

GRI CONTENT INDEX

A supplement to the 2021 Sustainability Report



Performance by design.
Caring by choice.™



Global Reporting Initiative GRI Content Index

Chevron Phillips Chemical's (CPChem) 2021 Sustainability Report, *Accelerating Change for a Sustainable Future*, was prepared in accordance with the GRI Standards: Core Option. The GRI Content Index is intended to supplement the information provided throughout the report. This index includes page numbers where disclosed information and data may be located within the report, and/or links to publicly available information if the disclosure is not directly stated. This index also includes contextual information regarding the disclosures, their boundaries and any stated omissions.

GRI Standard	Disclosure Description	Response, Comments or Omission
Universal Disclosures		
Organizational Profile (GRI Reference Year - 2016)		
102-1	Name of the organization	Chevron Phillips Chemical Company LLC (CPChem)
102-2	Activities, brands, products, and services	Products and Solutions
102-3	Location of headquarters	Global Headquarters: The Woodlands, Texas, USA Asia Region Headquarters: Singapore Europe Region Headquarters: Diegem, Belgium Drilling Specialties Company Headquarters: The Woodlands, Texas, USA Performance Pipe Headquarters: Plano, Texas, USA
102-4	Location of operations	Locations
102-5	Ownership and legal form	We are a limited liability company formed in 2000 under Delaware law, owned 50 percent by Chevron U.S.A. Inc. (Chevron), an indirect wholly owned subsidiary of Chevron Corporation, and 50 percent by Phillips 66 Company (P66Co), a wholly owned subsidiary of Phillips 66.
102-6	Markets served	Markets 2021 Sustainability Report – Page 8 (CPChem at a Glance)
102-7	Scale of the organization	Total number of employees: 4,760 as of December 31, 2021 Total number of operations: 31 global manufacturing and research facilities Annual Sales and Other Operating Revenues: \$14,120 MM Total Liabilities: \$5,014 MM; Total Members' Equity: \$12,763 MM Quantity of products from wholly owned assets and the equity share of products from joint venture assets: 40,807 MMlbs.
102-8	Information on employees and other workers	Information on full-time and represented CPChem employees is provided in the Performance Data Tables of the 2021 Sustainability Report. The percentage of part-time and temporary employees is less than one percent. CPChem employs contractors to assist with non-core business functions. There were no significant variations in the total number of employees during 2021. 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. 2021 Sustainability Report – Pages 65-67 (Social Performance Data Tables)
102-9	Supply chain	We work with more than 7,000 suppliers to safely and efficiently manufacture and transport the chemicals and resins that serve as the building blocks for many consumer and industrial products. Hydrocarbons are our major feedstock sources, processed to produce our diverse array of products. Water, natural gas, electricity and other materials are required throughout the manufacturing process. We supply customers in more than 140 countries.
102-10	Significant changes to the organization and its supply chain	In 2020, CPChem produced its first circular polymer, Marlex® Anew™ Circular Polyethylene. In 2021, the company surpassed 1 million pounds of production and completed its first commercial sale. This enhancement to our product portfolio led to a change in the types of suppliers engaged by the organization to include suppliers of pyrolysis oil derived from plastic waste. Also in 2021, CPChem advanced its U.S. Gulf Coast II and Ras Laffan Petrochemical Project, broke ground on a world-scale 1-hexene unit and announced plans to build a new propylene splitter unit.

102-11	Precautionary principle or approach	<p>100% of our commercial products are assessed against our OE System’s product stewardship guidelines. CPChem’s product portfolio review is prioritized based on a weighted composite score of environmental outcomes, end-use, physical and human hazards, regulatory profile, distribution exposure, production volume, public perception and marketing. Annual reviews of associated hazard communication documents, transport options, customer feedback, regulatory and technical data are completed by every product line. Our Product Risk Management Teams proactively provide an additional level of diligence to ensure that changes to processes do not pose risks to the safety and compliance of our products.</p> <p>Statement of Principles</p>
102-12	External initiatives	<p>We participate in many initiatives that promote sustainable operations and tackling global issues like plastic waste, including:</p> <ul style="list-style-type: none"> • Advanced Recycling Alliance for Plastics (ARAP) • Alliance to End Plastic Waste (Alliance) • Circular Plastics Alliance (CPA) • Circulate Capital Ocean Fund (CCOF) • Infinity Recycling - Circular Plastics Fund • Operation Clean Sweep® (OCS®) and OCS® Blue • Responsible Care® • Voluntary Protection Program (VPP) • Wrap Recycling Action Program (WRAP)
102-13	Membership of associations	<p>The associations with which we have significant involvement include:</p> <ul style="list-style-type: none"> • American Chemistry Council (ACC) • American Fuel & Petrochemical Manufacturers (AFPM) • European Chemical Industry Council (Cefic) • PlasticsEurope • Texas Chemical Council (TCC) • World Plastics Council (WPC)
Strategy (GRI Reference Year - 2016)		
102-14	Statement from senior decision-maker	2021 Sustainability Report – Pages 3-4 (Letter from CEO)
Ethics and Integrity (GRI Reference Year - 2016)		
102-16	Values, principles, standards, and norms of behavior	<p>Our tagline - Performance by design. Caring by choice.™ - tells the story of who we are as a company, one that is designed to deliver industry-leading performance and has an employee base that cares about each other, our work, customers, communities and investors. Our license to operate is ensured by the integrity with which we meet our compliance obligations and the level of ethics to which we hold our employees, suppliers and customers. Our core values of safety, reliability, respect, integrity and drive are indicative of our approach to maintaining our respected reputation with all stakeholders. Our ethics and compliance program applies to all employees, from our Board of Directors to front-line supervisors and employees. CPChem maintains its own Code of Conduct (“Code”), which reflects its core values and highlights principles that guide our conduct. This Code applies to CPChem’s employees and the employees of its wholly owned or controlled subsidiaries. More information can be found in the 2021 Sustainability Report on our Code.</p> <p>2021 Sustainability Report – Page 25 (Social Responsibility)</p>
Governance		
102-18	Governance structure	<p>Ownership and Board of Directors</p> <p>2021 Sustainability Report – Page 11 (Governance and Leadership)</p>

Stakeholder Engagement (GRI Reference Year - 2016)		
102-40	List of stakeholder groups	<p>We identify our stakeholders as employees, communities, NGOs, governments, financial institutions, suppliers, customers, and the industry trade sector.</p> <p>Stakeholder identification and engagement</p>
102-41	Collective bargaining agreements	<p>CPChem prides itself on preserving strong relationships with its represented employees. We strive to negotiate agreements that foster cooperation and productivity, ensuring the continued safety and success of our company and employees. As of December 31, 2021, 686 employees (14.4% of total workforce) were covered by collective bargaining agreements. Information on represented employees is provided in the Performance Data Tables within the 2021 Sustainability Report. Information regarding represented employees in Europe is not included due to privacy laws.</p> <p>2021 Sustainability Report – Pages 65-67 (Social Performance Data Tables)</p>
102-42	Identifying and selecting stakeholders	<p>We identify our stakeholders as employees, communities, NGOs, governments, financial institutions, suppliers, customers and the industry trade sector. These stakeholders were carefully identified through internal meetings and the support of advisors. In 2020, CPChem engaged a consultant group to assemble a list of potential key issues that may be significant to our business. Benchmarking against peers and other industry groups, CPChem was also provided a list of recommended key stakeholders, identified above. We leverage several platforms to engage with each stakeholder group to hold discussions and request stakeholder input on our key issues as they pertain to our business.</p> <p>Stakeholder identification and engagement</p> <p>2021 Sustainability Report – Page 12 (Key Issues and Stakeholder Engagement)</p>
102-43	Approach to stakeholder engagement	<p>Stakeholder identification and engagement</p> <p>2021 Sustainability Report – Page 12 (Key Issues and Stakeholder Engagement)</p>
102-44	Key topics and concerns raised	<p>Completed in 2020, CPChem’s most recent Key Issue Assessment identified and prioritized the concerns of its stakeholders, outlined below and organized by stakeholder group. We aim to provide context on our efforts and progress with each of these topics in the 2021 Sustainability Report. CPChem is also working to develop action plans in many ESG areas.</p> <ul style="list-style-type: none"> • Communities: Community and Stakeholder Relations, Environmental Management, Ethics, Integrity and Transparency, Occupational Health and Safety, Operational Integrity, Emergency Preparedness and Response, Socioeconomic Contribution • Customers/Suppliers: Circular Products, Ethics, Integrity and Transparency, Greenhouse Gas (GHG) Emissions and Climate Change Risk, Labor Rights, Occupational Health and Safety, Operational Integrity, Emergency Preparedness and Response, Product Responsibility, Supply Chain Responsibility • Employees: Operational Integrity, Emergency Preparedness and Response, Occupational Health and Safety, Supply Chain Responsibility • Financial Institutions: Corporate Governance, Environmental Management, Ethics, Integrity and Transparency, GHG Emissions and Climate Change Risk • Industry Group/Trade Sector: Public Policy and Advocacy, Sustainable Innovation and Technology • NGOs: Circular Products, Energy Efficiency, Environmental Management, Ethics, Integrity and Transparency, Water Management

