EASTMAN

A Better Circle

Sustainability Report 2025

About the report

Our annual report illustrates Eastman's strategic integration of innovation and sustainability to address significant global challenges: mainstreaming circularity, mitigating climate change and caring for society. We report progress on our goals and offer narrative snapshots of the strategies we are following to achieve them.

About the cover

A spiral symbolizes growth, the cycles of life and the interconnectedness of all things. There are more than 3,000 species of dragonflies living on every continent except Antarctica, but this is the dragonfly that spoke to us. The insect perched as the center of three interconnected spirals aligns with our focus on the three pillars that connect to our innovation-driven growth strategy and business results: mainstreaming circularity, mitigating climate change and caring for society. Look for spirals throughout our report as well as the indigo and sage colors that serve as a background to the dragonfly's rainbow cloak.

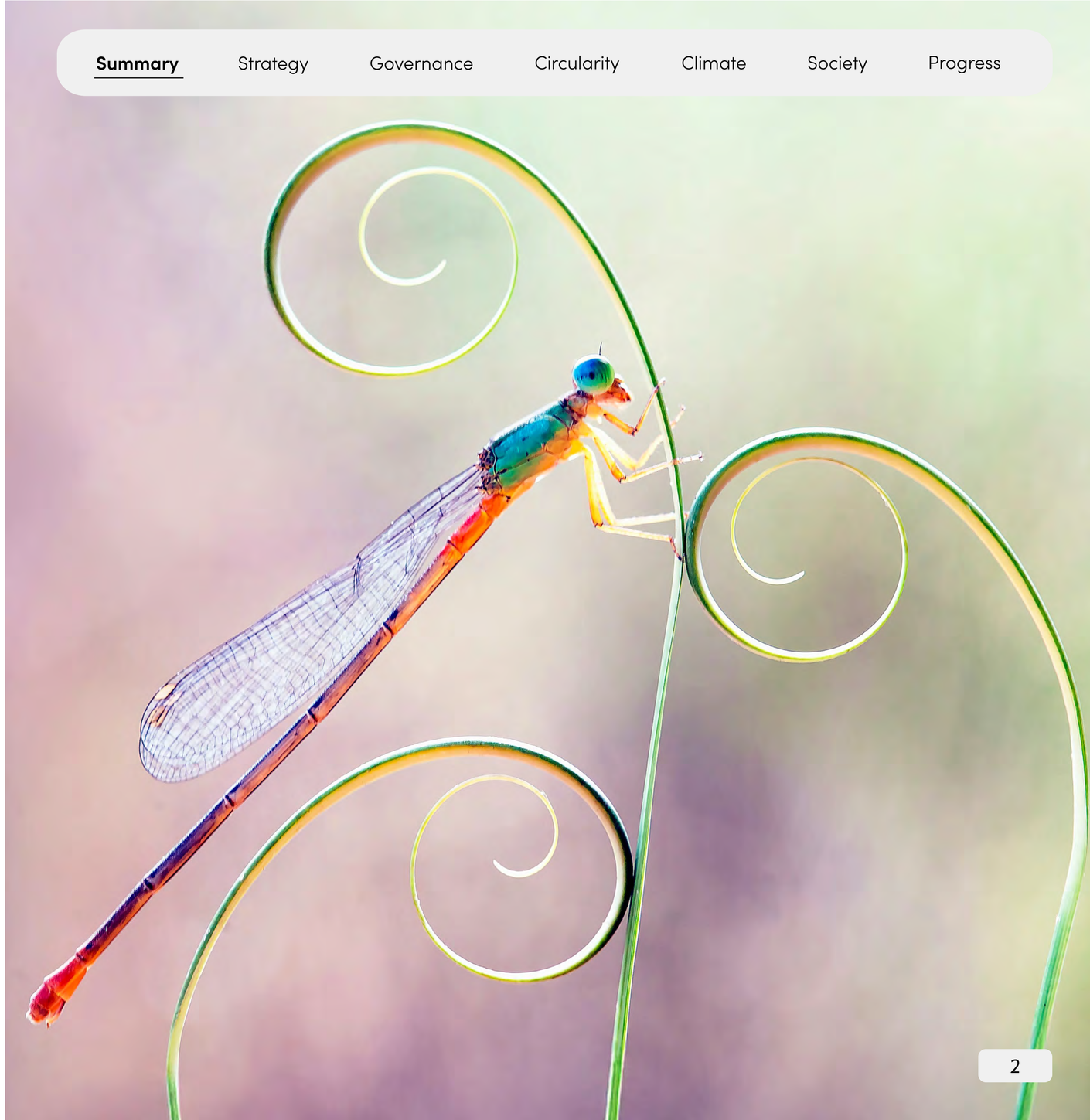
How to navigate

Look for these symbols throughout the report:

A link in this report

A link to direct you to a website

A link to a document



REPORT SUMMARY

Table of contents

At Eastman, sustainability is at the heart of our corporate strategy.

This report is comprehensive in nature, and we invite you to dive in directly to the topics that interest you.

Strategy

CEO letter 5
CSO letter 6
Innovation 7
Sustainability CoE 8
Regional perspectives 9

Governance

Sustainability governance 11
Materiality assessment 13
Stakeholder engagement 15
Working to create A Better Circle 16

Mainstreaming circularity

Our vision for a circular economy 18
Feedstocks 21
Partnerships 22
Collaborating for a circular economy 24

Mitigating climate change

Decarbonization 34
Energy efficiency 39
Water 40

Caring for society

Zero-incident mindset 42
Materials matter 44
Employee engagement 47
Social impact 52

Goals and progress

About the report 60
GRI 65

Who is Eastman?

Business segments

Additives & Functional Products
Advanced Materials
Chemical Intermediates
Fibers

Global headquarters

Kingsport, Tennessee, USA

100+ years
of innovation

$9.4 billion
revenue in 2024

14,000
global team members

100+ countries
where customers are served

2024 sales revenue

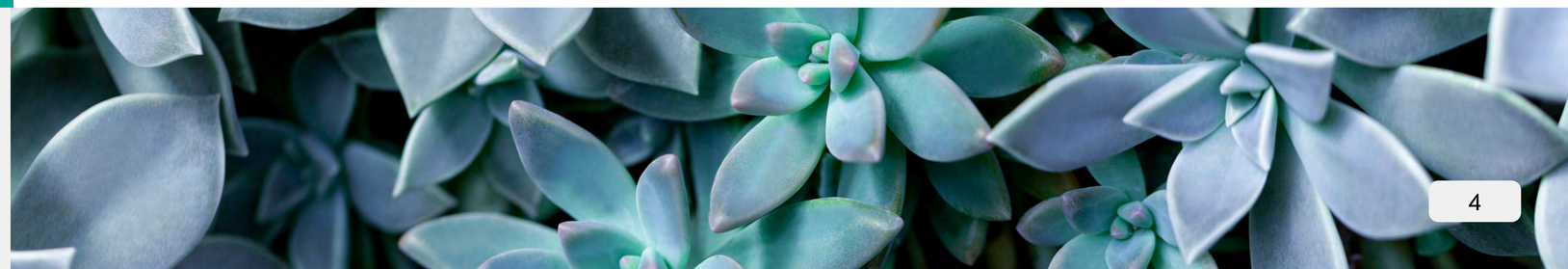
By region

North America | **$3.9 billion**
Europe, Middle East, Africa | **$2.6 billion**
Asia Pacific | **$2.4 billion**
Latin America | **$0.5 billion**

Transportation	17%
Filter media	12%
Building and construction	11%
Durables and electronics	11%
Consumables	8%
Food, feed and agriculture	7%
Industrial chemicals	7%
Medical and pharma	6%
Personal care	6%
Water treatment and energy	6%
Other markets	9%

Awards, recognition and memberships

Click here to view a listing of awards and recognitions.



STRATEGY

Letter from Mark Costa

As we continue to navigate a challenging global economic environment, we remain committed to a strategy built on growth through innovation that aligns with sustainability macro trends.

That strategy is working, and our focus on sustainable innovation is delivering business results and reinforces our purpose to enhance the quality of life in a material way.

Our 2025 Sustainability Report is an ideal place to learn more about our growth strategy and how material innovation is vital to building A Better Circle.

A little over five years ago, we started a journey to become a leader in building a circular economy for plastics. We are committed to molecular recycling because it's the right strategic investment for our company and because it is essential for solving the plastic waste crisis. We knew building a circular economy would be a long journey, but 2025 is the year where we took a big leap forward.

The outstanding performance of our methanolysis facility is exciting. We began operating this facility, the largest of its kind in the world, in March 2024. We have already learned enough and fine-tuned operations to the point that we can run the plant at 105% production rates. And through debottlenecking, we see potential for 130% production on the horizon.

This is world-changing innovation at work, and Eastman Renew materials have been adopted by more than 100 brands. Yeti, LVMH, Stanley Black & Decker and Procter & Gamble are just a few of the many leading companies choosing Renew to deliver more sustainable products that consumers are demanding.

The success with our first methanolysis facility, which is on track to produce 2.5 times more recycled material in 2025 than the previous year, enables us to provide Renew materials to a growing list of customers from existing operations. This gives us time to be disciplined in the capital investment to build our next methanolysis facility. We expect to recycle at least 500 million pounds of hard-to-recycle waste annually by 2030 — materials that would otherwise go to landfill.

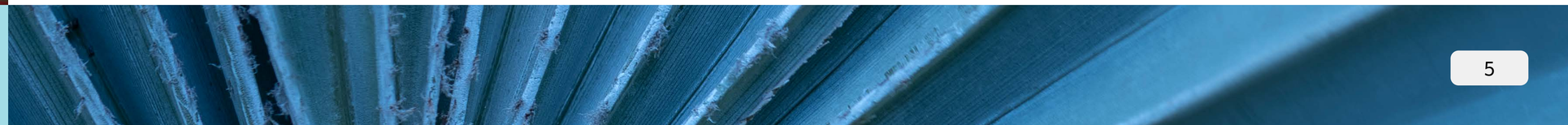
In addition to our methanolysis and polyester innovation, we are aggressively advancing our cellulosic biopolymers platform. These biobased, biodegradable materials, designed so they do not persist in the environment, target high-impact end uses such as quick-serve food service, textiles, protein trays and paper coatings. Brands including Naia, Aventa and Solus are examples of this platform's potential — serving as significant catalysts for growth while delivering new sustainable solutions.

To address climate impacts, we continue to reduce the energy we use by leveraging expertise at sites around the world to improve energy efficiency. Our strategic plan to decarbonize operations targets the emissions most directly in our control: the energy we generate to run our operations, the associated process emissions, and the energy we purchase. Through a focus on these Scope 1 and 2 emissions, we will have maximum accountability and transparency in tackling a commitment to realize net-zero operations by 2050.

Ultimately, we measure ourselves by innovating to achieve our purpose. Our company exists to produce materials that enhance life in a material way — products such as Solus™ for paper coatings and Tetrashield™ for safer food and beverage cans.

Our team of 14,000 is achieving that purpose, and we have an innovation-driven growth strategy to keep pushing the envelope to deliver new, sustainable, safer materials the world needs. I invite you to read our entire report to learn how we are building A Better Circle for all.

Mark Costa
Board Chair and Chief Executive Officer



STRATEGY

Letter from Chris Killian

In an age where the world faces great challenges, every day at Eastman feels like a combination of opportunity and responsibility.

Eastman has an opportunity to make a significant, positive impact through better, more sustainable materials. We can help solve global issues like plastic waste through circular plastics and biodegradable cellulosic polymers that reduce environmental impact. Through innovation and world-class technologies, our global team of 14,000 people shares a collective responsibility to make a difference and build A Better Circle — a better world.

For the sake of future generations, product innovation in the materials industry must be more sustainable. That's where Eastman is advantaged, given that our innovation and sustainability strategy are integrated.

Our strategy puts people at the center. Eastman doesn't just make materials. We are driven to make materials that are better for people and the planet. We innovate so our products are safer and replace materials of concern, protect our food and facilitate medical care, and are more durable and recyclable to reduce waste and preserve natural resources.

In reading our report, you'll get a snapshot of how our sustainable innovation strategy translates to products we all use in everyday life. Our innovation story isn't just about Eastman, though. In our report, you'll read about some of the numerous customers and partners who are committed to collaboration for more sustainable materials.

Our Kingsport methanolysis facility, the world's largest polyester molecular recycling facility, is repurposing "carbon" in the form of plastic waste and delivering Eastman Renew materials with certified recycled content. More than 100 brands across markets including hydration, drinkware and cosmetics have adopted Eastman Renew.

Our product portfolio extends far beyond molecular recycling. We have long been world leaders in cellulosic biopolymers technology, and we are delivering biobased, chemically modified cellulose materials that do not persist in the environment. Naia™ Renew marks its five-year anniversary this year, with growing adoption from fashion brands like Aritzia and Reformation.

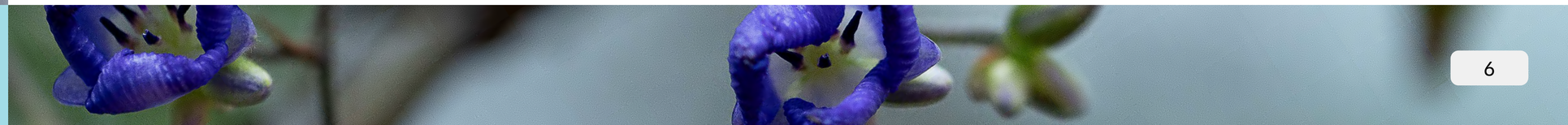
Eastman Aventa™ is a compostable material for food packaging like protein trays and fast-food service applications. Brands such as Sealed Air are using Aventa as a replacement for polystyrene, and their protein trays can be found at grocery stores such as Food Lion. Eastman Esmeri is an exciting new cellulose ester micropowder for cosmetic products, an alternative that delivers performance but is biodegradable and doesn't persist in the environment. Eastman Solus™ performance additives are improving recyclability and lowering environmental footprints of flexible packaging and paper coatings.

Our Saflex™ PVB interlayers enhance the vehicles we drive and the places where we work and live. Saflex Evoca offers a range of glazing options for electric vehicles that is making them lighter to improve efficiency. And Saflex VS is improving security of buildings as glass becomes more integral in architectural design.

We also remain committed to doing our part to reduce climate impact. You can read more about our strategy and ongoing efforts to achieve net-zero operations by 2050.

The Eastman team is driven by our responsibility to make a difference. Every day, we will continue pushing the boundaries of innovation to deliver sustainable material solutions to our customers and for the benefit of society.

Chris Killian
Senior Vice President, Technology and Sustainability Officer



STRATEGY

Top growth platforms

Innovation converts complexity into value

Sustainability macro trends drive our innovation growth strategy, and we are committed to our growth platforms addressing the critical impact areas of mainstreaming circularity, mitigating climate change and caring for society.

To strengthen our innovation pipeline, we take a science-based approach that assesses our materials for alignment with macro trends tied to the critical impact areas we focus on. Our Innovation Sustainability Assessment tool is used with our new product and application development capabilities to assess measurable attributes against a defined baseline in areas such as recycled content, greenhouse gas emissions, durability, etc. Where the data show a material improvement over a current market alternative, we clearly state the attribute and provide supporting evidence.

This approach not only creates downstream demand by demonstrating the value of Eastman sustainable innovation but also improves understanding of the holistic impact of our products.

Business	Innovation platforms	Mainstreaming circularity	Mitigating climate change	Caring for society
Advanced Materials	Specialty plastics circular-economy solutions (Eastman Renew)	✓	✓	✓
	Next-generation copolyester innovation	✓		✓
	Saflex™ Evoca™ for electric vehicles		✓	✓
	Window films and paint protection films		✓	
Additives & Functional Products	Solus™ biobased additive for paper coatings	✓		✓
	Esmeri™ micropowder for personal care	✓	✓	
Fibers	Naia™ filament and staple fiber	✓	✓	
Corporate	Aventa™ and Aventa™ Renew compostable materials	✓	✓	✓

STRATEGY

Collaboration continues to drive our sustainability journey

Laurel Baysal
Director of Corporate Sustainability

Laurel Baysal is excited about the current state of sustainability at Eastman. She's even more excited about the future.

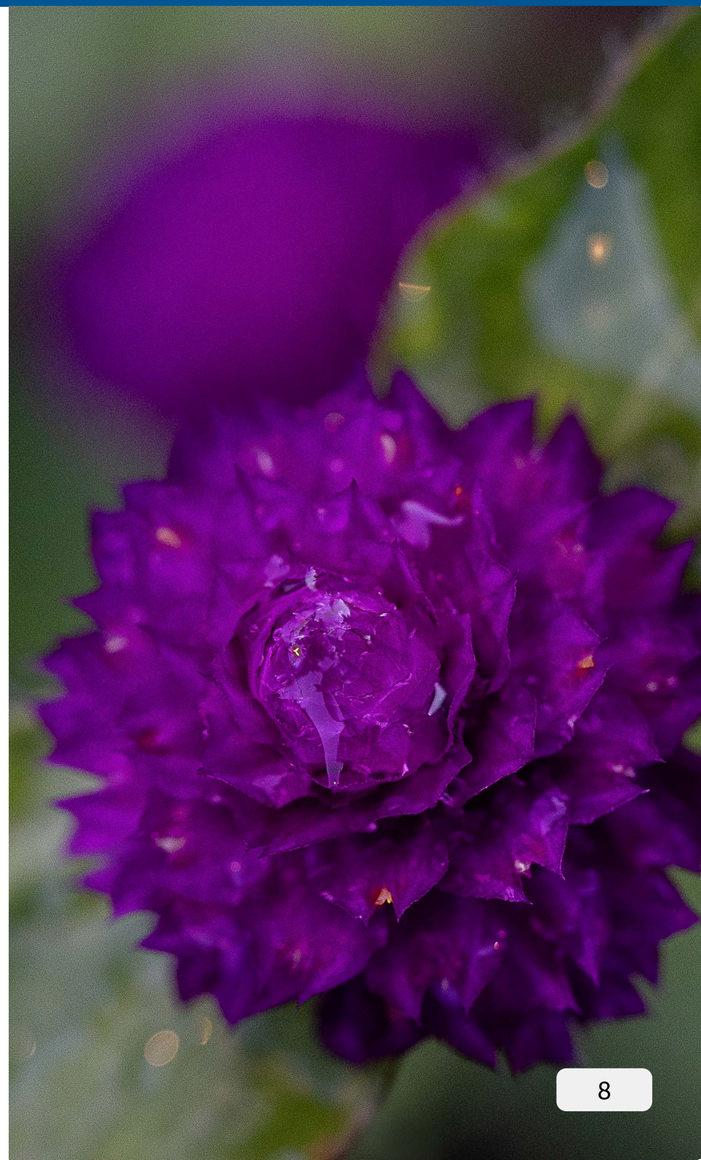
"We're working from a strong foundation because Eastman started focusing on sustainability in our materials 10 years ago," said Baysal, director of corporate sustainability. "But the materials space has changed dramatically. Sustainability isn't an additional consideration that's nice to have for products; it's now a necessity in many markets. Our innovation strategy is built for this landscape because we maintain consistent focus on sustainability in our innovation portfolio."

That includes using a science-based approach to sustainability. Eastman developed tools based on frameworks from the World Business Council for Sustainable Development. Those tools evaluate our materials to ensure alignment with macro trends and to quantify product performance in relation to market needs and expectations. Our Innovation Sustainability Assessment (ISA) tool, for example, examines projects in our innovation pipeline against a wide range of categories — such as reducing waste or improving recyclability, reducing use of natural resources and improving product safety — to capture insights and potential areas for improvement. This framework also enables us to establish metrics and measure progress.

"The ISA tool allows us to have a firm grasp of where we stand on a project as it moves through the pipeline toward commercialization," Baysal said. "The ISA not only provides us insight to how we're positioned with our current portfolio but also identifies potential innovation opportunities for the future."

Each year, Eastman's sustainability center of excellence strengthens collaboration with our business and innovation organizations. That partnership is essential, Baysal said. The strength of those partnerships enabled Eastman to assess all projects in the innovation pipeline with the ISA tool.

"We have a great team of sustainability experts, but accelerating sustainable innovation can't happen in silos," Baysal said. "Our business and innovation colleagues are partners in ensuring our materials are addressing unmet needs in the market and the ever-growing demand by consumers for products that are safe, perform like they expect and are better for the planet."



STRATEGY

Regional leaders capture a global perspective

Agustín García Argibay

Vice President and Managing Director
Latin America

"Across Latin America, clients are embracing circular solutions, showing strong interest in our products made with recycled content. Our collaborations with local brands using Eastman's innovative materials highlight this shift toward a circular economy, helping reduce waste and greenhouse gas emissions. At the same time, our colleagues' active involvement in environmental initiatives and community support demonstrates their genuine commitment to making a positive impact."

Gulferaz Ali

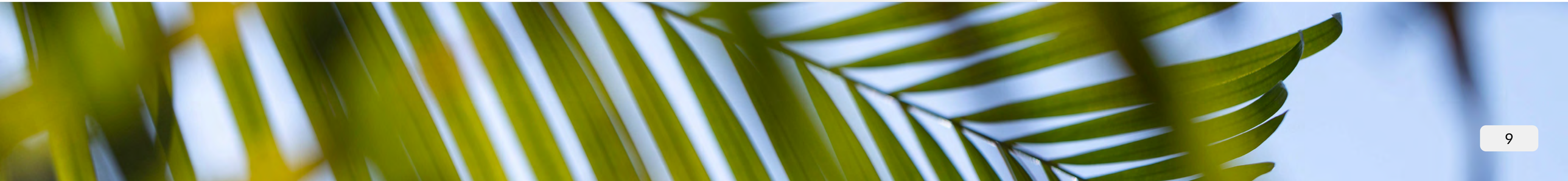
Vice President and Managing Director
Asia Pacific

"Asia Pacific is a vital hub for growth and a cornerstone of the global supply chain. Eastman's deep presence throughout the region and our commitment to innovation generates lasting value for our customers and a positive impact for the environment through more sustainable materials."

JP Kuijpers

Managing Director
Europe, Middle East and Africa

"The opportunity for Eastman within the region to drive growth through innovation and offer sustainable solutions to the markets is solidified by the European Union's aim to be climate neutral by 2050. The Clean Industrial Deal of February 2025 outlines actions to decarbonize and boost competitiveness. It focuses on energy-intensive industries like steel and chemicals, which are essential to support the transition to clean energy amid high costs and global competition. It also prioritizes the clean-tech sector for industrial transformation and circularity, promoting recycling and reuse to reduce waste."



Governance

Listen

Materiality assessment

To best understand the highest-priority sustainability risks and opportunities that may have an impact on our company, Eastman actively evaluates potential drivers based on significant economic, environmental and social impact using stakeholder input.

Learn

Stakeholder inclusiveness and sustainability frameworks

Eastman consistently collects input from both internal and external stakeholders. We then validate against prominent sustainability frameworks such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), CDP, the Task Force on Climate-related Financial Disclosure (TFCD), and the United Nations Sustainable Development Goals (SDGs). Leaders across Eastman use this body of knowledge to inform and align our sustainability framework and corporate strategy.

Lead

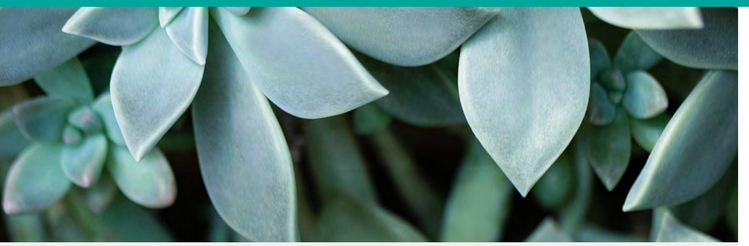
Commitments and sustainability performance

Eastman's purpose is to enhance the quality of life in a material way. For our key stakeholders, this report presents our sustainability performance and helps ensure progress toward our sustainability framework, A Better Circle. This framework dictates our goals and commitments while acknowledging and instituting change where there are improvement opportunities.

