	Waste diverted from disposal	Waste Environmental Performance Data
306-5	Waste directed to disposal	Waste Environmental Performance Data

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

Social Disclosures

401 Employment (GRI reference year 2016)

401-M	Management Approach	Our People, Our Culture
401-1	New employee hires and employee turnover	Social Performance Data 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	2025 Highlights Total Rewards Benefits Programs
401-3	Parental leave	Social Performance Data

403 Occupational Health and Safety (GRI reference year 2018)

403-M	Management Approach	Environmental, Health, Safety, and Security (EHSS)
403-1	Occupational health and safety management system	Environmental, Health, Safety, and Security (EHSS)
403-2	Hazard identification, risk assessment, and incident investigation	Environmental, Health, Safety, and Security (EHSS)
403-3	Occupational health services	Environmental, Health, Safety, and Security (EHSS)
403-4	Worker participation, consultation, and communication on occupational health and safety	Environmental, Health, Safety, and Security (EHSS)
403-5	Worker training on occupational health and safety	Environmental, Health, Safety, and Security (EHSS)
403-6	Promotion of worker health	Environmental, Health, Safety, and Security (EHSS)

403 Occupational Health and Safety (GRI reference year 2018)

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental, Health, Safety, and Security (EHSS)
403-8	Workers covered by an occupational health and safety management system	Environmental, Health, Safety, and Security (EHSS)
403-9	Work-related injuries	Social Performance Data
403-10	Work-related Ill-Health	Social Performance Data

404 Training and Education (GRI reference year 2016)

404-M	Management Approach	Our People, Our Culture
404-1	Average hours of training per year per employee	Social Performance Data 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.
404-2	Skills trainings provided	Social Performance Data
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
405-1	Diversity of governance bodies and employees	Social Performance Data

413 Local Communities (GRI reference year 2016)

413-M	Management Approach	Engaging People and Communities
413-1	Operations with local community engagement, impact assessments, and development programs	Engaging People and Communities 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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