102-45	Entities included in the consolidated financial statements	<p>CPChem is a privately held company and does not make its financial statements available to the general public. However, the following entities are material to CPChem’s consolidated financial statements as of December 31, 2021:</p> <ul style="list-style-type: none"> • Americas Styrenics LLC (AmSty) • Chevron Phillips Chemical Company LP • Chevron Phillips Chemicals Int'l N.V. • Chevron Phillips Singapore Chemicals (Private) Limited • Gulf Polymers Distribution Company FZCO • Jubail Chevron Phillips Company • Qatar Chemical Company Ltd. • Qatar Chemical Company II Ltd. • Ras Laffan Olefins Company • Saudi Chevron Phillips Company • Saudi Polymers Company • Six Pines Investments LLC ("Six Pines") • SouthTex 66 Pipeline Co, Ltd. <p>The 2021 Sustainability Report 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.</p>
102-46	Defining report content and topic boundaries	<p>Our 2021 Sustainability Report, <i>Accelerating Change for a Sustainable Future</i>, aims to communicate CPChem's sustainable growth business strategy, operations and progress in areas deemed significant by our stakeholders. Key issues identified through our materiality assessment span impacts on people, the planet, our products, and the company's performance. These four areas serve as focal points of the 2021 Sustainability Report.</p> <p>2021 Sustainability Report – Page 12 (Key Issues and Stakeholder Engagement)</p>
102-47	List of material topics	<p>The key issues identified in our 2020 Key Issue Assessment are listed below. Order is not indicative of level of importance. Some key issues listed in our materiality assessment were identified as a low priority by our stakeholders (e.g., land use and biodiversity), and additional information on these issues may not be included in this GRI Content Index.</p> <ul style="list-style-type: none"> • Circular products • Community and stakeholder relations • Corporate governance • Diversity, racial equity and inclusion • Employee experience • Energy efficiency • Environmental management • Ethics, integrity and transparency • GHG emissions and climate change risk • Labor rights • Land use and biodiversity • Occupational health and safety • Operational integrity, emergency preparedness and response • Product responsibility • Public policy and advocacy • Socioeconomic contribution • Supply chain responsibility • Sustainable innovation and technology • Water management • Workforce resilience <p>2021 Sustainability Report – Page 12 (Key Issues and Stakeholder Engagement)</p>

102-48 Restatements of information Restatements of information are detailed in this GRI Content Index for each Topic Specific Disclosure.

102-49 Changes in reporting Material topics included in the 2021 Sustainability Report are based on the results of the company's 2020 Key Issue Assessment. Reports prior to 2020 included the following material topics: Economic Performance; Emissions and Waste; Health and Safety; Integrity and Compliance; Product Responsibility; Social Enrichment and Resource Efficiency. The material topics for 2021 report are listed in disclosure 102-47. In an effort to further enhance the transparency and completeness of our topic specific disclosures, several disclosures have been expanded to include data for joint venture operations in which CPChem participates in asset operations or management. Environmental data is reported on an operated and/or equity basis. Unless stated otherwise, data reported on an equity basis represents the equity stake for CPChem operations. Data reported on an operated basis represents any operations that are operated by CPChem. Operated facilities include all U.S. CPChem operations and operations in Europe and Singapore. Additional changes have been detailed in this GRI Content Index for each Topic Specific Disclosure in which the change was made.

Entity	CPChem Equity Stake	CPChem Operated vs Non-Operated
North America		
Americas Styrenics - Allyn's Point, Connecticut	100%	Non-Operated
Americas Styrenics - Hanging Rock, Ohio	100%	Non-Operated
Americas Styrenics - Joilet, Illinois	100%	Non-Operated
Americas Styrenics - Marietta, Ohio	100%	Non-Operated
Americas Styrenics - St. James, Louisiana	100%	Non-Operated
Americas Styrenics - Torrance, California	100%	Non-Operated
CPChem - The Woodlands, Texas	100%	Operated
CPChem - Bartlesville, Oklahoma	100%	Operated
CPChem - Baytown, Texas	100%*	Operated
CPChem - Borger, Texas	100%	Operated**
CPChem - Brazoria County, Texas	100%***	Operated
CPChem - Kingwood, Texas	100%	Operated
CPChem - Orange, Texas	100%	Operated
CPChem - Pasadena, Texas	100%	Operated
CPChem - Pascagoula, Mississippi	100%	Non-Operated
CPChem - Port Arthur, Texas	100%	Operated
Drilling Specialties - The Woodlands, Texas	100%	Operated
Drilling Specialties - Conroe, Texas	100%	Operated
Performance Pipe - Plano, Texas	100%	Operated
Performance Pipe - Bloomfield, Iowa	100%	Operated
Performance Pipe - Brownwood, Texas	100%	Operated
Performance Pipe - Hagerstown, Maryland	100%	Operated
Performance Pipe - Knoxville, Tennessee	100%	Operated
Performance Pipe - Pryor, Oklahoma	100%	Operated
Performance Pipe - Reno, Nevada	100%	Operated
Performance Pipe - Startex, South Carolina	100%	Operated

Entity	CPChem Equity Stake	CPChem Operated vs Non-Operated
Asia		
CPChem - Singapore	50%	Operated
CPSC - Jurong Island, Singapore	50%	Operated
Europe		
CPChem - Diegem, Belgium	100%	Operated
CPChem - Beringen, Belgium	100%	Operated
CPChem - Tessenderlo, Belgium	100%	Operated
Middle East		
Q-Chem - Mesaieed, Qatar	49%	Non-Operated
RLOC - Ras Laffan, Qatar	26%	Non-Operated
S-Chem - Al Jubail, Saudi Arabia	50%	Non-Operated
SPCo - Al Jubail, Saudi Arabia	35%	Non-Operated
South America		
America's Styrenics - Cartagena, Colombia	50%	Non-Operated

- * CCPChem's Baytown manufacturing facility is majority wholly owned with the exception of a joint venture within the facility that CPChem operates. When reporting on an equity basis, 50% equity stake of the joint venture is included in environmental data unless otherwise noted.
- ** CPChem's Borger manufacturing facility is wholly owned and operated by CPChem with the exception of owner operations within the facility that CPChem does not operate. When reporting on an equity basis, 100% equity stake of the owner operations is included in environmental data unless otherwise noted.
- *** CPChem's Brazoria County manufacturing facility is majority wholly owned with the exception of owner operations within the facility that CPChem operates but has no percentage of ownership.