In this section

Sustainability governance
Materiality assessment
Stakeholder engagement
Working to create A Better Circle

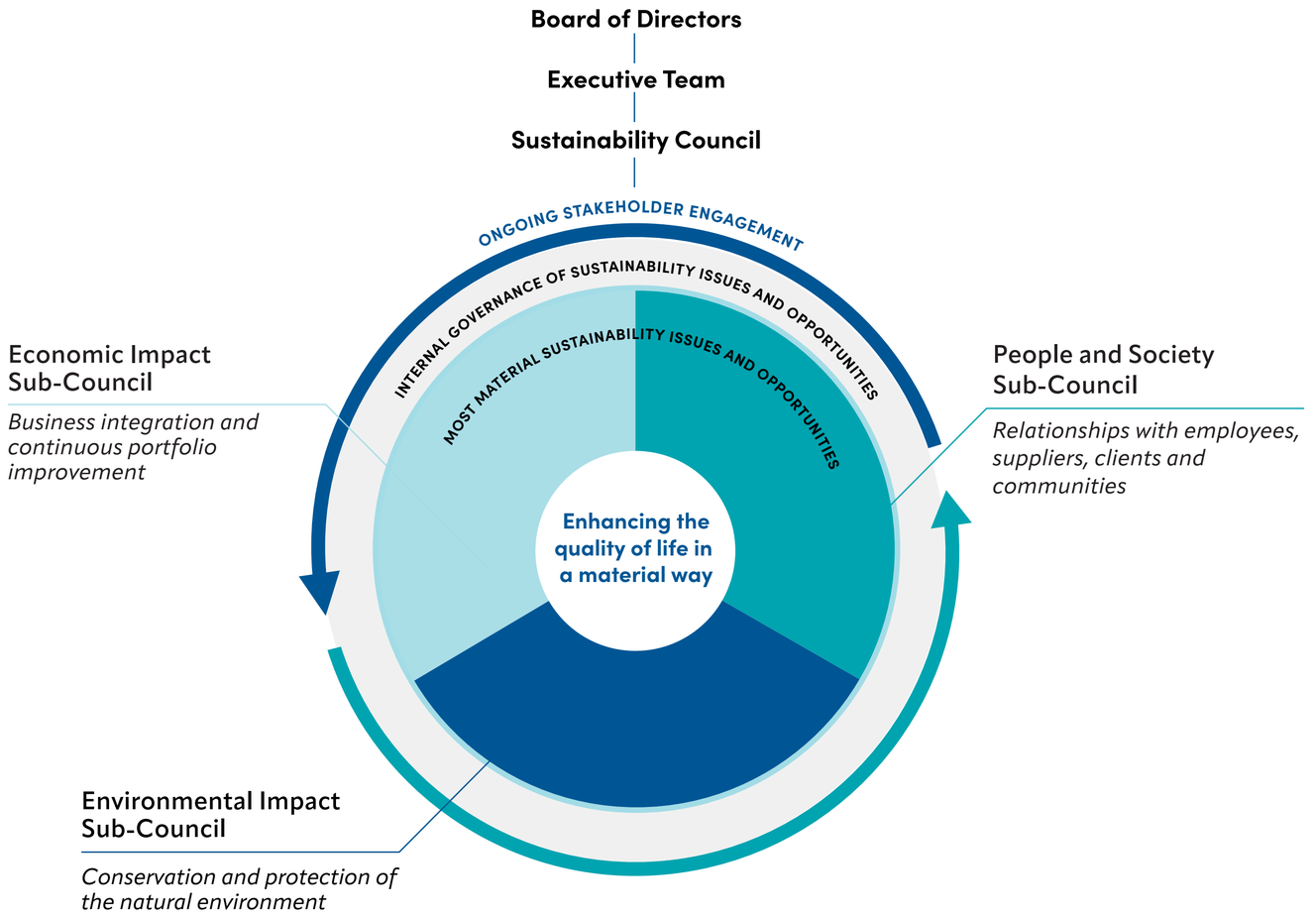
Governance of material sustainability issues and opportunities

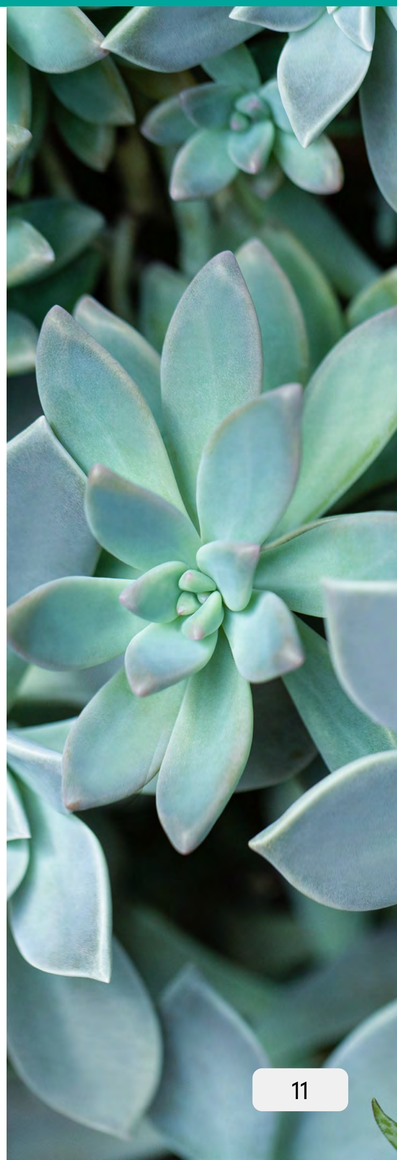


Sustainability governance

Eastman is committed to strong sustainability governance, emphasizing transparency, accountability and strategic alignment across the company. Our Sustainability Council, composed of executive and senior leaders, guides the integration of sustainability commitments enterprise-wide and addresses emerging challenges and opportunities.

The board chair and CEO carries executive accountability for the company's overall strategy and performance, including sustainability efforts. Sustainability goals, such as environmental impact and safety, are integrated into the CEO's annual performance goals, reinforcing their importance within the corporate strategy.





Governance of material sustainability issues and opportunities (continued)

Board of directors

Eastman's board of directors is committed to strong governance that supports the company's long-term success. The board collectively holds diverse expertise in areas such as risk management, sustainability, safety, cybersecurity, supply chain and talent management. To maintain a well-rounded set of skills, the board regularly reviews its composition, balancing institutional knowledge with fresh perspectives from new members.

The Environmental, Safety, and Sustainability (ESS) Committee oversees policies and practices related to health, safety, environmental stewardship, security, while the Nominating and Corporate Governance Committee oversees public policy.

Eastman executive team compensation is another element of our approach to strong governance. Executive compensation is aligned with company performance, including metrics tied to business results. This approach reinforces accountability and reflects Eastman's dedication to responsible governance and sustainable business practices, ensuring effective representation of stockholder interests while addressing evolving challenges.

Click here for more information on the skills and qualifications of the board of directors.

Renée J. Hornbaker
Retired Executive VP and CFO of Stream Energy

Humberto P. Alfonso
Retired Executive VP and CFO of Information Services Group

Brett D. Begemann
Retired COO of Crop Science Division at Bayer AG

Julie F. Holder
Retired Senior VP of The Dow Chemical Company

Mark J. Costa
CEO and Board Chair of Eastman

James J. O'Brien
Retired Chairman and CEO of Ashland Inc.

Damon Audia
Current Senior Vice President and Chief Financial Officer of AGCO Corporation

Donald W. Slager
Retired Chief Executive Officer of Republic Services, Inc.

Linnie M. Haynesworth
Retired Sector Vice President and General Manager of Northup Grumman Corporation

Eric L. Bulter
Retired EVP and CAO of Union Pacific Corporation

Kim Ann Mink
Retired President and CEO of Innophos Holdings, Inc.

GOVERNANCE

Materiality assessment

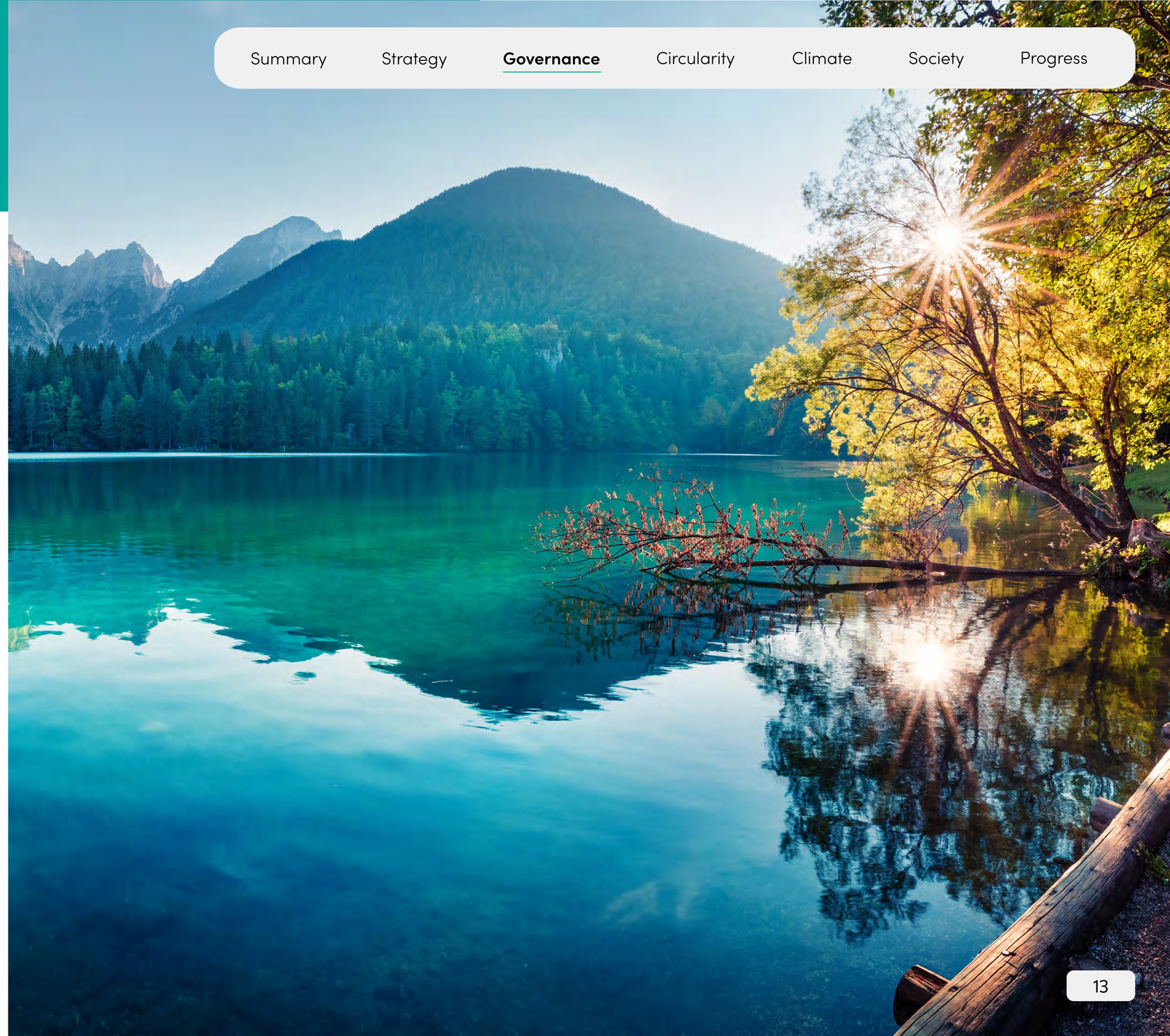
Eastman uses a data-driven approach to proactively identify and monitor sustainability risks and opportunities. In 2024, we updated our materiality matrix based on the importance our diverse set of external and internal stakeholders place on identified sustainability issues.

We prioritize these sustainability issues using Datamaran, software that enables a data-driven and dynamic process for sustainability risk identification and monitoring. With Datamaran's patented technology, we harness innovation to gain a continuous, evidence-based review of sustainability risks within our regulatory, competitive and operating contexts. Eastman uses Datamaran to aggregate and analyze public communications and disclosures from our top stakeholders, including customers, industries and peers, investors, media, policymakers, regulators and suppliers. Datamaran also sends surveys to Eastman leaders who facilitate our Community Advisory Panels and discuss relevant issues with those members.

We use the sustainability materiality assessment to identify areas of focus and refine our commitments. All 31 factors in this listening tool are important. We prioritize and effectively manage these issues and opportunities by integrating them into our strategy, business models, risk management and governance to drive continuous progress.

The results are considered as we determine the information, including this sustainability report, and ultimately drive the development of A Better Circle framework. The results of our materiality assessment and determination of our material topics are reviewed by the Sustainability Council.

See details on Eastman's materiality assessment on the next page.



GOVERNANCE

Materiality assessment matrix

Relevance for stakeholder

HIGHEST PRIORITY

- Ethical corporate behavior
- Human rights
- Sourcing efficiency and management
- Transition to renewables and alternative energies

- Air emissions
- Business model resilience
- Climate change and risk management
- Customer privacy and data security
- Employee engagement and culture
- Employee health and safety
- Energy management
- GHG emissions
- Management of the legal and regulatory environment
- Product design and life cycle management
- Product and service safety and quality
- Waste and hazardous material management
- Water and wastewater management

- Access and affordability
- Community relations
- Competitive behavior
- Governance structures and mechanisms
- Labor practices
- Management of local impacts
- Natural capital
- Physical and sociopolitical risks
- Responsible consumption and production
- Selling practices and product labeling

- Ecological impact
- Innovation and technology
- Transparency
- Workforce management

Impact on Eastman

HIGHEST PRIORITY

Stakeholder engagement

Employees

Our MyImpact employee communications platform enhances internal communication and education in Eastman's sustainability strategy. Leveraged by our six Eastman Resource Groups (ERGs) and multiple other employee groups, it facilitates special events, volunteering and donation opportunities. Eastman also conducts pulse surveys to gather insights from our global workforce for integrating sustainability into our culture.

Customers

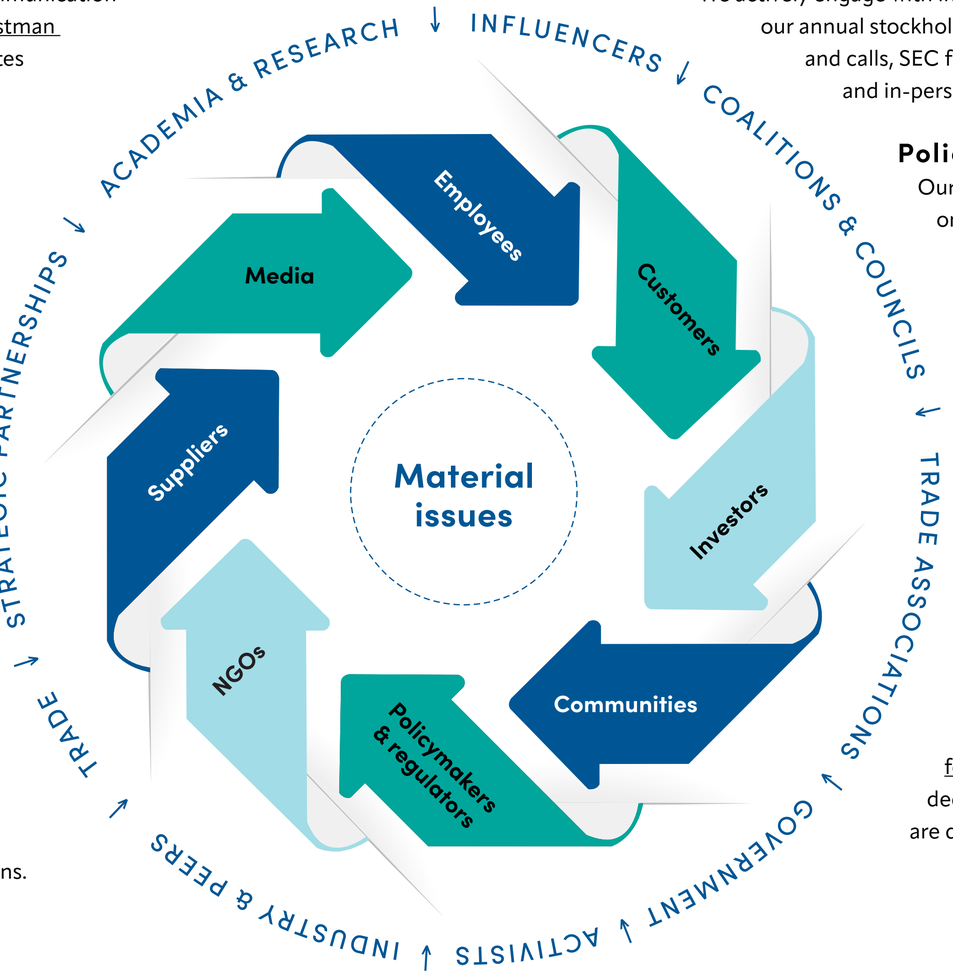
To fill our innovation pipeline, we prioritize understanding the value chain's needs and expectations. By actively engaging downstream, we identify the key sustainability drivers for our customers and deliver sustainable innovations to support their goals.

Communities

We regularly engage with Community Advisory Panels (CAPs) in our operating communities to address shared interests such as public health and safety. Across all regions, Eastman team members also volunteer their time to community organizations, showing an investment in where we live.

Media

We communicate proactively through various media channels to reach our target audiences and ensure transparency. Eastman regularly monitors global traditional and social media to track sustainability-related issues and public sentiment. These insights inform our corporate strategy, which we share in leadership meetings and regular communications.



Investors

We actively engage with investors on sustainability issues through various channels, including our annual stockholder meeting and report, quarterly financial results, public webcasts and calls, SEC filings and other public releases, targeted sustainability road shows, and in-person investor events.

Policymakers and regulators

Our government affairs team engages directly with legislators and regulators on stakeholder concerns and issues that may impact our corporate commitments. This engagement emphasizes the importance of collaboration on a wide variety of topics with potential impact to industry.

Nongovernmental organizations (NGOs)

Philanthropic partners and NGOs contribute knowledge to inform our sustainability efforts. For instance, the Eastman Foundation collaborates with organizations to enhance social well-being, environmental integrity and economic success. Our circularity teams also engage with nonprofits like The Recycling Partnership to expand and improve recycling in the U.S.

Suppliers

Eastman actively engages with suppliers to assess their sustainability commitment and drive improvements. We are part of Together for Sustainability (TfS), a global network of chemical companies dedicated to enhancing supply chain sustainability. Supplier assessments are done through EcoVadis, and site audits are conducted as necessary.

Working to create A Better Circle

Sustainability is integral to our strategy, driven by innovation and always focused on people. At this midpoint in our journey to build A Better Circle, we are streamlining our goals to make them actionable and impactful with a commitment to be transparent on progress.

Detailed look at goals and progress

Mainstreaming circularity

Closing the loop, opening new possibilities

Recycle at least **500 million pounds** of plastic waste annually by 2030 via recycling technologies.

Improve the recycling system by expanding capabilities to process more complex plastic products and collaborate to drive increased collection.

Mitigating climate change

Advancing climate solutions through responsible innovation

30% reduction in absolute Scope 1 and 2 greenhouse gas emissions by 2035.

Reach **net-zero operations** by 2050.

Caring for society

Focused on a better tomorrow

Ensure that over **90% of our growth-focused R&D investment** is aligned with sustainable macro trends, driving the development of innovative materials that simultaneously address customer needs and are good for society.

Achieve top 25% ranking in both personal and process safety performance as compared to our peers.

Mainstreaming circularity

Governance

Eastman's circular economy platform has executive and senior-level oversight, with meetings on a regular cadence to review progress on our strategy as we grow the impact of our molecular recycling technologies.

Strategy

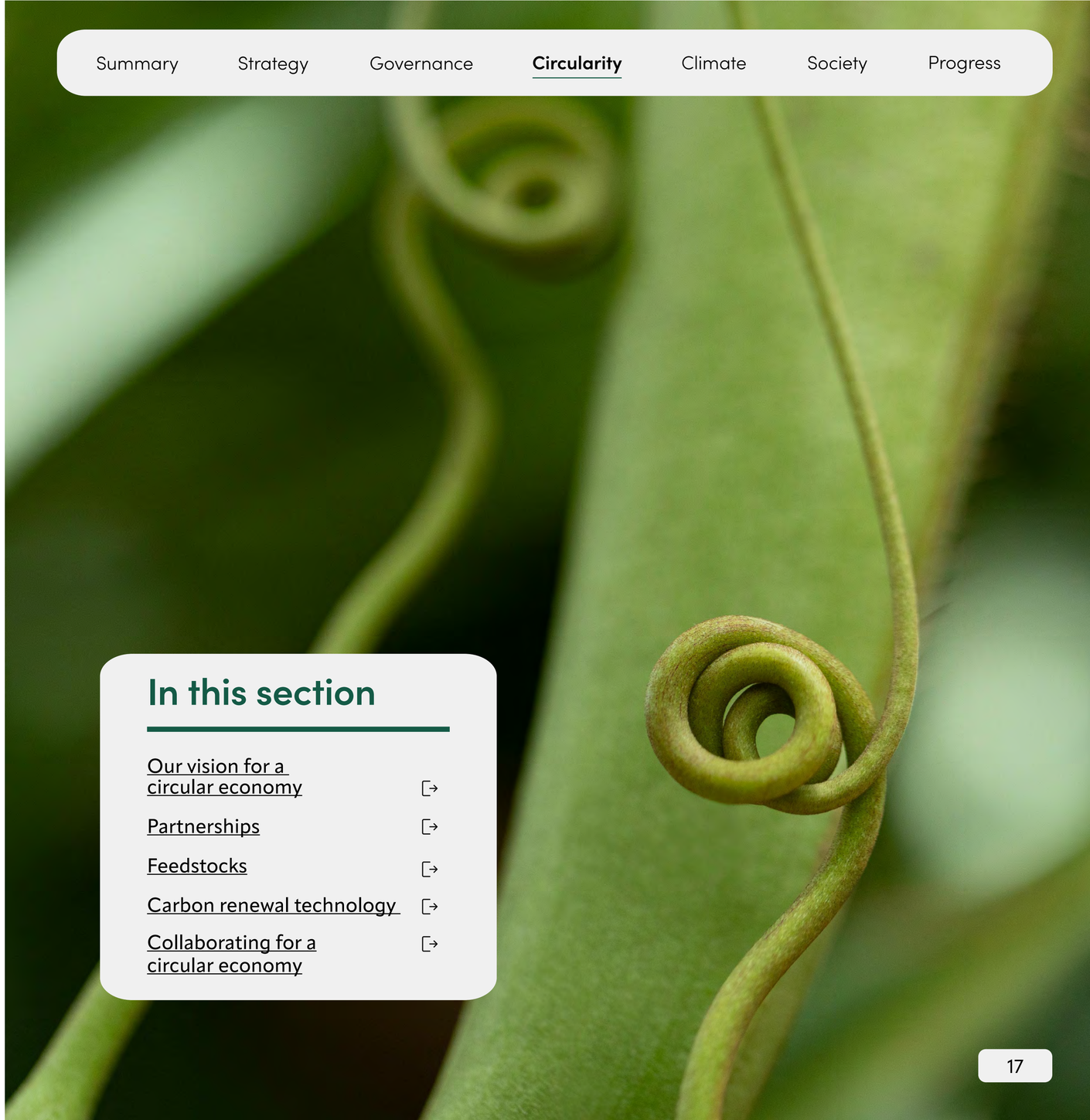
Eastman is prioritizing circularity of materials as a core part of our strategy because the future of our planet depends on it. To do this, we must engage all stakeholders to ensure acceptance of molecular recycling technologies and the necessity of a mass balance framework to help drive innovation more quickly.

Business risk/opportunity

As an industry leader, we began operation of the world's largest material-to-material molecular recycling facility in early 2024 and are operating at commercial scale. Produced from plastic waste often destined for landfills or incineration, this versatile, high-quality molecularly recycled material helps us and our value chains shift global product consumption to more sustainable materials without sacrificing performance.

Metrics and progress

Beginning operation of our new molecular recycling facility and producing on-spec material with recycled content puts us on a trajectory to achieve our recycling goals. We have a commitment to recycle at least 500 million pounds (200 KMT) of plastic waste annually by 2030.



In this section

Our vision for a circular economy
Partnerships
Feedstocks
Carbon renewal technology
Collaborating for a circular economy

OUR VISION FOR A CIRCULAR ECONOMY

Through action and collaboration, we intend to make plastic waste a thing of the past

When Eastman committed to building a circular economy for plastics, we knew this journey would be a marathon and not a sprint. In the past 18 months, we have moved at a faster pace than ever.

Proving commercial operation of our methanolysis facility has demonstrated to all of our stakeholders — including customers, investors and the communities where we operate — what is possible. Located in Kingsport, Tennessee, this facility can recycle up to 110,000 metric tons of complex polyester waste annually, which makes us confident our company will make a lasting, meaningful difference in reducing plastic waste.

Through methanolysis and carbon renewal technology, our second recycling innovation, we will continue increasing the amount of waste we keep out of landfills every year. This gives us confidence we will recycle at least 500 million pounds of plastic waste annually by 2030. To provide context for the massive scope of our recycling efforts, let's use single-use water bottles as an example. And processing 500 million pounds is the equivalent of recycling 22 billion water bottles instead of sending them to landfills.

Eastman's recycling innovations target the items we all use in our daily lives, but when we're done with them, they can't go into the recycling bins for mechanical recycling. While important to the recycling infrastructure, mechanical recycling technology doesn't process items like carpet, color PET bottles or polyester shirts, and viable end markets are limited for mechanically recycled colored polyester packaging like soda bottles and detergent containers.

That's what Eastman's molecular recycling was built to do: take the items that have long been considered waste and recycle them at the molecular level to produce Eastman Renew materials. This cycle can be repeated on an infinite basis, supplying the world with recycled materials that are indistinguishable from virgin plastics, reducing waste and preserving natural resources.

It is critical that molecular recycling be part of the societal solution to plastic waste. Mechanical recycling alone is too limited to solve the problem. Although complementary to molecular recycling, mechanical recycling can't address many waste plastics. Mechanical recycling requires a very clean feedstock input that doesn't include colored PET or mixed plastic waste. Over time, plastic that is recycled through mechanical recycling degrades, generating persistent unwanted color, with reduced performance due to molecular weight loss. In fact, mechanically recycled PET is often blended with 20%–50% virgin PET to deliver a suitable material for the final application.

The world needs molecular recycling and mechanical recycling working in tandem to reduce waste.

Eastman's holistic approach to a circular economy

For Eastman, circularity of materials goes beyond molecular recycling. Packaging for quick-service food often isn't suitable for recycling because of food residue, and we are committed to creating circular solutions there too. Our cellulosic biopolymers platform enabled us to create Eastman Aventa™, a compostable and biodegradable material for use in quick-service food applications.

We invite you to read through our circular section to learn more about how Eastman is using innovation to help build a circular economy.

This is a marathon. We will innovate, collaborate with others and lead toward a future where plastic waste becomes a thing of the past.

What does 500 million pounds look like?

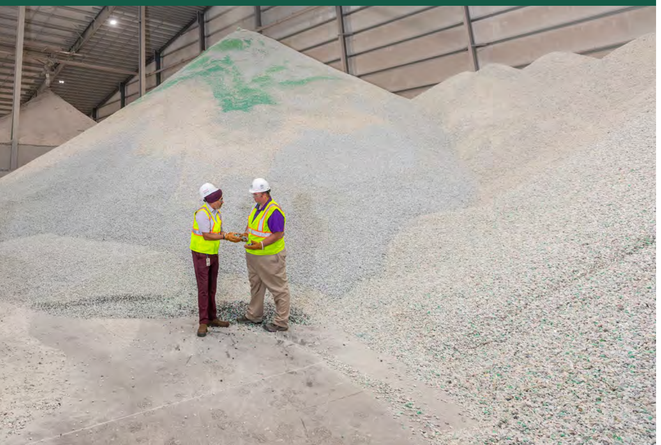
22 billion

single-use water bottles

OUR VISION FOR A CIRCULAR ECONOMY

Kingsport methanolysis facility has moved into high gear to power our circular economy platform

Brad Lich
Executive Vice President and Chief Commercial Officer



Brad Lich has noticed a common reaction when visitors see the polyester ready to be processed in Eastman's methanolysis facility.

"It's one of those wow moments," said Lich, who is executive vice president and has responsibility for Eastman Advanced Materials and circular platform. "As in, 'Wow, I can't believe the size of those feedstock piles. It's a mountain."

Eastman has recycled mountains of polyester waste in the first year and a half of operating the world's largest polyester molecular recycling facility. Though we have just started this climb — the facility began producing commercial specification Eastman Renew™ material in March 2024 — that new facility in Kingsport, Tennessee, has produced several "wow" moments.