102-50	Reporting period	January 1, 2021 - December 31, 2021
102-51	Date of most recent report	August 25, 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Tiffany Fisher, Americas Sustainability Advisor - sustainability@cpchem.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option. Additional disclosures are included for enhanced transparency.
102-55	GRI content index	This GRI Content Index is intended to supplement CPChem's 2021 Sustainability Report. Information disclosed within our Sustainability Report or on our website can be found by navigating to the page or link provided.
102-56	External assurance	CPChem engaged KERAMIDA, an independent third-party, to provide limited assurance of our 2021 Sustainability Report to the GRI Standards. KERAMIDA issued an Independent Limited Assurance Report in connection with the Assurance of the Sustainability Report from CPChem to the GRI Standards. View the KERAMIDA statement

Economic Topics

201 Economic Performance (GRI Reference Year - 2016)

201-M	Management approach	CPChem is a privately held company and does not produce a Form 10-K. 2021 Sustainability Report – Page 61 (Business Performance and Looking Ahead)
201-1	Direct economic value generated and distributed	CPChem is a privately held company and does not publish financial statements. However, select financial information is provided in the Performance Data Tables of the 2021 Sustainability Report and is also available on our website. 2021 Sustainability Report – Pages 63-68 (Performance Data Tables)
201-2	Financial implications and other risks and opportunities due to climate change	In alignment with the Taskforce on Climate Related Financial Disclosures (TCFD), CPChem began analyses in 2021 to determine the potential financial implications of climate-related risks and opportunities, including a 1.5°C scenario. CPChem also simulated stress tests to our business against potential transition and physical risks associated with climate change. Additional details and the company's planned approach to address risks and opportunities related to the potential impacts of climate change, as well as progress made toward climate-related targets are projected to be publicly available in late 2022. 2021 Sustainability Report – Pages 26-38 (Protecting Our Planet)

203 Indirect Economic Impacts (GRI Reference Year - 2016)

203-M	Management approach	CPChem contributes to communities by supporting local businesses near our operations, sponsoring science, technology, engineering and math (STEM) education and trade schools to enhance skills and knowledge in a professional community, and through sustainable growth investments that provide economic value throughout the value chain. CPChem has an Enterprise Contributions Policy that outlines governance of charitable contributions globally. Annual amounts are subject to Board Approval and allocations are subject to CEO approval. In 2021, CPChem evaluated how it measures the impacts of contributions against each of its three sustainability focus areas (Climate Change, Product Sustainability & Circularity and Social Responsibility). CPChem believes successful investments are those that align with one or more of these areas, support customer or industry relationships, engage employees in meaningful community service, and enhance the company's reputation if possible. Many of our charitable investments are made as a result of established and fruitful relationships between CPChem employees and the communities where we operate.
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203-1	Infrastructure investments and services supported	<p>CPChem supports local communities through volunteering and meaningful donations around the world. In response to the global pandemic, CPChem donated resin used to produce much-needed field hospital beds in Thailand and provided monetary support to the country's medical services. CPChem provided financial support to the Belgium Red Cross recovery efforts during the 2021 European floods. In the Gulf Coast area, CPChem supported local communities by donating resins for film and cardboard boxes to the Montgomery County Food Bank and donated two firetrucks and face respirators to emergency responders.</p> <p>The unique properties of our polymers allow us to create lightweight, durable products that excel in a myriad of applications across many industries. Our products serve essential industries like healthcare, agriculture, transportation, construction and more.</p>
203-2	Significant indirect economic impacts	<p>CPChem supports local communities by creating skilled job opportunities and stimulating the economy. We believe education is a human right and we actively support enrichment programs that build awareness, interest, skills and knowledge in STEM fields. In 2021, CPChem launched a scholarship program, Technical Education for Energized Careers (TEEC), for high school students pursuing technical certifications, degrees and careers. CPChem continues to support Junior Achievement (JA), a program that empowers and prepares students to be successful in the global economy. In 2021, CPChem has committed to sponsor education opportunities with Future of Stem Scholars Initiative (FOSSI), a program aimed at providing internship opportunities and facilitating mentorship and leadership training for students majoring in STEM at Historically Black Colleges and Universities (HBCUs).</p>
205 Anti-corruption (GRI Reference Year - 2016)		
205-M	Management approach	<p>Our ethics and compliance program applies to all employees, from our Board of Directors to front-line supervisors and employees. This program is managed by the Ethics and Compliance Office, part of the CPChem Legal Department. The Ethics and Compliance Office is responsible for providing guidance on compliance matters, training personnel, investigating compliance concerns, and reviewing compliance provisions in contracts. Anti-corruption is included within our Code of Conduct and Supplier Principles of Conduct. Additional policies are in place for specific topics like fraud and conflict of interest.</p> <p>CPChem's Supplier Principles of Conduct 2021 Sustainability Report – Page 25 (Social Responsibility)</p>
205-1	Operations assessed for risks related to corruption	<p>Our regulatory risk assessment process is managed by our Ethics and Compliance Office. Risk assessments are completed at all facilities every two years. These evaluations cover 15 topics of risk to identify issues that may potentially impact compliance with relevant regulations and laws. Once a risk issue is identified, mitigation steps may include company policies, training, communications, audits and more. CPChem facilities were assessed in 2020, and no significant corruption risks were identified. Assessments are completed on a two-year schedule and the next review will be carried out in 2022.</p>
205-2	Communication and training about anti-corruption policies and procedures	<p>All employees, including CPChem leadership, are required to complete Code of Conduct training and review CPChem's Code of Conduct annually, which includes information regarding anti-corruption. All employees receive this training when hired and are required to complete the training annually. Through an automated learning system, every employee is assigned training material relevant to their job function, and this system is used to communicate and track the completion of assigned trainings. All leadership team members, full-time, hourly, part-time and temporary employees in all regions including North America, Europe, Asia, and the Middle East are included in training communications and monitored for completion of assigned trainings. Anti-corruption policies are also communicated to third party groups that have a business relationship with CPChem, including, but not limited to, sales agents, distributors, freight forwarders, customs brokers and consultants.</p>

Environmental Topics

301 Materials (GRI Reference Year - 2016)

301-M Management approach

CPChem promotes a circular economy strategy to reduce, reuse and recycle resources to minimize impacts on the environment. Since announcing the launch of its advanced recycling program in October 2020, CPChem has become certified by International Sustainability and Carbon Certification PLUS (ISCC PLUS), a globally recognized sustainability certification system. CPChem is targeting an annual production volume of 1 billion pounds of Marlex® Anew™ Circular Polyethylene by 2030. We remain committed to diverting plastic waste from landfills and progressing the circular economy by engaging in research and technology, offering products made via advanced recycling, and exploring innovative end-of-life applications for our existing products.

[Marlex® Anew™ Circular Polyethylene](#)
2021 Sustainability Report – Pages 50-52 (Giving Plastics a Second Life)

301-2 Recycled input materials used

In late-2020, CPChem launched its advanced recycling program, which has enabled the use of recycled input materials at CPChem facilities. Using feedstock made from waste plastics, CPChem’s advanced recycling program allowed the company to divert more than 2 million pounds of plastic waste from landfills in 2021. CPChem is working toward its published annual production goal of 1 billion pounds of circular polyethylene by 2030, expected to represent up to 8% of the company’s North American polyethylene production and divert approximately 1.4 billion pounds of plastic waste from landfills. CPChem is also pursuing efforts to further accelerate advanced recycling, reflecting the company’s commitment to advancing a circular economy for plastics.