- Without this facility, the material recycled through methanolysis would now be wasting away in a landfill. By June 2025, we had recycled more than 100 million pounds of plastic waste through methanolysis that would otherwise have gone to landfills.
- We produce Eastman Renew materials with certified recycled content and a lower carbon footprint, as these chemical building blocks have 20%–30% fewer greenhouse gas emissions compared to heritage processes (future projects we have solutions to achieve 50-80% GHG reduction). The quality of the output is remarkable. "The Renew quality is as good or even better than we expected," said Chris Layton, director of circular policy strategy. "The monomers are indistinguishable from those made from fossil feedstocks."
- The world needs not only new recycling innovations but also a new recycling infrastructure — one where new collection systems keep plastic out of trash bins. To expand the reach of our technology, we are collaborating with recyclers nationwide. There's a good example in Ohio, where our partnership with Rumpke Waste & Recycling paved the way for a new materials recovery facility (MRF) that can take up to 500 million pounds of recycling materials every year from 50 counties across the state. This MRF expanded curbside collection to include trays and colored or opaque polyester.
- More than 100 customers have chosen Eastman Renew for their products. Scott Ballard, president of Eastman plastics, said companies are motivated by commitments they've made to use more recycled materials. But it's more than that. The world recycles only about 10% of the plastic we use, and through recycling innovation, we can all change that reality.

"Producing recycled materials with this level of quality and sustainability coupled with the fact that we have proven plant reliability advances the conversation with customers," Ballard said. "There are so many brands out there that need more sustainable content not only because they have goals to meet but also because they too want to help build a future with less material waste. Now they can come to Kingsport, Tennessee, and see a solution that isn't conceptual or pilot scale. It's real, it's at full commercial scale, and it's happening now."

Without this facility, the material recycled through methanolysis would now be wasting away in a landfill. By June 2025, we had recycled more than 100 million pounds of plastic waste through methanolysis that would otherwise have gone to landfill.

Collaboration among engineers is critical to remarkable performance from a unique facility — with zero injuries

Building a plane while you're flying is challenging enough. And then there's this level of challenge: developing a plane that's never been built before, building it while you're flying it, and all the while knowing you're coming up on a tight runway.

The hundreds of people involved in the Eastman methanolysis facility in Kingsport, Tennessee, could speak to that level of challenge. They started up a one-of-its-kind molecular recycling plant and dialed in operations to a steady state with zero injuries — despite the complexity and numerous procedures written for all-new operations.

"A big reason we had a great safety record is that we had so many sets of eyes looking at the same equipment and the processes to run those systems safely," said Elida Muniz Vazquez, one of the many process improvement (PI) engineers assigned to methanolysis.

Over the past 18 months, Eastman engineers have relished and learned from the collaboration required to create and refine an industrial operation that had never been done before — anywhere.

"This has been like an exploration where you're figuring things out and doing it together," said Jared Tatum, a staff engineer in methanolysis. "And you need to be working as one team."

Tatum is one of the engineers in methanolysis operations who are responsible to ensure reliable operations as well as optimization of material inputs and outputs.

Since the input is hard-to-recycle polyester waste, this is no simple task. Individual expertise — and more importantly, cross-functional collaboration — has been critical. Engineering teams like those that include Tatum have worked hand-in-hand with Eastman engineers and scientists in our technology organization to keep raising the bar. They continue qualifying different kinds of polyester waste as feedstock and improving Eastman Renew materials with recycled content.

"It's been a massive group, so many people with different areas of expertise moving toward this one end goal," said Muniz Vazquez. "It's been the highlight of my career so far to know that I'm part of a team of people making a real difference in the world."

Tatum shares that sentiment.

"Part of the thing that's been so satisfying working on the plant is that the problems we faced were very hard problems," Tatum said. "It feels good when you solve a problem. You see the operation go into action. You start seeing increased uptime or faster and higher rates of production. It's hard not to feel this overwhelming sense of pride and build deep camaraderie."

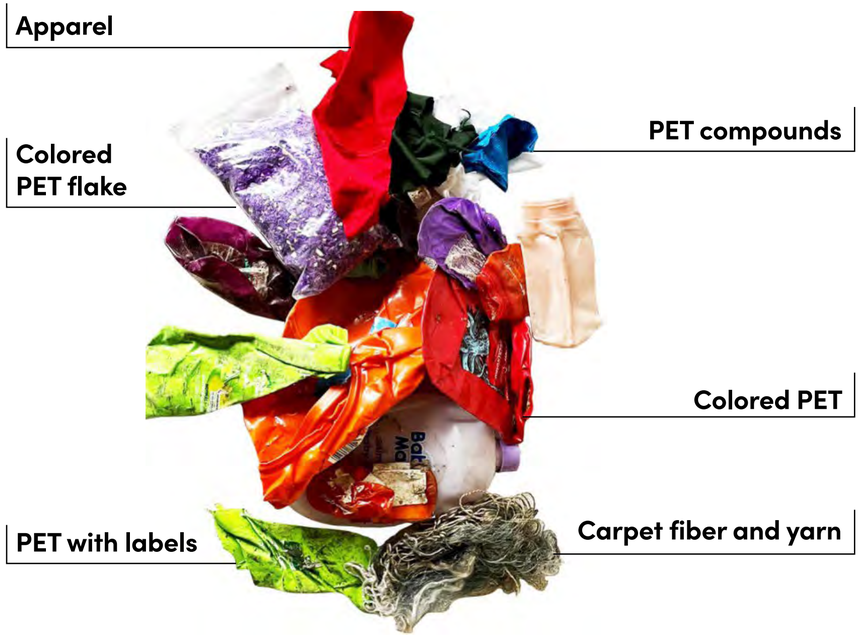
FEEDSTOCKS

Molecular recycling gives polyester products greater value after use

Methanolysis

What exactly is hard-to-recycle waste? It consists of many everyday items we use for vital purposes. However, many polyester items cannot be processed by mechanical recycling. With molecular recycling closing this gap, here are some examples of items that no longer have to end up in landfills.

Methanolysis feedstock examples



Examples of products made with Eastman Renew

PARTNERSHIPS

Materials matter

YETI demonstrates leadership for sustainability without compromise

The right materials make a difference — for everyday life and for the planet. Eastman Renew materials are foundational to our commitment to help build a circular economy, and we know we can't do it alone. We need partners who share our commitment to a better way. Leading brands like YETI are demonstrating leadership toward a world with less waste.

YETI makes impact with expanded use of Tritan™ Renew

It's easy to understand why materials matter so much to YETI, since this sustainability leader embraces the core expression "keeping the wild, wild." Their customers know they can depend on YETI products to perform in any outdoors setting.

YETI products are making a difference for the planet too. By integrating Eastman Tritan™ Renew into more of their product portfolio YETI has diverted over 2,300 metric tons of plastic waste from landfills and the environment, just in 2024. That's the equivalent of 117 million single-use, half-liter bottles. If you stack those bottles side by side, it's the equivalent distance of 3.5 combined thru-hikes of the Pacific Crest and Appalachian Trails.

YETI products incorporating Tritan Renew — made with 50% certified recycled content* — include the Yonder® bottle, drinkware lids and accessories, hard cooler baskets and food storage containers.

In 2024, YETI increased its use of recycled plastic by 111% over the prior year, a significant step toward their material sustainability goals, while maintaining the same durability and performance YETI demands. Learn more about YETI's commitment to sustainability and their partnership with Eastman in the **YETI 2025 Sustainability Report**.

**Via ISCC PLUS mass balance allocation*

YETI's impact from increasing Tritan Renew use in 2024

2,300
metric tons
of plastic waste from landfills and the environment

117
million
single-use, half-liter bottles

3.5
combined thru-hikes
of the **Pacific Crest and Appalachian trails**

PARTNERSHIPS

Leading brands choose Eastman Renew to show what's possible

Breakfast served with a side of sustainability

Norwegian Cruise Line partnered with Drinique to create sustainable serveware made with Eastman Tritan™ Renew copolyester. This durable plastic will replace traditional porcelain for in-room breakfast service.

The reusable bento box-style serveware made with Tritan Renew boasts 50% certified recycled content.* The copolyester is powered by Eastman's molecular recycling technology, which sources hard-to-recycle waste. This process gives new life to plastic waste and keeps it out of landfills.

"By leveraging the sustainability and durability of Tritan Renew, we aim to help our partners innovate and continue to provide guests with an effortless dining experience while reducing single-use plastic waste across the globe," said Andrew Elliott, president of Drinique.

The serveware allows cruise guests a convenient, compact way to enjoy breakfast in their room. It eliminates the need for plastic clingwrap without the weight and bulk of traditional serveware. Read more.

**Certified recycled content allocated using ISCC PLUS mass balance*

A Cristal clear solution to high-end cosmetic packaging

Manufacturer Axilone partnered with us to develop premium cosmetic packaging that meets the increasing consumer demand for sustainable materials.

Axilone is known for its luxury packaging. The manufacturer is committed to offering more sustainable solutions and reducing its environmental footprint. Eastman offered a perfect fit to help Axilone meet its goals.

"Axilone needed a material that met high standards," said Tara Cary, global marketing manager for cosmetics at Eastman. "It needed to be visually stunning and also have a high-end feel when consumers hold it. But the material also needed to hit the mark with sustainability, which we know how to deliver at Eastman."

Eastman Cristal™ One Renew IM812 has a crystal clear, glasslike appearance favored in high-end beauty products. The recycled and recyclable resin identification code 1 material can be used in most thin- and thick-walled applications, making it suitable for a variety of cosmetics packaging from lipsticks to fragrances. Read more.

COLLABORATING FOR A CIRCULAR ECONOMY

Eastman cellulosic biopolymers achieve strict standards for biodegradation

One of our oldest technology platforms continues to yield new products that are incredibly relevant to the needs of today. Eastman has more than 100 years of experience in cellulosics, which makes us uniquely positioned to create more sustainable solutions for customers.

Eastman produces a broad range of cellulosic biopolymers that go into applications ranging from fibers and textiles to coating additives and eyewear — even LCD displays for electronics.

Our extensive experience with cellulosic chemistries and deep application expertise enable us to design materials that biodegrade in industrial and home composting settings and also biodegrade in a marine environment. That enables many of our cellulosic biopolymers — including products like Eastman Aventa™, Naia™ and Solus™ — to achieve the strictest global standards related to nonpersistence in the environment.

We all want materials to be disposed of properly when they've reached their end of use, but in the regrettable instances where they leak into the environment, we don't want them to persist in the ocean. Click the sidebar link to read about how a study by the Woods Hole Oceanographic Institution determined that foamed cellulose diacetate, like our compostable material Aventa, was the fastest degrading cellulosic biopolymer they had measured in a marine environment — faster than paper.

Breaking down silos

In a groundbreaking study of Aventa's capacity to biodegrade in seawater, Woods Hole Oceanographic Institution and Eastman show how big challenges are best solved through collaboration between academia and industry.

Read more

Critical third-party certifications for our broad portfolio offering

Aventa™ Renew compostable materials deliver more sustainable packaging alternative for protein trays

Eastman's focus on collaboration and speed to market has helped the company and its partners create a new, sustainable solution to replace polystyrene in the protein tray market.

Aventa™ Renew compostable materials provide a more sustainable beginning and end of life for protein trays. They're made from sustainable wood pulp and acetyl, which is derived from various recycled materials using our carbon renewal technology. This delivers a sustainable solution with a lower carbon footprint that is also fully biodegradable and non-persistent in the environment, degrading all the way to water and CO_2.

Users can replace traditional polystyrene foam with Aventa-based materials to create products that won't end up in landfills. That's because they're compostable in home and industrial environments.

Aventa trays offer these benefits without sacrificing performance. Trays made with Aventa maintain freshness without reducing shelf life, keeping more food out of the waste stream. They also look like the trays customers expect to see.

SEE (formerly Sealed Air) has used these replacements for polystyrene foam to create home compostable protein trays through its Cryovac® brand. These lightweight trays are made for use in grocery chains such as Food Lion, which entered into a partnership through its parent company Ahold Delhaize. The trays work in existing food-packaging equipment, which allows users to easily incorporate them into their operations.

"Encouraging development of a circular plastics economy takes dedication and collaboration from all aspects of the value chain, including where we source our materials," said Tiffani Burt, Ph.D., SEE vice president of global food research and development.

While work continues to scale up usage and production, including making more trays of varied sizes available, Eastman leadership also strives to expand Aventa's reach into other major grocery brands across the United States, according to Courtland Jenkins, Eastman's commercial director for Aventa.

Jenkins noted the speed with which Eastman created this and other products. Aventa materials have also been commercialized to replace traditional plastic straws and cutlery, which cannot be easily recycled because of their size.

"We got this new material innovation ready for market in three to four years, which is pretty fast," Jenkins said. "We focus on innovation, which works best when it's done rapidly so we can stay ahead. We would like to see one-third of all the fresh protein trays in the United States made with Aventa in the coming 5 to ten years."

Partners who incorporate Aventa products will enjoy environmental, health and regulatory benefits, he said. Aventa-based trays are safe for food use and free of substances that may raise safety concerns. They'll also help users comply with regulations surrounding polystyrene foam, which is banned in some states and under increasing scrutiny in many others.

"There's so much benefit to using Aventa," Jenkins said. "It supports our strategy around sustainable innovation. We're scaling it so products are available for widespread use. Continuing to collaborate with our partners will further demonstrate Aventa Renew's status as a game changer for the food industry."

COLLABORATING FOR A CIRCULAR ECONOMY

Naia™ Renew — five years of raising sustainable fashion to new heights

We believe sustainable textiles belong to everyone. That's why we launched Eastman Naia™ Renew cellulosic fiber in 2020. Produced from 60% sustainably sourced wood pulp and 40% recycled waste material via Global Recycled Standard (GRS)-certified mass balance, Naia™ Renew creates value from hard-to-recycle waste and keeps it out of landfills.

From runway to everyday

In its first five years, Naia™ Renew has been adopted by major fashion brands looking to meet their sustainability goals and consumer demand for sustainable fibers, starting with its first major retail launch by H&M in 2020.

As Naia™ Renew gained more acclaim in the world of textiles, so did our ideas for its possibilities.

Thanks to the diverse offerings of Naia™ Renew, we were able to integrate into new segments, including ready-to-wear, casual wear, knitwear, loungewear, home textiles and, most recently, denim. And we're continually innovating our line of fibers and yarn, such as the addition of Naia™ Renew ES, our enhanced sustainability offering made with 60% certified recycled content.*

Looking toward the future of sustainable textiles

Our first five years have laid the groundwork for our partners' success and the potential of Naia™ Renew, so we can continue our mission of making sustainable textiles accessible to all.

In 2024, we began collaborations with several industry change-seekers, including Debrand, to help us show molecular recycling technology is a solution to apparel waste by using it as a feedstock to create new products, like Naia™ Renew fibers. We also earned GRS certification, certifying the fiber's recycled content and production practices.

We know the next generation is passionate about caring for people and our planet. That's why we've held multiple events for fashion design students around the globe from fashion shows to in-class presentations by our Naia™ team. Empowering students with tools like Naia™ Renew helps educate them on ways we can address the global textile waste problem.

We're also focused on deepening our collaboration with partners from choosing the right fiber and understanding the science behind Naia™ Renew to creating garments and helping audiences understand circularity.

Our partnering brands like Aritzia and Reformation have deepened their sustainable impact by adopting Naia™ Renew or Naia™ Renew ES as sustainable fiber alternatives. And our newest collaboration with the well-known sustainable fashion brand Eileen Fisher launches in fall 2025.

**Naia™ Renew recycled content is achieved by allocation of recycled waste material using a GRS-certified mass balance process.*

COLLABORATING FOR A CIRCULAR ECONOMY

Sustainable innovation in flexible packaging can’t wait

The packaging industry is undergoing major shifts in the interest of sustainability. Brands have a unique opportunity to set themselves apart by leading the transition to sustainable solutions like Eastman Solus™ performance additives.

Flexible packaging is just one market segment where Solus™ can be a difference maker. Flexible packaging is undergoing a material shift due to concerns about recyclability and environmental impact. Packaging accounts for 40% of global plastic consumption, with flexible packaging making up approximately 50% of that. Yet most flexible plastic packaging ends up in landfills or incinerators, and a significant portion escapes waste management systems entirely — contributing to pollution.

In response, brands are actively reevaluating their packaging choices, looking to reduce material usage and adopt sustainable alternatives. Biobased materials — such as paper, fiber and certain biopolymers — are gaining traction for their potential to improve recyclability and lower environmental footprints. This shift is driven by growing consumer demand and tightening regulatory pressure aimed at reducing packaging waste and accelerating sustainable solutions.

Many flexible packaging formats are used to package and protect air-sensitive food like coffee and potato chips. These formats rely on multilayer constructions to enable long shelf life by meeting critical high-barrier needs (oxygen, water vapor, oil and grease resistance). However, these multilayer packages are difficult to recycle in existing streams, and there have yet to be breakthroughs that provide both the required performance and a suitable end-of-life solution.

The industry is trying to solve these complex high-barrier challenges. In the meantime, the industry can make immediate sustainability gains by addressing lower-barrier flexible packaging, where viable alternatives exist.

A better solution for low-barrier flexible packaging

Paper packaging is emerging as the most promising sustainable alternative. Paper packaging is increasingly being used in categories with lower barrier requirements, including snacks, confectionery, tea and sugar.

However, paper by itself often falls short in delivering the required shelf life or barrier properties, and it does not support heat-sealable packaging. To overcome these limitations, paper packaging often requires a thin plastic liner. The thickness of this liner is critical. If too thick, the liner can compromise recyclability within the paper stream and the package may not meet the standards for recyclability.

Emerging technologies are focused on addressing this end-of-life challenge.

Balancing performance and sustainability

One such solution is Eastman Solus™ that can be applied as an ultrathin barrier liner, supporting recyclability while also providing required barrier and heat-sealable performance.

Solus™, which is used with polybutylene succinate (PBS), enables a dual end-of-life solution, allowing packaging to be recycled or composted. Our solution also integrates into existing assets for flexible packaging, enabling scalable adoption, and meets critical-to-quality dimensions.

The future of sustainable packaging is being shaped today. Eastman is establishing the supply chain to bring these concepts to market and continues to develop next-generation packaging solutions to enable brands to meet their sustainability goals. Eastman recently collaborated with UPM Specialty Papers to develop a compostable and recyclable packaging solution that is suitable for select confectionary, snack and secondary packaging.

You can also learn more about the Solus solution for low-barrier flexible packaging through a story in Packaging Dive.

COLLABORATING FOR A CIRCULAR ECONOMY

Carbon renewal technology supports the growth of circular materials

Naia™ Renew cellulosic fiber

The most innovative recycling programs accept a wide variety of hard-to-recycle waste – and that's why we keep pushing the boundaries of our circular economy platform.

In addition to methanolysis, our recycling innovation for polyester, we operate a companion molecular recycling technology. Carbon renewal technology (CRT) expands the waste streams we accept, keeping more materials out of landfill. We are also exploring a CRT expansion — call it CRT next-gen technology — that would further our leadership in building a future where packaging and textiles made from plastic don't become waste after we're done using them.

Why do we operate two recycling innovations? The answer is that these two molecular recycling technologies are distinctly different in how they operate and what they recycle. Methanolysis processes hard-to-recycle polyester, while CRT is capable of recycling a wider spectrum of plastic waste, including other types of polyester and packaging waste and blended materials, including textile blends.

CRT provides an additional layer of sustainable innovation to cellulosic biomaterials, a platform where we have been a world leader in scale and R&D for a century. Produced from sustainably managed forests, Eastman cellulosic biomaterials are used for applications ranging from textiles to additives for coatings to eyewear frames to pharmaceutical coatings.

The Eastman textile fiber from this platform, Naia™ Renew cellulosic fiber, celebrates its fifth year in 2025 of sustainability leadership for the fashion industry. We've since used our application expertise to develop a sustainable solution — Eastman Aventa™ compostable materials — for food service products. Aventa is compostable in home and industrial settings as well as being biodegradable and does not persist in the environment.

Through certified recycled content from CRT, we produce Naia™ Renew to bring circularity to fashion.

Read the next few pages to learn more about our cellulosic biopolymers and the leading brands who have adopted them. And flip to the next page to learn about our exploration of a potential leap forward: the next generation of carbon renewal technology.

Eastman Aventa™ compostable materials

COLLABORATING FOR A CIRCULAR ECONOMY

Exploring potential steps for next-gen technology

Travis Smith
Executive Vice President, Additives & Functional Products, Manufacturing, WWE&C, and HSE

"We're already in a unique position in using plastic waste as part of our beginning-of-life story in cellulosics. This next-generation technology would strengthen our ability to take extremely complex waste and recycle it into high-purity carbon building blocks that would drive more recycled content in our cellulosic biopolymers."

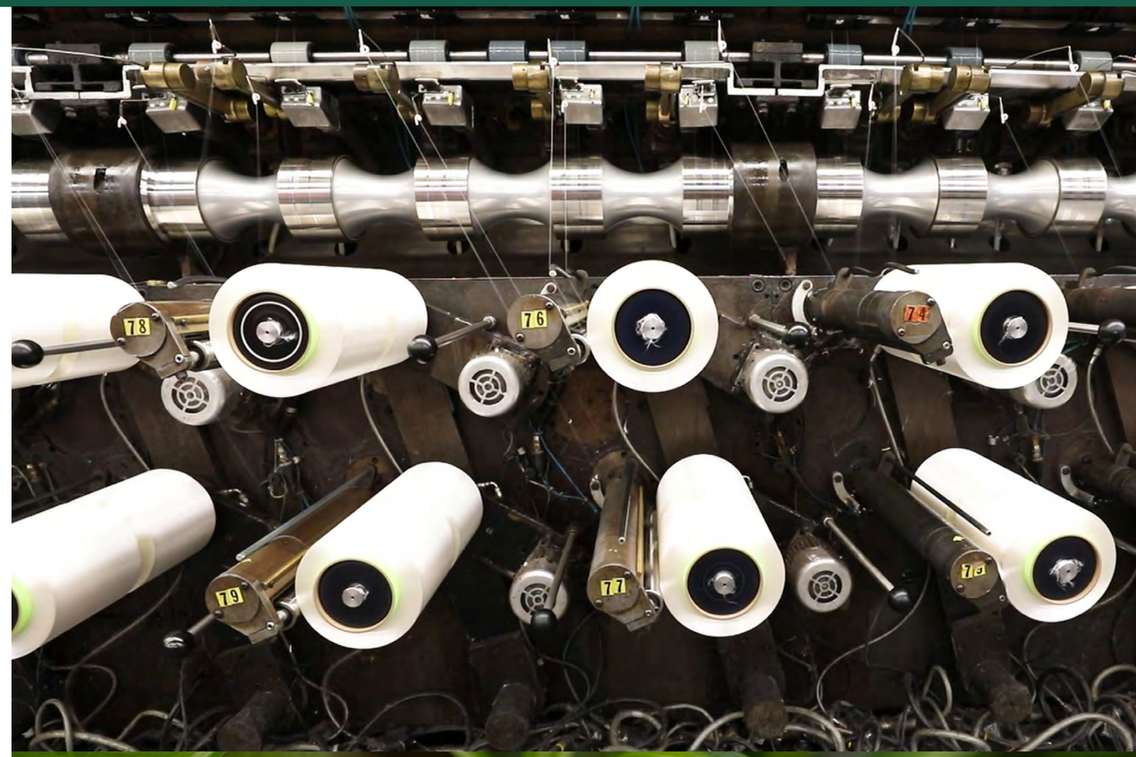
Carbon renewal technology (CRT) is a high point for Eastman innovation because, in 2019, our team took and existing asset and reconfigured it to accept plastic waste in its feedstock mix — something this 45-year-old asset was never designed to do.

We are now exploring the next generation of CRT. This next phase would start with a dedicated asset designed to operate entirely with complex, hard-to-recycle waste materials beyond PET.

Take textiles as an example. Thanks to molecular recycling, Eastman has already been processing some hard-to-recycle garments that have reached their end of use. Next-gen CRT would be a game-changer, said Jon Woods, vice president of fibers and analytical technology.

"The textiles industry is seeking true circularity — textiles to textiles — which means recycling old garments to make new ones," Woods said. "That may seem like a straightforward equation, but there's a lot of complexity to navigate with garment add-ons, such as buttons. This complexity could be managed better with a next iteration of carbon renewal technology."

Travis Smith, executive vice president, Additives & Functional Products, said the company is eager to explore this option, as it would multiply the sustainability advantages of a heritage Eastman material.



COLLABORATING FOR A CIRCULAR ECONOMY

Eastman helps boost circularity among the community

Eastman is connecting with community partners to help complete the circularity chain. Several recent company efforts have reduced the amount of waste going to landfills and prepared future generations to better care for the planet.

Robust recycling response

Consumer use of Eastman's Shop, Recycle, Repeat collaboration with Food City, a regional grocery chain, has been so strong that a potential expansion of the year-old program is under discussion.

Recycling bins at three Kingsport-area Food City grocery stores have diverted more than 161,000 pounds of plastic from landfills since Eastman installed them in 2024. Demand has outpaced bin capacity by nearly 3.5 times, so Eastman is working with Food City to expand the bins.

The plastic is used in Eastman's Kingsport molecular recycling facility, at which hard-to-recycle plastic can be broken down and remade into new material.

A touchdown for recycling with the University of Tennessee

For the third straight year, University of Tennessee football fans and Eastman helped set a recycling record.

The 2024 University of Tennessee Recycling Challenge saw 52,538 pounds of gameday waste recycled during the Volunteers' November 9 game against Mississippi State at Neyland Stadium. That broke the record for world's largest college recycling event, which was set by the University of Tennessee and Eastman in 2023 (44,950 pounds).

Head of the class

More recently, Eastman brought local high school students to its Kingsport campus to teach them about next-generation recycling.

In spring 2025, members of the Dobyns-Bennett High School environmental club got a tour of the molecular recycling facilities on site and brainstormed with company experts on recycling solutions for their school. Among their ideas was to collaborate with the school robotics club to design a robot that could sort recyclables there.

Before leaving, the students put together sample bags of various plastic feedstocks that Eastman sends to companies worldwide. That helps organizations understand their hard-to-recycle plastic waste can find another use through molecular recycling as opposed to going to a landfill or incinerator. Read more.

COLLABORATING FOR A CIRCULAR ECONOMY

Global Innovation Summit: a case study in how we focus on reducing waste

To help lead the world toward a circular economy, we're delivering large-scale solutions like molecular recycling. But there are good examples of our commitment to reduce waste on a smaller scale too — and our innovation conference from 2024 is a prime example.

Not that the Eastman Global Innovation Summit (GIS) was a small event. This conference brought together around 1,100 global team members to Kingsport, Tennessee, to connect and learn together face-to-face and drive Eastman innovation.

In-person conferences generate waste, but we committed to making the GIS a net-positive events and collaborated with Reduction in Motion, a sustainability consultant focused on waste reduction. Through preconference planning and education, we established a mindset of waste reduction through actions such as reusable items for food and beverages, cloth hand towels in restrooms, and a digital app and digital signs to eliminate paper collateral.

GIS attendees came through. The average amount of daily waste at large conferences is 4.2 pounds of waste per person. GIS attendees only produced 1.4 pounds of waste per person per day. Eastman volunteers sorted items that were discarded, so we could recycle (plastic went to our nearby molecular recycling facility) or compost where possible.

A specific effort to reduce food waste was remarkably successful. Conference attendees reduced food waste proactively during mealtimes, and through careful sorting, we composted any remaining food at a local industrial composter.

Conferences also produce unavoidable greenhouse gas (GHG) emissions and use lots of water. To ensure we held a net-positive event, we reduced GHG emissions through actions like ride shares and cutting beef from the conference menu and purchased some renewable energy certificates too. We also focused on curbing water use as much as possible and partnered with experts in the sustainability space to compensate for GHGs and water use.

Eastman worked with Tradewater, a company renowned for reducing GHGs. Eastman calculated the emissions associated with the conference. Then Tradewater destroyed more than an equivalent amount of GHGs in the form of refrigerant gases such as chlorofluorocarbons (CFCs) and hydrochlorofluorocarbons. Eastman received an award from a tourism association for our sustainable innovation efforts at GIS.

To compensate for unavoidable water use, Eastman partnered with the nonprofit Bonneville Environmental Foundation (BEF) on restoration of water flow to the San Saba River in Texas.

Read more

Mitigating climate change

Governance

Eastman's climate strategy and goals are guided by our climate policy and managed through our corporate sustainability governance structure. That includes a decarbonization platform, environmental impact sub-council and other working groups, with oversight by an Eastman executive team-led Sustainability Council and board of directors.

Strategy

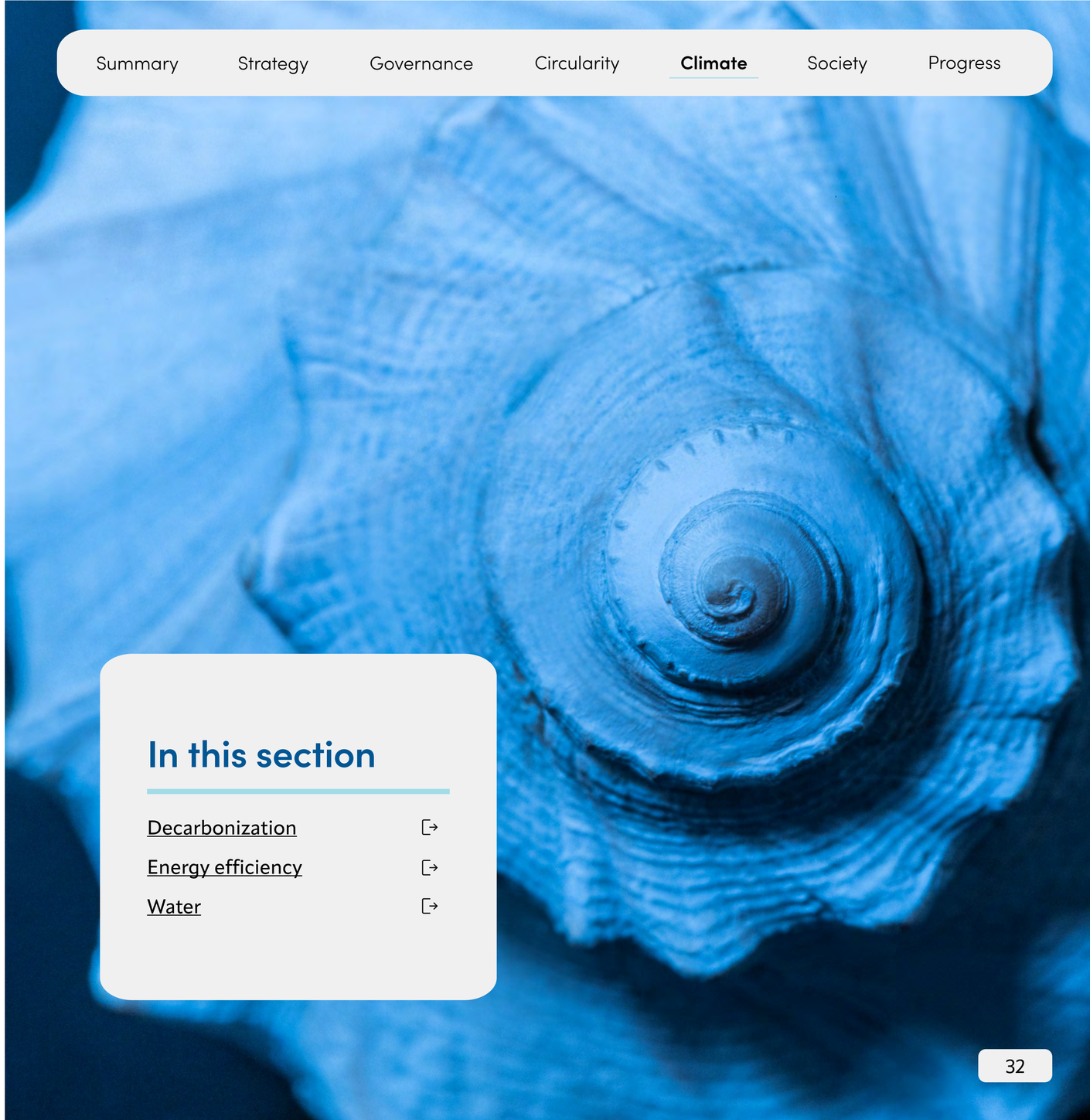
Our sights are set on net-zero operations by 2050. We plan to get there through energy efficiency, process transformation, increased use of renewable energy and low-carbon technologies. And we'll continue to innovate, design and scale sustainable solutions.

Business risk/opportunity

Climate-related risks and opportunities are addressed through our emerging issues management system, which is integrated into our corporate sustainability governance structure through the economic impact sub-council. Risks and opportunities with substantive strategic impact are incorporated into decision-making at the corporate and business level.

Metrics and progress

We continuously seek to increase transparency around our climate performance and progress. One way we hold ourselves accountable is by annually reporting and publishing our climate metrics through the CDP questionnaire.



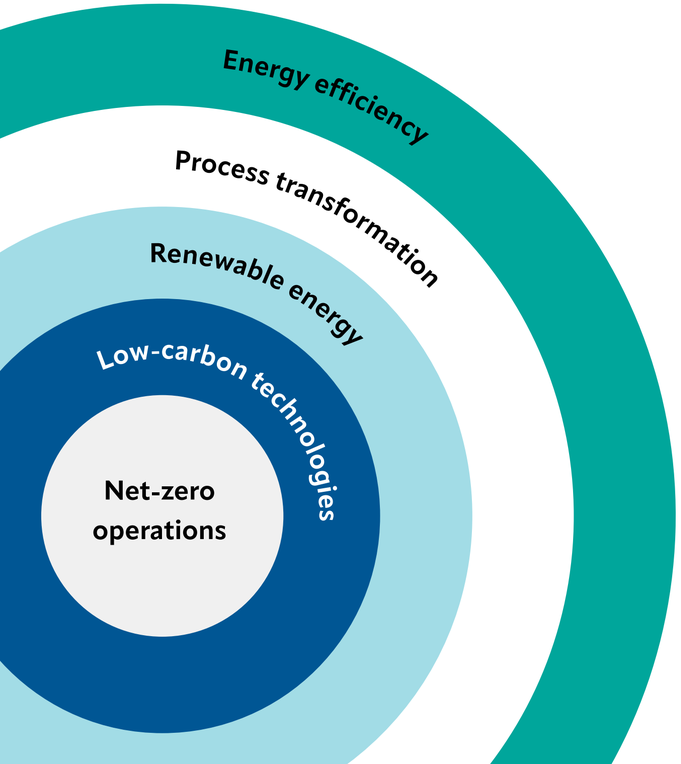
In this section

Decarbonization
Energy efficiency
Water

MITIGATING CLIMATE CHANGE

Our strategy and goals focus on where we make the biggest impact

Eastman recognizes the realities of climate impact, and we are committed to doing our part. To best align with our decarbonization strategy, we are restating our primary climate goal to **achieving net-zero operations by 2050**. This more clearly aligns our goal to where Eastman can make the most impact — reducing greenhouse gas (GHG) emissions in our operations through transformational change that yield real emissions reductions — and deliver the utmost transparency in reporting progress.



Scope 1 emissions (from sources owned by Eastman, such as boilers used to generate steam for processes) and Scope 2 emissions (generated from energy we purchase) combine to account for the vast majority of emissions related to our operations to produce materials. To track our decarbonization progress, we have a target of achieving a 30% reduction in Scope 1 and 2 emissions by 2035.

We recognize the importance of contributing to reduction efforts up and down the value chain, which is reflected in our progress on Scope 3 emissions. Scope 3 includes all non-Scope 1 and 2 emissions, making them especially complex — but we are moving forward. We established an inventory of Scope 3 emissions in 2024 and assured our largest Scope 3 category.

Eastman has a comprehensive decarbonization platform governance structure with a steering team of executive leaders. Following the framework of the Eastman Climate Policy, our strategy includes near-term and longer-term actions. In the near term, our primary lever for GHG reduction is energy efficiency, an area where Eastman consistently receives awards for our expertise.

Renewable energy remains an important component of our strategy, and we will continue to evaluate renewable opportunities and increase their use based on viability and alignment with business need. We continue to explore alternative technologies for producing energy on an industrial scale and technologies that will reduce emissions, such as carbon capture and use.

On this page you'll see examples of the near-term and long-term actions that are elements of our Scope 1 and 2 decarbonization strategy. We invite you to read the following pages to learn more about our climate strategy.

Decarbonization strategy

- **Energy efficiency**
  Our early progress on climate relies heavily on energy efficiency, where we have received multiple awards for excellence.
- **Process transformation**
  Development and execution of transformative changes in our processes are reducing our carbon footprint.
- **Renewable energy**
  Our focus on renewables delivers incremental reductions and allows Eastman to provide lower-carbon products to the marketplace.
- **Low-carbon technologies**
  Technologies such as thermal batteries and carbon capture, utilization and sequestration (CCUS) are essential to decarbonize large, energy-intensive processes and deliver significant GHG reductions.

Near-term actions:
Execute ongoing portfolio of solutions

- Convert steam boilers to lower-emission fuel
- Optimize combined heat and power via advanced modeling
- Focus on energy efficiency
- Procure renewable energy

Long-term actions:
Evaluate and execute transformational projects

- Electrify suitable process heat loads
- Increase use of low-carbon chemical feedstocks
- Implement forms of carbon capture, utilization and sequestration (CCUS), converting CO_2 into product where possible
- Increase use of low- to no-emission fuel for generating process heat
- Execute targeted process transformation
- Deploy emerging technologies, such as electrification of process heat through use of thermal batteries

DECARBONIZATION

Decarbonization strategy ties back to Eastman climate policy

Eastman makes a wide spectrum of materials for everyday use. Producing those materials requires complex industrial processes and large amounts of energy. We are following a strategy to reduce Eastman's carbon footprint, and our decarbonization path includes multiple elements that tie back to our climate policy.

All actions we take fall into three categories within our policy.

1. **We will develop material solutions to address climate impact.** The most prominent Eastman solution is molecular recycling, which processes hard-to-recycle waste and produces new material building blocks with 20%–50% lower GHG emissions than heritage processes.

2. **We will reduce our carbon footprint, build resiliency measures, and manage climate risks and opportunities.** We use a multifold approach in alignment with this commitment. We highlight one example on the next page where Eastman developed a mathematical model that helps guide our choices toward decarbonization.

3. **We will pursue strategic partnerships and initiatives to advance the understanding of climate impacts to bring forward innovation solutions.** Eastman collaborates with many organizations developing solutions aligned with climate science. One of our most recent collaboration examples is our membership in the Global Carbon Capture and Storage Institute, an organization designed to accelerate the deployment of carbon capture and storage.

DECARBONIZATION

A new mathematical model influences our decarbonization pathway

Collaborative work by engineers helps guide our choices and timing.

Achieving industrial decarbonization will involve evaluation of many variables. We continually work to improve our manufacturing processes so they are more efficient and use less energy. We employ existing technologies that help reduce our greenhouse gas emissions while also anticipating the adoption of alternative technologies — some that are available today and some that may become available in the future.

Timing is important too. It's not only what levers we pull but when we pull them to maximize our investments in climate solutions and achieve the optimum effect.

Two Eastman engineers specializing in energy use developed a mathematical model to help guide those choices. Working with the operations research team in Eastman's data science group, Blake Chestnut and Craig Leonberg created the Eastman Decarbonization Strategy Model or DSM.

The DSM enables Eastman to make more informed and agile decisions by simulating a wide range of decarbonization scenarios. It allows teams to quickly process new information — such as changes in technology availability or cost — without rebuilding the model from scratch. DSM also helps uncover indirect effects of strategic decisions that may not be immediately obvious and supports "what-if" analyses to evaluate how different combinations of existing systems and emerging technologies impact the optimal decarbonization pathway.

"This helps us answer questions and use prescriptive modeling to identify the optimal decarbonization pathway," Leonberg said. "How can we lower the cost of decarbonization leveraging current and future technologies in the way that best supports the energy needs of our plants?"

"We started developing this a couple of years ago," Chestnut said. "With so many variables and constraints — for example, it's not only adopting new technologies but ensuring they plug into our current systems at the right time — we thought a mathematical optimization model would process all this information very quickly and inform our choices."

Eastman is using the DSM now to guide decarbonization pathways for our two largest manufacturing facilities, in Kingsport, Tennessee, and Longview, Texas.

DECARBONIZATION

Collaboration remains essential to our strategy

Working with others to identify and develop solutions is a core element of our approach to decarbonizing our operations.

As part of our climate strategy, we pursue strategic partnerships and initiatives to advance the understanding of climate impacts to bring forward innovative solutions.

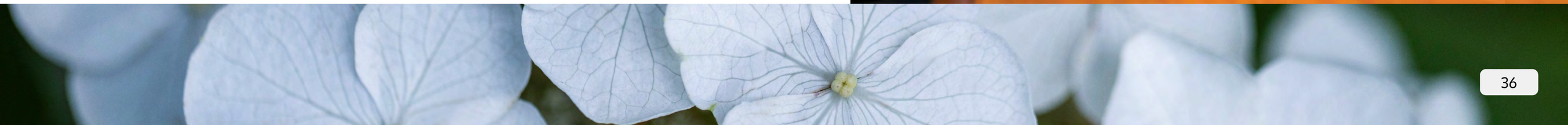
Eastman collaborates with many organizations developing solutions aligned with climate science, and one of our most recent examples is the Global Carbon Capture and Storage Institute, which aligns with our own research to advance chemistries that could accelerate carbon capture.

The Global CCS Institute includes a diverse membership of governments, corporations, research bodies and NGOs committed to carbon capture and storage. As the world increases focus on new climate solutions, carbon capture and storage has seen a steady rise in interest and adoption in the past few years.

We joined the Global CCS Institute to be part of a diverse group of stakeholders who share best practices and pursue scientific advancement for a technology that could be vital in reducing emissions, especially emissions from heavy industry.

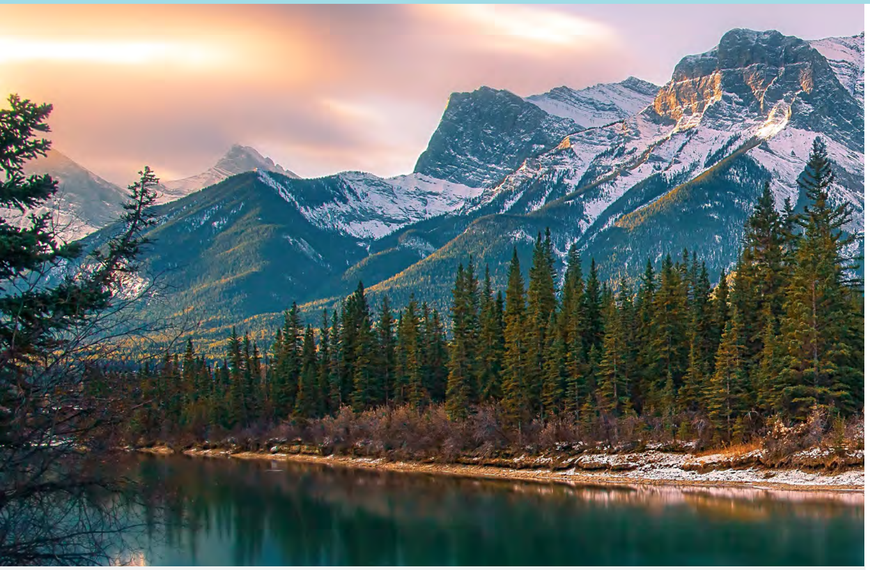
We're also a member of the Center for Climate & Energy Solutions (C2ES) as part of its Business Environmental Leadership Council. C2ES works to secure a safe and stable climate by accelerating the transition to net-zero greenhouse gas emissions and a thriving, just and resilient economy.

These are just two examples of how we work with others to identify and develop climate solutions. To learn more, visit our sustainability website.



DECARBONIZATION

Leveraging internal expertise yields a better understanding of our Scope 3 emissions



Progress on Scope 3 emissions

Eastman has made exciting progress in the Scope 3 space. We're now able to calculate all categories in-house without external support. Additionally, the cross-functional team formed for this effort has built stronger ties to sustainability across various internal departments.

Because Eastman is leveraging the expertise of our LCA team, we are able to align our Scope 3 inventory efforts with how LCAs are calculated. This can help us ensure any progress made in either space is reflected in reporting by both the LCA and Scope 3 teams.

Scope 3 emissions are the most complex to inventory when considering the three scopes of greenhouse gas emissions defined by the Greenhouse Gas Protocol. They're indirect emissions, resulting from all upstream and downstream value chain operations. Scope 3 includes emissions from activities such as distribution of our goods and business travel.

We partnered with a third-party consulting firm last year to calculate all material Scope 3 categories based on Eastman's 2023 data. The firm also helped educate our team and set up systems that enable Eastman to build our internal expertise in this area.

Jami Arrowsmith, global sourcing director, and Harrison Dawson, an engineer in life cycle assessment, led a cross-functional effort that includes our life cycle assessment team, sourcing, logistics and other internal departments to calculate all material categories in-house going forward.

Eastman was also able to obtain third-party limited assurance of our 2024 emissions for Scope 3's category 1, which includes purchased goods and services. This category is one of the largest and most important Scope 3 categories for Eastman.

Jami Arrowsmith
Global Sourcing Director

"This has been a great cross-functional effort. Internal experts like Harrison Dawson make it possible for Eastman to assess and measure our Scope 3 emissions. Harrison's deep understanding of life cycle assessments, the impact of upstream emissions from our value chain and sustainability reporting make him an excellent partner!"

DECARBONIZATION

Saflex™ builds a more sustainable future for glass applications

Pioneering low carbon and advanced glazing technologies

Building a more sustainable future with Saflex™ LiteCarbon™ Clear™

To meet the rising demand for low-carbon materials driven by regulations and the decarbonization objectives established by many organizations, Eastman launched Saflex™ LiteCarbon™ Clear, a premium PVB interlayer that reduces the carbon footprint of laminated glass while maintaining safety and aesthetic qualities critical for glazing.

Resulting from a holistic approach to sustainability, Saflex LiteCarbon Clear has a carbon footprint of only 2.4 kg CO_2 eq/m^2 showcasing a 33% reduction compared to Saflex Clear. Its EPD (Environmental Product Declaration) verification by International EPD® System ensures credibility and trust within the industry.

Like other Saflex and Vanceva PVB interlayers, it is also certified under the Cradle to Cradle Material Health Certification at Silver level, a rigorous and globally recognized standard that ensures materials are safe for both humans and the environment.

By meeting specific sustainability criteria and demonstrating reduction of environmental impact, Saflex LiteCarbon Clear can contribute to earning credits in green building certification programs such as LEED and BREEAM.

To further support our customers' sustainability efforts, Eastman has also created the Saflex embodied carbon calculator. This online tool enables users to independently assess and compare the embodied carbon of various laminated glass configurations, helping them identify low-carbon solutions for their applications.

Take charge of the future with Saflex™ Evoca™

The Saflex™ Evoca™ interlayers platform offers a range of glazing options for windshields, sunroofs, backlites and side windows designed specifically for electric vehicles (EVs). These interlayers can help improve energy efficiency by minimizing solar heat absorption, easing the load on air conditioning systems and helping support extended driving range.

Elevate the driving experience

Saflex Evoca PVB interlayers enhance the consumer experience in EVs by helping improve aesthetics and comfort while providing essential security and privacy functions. These interlayers significantly reduce high-frequency noise, addressing the wind noise sensitivity in the cabin.

Glazing solutions that use Evoca interlayer products can also amplify the driving experience by minimizing glare and providing a diverse range of features. They also meet high standards for privacy colors, ensuring that consumers feel secure and comfortable on the road.

Introducing Saflex™ Evoca™ RSL

The first product launched under the Evoca platform, Saflex Evoca RSL was developed to support advanced EV side window designs. Engineered for movable side windows, this PVB interlayer offers greater design flexibility by improving acoustics, increasing stiffness and enabling thinner, lighter glazing.

ENERGY EFFICIENCY

Projects around the globe translate to sustainable progress

Eastman expertise in energy efficiency is foundational to our climate strategy.

Eastman uses its expertise to develop innovative and collaborative strategies that enhance energy efficiency and reduce emissions. Our technology organization conducts regular sessions across manufacturing areas to identify potential improvements, aiming for greater consistency and uncovering more energy efficiency opportunities.

Across our company, we have

50

active energy efficiency projects worldwide.

Emission reduction through collaboration

Eastman is focused on energy efficiency projects — not only at our largest manufacturing sites in Kingsport and Longview but also at other sites around the globe. The company actively participates in initiatives as an ENERGY STAR® partner and in the Department of Energy's Better Plants Challenge and Better Climate Challenge.

ACC Energy Efficiency Award

For its 2025 Responsible Care Awards, the American Chemistry Council recognized a project at our Kingsport site with an ACC Energy Efficiency Award. We have received an **ACC Energy Efficiency Award for the 32nd consecutive year**. This project received an "exceptional merit" distinction, the highest accolade in the energy efficiency category.

In 2024, the Kingsport team discovered through a comprehensive energy-focused study in the department that we were overpurifying one of our products beyond our established production impurity limits. Through process modeling, process control improvements and interdivisional plant trials, we enabled our process to operate closer to the established production specification limit, **leading to a 7.5%–15% reduction in steam usage** (depending on varying process feed compositions).

Energy cost optimizer

Eastman has improved its energy cost optimizer model for the Kingsport site by adding additional systems to improve energy savings metrics. This model evaluates the utility system's operations to identify the most efficient equipment, optimizing energy use, lowering operational costs and minimizing the carbon footprint. Through ongoing enhancements to its energy cost optimizer model at the Kingsport site, Eastman has **saved approximately $5 million in fuel.**

Leuna achieves impressive reductions

In 2024, our Leuna site in Germany achieved great success in improving their energy efficiency. By focusing our regional expertise around energy efficiency, Leuna achieved an impressive reduction in energy intensity of **17% for the site.** The site successfully implemented a series of process automations in collaboration with the advanced controls team in the worldwide engineering and construction organization. This collaborative effort has allowed us to optimize our processes and achieve significant energy savings.

Leuna continues to pursue new projects and innovations to enhance our energy efficiency, building on our successes for future improvements.

Gains in Ghent

Recognized for its exceptional energy efficiency, the amines unit in Ghent, Belgium, set an industry benchmark through a strong track record of successful initiatives driven by strong engineering expertise on site. In 2021, an energy efficiency project was launched to elevate this benchmark even further. By leveraging digital manufacturing technologies and various process information tools, we gained valuable insights into energy consumption patterns, allowing us to optimize our processes effectively. As a result, the unit achieved a notable 15% reduction in energy intensity in 2023, setting a new all-time record (unit of energy per unit of product). In 2024, we built on this success and once **again broke the record for the lowest energy intensity ever recorded at our site.**

WATER

We follow a strategy to enhance water conservation

We're committed stewards of this natural resource.

As part of our overall program for good natural resources stewardship, we continue to assess our water use, especially at Eastman sites in water-stressed regions or where freshwater withdrawals are high. Our water policy guides how we use, reuse and conserve this vital natural resource.

Eastman collaborates with organizations, industry peers and academia to improve our processes while sharing what we learn. Here are some programs that illustrate our approach.

Water Body Risk Assessments (WBRAs)

Water Body Risk Assessments are part of an American Chemistry Council program to demonstrate responsible stewardship and help companies identify water-related risks and opportunities to mitigate those risks. We have completed WBRAs for six sites and expect to complete an additional three assessments by the end of 2025.

Evaluating our Kingsport once-through cooling water system

Our largest manufacturing site, in Kingsport, Tennessee, draws large quantities of water from the South Holston River, and almost 95% of that water is used for noncontact cooling. That noncontact water flows through pipes for cooling manufacturing processes and is returned to the river with no changes to water chemistry.

We believe our use of once-through cooling (OTC), which improves our energy efficiency, is a responsible use of water resources. We engaged third-party experts to assess our approach.

Eastman partnered with the Electric Power Research Institute (EPRI) to develop a framework to evaluate the social benefits of retrofitting OTC systems with closed-cycle cooling (CCC) systems. EPRI used our Kingsport site as a case study to illustrate the application of the framework.

The case study supported the continued use of the once-through cooling system. Several factors were considered, such as the aquatic integrity of the source water body and water availability. Other societal factors such as public safety and quality of life impacts were also considered.

Caring for society

Governance

Eastman has executive and senior-level oversight and governance across the areas of employee engagement and culture, health, safety and wellness, and social impact. The people and society sub-council meets on a regular cadence to address how we create a positive impact throughout communities where we operate.