302 Energy (GRI Reference Year - 2016)

302-M Management approach

All facilities are required to follow our Operational Excellence (OE) System, which calls for programs that promote regular improvements in energy consumption and efficiency. Nearly 14 years ago, we established energy baselines for each of our facilities and local Energy Best Practice Teams to monitor usage, improve energy performance and initiate energy reduction projects at each site. Energy Best Practice Teams focus on sharing successes and establishing corporate energy goals. Whether derived from fuel, electricity or steam, energy-use accounts for the majority of CPChem’s GHG emissions. Optimizing energy-use and minimizing energy intensities will remain a focus in our work to lower emissions and shrink our carbon footprint. Increasing the use of renewable electricity throughout our operations is an important component of our decarbonization strategy.

Organizational Boundary: Energy consumption data is reported on an equity basis and represents wholly owned operations the equity stake for facilities where CPChem has only partial equity ownership, with the exception of Performance pipe, AmSty and owner-operations in Pascagoula, Mississippi and Borger, Texas. 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. Production data used for the energy intensity calculation includes all tonnes of NAICS 325 products including intra-company transfers of products with inherent market value and excluding any waste or recycled materials. Facility production data represents production from all assets included in our operated energy inventory.

2021 Sustainability Report – Pages 31-35 (Emissions and Energy)

302-1	Energy consumption within the organization	<p>Our 2021 global energy consumption was 206 million MMBtu (equity basis). CPChem tracks energy consumed from fuels as a byproduct, and the energy purchased and consumed (purchased fuel, electricity and steam) for its manufacturing facilities. Fuels included in this disclosure are non-renewable natural gas and other fuel gases or fuel byproducts consumed by manufacturing facilities, but exclude fuels used in company vehicles and in small equipment like temporary generators. 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. CPChem is working to source more renewable energy for its energy needs. 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. For a breakdown of our energy consumption, visit the Performance Data Tables in our 2021 Sustainability Report.</p> <p>2021 Sustainability Report – Page 34 (Energy Consumption and Intensity)</p>
302-3	Energy intensity	<p>CPChem’s Energy Intensity was 5,547 Btu/lb. of product in 2021. The organization’s 2021 Energy Indexes were 0.98 (U.S.), 0.73 (EU) and 0.93 (SG). The Energy Index is a ratio of the actual energy consumed over an expected baseline energy number. A 2008 baseline year was established for most facilities and is used as the comparison point for each subsequent year. CPChem utilizes Energy Index for driving improvement at a unit level, which is also used to establish targets for a newly commissioned unit that does not yet have historical operations data. Energy Intensity and Energy Index include fuel, electricity, and steam consumption. Disclosures on Energy Indexes and Energy Intensity are included in the Performance Data Tables of the 2021 Sustainability Report.</p> <p>2021 Sustainability Report – Page 34 (Energy Consumption and Intensity)</p>
302-4	Reduction of energy consumption	<p>Our energy consumption decreased by 3 million MMBtu (equity basis) compared to 2020*. The Energy Indexes of our U.S., EU, and SG operations all improved compared to the benchmarked 2008 baseline year. Our Energy Intensity increased by 273 Btu/lb. (operated basis) in 2021 compared to 2020 performance. This reflects impacts from the North American Winter Storm and necessary start-up and shut-down processes required for reliability improvements in 2021. Learn about specific energy reduction initiatives in the 2021 Sustainability Report. Energy consumption is calculated through direct measurements of electricity, fuel and steam metering and is verified through energy-use statements.</p> <p>2021 Sustainability Report – Page 35 (Energy Enhancements)</p> <p>*Energy consumption for 2020 was inadvertently reported at 210 million MMBtu in CPChem’s 2020 Sustainability Report (correct figure for 2020 is 209 million MMBtu). A review of 2020 data revealed that steam-use of an asset was counted twice.</p>
303 Water and Effluents (GRI Reference Year - 2018)		
303-M	Management approach	<p>Water is a shared resource, and the increasing scarcity of usable freshwater is a global concern. The conservation of freshwater resources is critical to the sustainability of our business, communities, and future. We are committed to the ongoing development of technology and management practices that conserve and protect freshwater resources and enhance water efficiency at our facilities. CPChem’s water resources include surface, groundwater or wells, and the company purchases from third-party suppliers. We use water for cooling, steam production and in our production processes. Visit our 2021 Sustainability Report to learn more about our water conservation efforts.</p> <p>Restatement of water intensity from previous years: Production data used for the water intensity calculation includes all tonnes of NAICS 325 products including intra-company transfers of products with inherent market value and excluding any waste or recycled materials. Facility production data represents production from all assets included in our operated water inventory.</p>

303-M	<p>Management approach</p> <p><i>(Continued from previous page)</i></p>	<p>Organizational Boundary: Water intake, discharge and consumption 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 owner operations in Pascagoula, Mississippi, as well as 100% stake is reported for a CPChem operated joint venture in Baytown, Texas, and a CPChem operated owner owned facility in Old Ocean, Texas. Total Water Consumption represents the difference between water intake and water discharge and includes water lost due to evaporation. 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.</p> <p>2021 Sustainability Report – Pages 36-37 (Conserving Water)</p>
303-1	Interactions with water as a shared resource	<p>CPChem recognizes water as a shared resource and conserves freshwater through reuse and recycling efforts, including the use of desalinated water in regions with elevated water stress. According to the World Resources Institute (WRI) Aqueduct Water Risk Atlas, two CPChem wholly owned facilities are located in areas with an increased potential for water stress. In 2021, CPChem initiated a process to conduct a detailed climate physical risk assessment for our facilities to better understand the potential financial impacts of water-related risks, including water stress under a high global warming scenario. This assessment validated water stress as a priority physical risk for CPChem. Details regarding the assessments and our planned mitigation strategy will be available in a subsequent report.</p>
303-2	Management of water discharge-related impacts	<p>We manage our water discharge and water quality according to permitted limits and our facilities are reviewed regularly. These reviews and other provisions are incorporated into our OE System, which is designed to monitor compliance with all water discharge requirements.</p>
303-3	Water withdrawal	<p>Total water withdrawal in 2021 was 581 thousand mega liters (equity basis). Total freshwater withdrawal was 53.1 thousand mega liters (equity basis). Freshwater withdrawal represents the sum of measured and estimated freshwater intake at all our facilities worldwide, including purchased desalinated water. Total water withdrawal data does not include water that is treated and directly transferred to another party. All water withdrawal in the Performance Data Tables except seawater data represent freshwater (<1,000 mg/L total dissolved solids).</p> <p>According to the WRI Aqueduct Water Risk Atlas, total water withdrawal from CPChem facilities in areas of high or extremely high water stress was 7.3 thousand mega liters of surface water, 0.05 thousand mega liters of ground water, 0.17 thousand mega liters from CPChem’s third-party suppliers and 493 thousand mega liters of seawater. Seawater is used for cooling at our facilities in Singapore, Qatar and Saudi Arabia to help preserve freshwater resources.</p>
303-4	Water discharge	<p>2021 global water discharge was 549 thousand mega liters (equity basis) and total freshwater discharge was 22.9 thousand mega liters (equity basis). A breakdown of water discharge by destination is provided in the 2021 Performance Data Tables. Prior to discharge, water used at CPChem production facilities is treated to meet or exceed standards followed by water treatment facilities that service CPChem locations and/or surrounding areas. According to the WRI Aqueduct Water Risk Atlas, total water discharge from CPChem facilities in areas of high or extremely high water stress was 4.0 thousand mega liters of surface water, 0.17 thousand mega liters of ground water, 1.3 thousand mega liters from CPChem’s third-party suppliers and 491 thousand mega liters of seawater.</p>
303-5	Water consumption	<p>The difference between water withdrawal and water discharge in 2020 was 31.9 thousand mega liters. Consumption data includes water lost due to evaporation. Information regarding water withdrawal, discharge and consumption in regions with elevated water stress is currently not available. According to the WRI Aqueduct Water Risk Atlas, total water consumption from CPChem facilities in areas of high or extremely high water stress was 3.8 thousand mega liters.</p>

CPChem is taking steps to reduce its greenhouse gas (GHG) footprint and is working within its value chain to deploy solutions that enable a lower carbon future. We are identifying and executing GHG reduction initiatives across our portfolio. GHG emissions are being managed through actionable measures through CPChem's climate action programs and establishing a companywide GHG reporting framework. Under the Pollution Prevention section of our OE System Manual, facilities are required to demonstrate continued enhancements in GHG emissions. In 2021 CPChem formulated a company strategy to leverage a Marginal Abatement Cost Curve process (MACC) to identify and prioritize Scope 1 and Scope 2 GHG emissions reduction opportunities. Climate-related decisions and internal processes for managing climate-related impacts are supervised by the Climate Guidance Review Team, operating under the Sustainability Executive Steering Team.