Strategy

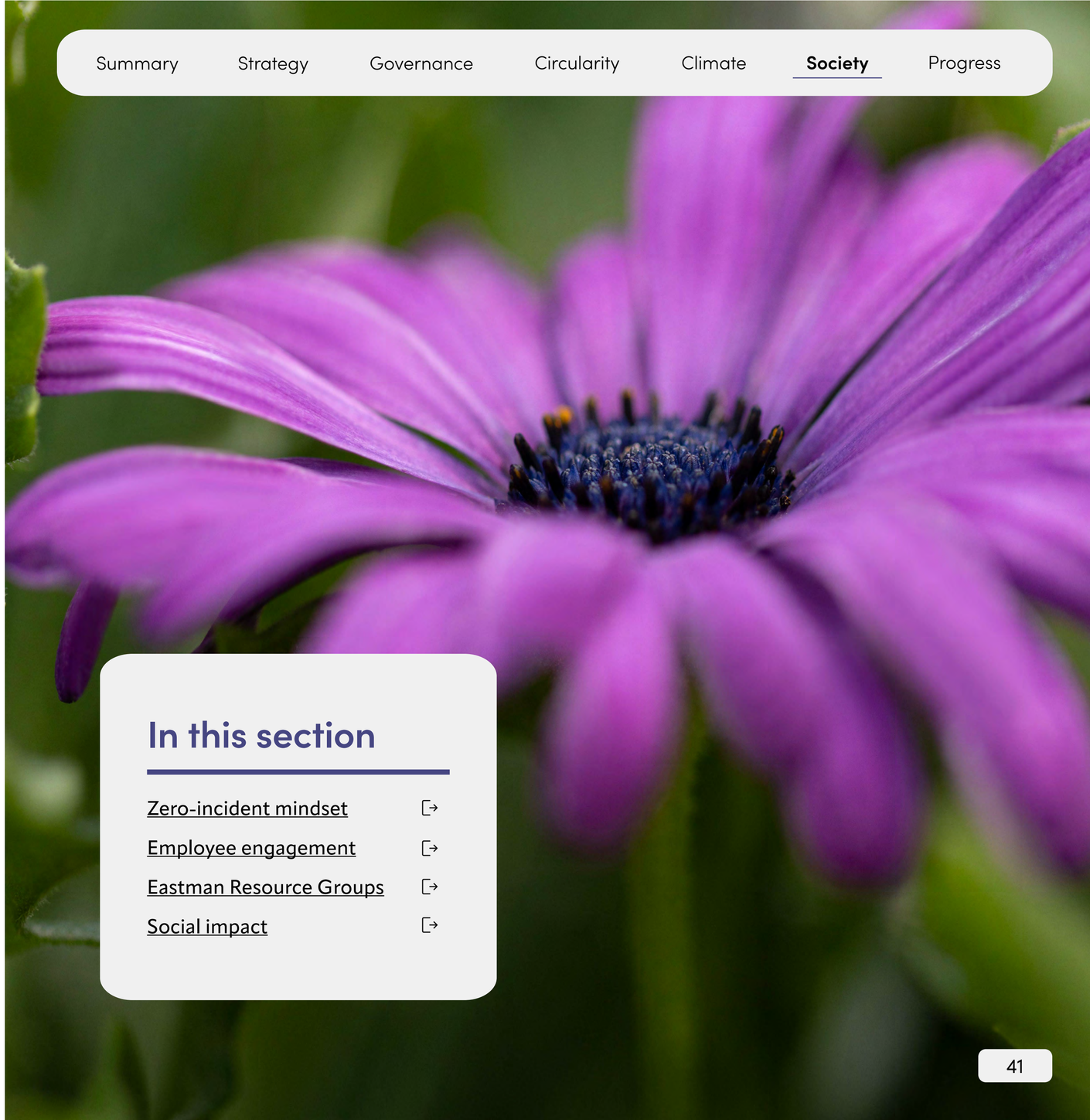
People are at the heart of Eastman's corporate strategy. We focus on providing physical, financial and emotional wellbeing to our employees; innovating material solutions for our customers; and creating healthy, vibrant, inclusive communities where we operate.

Business risk/opportunity

At Eastman, our commitment lies in manufacturing products that prioritize the safety of our employees and the satisfaction of our customers. We will continue to foster workforce development and enhance employee engagement to strengthen our workforce and accelerate innovative solutions that address society's most pressing needs.

Metrics and progress

Eastman is taking a comprehensive approach in how we impact people and society. We are focused on the health, safety and engagement of our employees while adding talent with a wide range of skills that are critical for our business. We will continuously improve our collective safety processes as well as best understand drivers of internal talent movement.



In this section

Zero-incident mindset
Employee engagement
Eastman Resource Groups
Social impact

ZERO-INCIDENT MINDSET

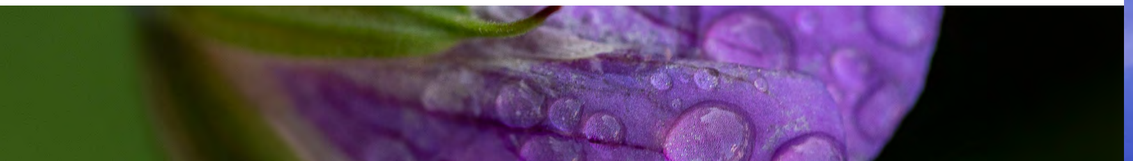
Cultivating safety as a core value

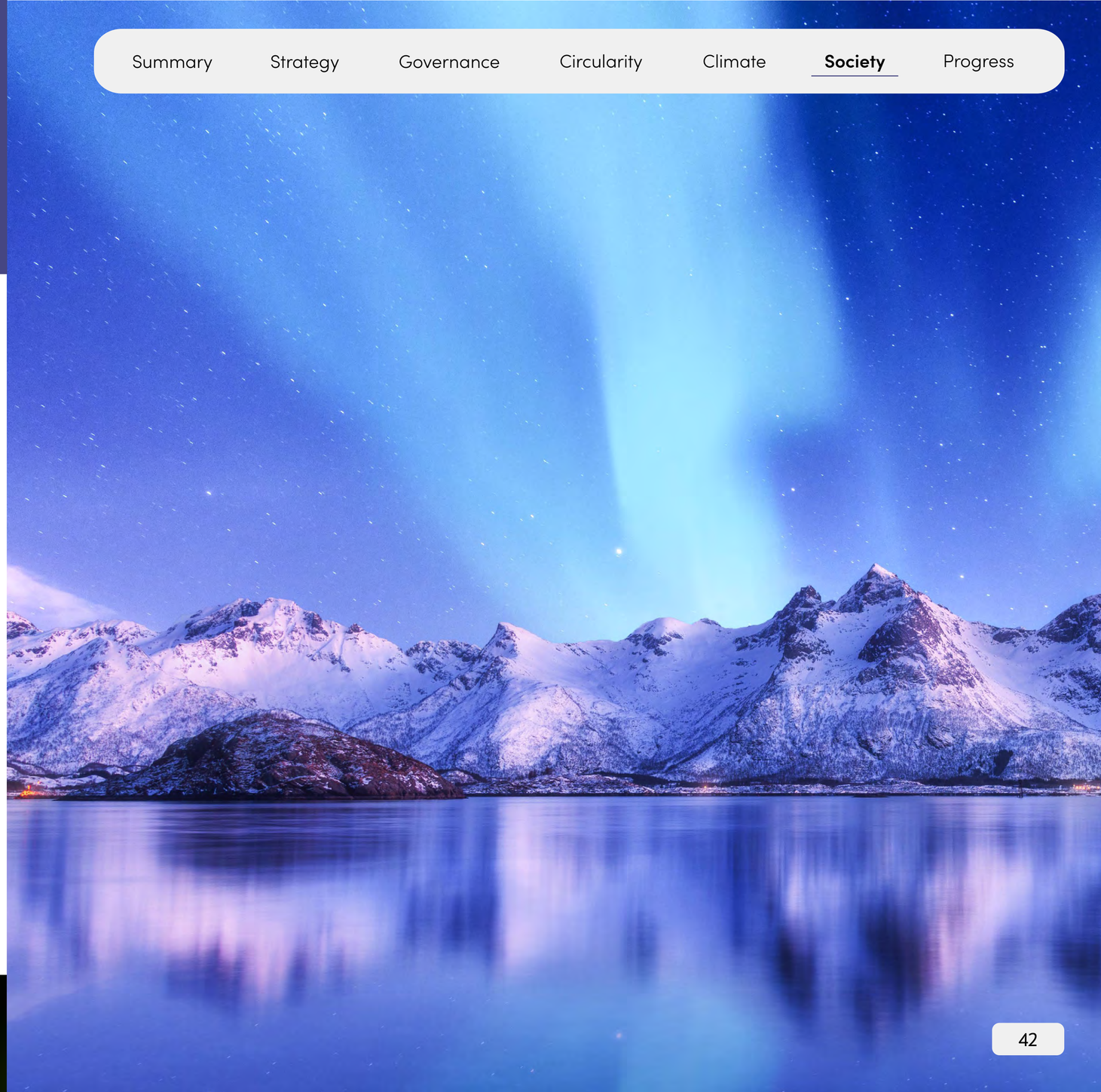
Committed to zero

To build on the significant progress we made in our health, safety and environmental (HSE) performance in 2023, we once again set aggressive continuous improvement targets for 2024. We maintained focus on the critical opportunities and expectations within four key pillars: demonstrating leadership commitment to zero, improving personal safety, advancing process safety and boosting asset integrity. We remained steadfast in our commitment to invest in our facilities, our processes and, most importantly, our people. This ensures we're prioritizing proactive maintenance and asset improvements while integrating best practices and learnings into the daily rhythms and routines of our global teams.

In 2024, we achieved year-over-year progress toward our top quartile performance goals, including best-ever performance in OSHA-recordable incidents — a 30% reduction year-over-year. We maintained our Tier 1 process safety events rate and reduced Tier 2 events by 27%. Since 2020, we've reduced process safety Tier 1 and Tier 2 events by 72%.

In 2021, Eastman defined a process comparable to the tiered process safety framework to categorize environmental incidents. Since establishing the baseline we've reduced the most serious environmental incidents by 75%, reflecting our continued commitment to protecting our people, our communities and the environment.





ZERO-INCIDENT MINDSET

We continue to challenge ourselves to raise safety performance

Ask before you task

Every task. Every shift.

After making a significant step change in our OSHA-recordable performance in 2023, we challenged ourselves to deliver even stronger results in 2024. We recognized that much work remained to address behavioral and systemic challenges if we were to continue pushing ourselves to achieve top-quartile performance. Assessment of our OSHA-recordable incidents showed hazard recognition was our most impactful opportunity for improvement. We standardized a simple yet powerful hazard recognition tool that empowered team members to assess a job or task and take appropriate action as needed, even if that means stopping a job.

"Ask before you task" is now a common phrase at our global sites. It's encouraging more robust hazard identification discussions and enabling teams to take preventive, corrective actions to de-risk every shift.

Global Safety Connection Day

A hallmark of a great safety culture is the willingness to learn from past incidents. In 2024, we hosted the first annual Global Safety Connection Day event for all team members. The event featured team members sharing their personal experiences and positioned teams to have intentional, robust safety discussions about the potential risks and hazards in their respective facilities and operating areas.

"Safety is a core value of who we are as a company and one of the many reasons I felt compelled to join this incredibly talented Global HSE team earlier this year. Eastman has been on a journey, and the last three years have been transformational in terms of our HSE performance — particularly safety. The level of improvement that has been achieved doesn't happen on its own; it takes dedication, courageous leadership and a culture built on a willingness to learn and improve. I'm honored to lead Eastman's Global HSE organization into the next horizon on our journey to sustained HSE excellence."

Ana Davis
Vice President, Global Health, Safety and Environment

Eastman Tritan™ and Tritan™ Renew: Game-changing material innovation that's more important than ever

Our company has a heritage of delivering solutions without materials of concern, and Eastman Tritan™ copolyester is a shining example of that commitment. More than 15 years after it was launched, Tritan remains one of the world's most important material innovations over the past two decades.

Tritan is the ideal specialty plastic to deliver durability for products that will be used again and again. And thanks to Eastman molecular recycling, Tritan Renew has all the performance characteristics of heritage Tritan while also containing up to 50% certified recycled content.* Tritan is chemically resistant and offers the clarity of glass. But unlike glass, Tritan resists cracking or breaking. It's also a safer material for applications ranging from food storage containers to blenders to sports bottles to lids for coffee tumblers to medical equipment to chocolate molds. That's because Tritan is free of bisphenol A (BPA), as shown by rigorous third-party testing.

Polycarbonate has been used pervasively for decades to make hard plastic items ranging from baby bottles to chocolate molds, but polycarbonates can contain BPA. Tritan is not only BPA free but also delivers performance comparable to polycarbonate.

**Via ISCC PLUS mass balance allocation*

Chocolate molds — a prime example of the need for safer, sustainable materials

Food contact materials with BPA are being phased out in the European Union, and Eastman has worked closely with brands in multiple applications to help with the transition to a safer material alternative, including companies that produce molds for chocolates.

The EU's ban on BPA, announced in January 2025, applies to products in phases, culminating with a nearly complete ban on BPA in food contact materials by 2029. The EU's food safety authority reviewed scientific evidence and concluded that BPA is a health risk for consumers across all age groups, and the use of BPA in baby bottles is already banned there.

Tritan Renew is our BPA-free, sustainable solution designed specifically for food contact applications. Two leading manufacturers of chocolate molds, Agathon and Hans Brunner, are choosing Tritan Renew to meet the new regulations and to integrate a more sustainable material. Tritan Renew must meet their rigorous performance needs. It must stand up to the extreme durability requirements, temperature swings and frequent commercial dishwashing cycles for molds in chocolate production.

"When regulations forced BPA-free molds, we selected Tritan Renew because, for us, sustainability is integral to everything we do," said Markus Gebhart, general manager at Hans Brunner. "Collaborating with Eastman on sustainable solutions that meet our performance standards has been a positive experience. Because of their technical expertise and ongoing support, we feel very confident to move forward together with Eastman on new projects."

"We are committed to exploring sustainable material options, but few BPA-free solutions also meet our performance standards," said Lisa Schiesser, head of sales and business development at Agathon. "Tritan Renew can satisfy these three requirements. Through our transition, the Eastman team has been deeply engaged, technically responsive and proactive to understand our timelines our processes and our customers' needs."

MATERIALS MATTER

Products that enhance lives and increase safety are core to what we do

Color cosmetics bring performance benefits and good for the environment with Eastman Esmeri™

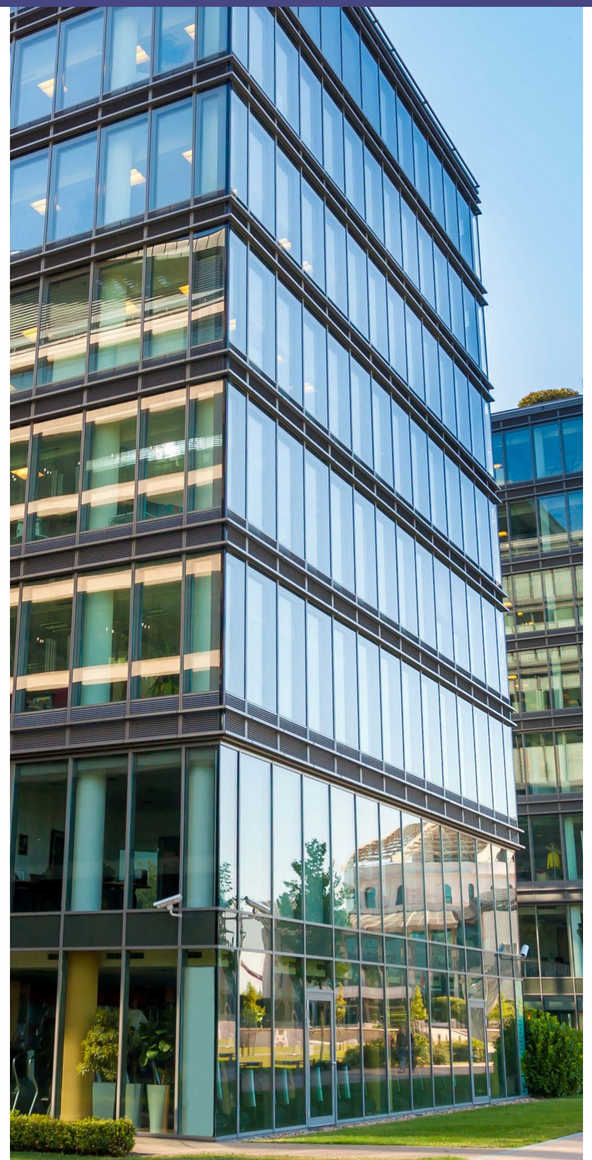
Consumers are becoming more informed and selective about their cosmetics, looking for quality products that bring performance benefits to the application and at the same time are good for the environment. With Eastman Esmeri™ CC1N10 cellulose ester micropowder, brands can meet consumer expectations.

Naturally derived and produced from 63% sustainable wood pulp, Esmeri is a biodegradable[2] ingredient that enhances color cosmetic formulations. Cosmetics formulated with Esmeri offer performance benefits, including superior, long-lasting optical effects, sensory enhancement and improved application evenness.

This non-nano-sized[1] cellulose ester micropowder is suitable for various lipophilic color cosmetics formulations. Esmeri is designed to meet stringent EU regulations for synthetic polymer microparticles that fully biodegrade[2] and do not persist in the environment. The precise control of the ingredient's particle size and its uniform distribution result in a powder that optimally scatters light, filling in fine lines and wrinkles. Esmeri is suitable for a wide range of cosmetics, including foundations, lipsticks and pressed powders. Its versatility allows formulators to demonstrate their creativity and enhance brand presence in a competitive industry.

[1]According to EC recommendation of (2022/C 229/01)

[2]Biodegradable per regulation (EU) 2023/2055 "Synthetic Polymer Microparticles" Group 2 compliance



Security glazing with Saflex™ VS: a clear defense against modern threats

As glass buildings become more popular, there's a growing need for better security solutions that protect against threats while still allowing natural light in and maintaining aesthetics. That's why Eastman created Saflex™ VS PVB interlayers for laminated glass to serve as an essential barrier, protecting against a range of threats, from minor to significant impacts.

Saflex VS, also known as Saflex Storm, provides additional security solutions against ballistics attacks, bomb blasts, forced entry and vandalism. These strong protective interlayers help deter or delay attackers from gaining entry while protecting people and property from injury and damage. They also allow the glass to meet several forced entry testing standards, including the new ASTM F3561, which is specifically for active shooter situations. From schools to offices and airports, Saflex VS can be used in a wide range of applications to offer reliable protection and peace of mind.

Saflex VS can be combined with other Saflex interlayers to provide safety, structural integrity, acoustic control, solar protection and security. By adjusting the configurations of glass and interlayers, architects and designers can customize the level of protection offered by laminated glass to meet specific requirements. This includes designing glazing with inherent resistance to entry, achieving enhanced performance with thinner glass, and ensuring proven durability across various building structures.

MATERIALS MATTER

Products for increased safety: Tetrashield offers a better alternative for can coatings

Eastman Tetrashield™: our solution for safer, durable canned goods

Every year, billions of canned food products are produced globally to preserve and transport food and beverages. A critical yet often overlooked element is the protective coating inside the can. This specialized coating prevents interaction between the food and metal, ensuring durability during transportation and maintaining food safety.

BPA-NI can coatings

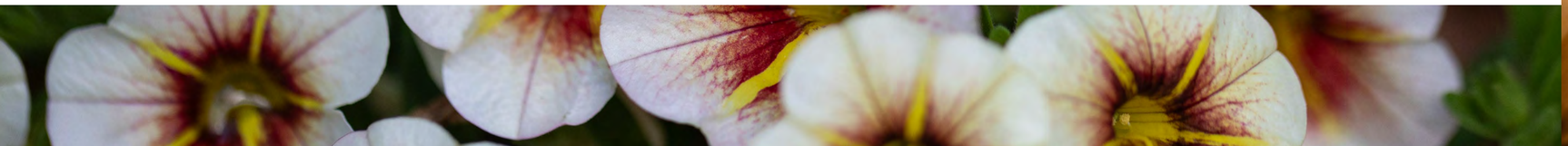
As customer expectations and regulations evolve, companies must comply with current standards and prepare for future restrictions. The industry is shifting away from can coatings that contain bisphenol A (BPA), a substance that has raised increasing health concerns among regulators and consumers. This has created a demand for alternative solutions.

That's why Eastman developed Tetrashield protective resins systems, a solution in which bisphenol A is not intentionally added as an ingredient (BPA-NI). It enhances the durability, performance and shelf life of cans, instilling confidence in users regarding product safety and building consumer trust in the quality of canned goods.

Regulations continue to change

Tetrashield offers an alternative to the use of hexavalent chromium, a chemical compound often incorporated into tin plate surface treatments to improve hardenability and corrosion resistance in aluminum and steel used in can production. Due to its toxic and carcinogenic properties, regulatory agencies are pushing the food metal packaging industry to transition to non-hexavalent chromium alternatives in response to increasing health and environmental concerns.

While alternatives to hexavalent chromium exist, removing it can create performance gaps, particularly in resistance to sulfur stains and strong acids. As the industry shifts towards BPA-free can coatings, some commercial options may struggle to meet the requirements for alternative metals. Tetrashield high-performing resins provide comparable performance to epoxy-based coatings without the BPA. It offers a sustainable solution that complies with regulations and ensures food safety and shelf-life amidst these changes.



EMPLOYEE ENGAGEMENT

Engagement and culture that powers our global team

We're a company with a century of history, world-class technologies and locations around the globe — but our greatest asset by far are the 14,000 members of the Eastman team.

Eastman has a strong culture and a strategy to consistently make it even better. We are dedicated to five core commitments that enhance the team member experience, strengthen talent retention and acquisition, and position Eastman as a leading materials innovator for years to come.

Enhancing employee experience

We use a comprehensive, yearly survey of our team members to identify strengths and areas of improvement. We've exceeded our survey participation targets two years running and identified three focus areas where we took actions and measured year-over-year satisfaction improvement in:

- Strengthening leader accountability for engagement
- Driving individual expression and sharing information at all levels
- Addressing process gaps in promotion and assignments

Improving the retention of our talent

We are committed to maintaining our global voluntary attrition rate to below 5% by developing our talent and providing them the learning opportunities they need based on their development plans and continuous engagement conversations with their leadership.

Strengthening our performance culture

We are accelerating the development of our talent through the completion of individual development plans and have nearly reached our target in this focus area. We are driving a learning culture across the global organization, aiming to exceed 45% of business and strategy employee's enrollment in our internal education hub, Eastman U, with one-third of employees currently participating.

Performance rating distribution

We provide leader training to ensure performance rating distribution is fair and based on performance that contributes to business results.

Controlled gender pay gap

We consistently monitor and take proactive steps to ensure our controlled gender pay gap meets or exceeds the industry average of 99 cents on the dollar.

EMPLOYEE ENGAGEMENT

The Manufacturing Institute honors two Eastman leaders

Jennifer Flodder
Director of Global Health, Safety and Environment, Longview Operations

Flodder, Ortiz recognized for making significant impact

Two Eastman employees won national manufacturing awards this past year for their lasting impact in the industry.

Jennifer Flodder, director of global health, safety and environment in Longview, won a 2025 Women MAKE Awards honoree by The Manufacturing Institute. She was cited for creating the site's operational excellence handbook and co-led Eastman's global energy efficiency initiative, which reduced greenhouse gas emissions by 60,000 metric tonnes and saved about $5 million per year.

Flodder is also committed to developing the next generation of chemical engineers, overseeing Longview's recruitment and onboarding processes. She engages with new employees to improve onboarding experiences and fosters a welcoming environment.

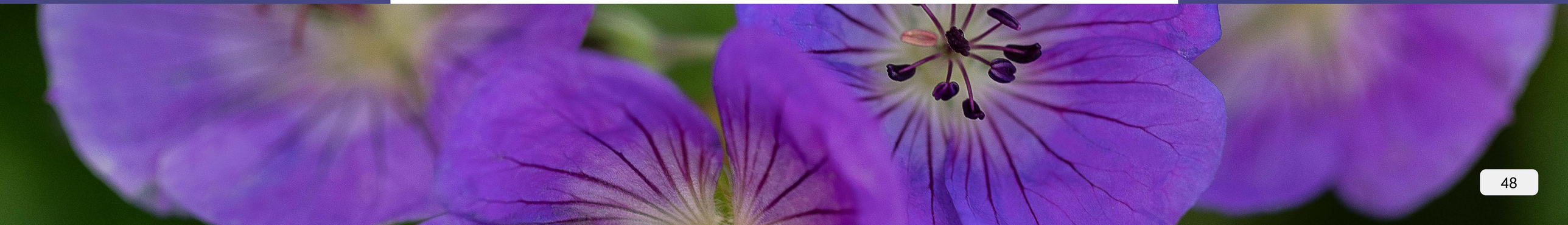
Angelina Ortiz, group leader for intermediates process development in Kingsport, won the agency's Emerging Leader award. She's helped lead commercial qualification trials and developed project execution expertise while leading a team of chemical engineers. Prior to leading that team, she played a pivotal role in the first successful run of an innovative catalyst and manufacturing configuration, led commercial qualification trials contributing nearly $2 million in earnings, and led capital projects totaling more than $10 million.

Ortiz was also recognized for her mentorship and community service.

"I feel passionately about inspiring and helping those around me realize their potential," she said.

The Manufacturing Institute recognizes 100 honorees and 30 rising stars nationwide each year.

Angelina Ortiz
Group Leader for Intermediates Process Development



EMPLOYEE ENGAGEMENT

EPDC: The C stands for community — a place for every employee

The Eastman Professional Development Community (EPDC) is our internal, global team of employees focused on networking and career growth. It serves to support recruitment, retain talent and help employees develop their skills.

EPDC has about 6,000 members and is led by a global board that represents the diversity of Eastman, job roles and career levels. With over 25 chapters around the world, EPDC can both champion its broader goals for professional development and support the specific needs of each location.

EPDC participation is voluntary, and the community engages members as they develop their personal and professional skills. And while EPDC was initially geared toward newer employees in Kingsport, the group's leadership has refocused on making EPDC beneficial for all employees, including partnering with Eastman Resource Groups (ERGs) to expand the audiences of these other groups.

"EPDC members care about everyone's experience at our company. We're employees with a passion to make working at Eastman better every single day. EPDC is the vehicle that empowers us to connect with one another, providing tools and opportunities needed for growth and driving better results."

Hector Henry Torres Garcia
2025 EPDC Global President

EPDC offers opportunities for all employees

EPDC offers a variety of programs for team members as well as outreach opportunities throughout our communities. Here are just a few examples of the many opportunities.

Eastman Mentorship Network

Founded by EPDC in partnership with all of the ERGs, the Eastman Mentorship Network connects hundreds of employees with experienced mentors within the company. It allows mentees to match based on their aspirational role, career level, interests, values, and other factors. The network is open to all employees year round.

Move it! May

This global initiative by EPDC encourages employees to take steps toward a healthier lifestyle together. From running and walking to dancing and yoga, Move it! May participants are invited to log their activities throughout the month and share them with EPDC members around the world.

Going Global September

This four-day event is open to all Eastman employees and focuses on professional development and global awareness. Each of Eastman's four global regions hosts a one-hour session during Going Global September, presenting their region's perspective on topics like safety or cross-cultural communication.