The compilation of our GHG emissions data is consistent with the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol ("GHG Protocol"). 2021 data is disclosed within this GRI Content Index. Data from previous years can be found in the Performance Data Tables of the 2021 Sustainability Report.

Organizational Boundary: GHG emissions reported on an equity basis represent wholly owned operations and the equity stake for facilities where CPChem has only partial equity ownership, with the exception of owner operations in Borger, Texas, as well as 100% stake is reported for a CPChem operated owner owned facility in Old Ocean, Texas. GHG emissions reported on an operated basis represent 100% stake for wholly owned and joint venture operations which are operated by CPChem, regardless of equity ownership. Totals are rounded to the nearest hundred thousand tonnes.

305-M Management approach

GHG emissions intensity is reported on an operated basis and represents 100% stake for wholly owned and joint venture operations which are operated by CPChem. Reported emissions include those from facilities, CPChem-owned docks/terminals, and administrative offices. Criteria pollutant emissions data is 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 Performance Pipe, AmSty and owner operations in Pascagoula, Mississippi, as well as a 100% stake reported for a CPChem operated joint venture in Baytown, Texas, and a CPChem operated owner owned facility in Old Ocean, Texas. Criteria pollutant emissions 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.

Restatement of GHG data from previous years: In 2020, we enhanced our energy and GHG reporting systems, which included enhancements and standardization of GHG calculation methodologies to ensure accuracy and completion of our GHG inventory. Enhancements included standardizing our approach to calculating GHG emissions from the combustion of fuels produced on site, as well as updating definitions of organizational boundaries to align with the GHG Protocol. GHG data from previous years (2018-2020) have been restated to be inclusive of these enhancements. GHG data for years prior to 2018 was not included in the GHG inventory validation activities and therefore, 2017 GHG data is not included in the Performance Data Tables for the 2021 Sustainability Report.

Restatement of criteria pollutant emissions intensity from previous years: Production data used for the criteria pollutant intensity calculation includes all tonnes of NAICS 325 products including intra-company transfers of products with inherent market value and excluding any waste or recycled materials. Facility production data represents production from all assets included in our operated criteria pollutant emissions inventory. Global Warming Potentials (GWP): For 2018-2021 data, GWPs are set according to the GHG Protocol based on the latest IPCC Global Warming Potential (GWP) 100-year time horizon (excluding biogenic emissions factors), IPCC Assessment Report 5.

[2021 Sustainability Report - Pages 26-38 \(Protecting Our Planet\)](#)

[2021 Sustainability Report – Page 63-64 \(Environmental Performance Data Tables\)](#)

305-1	Direct (Scope 1) GHG emissions	CPChem's Scope 1 GHG emissions on an operated basis totaled 4.73 million metric tonnes of CO ₂ e. On an equity basis, CPChem's Scope 1 GHG emissions totaled 7.19 million metric tonnes of CO ₂ e. Reported emissions include CO ₂ , CH ₄ , N ₂ O, SF ₆ and HFCs represented in equivalents of CO ₂ based on the GWP factors from IPCC Assessment Report 5. Previously reported Scope 1 emissions for 2018-2020 have been revised based on further investigation and calculation of GHG data conducted in 2021.
305-2	Energy indirect (Scope 2) GHG emissions	CPChem's Scope 2 emissions on an operated basis totaled 1.74 million metric tonnes of CO ₂ e in 2021. On an equity basis, CPChem's Scope 2 emissions totaled 2.36 million metric tonnes of CO ₂ e. Electricity and steam emissions factors include CO ₂ , CH ₄ and N ₂ O. U.S. electricity emissions factors are based on U.S. EPA output emission rates. 2021 electricity emissions are based on 2019 output emission rates (eGRID 2019). Previously reported Scope 2 emissions for 2018-2020 have been revised based on investigation and calculation of GHG data in 2021, including the use of updated emissions factors for steam and electricity received from cogeneration facilities.
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	CPChem does not currently track Scope 3 emissions. In 2021, the company conducted a Scope 3 screening aligned with the GHG Protocol to identify Scope 3 emissions categories materially relevant to CPChem. We are developing our approach to track and report efforts of Scope 3 emissions within our climate action programs. 2021 Sustainability Report – Page 29 (Climate Action)
305-4	GHG emissions intensity	CPChem's operated GHG Emissions Intensity in 2021 was 0.48 tonnes CO ₂ e/tonnes product. The global GHG Emissions Intensity is a ratio of the greenhouse gases emitted (tonnes of CO ₂ e) divided by the products produced (tonnes of product). The Emissions intensity calculation includes CO ₂ , CH ₄ , N ₂ O and HFCs represented in CO ₂ equivalents based on the GWP factors from IPCC Assessment Report 5. Production data used for the GHG Intensity calculation includes all tonnes of NAICS 325 products including intra-company transfers of products with inherent market value and excluding any waste or recycled materials. Facility production data represents production from all assets included in our operated GHG inventory.
305-5	Reduction of GHG emissions	In 2021, CPChem began a detailed process to establish informed GHG reduction targets to support the development of CPChem's climate action programs and goals on how we expect to address risks and opportunities related to the potential impacts of climate change. Additional details are projected to be publicly available in late 2022.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Significant air emissions included in the 2021 Sustainability Report include the following criteria pollutants: NOx, CO, VOC, PM ₁₀ and SO ₂ . Criteria pollutant emissions data includes permitted and unauthorized emissions from each source collected from the emissions inventory. In 2021, CPChem's equity air emissions totaled 11,715 tonnes, while its operated air emissions totaled 8,691 tonnes. CPChem's Criteria Pollutant Emissions Intensity is 0.64 for 2021 and is a ratio of the criteria pollutants emitted (tonnes of emissions) over the products produced (thousand tonnes of product) and is reported on an operated basis. Data from previous years (2017-2020) has been corrected due to an error made in the original emissions calculations of some facilities. Reportable Emission Events data represents the number of total reportable emission events by year. In 2021, CPChem had 54 reportable emission events. All reportable emission events are reported based on specific country, state or local regulations. A reportable emission event includes air, water or land releases above the Reportable Quantity (RQ), 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. All reportable emission events, including those resulting from activities such as startup from the new construction and events beyond facility control (ex. weather, power and feed interruptions) are represented.

306 Waste (GRI Reference Year - 2020)

CPChem encourages our workforce to practice the principles of “reduce, reuse, recycle” at work, at home, and in our interactions with the environment. Alongside supporting circularity initiatives, we promote opportunities to shrink waste in our operations.

306-M Management approach

In addition to local regulations regarding the disposal of waste, our management of waste is governed by our OE System. Facilities are required to maintain procedures for waste management, document characterizations of waste streams, perform annual evaluations of waste management practices, and develop waste minimization procedures. We use an internal Waste Disposal Contractor Review and Approval Procedure, as well as a list of approved waste disposal facilities to ensure that waste is properly disposed. Facilities are also required to have spill prevention, control and countermeasures plans, and hazardous waste contingency plans, where applicable.

Organizational Boundary: Waste totals reported on an equity basis represent wholly owned operations and the equity stake for facilities where CPChem has only partial equity ownership with the exception of AmSty and owner operations in Pascagoula, Mississippi and Borger, Texas, as well as a 100% stake reported for a CPChem operated joint venture in Baytown, Texas, and a CPChem operated owner owned facility in Old Ocean, Texas. Waste intensity is reported on an operated basis and represents 100% stake for wholly owned and joint venture operations which are operated by CPChem.

Restatement of waste intensity from previous years: Production data used for the waste intensity calculation includes all tonnes of NAICS 325 products including intra-company transfers of products with inherent market value and excluding any waste or recycled materials. Facility production data represents production from all assets included in our operated waste inventory.

2021 Sustainability Report – Page 38 (Reducing Waste)

306-1 Waste generation and significant waste-related impacts

CPChem’s OE management program requires an annual evaluation of waste management practices, waste minimization procedures, and implementation of appropriate improvements. We promote practices that support pollution prevention, recycling and the reduction of environmental impacts associated with generated waste. In 2021, CPChem enhanced its waste reporting metrics to include the amount of hazardous waste the company recycled. CPChem’s advanced recycling program is responsible for launching the company’s first fully circular, sustainable product, Marlex® Anew™ Circular Polyethylene. The organization’s advanced recycling process is certified annually through the International Sustainability & Carbon Certification PLUS (ISCC PLUS) program, a globally recognized sustainability certification system. CPChem’s maturing advanced recycling program is able to recover hydrocarbons from waste plastics that have previously been difficult to recycle via traditional (mechanical) recycling methods.

306-2 Management of significant waste-related impacts

CPChem has increased its efforts to advance circularity by enhancing its circular polymer program and continuing to promote the company’s Operation Clean Sweep® (OCS®) practices. CPChem is working to end plastic waste in the environment and backs numerous initiatives and investments building momentum on this issue. Our company is committed to ensuring plastics continue to deliver much needed societal benefits while leaving behind a light footprint.

2021 Sustainability Report – Page 50 (Enabling a Circular Economy)

2021 Sustainability Report – Page 54 (Operation Clean Sweep®)

306-3 Waste generated

CPChem's hazardous and non-hazardous waste production in 2021 was 49.3 thousand tonnes (equity basis). Waste data includes non-hazardous and hazardous waste by weight transported offsite for disposal.

306-4	Waste diverted from disposal	Over the course of 2021, CPChem generated 36,900 metric tonnes of non-hazardous waste and 12,400 metric tonnes of hazardous waste (equity basis). Although our total waste increased in 2021, we are actively seeking methods to minimize our waste footprint. We reduced our hazardous waste by 18%, and more than one-third was recycled through recovery and reclamation processes dedicated to reuse and energy recovery. CPChem is developing enhanced reporting tools to track and report additional information on the elements of 306-4. Of the materials used, reused, recycled or reclaimed in 2021, methods could include metals and mercury recovery, solvents recovery, and other recovery or reclamation for reuse (such as raw material substitution, acid regeneration). The majority of the recycled waste was hazardous waste fuel blending prior to energy recovery at another site.
306-5	Waste directed to disposal	In 2021, CPChem disposed 45,000 tonnes of waste (equity basis). CPChem is developing tools to add detail to future reported waste data. 2021 Sustainability Report – Page 38 (Reducing Waste) 2021 Sustainability Report – Pages 63-64 (Environmental Performance Data Tables)
307 Environmental Compliance (GRI Reference Year - 2016)		
307-M	Management Approach	We strive to operate in accordance with applicable laws and regulations, including but not limited to those concerning labor, employment, the environment, health and safety. Our OE System includes expectations and requirements for 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.
307-1	Non-compliance with environmental laws and regulations	Eleven orders and penalties resolved* resulting in \$621,048 total penalty amount in 2021. *Dollars do not directly reflect performance due to variability in timing of TCEQ resolutions.
308 Supplier Environmental Assessment (GRI Reference Year - 2016)		
308-M	Management approach	Our Supplier Principles of Conduct includes environmental expectations for our suppliers. In addition to striving for compliance with applicable environmental laws, CPChem prefers that its suppliers incorporate environmentally responsible and sustainable practices into their operations. Suppliers should endeavor to minimize impacts on communities, the environment, and ensure the health and safety of all people associated with their operations. Environmental topics included in our Supplier Principles of Conduct are as follows: environmental permits and reporting, hazardous materials and waste management, transportation, materials restrictions, energy consumption and GHG emissions, and pollution prevention. CPChem's Supplier Principles of Conduct 2021 Sustainability Report – Page 25 (Social Responsibility)
308-1	New suppliers that were screened using environmental criteria	Suppliers are assessed for health and safety criteria but were not screened for diversity or environmental data in 2021. CPChem began developing a supplier questionnaire in 2021 to expand these assessments and request information related to ESG topics like supplier diversity and supplier environmental data. The enhanced questionnaire will be added to CPChem's process for screening new suppliers in 2022.

Recruitment

CPChem employs highly qualified experts in Talent Acquisition and utilizes this expertise to attract and retain high quality candidates. In 2020, CPChem revised its recruitment strategy for upcoming graduates. As a result, our new graduate and intern recruitment program is more inclusive of people of color and features an enhanced design to attract candidates with diverse backgrounds and experiences. Our recruitment teams undergo hours of training in areas such as unconscious bias, diversity, and interview tactics to collect an inclusive group of candidates and ensure every applicant’s experience is positive and engaging. We value our employees’ contributions to the candidate recruitment process through referrals. Talent Acquisition partners with employees, hiring managers and Human Resources throughout the entire process to ensure we are bringing the best possible talent into the organization in an effective and efficient way so we can best support CPChem.

401-M Management approach

Benefits and Compensation

CPChem leverages feedback from employee surveys and focus groups to inform decisions related to benefits, and to generate recruitment and retention action plans for its diverse workforce. We identify appropriate salary programs and benefits through Compensation, Benefits and Investment Committees established by the Board of Directors. The Compensation Committee meets at least three times each year, the Benefits Committee meets at least twice a year, and the Investment Committee meets at least four times a year to provide input and approvals for compensation and benefits programs to ensure these programs remain competitive within the petrochemical industry and aligned with the company’s goals. CPChem is proud of its pension program, a highlight within its benefits program portfolio that encourages employees to invest their time and experience in the company, as the company invests in its employees.

401-1 New employee hires and employee turnover

In 2021, 469 employees were hired into the organization, and 432 employees left the company or retired. The company’s overall attrition rate was 9.1%, with a voluntary attrition rate of 3.8%, less retirements. Not currently disclosing turnover or new hires by gender, age and region.

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

CPChem offers a comprehensive Total Rewards program to benefit the physical, mental and financial health of employees which includes:

- 9/80 or 4/10 work schedules at many locations
- Bonus program, Salary Increase program and Immediate rewards program
- Company-paid employee assistance program, financial planning and healthcare advocacy services
- Company-paid life insurance, long-term disability insurance, accidental death and personal loss (AD&PL) insurance and business travel accident insurance
- Educational assistance/tuition reimbursement
- Flexible work arrangements, including a hybrid work-from-home model for qualified employees at many locations
- Health care and dependent care flexible spending accounts, with company contribution to Health Savings accounts
- Matching charitable gifts for education and cultural organizations
- Medical, behavioral health, prescription drug, dental and vision plans
- Optional additional life and AD&PL coverage, critical illness insurance and group legal plan
- Paid leave programs like vacation, parental leave, volunteer leave and short-term disability
- Pension plan for most employees
- Relocation assistance
- Wellness incentive program and fitness reimbursement accounts

Health care and life insurance benefits are provided to temporary and part-time employees working at least 20 hours per week. Part-time employees are eligible to participate in CPChem's 401(k) plan. Other benefits may be adjusted based on the work schedule, and all benefits are subject to change at the company’s discretion at any time.