EMPLOYEE ENGAGEMENT

PLUS 5: Program empowers careers, creates connections

PLUS 5

"Professional networking is no longer a nice-to-have for women; it's a strategic way to accelerate your career. Whether you're seeking growth, leadership or impact, a strong network is a crucial asset. The PLUS 5 Networking Program embodies this principle, delivering remarkable value to Eastman in just four years. PLUS 5 has helped over 120 women advance their careers at two to three times the Eastman corporate average, acting as a catalyst to build thoughtful and inclusive teams driving higher engagement, greater agility and the innovation needed to achieve our business goals."

Sarah Borden
Product Director, Acetyls and Plus 5 Connector

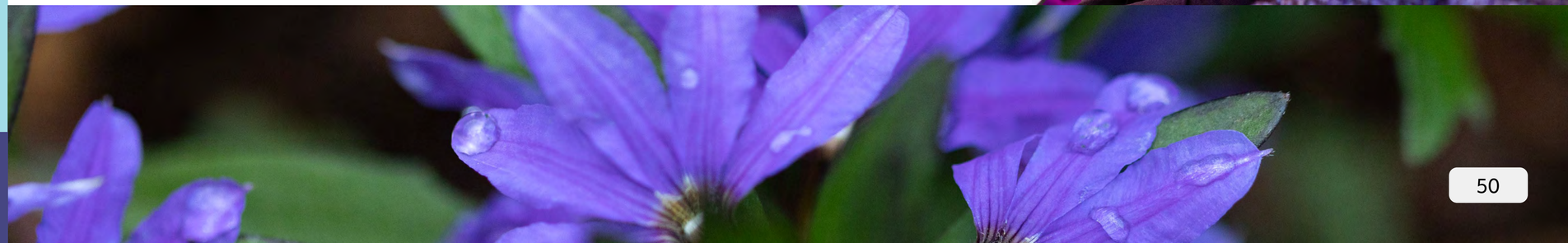
Groups open doors and create collaborative opportunities

Eastman is dedicated to empowering women in the workforce through initiatives that promote professional growth and inclusivity, exemplified by the PLUS 5 program. Launched in 2021, PLUS 5 is a woman-led networking initiative designed to help women build meaningful, career-advancing connections through a focused, short-term sprint. Each participant is paired with a connector — typically a well-connected Eastman employee — who introduces her to five professionals aligned with her career goals. This targeted approach simplifies networking while ensuring quality, relevant connections that open doors to new perspectives, resources and collaborative opportunities across departments.

PLUS 5 benefits both participants and connectors by fostering diverse viewpoints, enhancing innovation and supporting personal growth. The program strengthens Eastman's culture, knowledge sharing and continuous learning, qualities that are essential for sustainable business success. Since its inception, the program has grown from 20 to 80 participants annually, with plans to expand to 100 in 2026. This growth is continuously supported by Eastman's Employee Resource Groups, who are vital to program awareness and participation. Impressively, 30% of PLUS 5 alumni have achieved career mobility, underscoring the program's impact.

By leveraging connection and collaboration, PLUS 5 empowers women to advance their careers while also contributing to Eastman's broader goals to strengthen culture and engagement and ensure long-term company success.

PLUS 5 is one of many networking and mentorship opportunities available globally through Eastman Resource Groups, including mentorship programs offered by our Connect and APEX ERGs as well as through our intern program.



EMPLOYEE ENGAGEMENT

Eastman Resource Groups

We have six Eastman Resource Groups (ERGs) that support our strategic pillars by strengthening engagement and culture. Around the globe, our ERGs help Eastman's workforce grow professionally, network with colleagues and maximize their business contributions. Any team member can join or participate in any ERG. ERGs make Eastman a better, more competitive company.

APEX
Eastman Resource Group

Focuses on Asian Pacific Islander team members

Catalysts
Eastman Resource Group

Focuses on women team members

Connect
Eastman Resource Group

Focuses on African American/ Black team members

Equality
Eastman Resource Group

Focuses on LGBTQ+ team members

EVETS
Eastman Resource Group

Focuses on military veterans and active reservists

Mosaic
Eastman Resource Group

Focuses on Latinos and Hispanic team members

SOCIAL IMPACT

Standing strong together: coordinated response to Hurricane Helene

Supporting our neighbors in a time of crisis

Southeastern Appalachia was devastated by Hurricane Helene on Sept. 27, 2024. Homes were destroyed, lives were disrupted and the region's landscapes were forever altered.

We stood with our communities near Eastman's global headquarters in Kingsport, Tennessee, providing relief and support to those impacted. In the days immediately following the storm, we ensured our team members who were directly impacted had necessary resources, including opening fully stocked showers on the Eastman campus. We also provided cases of water because the region's water infrastructure had been severely damaged, making access to safe and reliable drinking water a challenge.

Eastman cleared the way for hundreds of Eastman employees to volunteer in support of family and friends in need. We also extended relief efforts to the community, forging partnerships that would amplify efforts. The Eastman Foundation pledged $100,000 to Food City to kick-start a major fundraiser for the region with all proceeds supporting regional United Way disaster relief funds. The Eastman Foundation also donated an additional $100,000 to help fund local business recovery, managed by Region A.H.E.A.D. (Appalachian Highlands Economic Aid Directory). Read more.

Employees with a heart for the community

In the immediate aftermath of the hurricane, many Eastman employees jumped at opportunities to help their Appalachian community and neighbors.

Manufacturing technologist Josh Callahan cut trails, backpacked supplies and worked with a team at Eastman to take supplies into the mountains of North Carolina.

"This isn't just something that happened in September and things are back to normal," said Cody Day, a maintenance planner at Eastman. "This recovery is going to take years. People will need help for a long time."

Day spent the days following the disaster clearing roads and created a nonprofit organization to collect items for flood victims, which is still receiving bulk items today. He still volunteers 20 hours a week to restoration efforts in the region. Read more.

SOCIAL IMPACT

Dental clinic bridges a gap in essential care

The Kingsport Dental Clinic of the Appalachian Highlands opened in August 2024. The Eastman Foundation and other local partners made this clinic possible, offering quality dental care in rural Appalachia on a need-based, sliding scale fee structure.

A year later, the dental clinic's impact is clear. More than 900 patients have been seen — some returning for multiple visits already.

The clinic is also a training site. It has brought in 34 students to date from the University of Tennessee (UT) Health Science Center in Memphis and clinical rotation dental hygiene students from East Tennessee State University.

Three local high school students have also completed health care rotations at the clinic, further encouraging students to consider their hometown to practice health care in the future.

In addition to providing dental care in the region, the project also serves to inspire students to return to more rural areas as they start their careers. This would create a long-term impact on parts of the state that have the greatest need for dental services. After their experience at the Kingsport clinic, several students have expressed their desire to return to the region upon completion of their programs.

There are already plans to grow the clinic by increasing from 12 to 30 patient chairs in the next phase. There are also longer-term plans to host a year-long dental residency for 12–15 dental students as the program matures and offer UT students the option to complete their final two-year doctor of dental medicine program in Kingsport instead of Memphis, Tennessee.

SOCIAL IMPACT

Collaboration with community partners fuels economic development, child care

Investing in BRIDGE

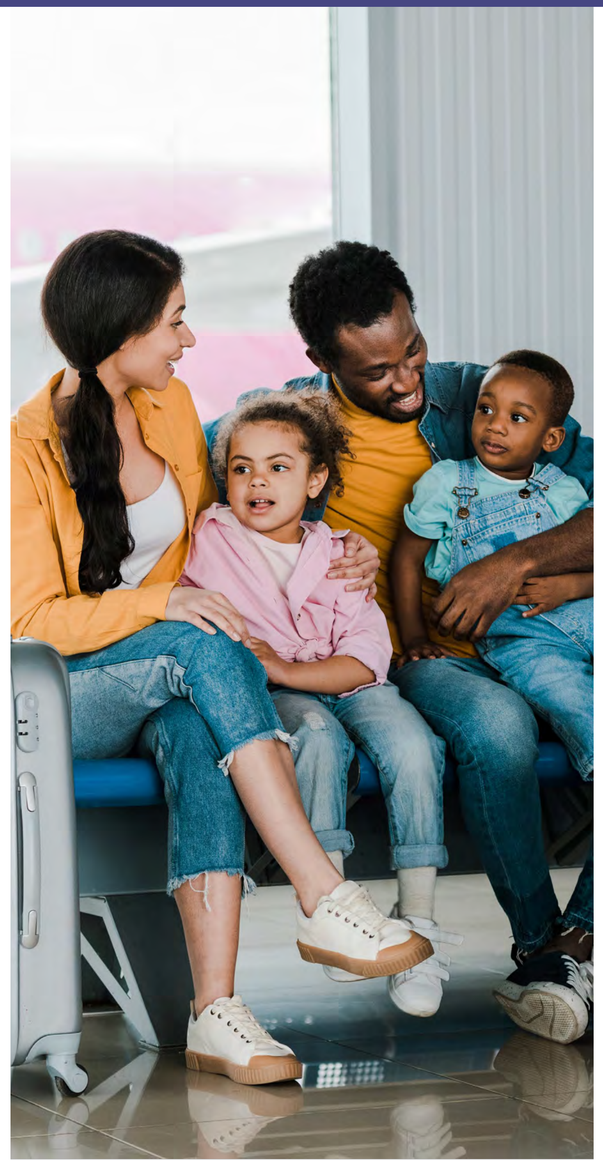
We're committed to supporting projects that benefit our communities. That's why we invested in BRIDGE (Building Regional Investment, Development, Growth, & Engagement), an economic development organization dedicated to growing the regional economy of Northeast Tennessee and Southwest Virginia.

BRIDGE seeks to provide growth opportunities for the Northeast Tennessee and Southwest Virginia region through research and development. Not only did Eastman provide the seed capital to create and launch BRIDGE, Eastman is now a proud founding member.

Adrian Holt, chief human resources officer at Eastman, currently serves on the BRIDGE board of directors as secretary/treasurer.

"Our corporate purpose includes enhancing the quality of life for society," Holt said. "Working with partners like BRIDGE helps us build toward that goal and create vibrant communities. We're proud to invest in this region and the people who live here."

BRIDGE has already begun working to expand opportunities in the region by further developing air service opportunities. In summer 2025, BRIDGE and the airport announced flights from a new airline to two major markets. This will allow more travel options — the airport currently loses 60% of travelers to nearby airports.



Helping YMCA expand

Child care in Kingsport, Tennessee, and the surrounding area has long been a challenge for the community. And for Eastman, this could be a hurdle for talent recruitment and retention.

That's why we've pledged $1 million to the Greater Kingsport Family YMCA to help them establish a child care development facility. The space will offer quality and affordable care for children ages six weeks to pre-kindergarten. It will be located in the existing footprint of the current YMCA, which is conveniently located near two interstate exits that service the Tri-Cities and surrounding areas.

The YMCA child care and learning space will provide a quality and affordable solution for local parents while also helping to prepare children for school. Once final approval of the plan is given by YMCA leadership, the center is expected to open in late 2026.

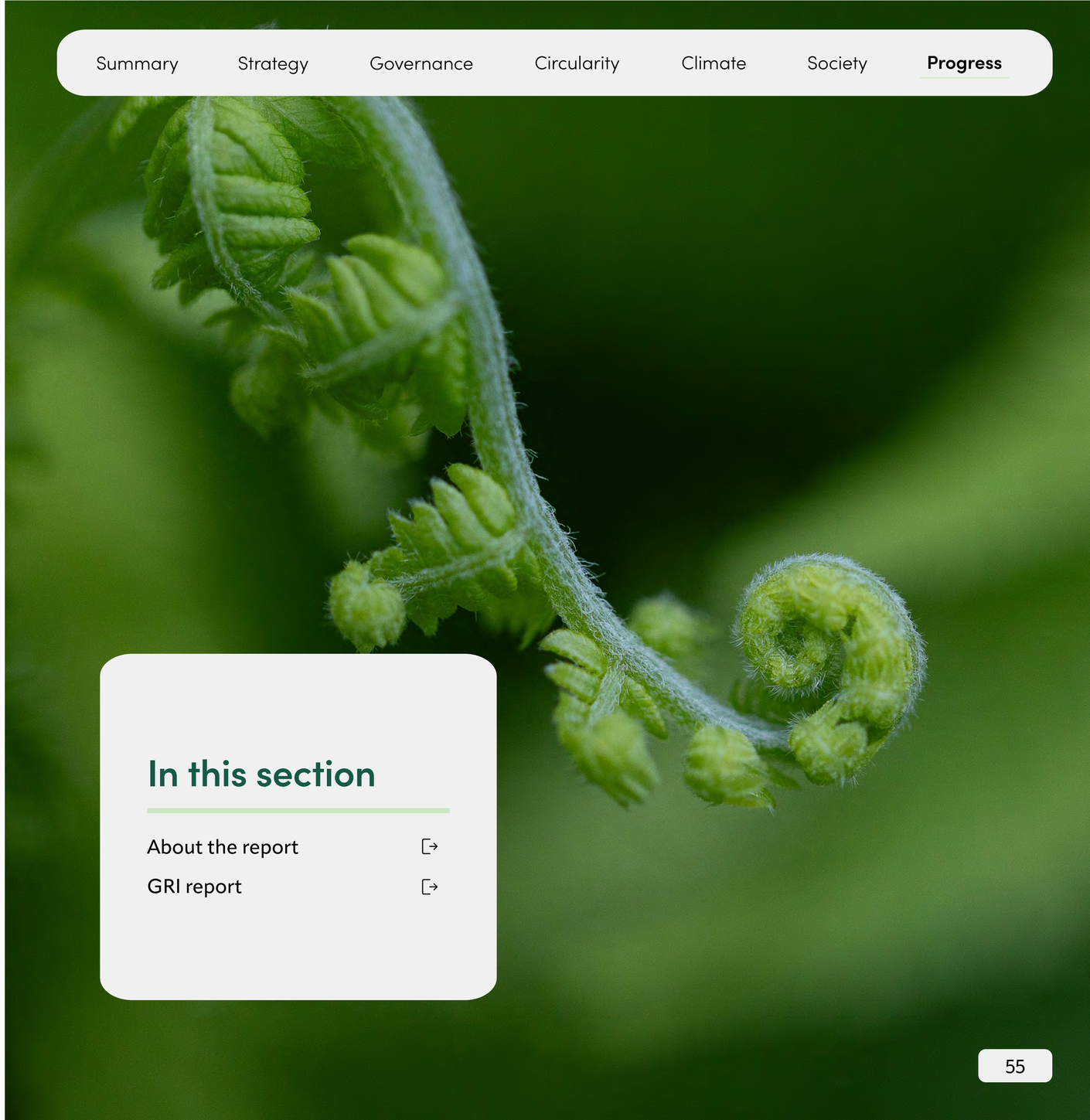
Goals and progress

Eastman has made sustainability integral to our strategy, driven by innovation and focused on people. We have the opportunity to lead, joining others to address mainstreaming circularity as an economic model, climate impact and care for society.

As sustainable innovation drives our approach to each of these topics, we have set collective goals to further embed sustainability standards into the operating model of our company. We are dedicated to the integrity of our reporting, celebrating progress and examining where improvements can be made.

At this midpoint in our journey to build A Better Circle, we are streamlining our goals to make them actionable and impactful with a commitment to be transparent on progress.

Together, we can create A Better Circle.



In this section

About the report
GRI report

GOALS AND PROGRESS

2024

Goal	Progress details
Mainstreaming circularity	
Recycle at least 500 million pounds (200 KMT) of plastic waste annually by 2030 via recycling technologies	Eastman continues to take a leadership role in leading the world toward a circular economy for plastics with the 2024 start-up of the world's largest polyester molecular recycling facility at our headquarters in Kingsport, Tennessee. We are committed to having goals that are measurable and transparent. Our progress in Kingsport methanolysis operations is exciting and in some respects has exceeded our own expectations. Eastman recycled 63 million pounds (28.4 KMT) of plastics waste in 2024. Our Kingsport methanolysis facility achieved its best production in the first quarter of 2025 and is on track to produce greater than 2.5 times more recycled material than in 2024. By mid-2025, we had optimized methanolysis operations to demonstrate run rates at 105% design rate with a path to approximately 130% rates. Given our ability to expand the Kingsport facility, we are exploring capital-efficient alternatives to add new capacity, giving us time and optionality to serve our specialty and packaging business models, expanding our circular platform and allowing us to hit our target of 500 million pounds of waste diverted from landfills annually by 2030.
Catalyze improvement of the recycling system by continuing to expand capabilities to recycle more complex products and by participating in initiatives and collaborations to drive increased collection	Eastman established a supply partnership with Rumpke Recycling. Rumpke's state-of-the-art material recovery facility in Columbus, Ohio is capable of sorting and baling hard-to-recycle PET (e.g., colored and opaque PET, thermoforms). Eastman receives and recycles these materials using our methanolysis process. Eastman's Kingsport methanolysis plant is the largest of its type in the world. Eastman kicked off local community recycling program with Food City, a local grocery store chain. The program provided access to recycling at three Food City stores in Kingsport. In 2024 we collected approximately 165,000 pounds from our local programs.

GOALS AND PROGRESS

2024

Goal	Progress details
Mitigating climate change	
Achieve a 30% reduction in absolute Scope 1 and 2 emissions by 2035 and reach net-zero operations by 2050[1]	Eastman is following a definitive climate strategy, and we are committed to decarbonizing operations. We have updated our climate goals to reflect our journey to reduce Scope 1 GHG emissions (emissions produced from our own operations) and Scope 2 emissions (from energy we purchase) from our manufacturing operations — the areas most in our control. We have accordingly adjusted our primary climate goal from carbon neutrality by 2050 to our new goal of achieving net-zero operations by 2050. This aligns with our strategy of transformational change across our manufacturing sites. Additionally, we are extending the timeline of our near-term climate goal from 2030 to 2035. This near-term target, a 30% reduction of Scope 1 and 2 emissions, reflects our progress toward identifying low-to-zero carbon technologies for generating process heat and reducing process emissions — projects that are moving steadily but are time-intensive to execute at our heavily integrated sites. Through 2024, Eastman has reduced our absolute Scope 1 and 2 (market-based) greenhouse gas emissions by 17.4%, measuring from our 2017 base year. Our restated near-term and long-term goals more clearly align our focus and targets on where Eastman can make the most impact — reducing GHG emissions in our operations, while delivering the utmost transparency to stakeholders in reporting progress.
100% of North America and Europe purchased electricity will be renewable by 2030 *(goal retired)*	*As part of our climate strategy, renewable energy will continue to be an important lever in our climate strategy. Although we will no longer provide annual updates on progress, Eastman will continue to incorporate renewables into our energy mix when opportunities align with business considerations and drive real impact in reducing our operational footprint.*
Eastman is committed to comprehensively understanding our Scope 3 footprint and developing a strategy that begins to address it.	Eastman is advancing on our Scope 3 journey. In 2024, we completed our first comprehensive Scope 3 GHG emissions inventory using data from 2023. Additionally, we have strengthened our internal capabilities to calculate and report our Scope 3 emissions moving forward.
Innovate to provide products that enable energy savings and greenhouse gas reduction down our value chains and at the consumer level	Eastman is committed to advancing the sustainability of our innovation pipeline and understanding how our products perform throughout the value chain. Our commercial and innovation portfolio assessments identify products with advantages in reducing greenhouse gas emissions and improving energy efficiency. Each business organization has successfully brought to market products that contribute in these areas, and nearly half of the innovation portfolio demonstrates benefits in GHG emissions reduction. A key consideration guiding our innovation strategy is the potential to reduce carbon emissions beyond our own manufacturing footprint. Currently, projects within our innovation pipeline are on track to meet or surpass expectations for downstream energy efficiency.

[1]*Our 2050 climate goal includes manufacturing emissions/facilities and excludes non-manufacturing sites.*

GOALS AND PROGRESS

2024

Goal	Progress details
Caring for society	
Achieve gender parity in alignment with our commitment to Paradigm for Parity® *(goal retired)* Be a leader for U.S. racial equity within our industry sector *(goal retired)*	*As part of our strategic review, we retired two goals to better focus on employee engagement and inclusion efforts, such as Eastman U, that strengthen the employee experience and highlight career development and advancement opportunities, so all can realize their full potential. We remain committed to ensuring recruitment from a comprehensive talent pool to add needed skillsets and consistently improve Eastman competitiveness.*
Ensure that over 90% of our growth-focused R&D investment is aligned with sustainable macro trends, driving the development of innovative materials that simultaneously addresses customer needs and is good for society	Having achieved an impressive 98% alignment of our innovation portfolio with sustainable macro trends in 2024, we are committed to sustaining this strong focus moving forward. To ensure continued success, we will leverage the robust implementation of our Innovation Sustainability Assessment as a key tool to guide and evaluate our efforts. This systematic approach will help us maintain a portfolio where more than 90% of our initiatives consistently align with critical sustainability trends. By doing so, we will continue to drive innovation that not only meets market demands but also contributes meaningfully to global sustainability goals and long-term value creation.
Achieve top quartile performance in both personal and process safety by 2030 compared to our peers	Since 2020, we have continued to make year-over-year progress toward our top quartile performance goals. Our 2024 Process Safety Tier One rate was 0.04 compared to top quartile performance of 0.02. Process Safety Tier Two rate was 0.07 compared to top quartile performance of 0.10, placing us within top quartile range. Our 2024 OSHA recordable injury rate was 0.30 compared to top quartile performance of 0.20.
Process safety events (PSE) Tier 1 + Tier 2 = 0.10 (reduction in events by 80% by 2030)	In year-over-year performance compared to 2023, we maintained Tier 1 process safety events (0.04 rate) and reduced Tier 2 events by 27% (0.08 rate). Since 2020, we've reduced process safety Tier 1 + Tier 2 events by 72%.
Zero serious injury and fatality (SIF) events	In 2024, we experienced three SIF events. A comprehensive root-cause investigation and corrective actions were completed following these incidents to help safeguard against similar incidents in the future. We remain committed to our goal of zero serious injuries across all our locations while continuing to implement systemic improvements, raise expectations and increase accountability of leaders to actively engage with their teams on safety. These events underscore the critical emphasis we must place on safety to ensure that every team member goes home safely every day.
Zero potential serious injury and fatality events (P-SIF) associated with life-critical procedures *(goal retired)*	*Over the last few years, we've placed additional emphasis on life-critical processes (LCP) audits and leadership engagement in this space to improve operational discipline and implementation. Since starting this effort, we've reduced LCP related P-SIFS by an estimated 29%. While not yet reaching zero, we continue to improve processes and adherence to our life critical processes by team members.* *While we will not be reporting progress on this goal going forward, we remain committed to our vision of becoming a resilient health, safety and environment (HSE) culture that is deeply committed to zero incidents and explores, learns and continually improves.*

GOALS AND PROGRESS

2024

Goal	Progress details
Environmental	
Environmental performance metric defined and implemented in 2021; established baseline in 2022; achieve a 75% reduction by 2030 *(goal retired)*	*In 2021, Eastman defined a process comparable to the API RP 754 tiered system — a formalized framework for reducing process safety incidents — to categorize key environmental incidents from Level 1 (most serious) to Level 4 (least serious). We also implemented a modern environmental management system, including performance dashboards to track progress against key environmental indicators. By leveraging the system's improved data collection and visualization capabilities, our facilities identified opportunities to optimize both short- and long-term operations. After establishing a baseline in 2022, the data show that by 2024 there was a more than 75% decrease in Level 1 environmental incidents compared to this baseline, reflecting our continued dedication to regulatory compliance and sustainability. Since we have met our target of a 75% decrease, we will no longer report on this goal, though we will continue to monitor progress.*
Maintain membership in Operation Clean Sweep Blue	As an Operation Clean Sweep Blue member company, Eastman reaffirms its commitment to eliminating plastic pellet losses to the environment. We have enhanced our internal reporting to better capture data on plastic pellet, flake and powder containment loss, in accordance with American Chemistry Council guidance. We continue to work closely with our transportation partners on the importance of pellet loss prevention, containment and cleanup. Our first OCS Blue third-party certification was successfully achieved at one of our European facilities in 2024, and we are preparing for additional OCS Blue certifications in North America. We are pleased to report that in 2024 there were no reportable plastic pellet losses to the environment outside of company-operated facilities, underscoring our ongoing focus on regulatory compliance and sustainability.
Air emissions	
95% reduction in SO_2 by 2030 *(goal retired)* 50% reduction in NO_x by 2030 *(goal retired)*	*As part of our ongoing commitment to environmental responsibility, we reaffirm that our NO_x and SO_2 goals will remain central to our compliance strategy. Although we will no longer provide progress updates, we remain fully focused on meeting all relevant regulatory standards. We are committed to fulfilling our obligations regarding these emissions and will continue to implement effective measures to achieve and maintain compliance as part of our broader sustainability efforts.*

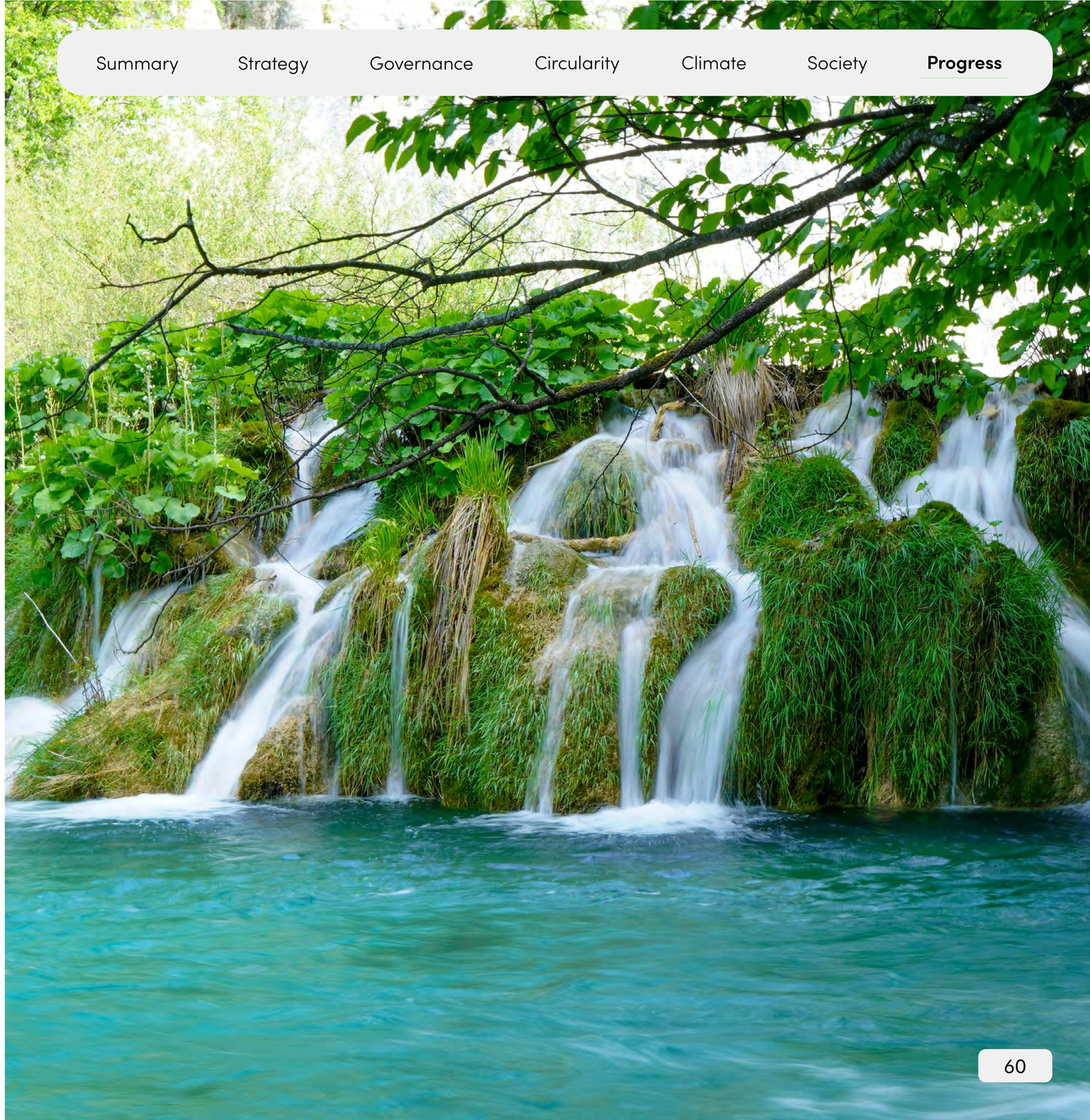
About the report

This 2025 sustainability report reflects Eastman's advancement toward the meaningful and measurable goals that will ensure we make progress toward the expectations of our customers, employees, investors and the communities we serve. The stories within focus on the time frame of 2024 through mid-2025. The quantitative data of this report is in accordance with the Global Reporting Initiative (GRI) standards and discloses material information across the Jan. 1 to Dec. 31, 2024, time frame unless otherwise noted.