401-3 Parental leave

In 2021, of the 179 employees that took parental leave, 36 were female, 142 male, and one of undisclosed gender. In 2020, of the 180 employees that took parent leave, 27 were female, 152 male, and one of undisclosed gender. 96% of 180 employees that utilized parental leave benefits in 2020 (100% of females and 95% of males) remained at CPChem through 2021.

403 Occupational Health and Safety (GRI Reference Year - 2018)

EHSS Strategy

Our Journey to Zero, first introduced in 2016 and refreshed in 2021, is a commitment to placing safety as our highest priority. This imperative effort builds on the many successful initiatives already embedded into our safety culture, including the following internal programs:

- **Stop Work Responsibility:** All employees are empowered with the responsibility to quickly act to prevent unsafe behaviors.
- **Life Saving Rules:** Our nine Life Saving Rules relate to activities that if not executed correctly, have a high potential for serious injury or fatality.
- **Tenets of Operation:** The ten statements that constitute our Tenets of Operation provide a universal code of conduct to guide our decision-making every day and in every task. The Tenets of Operation are fundamental risk-management practices that reduce risks in the workplace.
- **Guiding Principles:** Our Guiding Principles, “Work safely or not at all;” “There is always time to do it right;” “If it’s worth doing, do it better,” guide us in all circumstances, regardless of job role or position. These principles illustrate the value we place on safe, high-quality work. These principles illustrate the importance of using operational discipline to achieve operational excellence every single day.

Through *Our Journey to Zero*, we ask our employees to take the time to do the job right every time, reduce their individual risk, understand and follow established procedures, speak up, and never stop learning.

Management System

Our OE System is a risk management process that provides a global framework that aims to help CPChem standardize efforts, continuously improve, and raise the level of operational discipline in areas of environment, health, safety, security, reliability and quality. It is built upon expectations for involved and effective leadership, full employee participation, compliance with relevant regulatory requirements, and integration of OE into ongoing improvement of all business results. The OE System includes five components: 1) Policy; 2) Principles; 3) Focus Areas; 4) OE Expectations, Global OE Standards, and Required Manufacturing Standards; and 5) Verification of Compliance and Management System. These components comprise our management system. Furthermore, the OE System is structured to fulfill ACC and the International Council of Chemical Associations (ICCA) Responsible Care Management System® (RCMS®) requirements.

The OE system covers the following Focus Areas:

- Community Awareness and Outreach
- Distribution
- Emergency Preparedness and Response
- Employee Health and Safety
- Incident Prevention, Quality, and Reliability
- Pollution Prevention
- Process Hazard Analysis
- Process Safety Information
- Product Stewardship
- Resource Conservation and Productivity
- Security of Personnel and Assets

403-M Management approach

Operational Excellence Review Process

Our Corporate OE Review collects data related to OE practices and regulatory compliance at CPChem facilities and identifies opportunities for improvement. This process includes 10 Critical Operational Risk Systems and Six Safety Culture Drivers. Through interviews with facility personnel, the Safety Culture Assessment is able to confirm strengths and potential vulnerabilities of day-to-day OE processes. The revamped process also includes scoring of each Operational Risk System and Culture Driver. The primary purpose of the Corporate PSM/RMP Compliance Audit is to collect data related to the OSHA Process Safety Management (PSM) Standard and the EPA Risk Management Program (RMP) to ensure CPChem's continued compliance. Domestic petrochemical facilities complete a combined OSHA PSM and EPA RMP Compliance Audit, conducted concurrently. While our international petrochemical facilities are not subject to OSHA's PSM Standard, each has voluntarily adopted the elements of OSHA's PSM Standard, and these locations are audited against OSHA elements.

403-M Management approach

(Continued from previous page)

Voluntary Protection Program

With the addition of Performance Pipe's Plano office, which earned Star Site designation in January 2019, all 18 of CPChem's eligible U.S. locations now hold Star Status, the highest Voluntary Protection Program (VPP) certification given by the U.S. Occupational Safety and Health Administration (OSHA). As OSHA notes, the "Star program is designed for exemplary worksites with comprehensive, successful safety and health management systems. Companies in the Star Program have achieved injury and illness rates at or below the national average of their respective industries. These sites are self-sufficient in their ability to control workplace hazards. Star participants are reevaluated every three to five years, although incident rates are reviewed annually."

2021 Sustainability Report – Pages 59-60 (*Our Journey to Zero*)

2021 Sustainability Report – Pages 16-19 (*Health and Safety*)

403-1	Occupational health and safety management system	All employees and contractors are covered by CPChem's occupational health and safety management system.
403-2	Hazard identification, risk assessment, and incident investigation	Refer to management approach for information on this topic.
403-3	Occupational health services	Refer to management approach for information on this topic.
403-4	Worker participation, consultation, and communication on occupational health and safety	Refer to management approach for information on this topic.
403-5	Worker training on occupational health and safety	Safety training is essential to keeping safe work practices top of mind. To fully embrace our safety culture, employees and contractors need access to engaging instructional materials and tools. We require training on <i>Our Journey to Zero</i> , Life Saving Rules, risk tolerance, front-line leadership, plant turnarounds and more. We also hold project safety and engagement workshops, and seasonal campaigns like "Summer of Safety" to always keep safety top of mind.
403-6	Promotion of worker health	CPChem provides insurance options for vision, medical, dental, and prescription drug coverage to employees. The company also provides a program titled, "Your Journey to Wellness," designed to help employees boost their physical and financial well-being through fitness program reimbursements and cash incentives for participating in preventative care activities.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Refer to management approach for information on this topic.
403-8	Workers covered by an occupational health and safety management system	All employees and contractors are covered by the Occupational Health and Safety Management System, included within CPChem's larger OE system.

403-9	Work-related injuries	<p>In 2021, excluding COVID-19 recordable illnesses, employees and contractors tied the company's second-lowest Recordable Incidence Rates (RIR) of 0.1. This accounts for 17 work-related injuries. The main type of work-related injuries experienced were fractures. We follow the OSHA Standard (29 CFR 1904) on recording and reporting occupational injuries and illnesses at all CPChem facilities. Recordable Incidence Rate is defined as the number of recordable injuries/illnesses per 200,000 hours worked (or approximately 100 full-time workers) annually. Total Recordable Incidence Rates for employees and contractors exclude Major Capital Project (MCP) hours. 2018-2021 data for MCP is low due to lack of MCP work in these years.</p> <p>2021 Sustainability Report – Pages 65-67 (Social Performance Data Tables)</p>
403-10	Work-related ill-health	<p>In 2021, there were no work-related ill-health events outside of COVID-19 recordable illnesses (19 confirmed cases). Disclosures on work-related ill-health are included in the Performance Data Tables of the 2021 Sustainability Report. We follow the OSHA Standard (29 CFR 1904) on recording and reporting occupational injuries and illnesses at all CPChem facilities. Recordable Incidence Rate is defined as the number of recordable injuries/illnesses per 200,000 hours worked (or approximately 100 full-time workers) annually. TRIR for employees and contractors exclude Major Capital Project (MCP) hours. 2018-2021 data for MCP is low due to lack of MCP work in these years.</p> <p>2021 Sustainability Report – Pages 65-67 (Social Performance Data Tables)</p>
404 Training and Education (GRI Reference Year - 2016)		
404-M	Management approach	<p>Training</p> <p>Training and continuing education are cornerstones of employee development at CPChem. As a result of feedback from employees in previous global employee surveys, we have increased the number of learning and development opportunities throughout the company. All employees undergo regular training based on their defined training plan. In 2019, we conducted an extensive review of all training programs. As a result, we launched a centralized training system that is better suited to handle the diverse responsibilities and training of our employees. This centralized training system utilizes online modules to offer extensive learning opportunities and empowers and authorizes managers to dictate appropriate programs based on site-specific needs and requirements. The online system has been a valuable tool that supplements our existing hyperspecialized instructional programs already in place around the company. In addition to job training, continuing education is encouraged through education assistance programs and tuition reimbursement for employees pursuing applicable degree programs. To deepen the knowledge base of our workforce, employees are required to submit personal development objectives that reflect their personal interests. Every submission is carefully reviewed to identify potential opportunities for that employee's further enhancement of skills. Employees are allotted an additional budget for professional development every year and are encouraged to seek internal and external opportunities to achieve their development objectives. All full-time and part-time employees receive regular performance reviews, and supervisors are trained to work closely with employees to foster growth throughout their time at CPChem.</p> <p>Talent Management</p> <p>Increasing organizational capability involves growing an employee's skills and leadership abilities. CPChem promotes a culture that focuses on professional development, fosters innovation and empowers employees to spark change. Recruitment, onboarding, performance recognition, learning and development, and career planning are all examples of how our talent management strategy supports employees throughout their career journey. CPChem has a comprehensive Talent Management Governance structure in place to ensure the right people are in the right positions, with the skills they need to succeed.</p>
404-1	Average hours of training per year per employee	<p>251,000 hours of classroom and online training were completed by CPChem employees in 2021, an average of 52.8 hours of training per employee. Employee job function is the primary driver in assigning training material, and training data categorized by gender or similar diversity metrics are not currently tracked. CPChem is committed to ensuring it maintains a well-trained workforce regardless of age, gender or race.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	<p>All employees are required to receive regular performance reviews regardless of gender or job category.</p>

405 Diversity and Equal Opportunity (GRI Reference Year - 2016)

Our ICARE principles - Inclusion, Cooperation, Accountability, Respect Every Day - reflect how we choose to practice diversity, equity and inclusion (DE&I) as a company. We view diversity as more than just one's country of origin, gender or race. Diversity is about the blending of experiences, cultures, talents, competencies, perspectives and decision-making styles. We strive to create a culture that respects unique differences and recognizes the perspectives of all our employees. Diversity in all of its dimensions is valued at CPChem. It is fundamental to the quality of our products and services and is crucial to our continued success.

Executive Diversity Council

The Executive Diversity Council sits at the helm throughout our DE&I journey. This specialized council is comprised of members from senior leadership and other leaders from across the company, including representatives from the company's locations in Asia and Europe. Working together, this important group provides leadership, guidance and direction in the advancement of CPChem's DE&I objectives.

DE&I Ambassadors and DE&I Councils

DE&I Ambassadors and DE&I Councils form the core of organized grassroots support of the company's DE&I efforts. Selected by local management at each of our sites and approved by the Executive Diversity Council, ambassadors and council members play a key role in communicating principles and engaging the local workforce. Working in tandem with local management, ambassadors and council members engage in activities such as:

- Build awareness and understanding among employees and support positive workplace behaviors;
- Assist local leaders in addressing issues impacting DE&I;
- Model appropriate behaviors and act as agents of change for DE&I

Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary, employee-led groups that provide support in personal and career development. CPChem's first ERG, STRIVE was introduced in 2020 and focuses on the unique challenges women face in the workplace. PRIDE (supporting LGBTQ+ employees) and BELIEVE (supporting Black employees) are two new ERGs launched in 2021 and have experienced high employee engagement. These approachable groups bring awareness to our workforce on social topics, advance our DE&I strategy and encourage important conversations about DE&I at work and at home.

CPChem conducts annual pay reviews to ensure that pay practices are assessed and adjusted as needed. CPChem also leverages a third party to perform pay analyses on a regular cadence to identify gaps in its compensation practices.

Data on the diversity of our employees, managers and senior leadership are provided in the Performance Data Tables in the 2021 Sustainability Report. Metrics disclosed on the diversity of employees encompasses all direct employees of CPChem for all job categories, including all management levels, but excludes CPChem's Board of Directors.

Performance Data Tables – Pages 65-67 (Social Performance Data Tables)

413 Local Communities (GRI Reference Year - 2016)

413-M Management approach

CPChem seeks to engage and volunteer in the communities where we operate. Employees are able to dedicate two paid working days to volunteer opportunities every year. CPChem evaluates the impact of our operations on local communities, performing a community assessment prior to initiating major projects. CPChem participates in Community Advisory Panels to stay engaged with the community. CPChem prioritizes frequent, hands-on, and high-quality training of employee first responders, who often volunteer to aid their communities.

We believe education is a human right and we actively support enrichment programs that build awareness, interest, skills and knowledge in STEM fields.

413-1	Operations with local community engagement, impact assessments, and development programs	<p>CPChem is involved and engaged with communities in regions where wholly owned facilities are operated. CPChem participates in Community Advisor Panels at each of our U.S. facilities and we volunteer and invest in local community development programs. Highlights of our efforts are provided in the CPChem in the Community section of our 2021 Sustainability Report. Visit our website to read how we engage local communities and see examples of our community initiatives.</p> <p>People Community Involvement 2021 Sustainability Report – Page 24 (CPChem in the Community)</p>
414 Supplier Social Assessment (GRI Reference Year - 2016)		
414-M	Management approach	<p>Our Supplier Principles of Conduct includes social preferences for suppliers. Social topics included in the Supplier Principles of Conduct are human rights and anti-human trafficking, working conditions, wage and hour practices, diversity, subcontractor compliance, health and safety, and training. Suppliers are assessed for health and safety criteria. Refer to disclosure 308-1 for information on how CPChem plans to expand its supplier assessments in 2022.</p> <p>Supplier Principles of Conduct</p>
414-1	New suppliers that were screened using social criteria	<p>Suppliers are assessed for health and safety criteria but were not screened for diversity or environmental data in 2021. CPChem began developing a supplier questionnaire in 2021 to expand these assessments and request information related to ESG topics like supplier diversity and supplier environmental data. The enhanced questionnaire will be added to CPChem’s process for screening new suppliers in 2022.</p>
416 Customer Health and Safety (GRI Reference Year - 2016)		
416-M	Management approach	<p>CPChem remains vigilant in its compliance with regulatory requirements. Our commercial products are assessed against our OE System’s product stewardship guidelines. CPChem uses the Responsible Care® initiative’s Product Safety Code to evaluate and continuously improve its product safety performance. Our product portfolio review is prioritized based on a weighted composite score of environmental outcomes, end-use, physical and human hazards, regulatory profile, distribution exposure, production volume, public perception and market applications.</p> <p>Annual reviews of hazard communication documents, transport options, customer feedback, regulatory and technical data are completed by every product line. Our Product Risk Management Teams provide an additional level of diligence to ensure that proposed changes do not pose risks to the safety and compliance of our products.</p> <p>Through REACH (Registration, Evaluation, Authorization and registration of Chemicals), CPChem registers all substances contained in products imported/manufactured in the EU in quantities greater than one metric ton. In the U.S., CPChem has been supportive of efforts to modernize the Toxic Substances Control Act (TSCA) to enable the petrochemical industry to safely innovate and grow, create jobs and maintain the trust of employees, customers, communities and stakeholders.</p> <p>All of CPChem’s polyethylene production facilities utilize Good Manufacturing Practices (GMP), as outlined in US 21 CFR 174.5 and EU Commission Regulation (EC) No. 2023/2006, when manufacturing products designed for food contact. We comply with applicable international, federal, state, local and foreign regulations for product quality and labeling. Information on our products is accessible via downloadable Safety Data Sheets (SDS) and Product Stewardship Summaries on our website, www.cpchem.com.</p>
416-1	Assessment of the health and safety impacts of product and service categories	<p>100% of our commercial products are assessed against our OE System’s product stewardship guidelines.</p>



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