In addition to the GRI, this report references additional frameworks to meet requirements for the United Nations Global Compact Communication on Progress and references the relevant United Nations Sustainable Development Goals (SDGs).

Eastman updated our corporate sustainability materiality assessment in 2024 and has identified topics of significance and indicators that align to our strategy and are most relevant to our internal and external stakeholders. Our process included an examination of our business risks and opportunities, evaluation of external trends, external expertise and our own understanding of our business. See the "Materiality" section of this report for a full explanation of our findings.

This sustainability report covers Eastman's wholly-owned operations and is used as a means of updating stakeholders on our progress against stated goals and commitments while giving a broad overview of our collective impacts and activities. As we acquire new sites and material businesses, we remain committed to integrating information within three years of acquisition. Eastman corporate audit services assesses the information in conformance with standards set by the Institute of Internal Auditors and verifies that supporting documentation exists. Much of the financial data is taken from our annual U.S. Securities and Exchange Commission (SEC) filing.



Report of independent accountants

Report of Independent Accountants

To the Board of Directors of Eastman Chemical Company

We have reviewed the accompanying management assertion of Eastman Chemical Company (Eastman) that the greenhouse gas (GHG) emissions metrics for the year ended December 31, 2024 in management's assertion are presented in accordance with the assessment criteria set forth in management's assertion. Eastman's management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the GHG emissions metrics. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements,* and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The firm applies the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries, performed tests of mathematical accuracy of computations on a sample basis, read relevant policies to understand terms related to relevant information about the GHG emissions metrics, reviewed supporting documentation in regard to the completeness and accuracy of the data in the GHG emissions metrics on a sample basis, and performed analytical procedures.

GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

Based on our review, we are not aware of any material modifications that should be made to Eastman's management assertion in order for it to be fairly stated.

Portland, Oregon
August 13, 2025

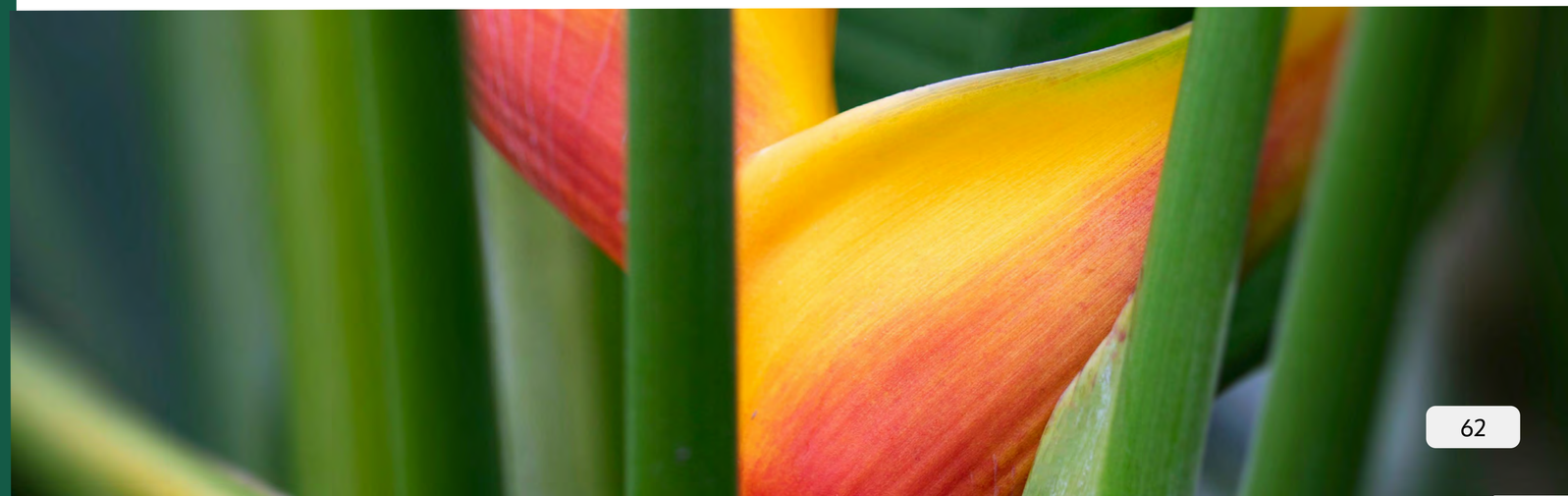
Management assertion

With respect to the greenhouse gas (GHG) emissions metrics presented by Eastman Chemical Company (Eastman) in the table below for the year ended December 31, 2024, management of Eastman asserts that the GHG emissions metrics are presented in accordance with the assessment criteria set forth below. Management is responsible for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the GHG emissions metrics and for the completeness, accuracy, and validity of the GHG emissions metrics.

Organizational boundary

Organizational boundary for the Scope 1 and Scope 2 GHG emissions metrics relate to Eastman's manufacturing sites (non-manufacturing sites are excluded) over which it had financial control during the reporting year. Joint ventures which are consolidated in Eastman's financial statements because Eastman has a controlling interest are included in the Scope 1 and Scope 2 GHG emissions metrics at 100%. Joint ventures which are nonconsolidated in Eastman's financial statements because Eastman does not have a controlling interest are included in the Scope 3 GHG emissions metric. Scope 3 – category 1, purchased goods and services GHG emissions relate to goods and services purchased by Eastman for use at consolidated and nonconsolidated manufacturing and non-manufacturing sites.

GHG emissions metrics	**Definition of metric[1,2,3]**	**Metric quantity in metric tons of carbon dioxide equivalent ($mtCO_2e$)**
Direct (Scope 1) GHG emissions	Direct GHG emissions from stationary combustion, chemical processes, and fugitive (refrigerants) sources.[4]	6,579,760
Indirect (Scope 2) GHG emissions	Indirect GHG emissions from the generation of purchased grid electricity and steam, using the location-based and market-based methods.[5]	Location-based: 871,833 Market-based: 371,443
Total reported GHG emissions (Scope 1 and Scope 2 (market-based))	Direct GHG emissions from Scope 1 and indirect GHG emissions from Scope 2 (market-based).[4,5]	6,951,203
Other indirect (Scope 3) GHG emissions – Category 1, Purchased goods and services	Indirect GHG emissions from the extraction, production and transportation of goods and services purchased by Eastman that are not otherwise included in the other categories of upstream Scope 3 GHG emissions.[6]	5,302,608



1 Eastman considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Accounting and Reporting Standard (together, the "GHG Protocol") to guide the criteria to assess, calculate, and report GHG emissions. For Scope 3 – category 1 GHG emissions, Eastman also considered the guidance of the Together for Sustainability's (TfS), The Product Carbon Footprint Guideline for the Chemical Industry to guide the criteria to assess, calculate, and report GHG emissions related to waste streams that are used as feedstock.

2 GHG emissions are expressed in CO_2e and include carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and industrial gases, such as sulfur hexafluoride (SF6). Scope 1 GHG emissions also include industrial gases, such as hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs). Nitrogen trifluoride (NF3) is not emitted as a result of the activities of Eastman. Emissions data by individual GHG is not disclosed as a majority of CO_2e relates to CO_2. Carbon dioxide equivalent emissions are calculated by multiplying actual consumption or calculated process emissions and refrigerant gas loss by the relevant emission factor and/or Global Warming Potentials (GWPs) of the compounds. For Scope 1 and 2 GHG emissions, these GWPs are defined by the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report. For Scope 3 – category 1 GHG emissions, these GWPs are defined as follows: (i) Sixth Assessment Report when volume data is used and (ii) Fifth Assessment Report when spend data is used. All emission factors are reviewed annually and updated annually as applicable.

3 GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

4 Related to direct (Scope 1) GHG emissions:

- Emissions from stationary combustion of fossil fuels (natural gas, liquified petroleum gas, distillate fuel oil, residual fuel oil, and coal):
  - Consumption is measured based on manufacturing site-level monthly (or aggregate) third-party invoices for purchased fossil fuels.
  - Emission factors: U.S. Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories (released January 2025).
- Emissions from stationary combustion of fuel produced on site, which represents energy generated from the heating of gaseous, solid, and liquid residues:
  - Consumption of gaseous, solid, and liquid fuels are measured using meters.
  - Emission factors: Emission factors applied were obtained or derived from the following sources:
    - Permit-specific datapoints used to derive emission factors, and/or emission factors required by state or local regulations
    - U.S. EPA Emissions & Generation Resource (e.g., AP-42 Compilation of Air Emissions Factors from Stationary Sources)
    - Other government frameworks, publications or approved methodologies (e.g., European Environmental Authorities)
    - Lab results or engineering knowledge of the fuel mixture
- Emissions from chemical processes, which arise from chemical reactions of various solvents or through coal gasification processes:
  - Based on engineering calculations for manufacturing processes. The GHG emissions are calculated on the basis of stoichiometry (chemical process) and process parameters. The calculation outputs the quantity of CO_2 generated by the process which is then converted to CO_2e using the relevant GWP.
- Emissions from fugitive (refrigerant) sources:
  - HFCs and PFCs are related to replenishment of refrigerants during 2024. Refrigerant gas loss is calculated based on site-specific refrigerant management records, which include actual and estimated data related to leaks. The GWP of the individual refrigerants is then used to convert the fugitives into CO_2e.
  - Estimated emissions account for less than 1% of the reported direct (Scope 1) GHG emissions.

5 Related to indirect (Scope 2) GHG emissions:

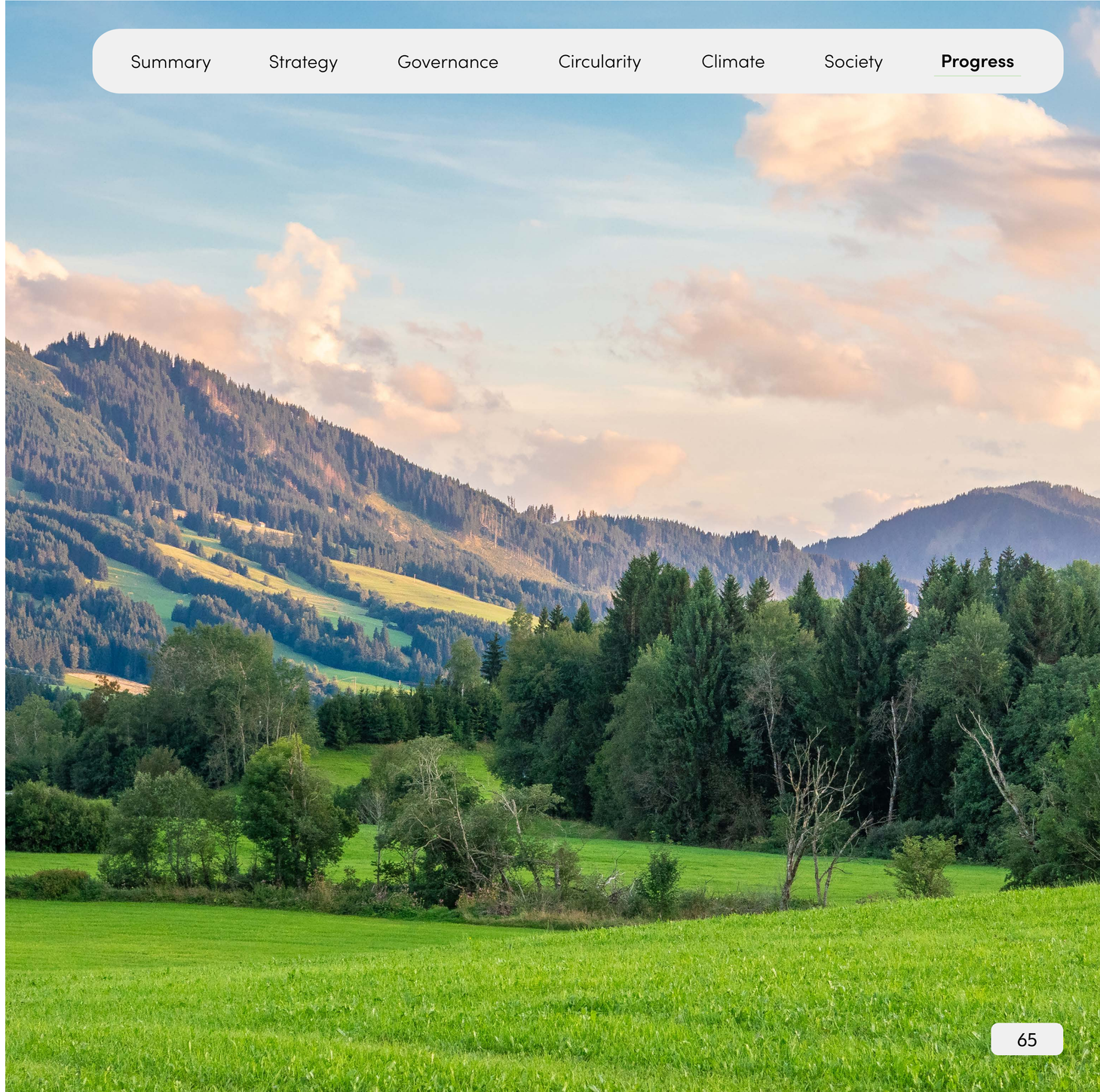
- Consumption is measured based on monthly third-party invoices for electricity and steam usage or using meters. A location-based or market-based emission factor (as described below) is then applied.
- Emission factors for electricity and steam (location-based):
  - U.S. manufacturing sites: U.S. EPA Emissions & Generation Resource Integrated Database (eGrid) subregion emission factors for 2023 (released January 2025).
  - All other manufacturing sites: Carbon Footprint Ltd Greenhouse Gas Emissions Factors for International Grid Electricity (calculated from fuel mix) (released July 2024).
- Emission factors for electricity (market-based):
  - Eastman used Guarantees of Origin (GOs), Renewable Energy Credits (RECs), and green electricity agreements during 2024 to contractually procure renewable energy in relation to various manufacturing sites.
  - Renewable energy applicable to the 2024 reporting year that were contractually procured through GOs, RECs, and green electricity agreements have been cancelled or retired as of the date of this management assertion.
  - Emission factors were applied based on the GHG Protocol hierarchy and availability of data including the emission factors below listed from highest to lowest precision:
    - Electricity contract — GOs, RECs, and green electricity agreements considered to emit 0 CO_2e/MWh.
    - Utility-specific market-based fuel mix (proportionate amounts of fuels driving electricity consumption) for the most recent reporting year comes from the Specific Electricity GRID Greenhouse Gas Emission Residual Mix Factors (released 2025).
    - Residual mix emissions rates for U.S. manufacturing sites: 2024 Green-e® Residual Mix Emissions Rates (2022 Data) (released December 2024. Updated March 2025)
    - Other grid-average emission factors are the same as location-based.

6 Related to other indirect (Scope 3) GHG emissions – category 1, purchased goods and services:

- Direct procurement- Emissions from feedstock and raw materials purchased from third-party companies:
  - Calculated based on volume data by feedstock or raw material obtained from the financial accounting system.
  - Where volume data was unavailable, calculated using the spend-based method. Spend data was obtained from the financial accounting system.
  - Emission factors
    - Volume data: Emission factors were derived from supplier-specific data or obtained from recognized secondary Life Cycle Assessment (LCA) databases, including Sphera Managed LCA Content (MLC 2024.2) and Ecoinvent (version 3.10). Emission factors were applied based on the following hierarchy:
      - Supplier-specific: Emission factors were derived from data obtained directly from suppliers.
      - Region-specific: Where supplier-specific emission factors were unavailable, emission factors were obtained from LCA databases that correspond to the specific regions where the feedstock or raw materials were procured.
      - Global: Where region-specific emission factors were unavailable, global emission factors obtained from LCA databases were applied.
      - Proxy: When none of the above were available for a specific feedstock or raw material, a proxy was chosen or derived using data or emission factors for a similar type of feedstock or raw material.
    - Spend data: U.S. EPA Office of Research and Development's Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS.
- Indirect procurement and packaging procurement - Emissions from indirect procurement, which includes services, equipment, and non-feedstock materials, purchased from third-party companies, as well as packaging purchased from third-party companies for shipment of finished goods.
  - Calculated using the spend-based method. Spend data was obtained from the financial accounting system.
  - Emission factors: U.S. EPA Office of Research and Development's Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS.

GOALS AND PROGRESS

Global Reporting Initiative index



Global Reporting Initiative index

This Global Reporting Initiative (GRI) index corresponds to sustainability information presented in our annual sustainability report, our proxy statement and annual report, our website and other disclosures. Sustainability information presented in our sustainability report is prepared in accordance with GRI Standards core guidelines and focuses on performance in calendar year 2024.

The information included also serves as Eastman's Communication on Progress as a member of the United Nations Global Compact (UNGC) and an update on our role in the United Nations Sustainable Development Goals (SDGs).

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
The organization and its reporting practices				
2-1	Organizational details	Who is Eastman?		
2-2	Entities included in the organization's sustainability reporting	About this report		
2-3	Reporting period, frequency and contact point	About this report		
2-4	Restatements of information	About this report		
2-5	External assurance	External assurance		
Activities and workers				
2-6	Activities, value chain and other business relationships	Who is Eastman		
2-7	Employees	Appendix		

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
Governance				
2-9	Governance structure and composition	Appendix, Board of Directors, Corporate Governance Guidelines, Bylaws, 2025 Proxy Statement		
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines, Bylaws, Certification of Incorporation, 2025 Proxy Statement		
2-11	Chair of the highest governance body	2025 Proxy Statement, Corporate Governance Guidelines		
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance, Sustainability Governance, 2025 Proxy Statement		
2-13	Delegation of responsibility for managing impacts	Corporate Governance, 2025 Proxy Statement, Corporate Governance Guidelines, Audit Committee Charter		
2-14	Role of highest governance body in sustainability reporting	Governance		
2-15	Conflicts of interest	Corporate Governance, Corporate Governance Guidelines, 2025 Proxy Statement, Audit Committee Charter		
2-16	Communication of critical concerns	Corporate Governance Guidelines, 2025 Proxy Statement, Board Stockholder Communication and Engagement Policy, Audit Committee Charter		
2-17	Collective knowledge of the highest governance bodies	Corporate Governance, Corporate Governance Guidelines, 2025 Proxy Statement		

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
2-18	Evaluation of the performance of the highest governance body	Corporate Governance, Corporate Governance Guidelines, 2025 Proxy Statement, Audit Committee Charter, Compensation and Management Development Committee Charter, Finance Committee Charter, Environmental, Safety and Sustainability Committee Charter, Nominating and Corporate Governance Committee Charter		
2-19	Remuneration policies	Corporate Governance Guidelines, 2025 Proxy Statement		
2-20	Process to determine remuneration	Corporate Governance Guidelines, 2025 Proxy Statement		
2-21	Annual total compensation ratio	This is considered business confidential.		
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	CEO message		
2-23	Policy commitments	Values, Code of Business Conduct		
2-24	Embedding policy commitments	Corporate Governance, Corporate Governance Guidelines		
2-25	Processes to remediate negative impacts	Corporate Governance, Corporate Governance Guidelines, 2025 Proxy Statement		
2-26	Mechanisms for seeking advice and raising concerns	Appendix, Code of Business Conduct, Third-Party Code of Conduct	16	10
2-27	Compliance with laws and regulations	Corporate Governance Guidelines, 2025 Proxy Statement		
2-28	Membership associations	Memberships		

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Stakeholder engagement	16	
2-30	Collective bargaining agreements	As of May 1, 2025, collective bargaining agreements covered approximately 0.28% of Eastman's U.S.-based workforce.		
3-1	Report process of determining material topics	Materiality assessment		
3-2	Report a list of its material topics	Materiality assessment, Sustainability Data Sheet		
3-3	Report how it manages each material topic	Materiality assessment		
Economic performance				
201-1	Direct economic value generated and distributed	2024 10K Report, Part II, Item 8	2, 5, 7, 8, 9	
201-2	Financial implications and other risks and opportunities due to climate change	Appendix	13	
201-3	Defined benefit plan obligations and other retirement plans	Eastman provides on-site and virtual no-cost financial planning counseling resources to our employees and their family members. In addition, multiple innovative financial technology solutions are provided at no cost to assist our employees to support their financial wellness. Also, eligible employees get $1,000 per year into their Health Savings Accounts (HSAs) from Eastman that can be saved for retirement.		

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
Market presence				
202-2	Proportion of senior management hired from the local community	Appendix, Sustainability Data Sheet		
Indirect economic impacts				
203-1	Infrastructure investments and services supported	Appendix	2, 5, 7, 9	
203-2	Significant indirect economic impacts	Appendix	8, 10, 17	
Procurement practices				
204-1	Proportion of spending on local suppliers	Eastman's policy is to procure products and services based on total value for the company. Factors that Eastman considers when making purchasing decisions include competitive pricing, quality of work and materials, and timely and trustworthy performance. Procurement strategies are continuously developed and implemented to provide assurance of sources for goods and services necessary to the company's operations. Procurement strategies may include the development of a local supply based on business needs.	12	
Anti-corruption				
205-1	Operations assessed for risks related to corruption	Eastman conducts an annual risk assessment of 100% of our businesses, which includes risks relating to corruption. No significant risks related to corruption were reported or have been identified through the risk assessment.	10, 16	

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
205-2	Communication and training about anti-corruption policies and procedures	Appendix, Code of Business Conduct, Third-Party Code of Conduct	10, 16	
205-3	Confirmed incidents of corruption and actions taken	If any incident of corruption or misconduct is identified, team members are required to report this conduct. An internal investigation is performed, and appropriate follow-up actions, including disciplinary action, are taken to remediate and prevent the recurrence of a similar incident in the future. Eastman's position on corruption and bribery is reflected not only in its Code of Business Conduct but also in specific policies, procedures and training available to all employees on bribery and corruption risks and how to avoid them. No incidents of corruption were reported or confirmed in the reporting year. No public legal cases regarding corruption were brought against the company or its employees during the reporting period.	10, 16	
Anti-corruption behavior				
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Any legal actions that are material for anticompetitive behavior, antitrust or monopoly practices would be disclosed in Eastman's filings with the Securities and Exchange Commission, and all such actions would generally be a matter of public record. No legal action for anticompetitive behavior, anti-trust or monopoly practices were reported in the reporting year.		
Tax				
207-2	Tax governance, control and risk management	This information is confidential and not disclosed publicly.		
207-3	Stakeholder engagement and management of concerns related to tax	This information is confidential and not disclosed publicly.		
207-4	Country-by-country reporting	This information is confidential and not disclosed publicly. This information is not complete at the time of this report, although is required to be filed with annual tax return filings.		

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
Energy				
302-1	Energy consumption within the organization	Eastman used about 148.1 trillion BTU in 2024 to produce products using both direct and indirect energy. About 67% of direct energy was produced from purchased natural gas and coal, and about 33% was from fuels produced on site.	7, 8, 12, 13	7, 8
302-2	Energy consumption outside of the organization	In 2024, Eastman used about 19.4 trillion BTU of indirect energy in the form of purchased steam and electricity to produce products.	7, 8, 12, 13	7, 8
302-3	Energy intensity	Energy, Energy management	7, 8, 12, 13	7, 8
302-4	Reduction of energy consumption	Energy management, Sustainability Data Sheet	7, 8, 12, 13	8, 9
302-5	Reductions in energy requirements of products and services	Energy management		
Water and effluents				
303-1	Interactions with water as a shared resource	Water management		
303-2	Management of water discharge-related impacts	Eastman is not aware of any significant impact on any water source. At our largest manufacturing facilities in Kingsport, Tennessee, and Longview, Texas, comprehensive river studies conducted by the Academy of Natural Sciences of Drexel University, formerly known as the Philadelphia Academy of Natural Sciences, confirm that these rivers provide thriving habitats for wildlife communities. Water management		
303-3	Water withdrawal	Water, Sustainability Data Sheet		

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
303-4	Water discharge	Water, Sustainability Data Sheet		
303-5	Water consumption	Water, Sustainability Data Sheet		
Biodiversity				
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Biodiversity		
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity	6, 14, 15	8
304-3	Habitats protected or restored	Biodiversity		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity		
Emissions				
305-1	Direct (Scope 1) GHG emissions	Our 2024 direct greenhouse gas emissions, in consideration of the Greenhouse Gas Protocol, were 6,579,760 MT CO_2e, Sustainability Data Sheet	3, 12, 13, 14, 15	7, 8
305-2	Energy indirect (Scope 2) GHG emissions	Our 2024 indirect location-based greenhouse gas emissions, in consideration of the Greenhouse Gas Protocol, were 871,833 MT CO_2e, Sustainability Data Sheet	3, 12, 13, 14, 15	7, 8

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
305-3	Other indirect (Scope 3) GHG emissions	Emissions, Sustainability Data Sheet	3, 12, 13, 14, 15	7, 8
305-4	GHG emissions intensity	Emissions, Sustainability Data Sheet	13, 14, 15	8
305-5	Reduction of GHG emissions	Emissions, Sustainability Data Sheet	13, 14, 15	8, 9
305-6	Emissions of ozone-depleting substances (ODS)	Eastman policies require all Eastman facilities, subsidiaries and majority-owned joint ventures that operate equipment containing ODS to develop and maintain an inventory of all ODS equipment, including an identification of the equipment and type and quantity of refrigerant.	3, 12	7, 8
305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Environmental performance	3, 12, 13, 15	7, 8
Waste				
306-1	Waste generation and significant waste-related impacts	Eastman takes great care to manage our on-site waste production, and we recycle many materials that would otherwise become waste. Our integrated global supply chain is committed to developing and using materials that are recyclable, reusable and waste reducing whenever possible. See the following links for further information: circular economy and waste reduction		
306-2	Management of significant waste-related impacts	Appendix, Environmental stewardship, Responsible Care, HSES management	3, 6, 12	8
306-3	Waste generated	Emissions, Waste reduction	3, 6, 12, 14	8
306-4	Waste diverted from disposal	Emissions, Waste reduction		
306-5	Waste directed to disposal	Waste reduction		

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
Employment				
401-1	New employee hires and employee turnover	Appendix	5, 8	6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Please note that all of the benefits selected above are also provided to part-time employees in the U.S.	8	
401-3	Parental leave	We do not report in detail on the return to work and retention rate after parental leave by gender.	5, 8	6
Labor/management relations				
402-1	Minimum notice periods regarding operational changes	In the event of operational changes that involve a change in staffing levels or otherwise affect employment, the company engages in significant planning to ensure affected employees are treated with the utmost respect and dignity. Labor and employment law requirements, including but not limited to reasonable employee notice of job loss and requirements under collective bargaining agreements, are carefully assessed in every global location.	8	3
Occupational health and safety				
403-1	Occupational health and safety management system	Appendix, Health and safety		
403-2	Hazard identification, risk assessment and incident investigation	Safety		

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
403-3	Occupational health services	Safety		
403-4	Worker participation, consultation and communication on occupational health and safety	Safety		
403-5	Worker training on occupational health and safety	Safety		
403-6	Promotion of worker health	Employee wellness		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety		
403-8	Workers covered by an occupational health and safety management system	Approximately 14,000 employees were employed by Eastman in 2024. All employees are subject to Eastman's health and safety programs.		
403-9	Work-related injuries	Safety metrics		
403-10	Work-related ill health	Safety metrics		
Training and education				
404-1	Average hours of training per year per employee	Appendix	8	6

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
404-2	Programs for upgrading employee skills and transition assistance programs	Careers at Eastman		
404-3	Percentage of employees receiving regular performance and career development reviews	All exempt employees receive regular performance and career development reviews. These reviews are an integral part of our commitment to supporting employee growth and ensuring continuous feedback. This process helps align individual goals with organizational objectives and fosters professional development across the workforce.	5, 8	6
Diversity and equal opportunity				
405-1	Diversity of governance bodies and employees	Appendix	5, 8	6
405-2	Ratio of basic salary and remuneration of women to men	Eastman establishes and administers compensation based on business needs and external market competitiveness without regard to gender.	8, 10	6
Nondiscrimination				
406-1	Incidents of discrimination and corrective actions taken	Eastman does not publicly report the total number of such incidents or any of their corrective actions.		
Freedom of association and collective bargaining				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Eastman complies with all laws designed to preserve the right to exercise freedom of association and collective bargaining. Eastman has not identified any operations at which those rights are at significant risk.	8	3

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
Child labor				
408-1	Operations and suppliers at significant risk for incidents of child labor	We uphold individual human rights including freedom from forced or compulsory labor and stand firmly against human trafficking. We seek to provide a safe, healthy and desirable workplace with working conditions, wages and benefits that meet or exceed applicable laws and reward performance. Eastman complies with all child labor laws and supports the elimination of unlawful child labor and exploitation. We expect the same ethical conduct from our business partners. Code of Conduct, Third-Party Code of Conduct, Statement on slavery and human trafficking, Policy statement on human rights	8, 16	5
Forced or compulsory labor				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We uphold individual human rights, including freedom from forced or compulsory labor, and stand firmly against human trafficking. We seek to provide a safe, healthy and desirable workplace with working conditions, wages and benefits that meet or exceed applicable laws and reward performance. Eastman complies with all child labor laws and supports the elimination of unlawful child labor and exploitation. We expect the same ethical conduct from our business partners. Code of Conduct, Third-Party Code of Conduct, Statement on slavery and human trafficking, Policy statement on human rights	8	4
Security practices				
410-1	Security personnel trained in human rights policies or procedures	Security	16	1
Rights of Indigenous peoples				
411-1	Incidents of violations involving rights of indigenous peoples	As of December 2024, no incidents of violations involving the rights of indigenous peoples were identified or investigated during the reporting period. Additionally, zero operations have been subject to human rights reviews or impact assessments.		1

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
Local communities				
413-1	Operations with local community engagement, impact assessments and development programs	Appendix		
Supplier social assessment				
414-1	New suppliers that were screened using social criteria	Eastman is a member of the Together for Sustainability Initiative (TfS), the chemical initiative for sustainable supply chains. TfS is a member-driven initiative founded in 2011 by six major chemical companies. Since that time, membership has grown to 53 members, including Eastman as the first U.S. chemical industry member. TfS develops and implements a global supplier engagement program to assess, audit and improve sustainability practices within the supply chain of the chemical industry. Under this initiative, Eastman collects information from suppliers by requesting suppliers complete an EcoVadis sustainability assessment, which has four elements: environmental, labor and human rights, ethics, and sustainable procurement. The TfS initiative also coordinates third-party audits of the responses to the assessments when needed. One of the guiding principles of TfS is data sharing between the members — an assessment or audit for one member is an assessment or audit for all.		2
414-2	Negative social impacts in the supply chain and actions taken	Eastman is not aware of any significant impacts in our supply chain with respect to the environment, labor, human rights or societal issues that occurred in 2024.		2
Public policy				
415-1	Political contributions	Appendix		10

GLOBAL REPORTING INITIATIVE INDEX | CONTINUED

Disclosure number	Description	Cross-reference or answer	SDG	UNGC connection
Customer health and safety				
416-1	Assessment of the health and safety impacts of product and service categories	Eastman's global product stewardship and regulatory affairs team performs hazard and risk assessment reviews for 100% of its products. Monitoring potential risk classifications drives the Eastman goal of reduction or elimination of PBT, vPvB, CMR, ED and sensitizers from Eastman's existing product portfolio. Monitoring hazards and risk classifications also highlights potential areas of the portfolio where there could be capacity for improvement. Active engagement in hazard and risk assessments provides opportunities for members of the product stewardship and regulatory affairs program to proactively identify any potential human and/or environmental hazard concerns for a proposed product undergoing research and development. A course of action to eliminate the potential hazards and risks can then be designed and implemented. Responsible Care		
Marketing and labeling				
417-1	Requirements for product and service information and labeling	Product Safety, Product Stewardship	12	
417-2	Incidents of noncompliance concerning product and service information and labeling	Eastman has not identified any noncompliance with regulations or voluntary codes regarding product or service information and labeling for the reporting year. All of our product safety data sheets and labeling comply with regulatory requirements for hazard communication in all countries and regions. In 2016, we implemented the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) process to define, classify and communicate chemical hazard and safety information for all of our products.	16	
417-3	Incidents of noncompliance concerning marketing communications	Eastman is unaware of any significant fines in 2024 concerning marketing communications.		
Customer privacy				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Eastman is unaware of any complaints regarding breaches of customer privacy or loss of customer data in 2024.		

Global Reporting Initiative appendix

2-7 Employees

Total workforce	Employment type	Region
13,966 employees as of December 31, 2024	Full-time: 97.9%	North America: 72%
	Part-time: 2.1%	Europe, Middle East and Africa: 14%
		Asia Pacific: 11%
		Latin America: 3%

2-9 Governance structure and composition

It is the general policy of Eastman ("the Company") that all decisions of corporate significance be considered by the Eastman Board of Directors ("the Board") as a whole. As a consequence, the committee structure of the Board is limited to those committees considered to be basic or required for the efficient functioning of the Board. Currently these committees are the Audit Committee; the Finance Committee; the Compensation and Management Development Committee; the Environmental, Safety and Sustainability Committee; the Finance Committee; and the Nominating and Corporate Governance Committee. (See Corporate Governance Guidelines Section III, Paragraph I (1) - page 11.)

A list of committees and their members and the charters of each committee can be found here.

Eastman's 2025 Proxy Statement was filed with the Securities and Exchange Commission on March 21, 2025. A list of directors, committees, committee members, independence, tenure, other commitments held, gender, and skills and qualifications of each member of the Board and "Director Nominees" is on page 19 of the Company's 2025 Proxy Statement.

The Board believes that communication and engagement with the Company's stockholders and other interested parties is an important component of the Company's corporate governance practices. We have adopted a Board Stockholder Communication and Engagement Policy to facilitate communication between stockholders and other interested parties and the Board. Stockholders and other interested parties may send communications to the Board, any individual director, or the independent directors as a group in writing by mail to Board of Directors, Eastman Chemical Company, c/o Corporate Secretary, P.O. Box 1976, Kingsport, Tennessee 37662-1976, or email corpsecy@eastman.com and leaddirector@eastman.com. Stockholders should indicate in the "ATTN:" line of the envelope or the subject line of the email, as applicable, whether the communication is directed to the Board, an individual director or the independent directors as a group. The Board Stockholder Communication and Engagement Policy is available by clicking here.

2-26 Mechanisms for seeking advice and raising concerns

Eastman has multiple methods available for individuals to seek advice and raise concerns in good faith, including a physical mailing address and an internal phone number and email address for Global Business Conduct ("GBC"), which is Eastman's ethics and compliance organization. In addition, the Company also has a toll-free hotline, website and mobile application, which are all hosted by a third party and allow for anonymous reporting where permitted by law.

These available methods are published both internally and externally and can be found in many different locations. Externally, the mechanisms can be found by visiting Eastman's website and clicking the "Contact us" button then selecting "Report a concern" from the dropdown. Additionally, they are located within the Code of Business Conduct and the Third-Party Code of Conduct, which are both published on Eastman's website.

Internally, employees can access the different mechanisms by clicking the "Report a Concern" tile on Eastman's intranet home screen; by visiting the Global Business Conduct ("GBC") SharePoint site; and through multiple policies such as the Code of Business Conduct, the AP - Reporting Concerns Policy, and others, which are found within Eastman's MyPolicyHub system.

201-2 Financial implications and other risks and opportunities due to climate change

Eastman's CDP Climate Change questionnaire includes relevant information on climate-related risks and opportunities. Future changes in legislation and regulation and related voluntary actions associated with physical impacts of climate impact may increase the likelihood that Eastman's manufacturing facilities will be impacted by carbon requirements, regulation of greenhouse gas emissions and energy policy. Such changes may require additional capital expenditures, increase costs or limit the supply of raw materials and energy choices, and result in other direct and indirect compliance or other costs. These changes could also result in decreased demand for products related to carbon-based energy sources or increased demand for goods that result in lower emissions than competing products.

That said, climate impacts and a transition to a lower-carbon economy have the potential to advantage Eastman products in some markets. As one example, Eastman is the world's largest producer of window tint films for the automotive market with applications of films like LLumar®, V-Kool® and SunTek®. Eastman's LLumar, V-Kool and SunTek films can be applied to almost any building or vehicle window to reduce energy consumption, lower peak demand and decrease total carbon emissions.

Eastman also has an advantaged platform of solutions to address the challenges of plastic waste in the environment with our molecular recycling technologies. Eastman's scale and integration provides an opportunity to accelerate the use of two recycling technologies — carbon renewal technology and polyester renewal technology — and make a meaningful positive impact on the environment. Specifically, Eastman's molecular recycling facilities will support our commitment to address the global waste crisis and to mitigate challenges created by climate impacts.

202-2 Proportion of senior management hired from the local community

Eastman has a large geographic footprint within the U.S. and globally. Talent strategies are developed to align with business strategy to attract, acquire and retain talent. Talent is sourced proactively and reactively at the local, regional, national and international levels. Although a majority of talent is acquired at the local level, we as a company do relocate well over 100 new hires globally each year to Eastman facilities to begin their employment with the organization at all levels. Eastman uses a number of different approaches for identifying talent for the organization. Some of the more effective methods are social media, employee referrals, career fairs, our website and job postings. The company then puts the candidates through a rigorous selection process to assess their level of capability, competencies and alignment with the organizational vision and culture.

203-1 Infrastructure investments and services supported

Dental clinic: The Kingsport Dental Clinic of the Appalachian Highlands hit a major milestone in September of 2024, when it officially opened its doors to patients for the first time. Since it opened, the clinic has seen more than 900 patients, some returning for multiple visits already. Offering quality dental care in rural Appalachia on a need-based, sliding scale fee structure, the clinic addresses a major issue facing the state of Tennessee — the increasing shortage of dental care in rural Tennessee. Eastman partnered with the City of Kingsport and the University of Tennessee Health Science Center (UTHSC) to establish a teaching clinic in Northeast Tennessee to begin closing the equity gap for oral health care in rural Tennessee. The new 6,500-square-foot facility serves as a rotation site for dental students from the College of Dentistry at UTHSC and offers a full-time Advanced Education in General Dentistry residency. The clinic also hosts dental hygiene student rotations from East Tennessee State University. Eastman's $1 million investment of the $3 million capital project resulted in 12 remodeled treatment rooms outfitted with state-of-the-art equipment and an expanded dental school enrollment from 100 to 130 students in 2024. Future plans call for the clinic to eventually become a full-fledged college of dentistry in Kingsport.

Goodwill. To keep cardboard out of the landfill and stay true to Eastman's sustainability commitments, Eastman announced a partnership in September 2024 with Goodwill Industries of Tenneva Area, Inc., in Kingsport, Tennessee, to help handle recycling of Eastman's monthly volume of cardboard — up to 120 tons. Goodwill already partnered with Eastman to recycle textiles and already had three cardboard balers, so the increase collaboration made sense. Located less than five miles from Eastman's Kingsport plant, the Goodwill location has resulted in reduced transportation and lower carbon emissions as the bales are then transported on Goodwill's sustainability truck for recycling by Domtar, a local pulp and paper manufacturer. To support the growth of the partnership, Goodwill purchased a fourth baler to handle larger boxes and hired two additional employees to manage baler operations, which aligns with its mission to provide employment to those in need.

Tri-Cities Airport. Eastman and Tri-Cities Airport, a regional airport serving the Kingsport, Bristol and Johnson City areas of Tennessee, began a partnership in July of 2024 to collect plastic waste and promote responsible recycling practices with airport customers. Strategically placed plastic recycling receptacles can be found throughout the airport for the convenient collection of plastic bottles and food containers. The collected plastic is now sorted and processed by Eastman's new mixed plastics processing facility, part of its molecular recycling plant, the largest material-to-material polyester recycling facility in the world.

Food City. Since curbside recycling pickup was discontinued in Kingsport, Tennessee, and is a challenge in nearby rural areas, Eastman partnered with local grocer Food City to place collection bins at three of the retailer's stores in Kingsport. The partnership program — Shop, Recycle, Repeat — was announced in November 2024 and it enables customers to drop off their plastic waste and divert it from landfills or incineration. By offering convenient and accessible recycling options, Eastman and Food City are ensuring everyone in rural Northeast Tennessee can be part of the recycling solution and protect our planet. Food City hopes to expand its program to all 150 stores in the Southeast.

203-2 Significant indirect economic impacts

Liberty Prize. To strengthen Kingsport community ties to Normandy, France, the future site for a planned Eastman molecular recycling facility, Eastman, the Region of Normandy and the International Institute for Human Rights and Peace, collaborated to create the Liberty Prize competition. For the contest, high school students from Kingsport and Sullivan County wrote heartfelt tribute essays written as letters to soldiers who landed on the beaches of Normandy on June 6, 1944. Ten students were selected as winners from more than 250 submissions and invited to serve as ambassadors of Kingsport and Tennessee in a week-long anniversary celebration in Normandy. As guests of the President of Normandy, students participated in events with world leaders, Eastman executives, World War II veterans and students from around the world. The event commemorated the D-Day landings that played a crucial role in liberating France and Europe during World War II. Underwritten by Eastman, the competition and overseas trip became part of the Freedom Prize, a global initiative created by the Normandy region to educate young people about D-Day, freedom and human rights.

Work-based learning. In 2024, Eastman expanded its high school internship program from seven students from one high school in its inaugural year of 2022 to 40 interns from five high schools in 2024. Eastman's high school interns undergo a structured educational experience that integrates classroom learning (school-based) with productive, structured work experiences (work-based) related to the students' career goals, program of study and employability skills. Eastman's internships include an hourly pay rate of $15, compared to Tennessee's minimum wage of $7.25, and expose students to productive, value-adding manufacturing roles at its Kingsport operations.

FOSSI. To encourage diversity in the STEM sector, Eastman increased its support in the Future of STEM Scholars Initiative (FOSSI) from 10 students in 2021 to 40 students in 2024. FOSSI is a national chemical industry-wide program, which provides scholarships to students pursuing degrees in relevant STEM areas at historically Black colleges and universities (HBCU). Scholarship recipients receive $10,000 per year for four years and leadership development, mentoring and internship opportunities. The support of Eastman and other corporate sponsors of the FOSSI program has led to an approximately 95% student retention rate since FOSSI welcomed its first class in 2021. Since its inception in 2021, Eastman has committed to investing $1.6 million for 40 four-year scholarships valued at $40,000 each.

205-2 Communication and training about anti-corruption policies and procedures

Eastman's Code of Business Conduct defines the company's expectation that team members will conduct business ethically with integrity and in compliance with all applicable laws regarding corruption and bribery. The Code of Business Conduct is available to all Eastman employees internally as well as externally to the public through our company website, eastman.com. In addition to the code, Eastman has formal internal policies and procedures on anti-bribery and anti-corruption and requires 100% of our employees worldwide to complete the online Code of Business Conduct training. Employees with more sensitive roles and potential exposure to corruption and bribery risks are required to take additional training on how to identify and respond to corruption and bribery red flags, avoiding business practices that could give the appearance of corruption or bribery and facilitation payments. Additionally, Eastman requires that third parties complete the TRACE International Anti-Bribery Course for Intermediaries prior to being eligible to conduct business with Eastman.

306-2 Management of significant waste-related impacts

Eastman continuously strives to protect the environment in the communities where we operate as well as understand the environmental impact of our products. As a manufacturer of chemicals since 1920 and a Responsible Care® company for 35 years, Eastman has comprehensive guidelines and processes in place for reducing energy usage and minimizing our environmental footprint. In keeping with Eastman's circular economy efforts, waste management at Eastman begins in order of preference with source reduction, followed by reuse, recycling and energy recovery, with the last option being treatment and disposal. This delivers productivity gains for our business, contributes to our regulatory compliance and reduces our environmental footprint. Eastman focuses on efforts to reduce waste, enable a sustainable supply chain and continually understand the impact of our products on the environment through life cycle assessments.

Eastman's Global HSE Audit Program implements an HSE assessment program to evaluate the hazards/risks associated with third-party providers that are contracted to provide services to Eastman or that otherwise do business with Eastman in a manner that involves their handling or management of Eastman-owned products or materials. The process includes identification of third-party providers, risk-based determination of assessment need, and appropriate assessment/reassessment. Eastman uses internal tracking mechanisms to collect and monitor waste-related data.

401-1 New employee hires and employee turnover

Eastman's total global voluntary turnover rate was 4.3%. We calculate voluntary turnover separately from retirements, company-initiated turnover and reductions in force. Total turnover rate was 10.1%

Attrition by gender	Attrition by age	Attrition by region	Hires by gender	Hires by age	Hires by region
Male employees: 9.8%	Less than 30 years: 12.2%	North America: 10.4%	Male employees: 8.7%	Less than 30 years: 25.0%	North America: 8.2%
Female employees: 11.1%	30 to 50 years: 8.2%	Europe, Middle East and Africa: 9.6%	Female employees: 9.2%	30 to 50 years: 7.3%	Europe, Middle East and Africa: 7.7%
	Greater than 50 years: 12.3%	Asia Pacific: 8.4%		Greater than 50 years: 2.3%	Asia Pacific: 12.3%
		Latin America: 12.3%			Latin America: 15.7%

403-1 Occupational health and safety management system

Preventing workplace incidents, injuries and illnesses is a core value of our company and an integral part of our worldwide business strategy.

As with all aspects of sustainability, we continually strive to improve our safety performance, with an ultimate goal of zero injuries and incidents. Eastman has a corporate safety policy and is committed at all levels of management to protect and promote the health and safety of Eastman employees, contractors and visitors. There are opportunities for employees to participate in development, implementation and review of the health and safety programs.

Eastman performs health assessments to determine employee medical fitness for specific job tasks. Eastman monitors systems for maintaining records and analyzes data to evaluate health and safety performance, determine trends and identify areas for improvement. Eastman also investigates illnesses, injuries and incidents in a timely manner; creates corrective actions to prevent recurrence; and evaluates the effectiveness of corrective actions taken.

Eastman has methods to identify and evaluate potential health and safety risks in planned or existing facilities.

Preventive maintenance and housekeeping programs are in place to maintain the safety of the employees, facilities, tools and equipment.

Eastman maintains health and safety training programs, including documentation of these programs, and methods to evaluate the effectiveness of both training and communications activities.

404-1 Average hours of training per year per employee

Employee category	Hours
Leadership	28
Professional/management	70
Nonexempt (nonoperational)	13
Nonexempt (operations)	68
Technicians/technologists	25
Average	41

405-1 Diversity of governance bodies and employees

Gender	Age	Ethnicity
Male: 75.3%	Less than 30 years: 17.0%	Minority: 12.4%
Female: 24.7%	30–50 years: 52.7%	White: 87.6%
	Greater than 50 years: 30.3%	

413-1 Operations with local community engagement, impact assessments and development programs

Hurricane Helene. In the immediate aftermath of Hurricane Helene in September 2024, it was clear that the devastation in rural Appalachia was considerable. Approximately 6,000 Eastman employees report to work daily in Kingsport, and around 3,000 of them commute daily from rural areas along the Appalachian corridor of Southwest Virginia, Western North Carolina and Northeast Tennessee. If an employee wasn't impacted, a family member, friend, or neighbor definitely was. With little to no experience responding to hurricane impacts in the area, the region and Eastman rallied to the occasion.

Eastman partners with local businesses and vendors to meet critical needs. Collectively, we organized donation drives, created internal media channels for team members to stay informed about ongoing relief initiatives, and supported volunteerism, sharing safety resources and information for team members who wanted to help. A partnership with Operation BBQ resulted in over 2,100 hot meals being delivered by Eastman team members to East Tennessee communities. In another instance, Eastman team members put together a convoy of trucks full of water, clothes, food and 300 gallons of fuel to take over the mountains to Burnsville, North Carolina. Realizing the logistical challenges that accompany disaster relief, Eastman focused on securing bulk items and hard-to-get resources through its supply chain. The company provided a steady supply of critical items such as pallets of bottled water and cleaning supplies, air mattresses for first responders, personal protective equipment, and large drum and storage totes. The company was even able to secure a loading dock from one of its vendors to support the safe and efficient unloading of trucks delivering supplies to the Bristol Motor Speedway donation collection center.

The Eastman Foundation donated $100,000, matching a donation by local grocer company Food City to start a fundraising effort at the grocery chain's stores that raised more than $2 million for hurricane relief that went to United Way organizations in Northeast Tennessee and Southwest Virgina. The foundation also donated $100,000 to a flood recovery fund for local businesses managed by Region A.H.E.A.D. (Appalachian Highlands Economic Aid Directory). Ultimately, Region A.H.E.A.D. donated more than $800,000 to help 67 small businesses across Northeast Tennessee and Southwest Virginia.

Pollinator gardens. A network of local pollinator gardens in Kingsport — a sustainability passion project of an Eastman chemical engineer — was recognized in 2024 by the nonprofit Keep America Beautiful with the Innovation Award, one of only 10 presented across the country. Keep Kingsport Beautiful led the local partnership of volunteers, schools and businesses that combined forces to create over 5,000 square feet of garden space at four elementary schools. Eastman contributed grant funding for the gardens, and employees were among the dozens of volunteers who contributed tools, time and labor. The gardens are populated with native perennial plants that provide food and habitat for a broad range of species — butterflies, moths, bees, some birds and even bats — that pollinate plants and trees critical for a healthy ecosystem. The gardens provide a way for students to learn about life cycles and biodiversity and start thinking about what they can do to have a positive impact as they grow older.

415-1 Political contributions

Eligible U.S. employees may contribute voluntarily to EastmanPAC, the political action committee of Eastman. EastmanPAC is governed and overseen by an executive board and is comprised of members from Eastman's executive team and employees from businesses and functional organizations. The EastmanPAC Executive Board evaluates candidates on a bipartisan basis, prioritizing public policy stances. Strong consideration is also given to those who share Eastman's corporate values and the company's commitment to drive positive change in site communities.

Criteria for candidates
- In a state/district with Eastman presence
- Demonstrates a commitment to supporting manufacturing and the chemical industry
- Key committee member or thought leader on issues of importance to Eastman
- House and Senate leadership
- Aligned with Eastman's public policy priorities

In 2024, EastmanPAC contributed $95,500 to federal candidates in the U.S. No political contributions are made to entities outside the U.S. Eastman works with outside vendors to file all reports and to make sure all contributions comply with state and federal campaign finance regulations. All of EastmanPAC's Federal Election Commission (FEC) filings are available online at fec.gov. In states where the law allows corporate contributions, Eastman supports state candidates. Corporate contributions to state candidates in Tennessee totaled $25,000 in 2024. Corporate contributions to state candidates outside of Tennessee, including New Jersey, New York and Virginia, totaled $15,500 in 2024. All political spending, as required by federal and state law, is publicly disclosed and available on investors.eastman.com, where Eastman's political activity policies and guidelines can also be found. The direct link is:
Political Engagement | Eastman Chemical Company

EASTMAN

Eastman Corporate Headquarters
P.O. Box 431
Kingsport, TN 37662-5280 U.S.A.

U.S.A. and Canada, 800-EASTMAN (800-327-8626)
Other locations, +(1) 423-229-2000

eastman.com/locations

EMN-ST-19478 11/25