



EQUAL EMPLOYMENT OPPORTUNITY and AFFIRMATIVE ACTION POLICY STATEMENT

From the Desk of Bruce Chinn, President & CEO

CPChem is committed to equal employment opportunity and affirmative action. We continue to value and respect the differences each employee brings and to encourage an inclusive work environment where all employees fully share and contribute to our success, as reflected in our ICARE principles. We are committed to strengthening our company culture and communities by providing resources to foster learning, constructive conversation, empathy, and understanding. We are expected to treat each other, our suppliers and customers, our neighbors, and all members of the CPChem community with respect. Laws and regulations governing fair employment practices vary between states, provinces, and countries. Although specific aspects of certain policies are applicable only to U.S. locations, our commitment to equitable treatment and opportunities applies everywhere we operate.

We maintain a work environment free from discrimination or harassment based on race, color, religion, sex, gender, sexual orientation, gender identity, national origin, age, disability, protected veteran status, genetic information, or any other legally protected status. We apply the principles of affirmative action to ensure that women and minority candidates are identified and considered, personnel actions are administered without regard to disability or protected veteran status, and all employees are treated in a non-discriminatory manner. This applies to, but is not limited to, recruitment, selection, compensation, benefits, training, promotion, and disciplinary actions. All employment decisions are based on valid job requirements and merit. We provide reasonable accommodations for covered veterans and qualified individuals with a disability. We seek a workforce and senior leadership that reflects the communities from which we recruit and select. We have audit and reporting systems that measure the effectiveness of the affirmative action program. CPChem has zero tolerance for workplace harassment. We all have a duty to report to a supervisor, the Human Resources department, or the Ethics Hotline, if we believe we have experienced discrimination or harassment in connection with our employment, or if we are aware of discrimination against or harassment of others.

CPChem prohibits retaliation against employees and applicants because they may or have engaged in any activity protected by applicable anti-discrimination laws including reporting or filing a complaint or assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions or any other law requiring equal opportunity.

CPChem will not discharge or discriminate against employees or applicants because they have discussed or disclosed their own pay or the pay of another employee or applicant. However, except in limited situations, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information.

Overall responsibility for these policies rests with the Senior Vice President, Human Resources, Maricela Caballero. Facility managers are responsible for these policies at their locations. To review parts of the Affirmative Action Plan, make an appointment during normal business hours with your local Human Resources Business Partner. To ask questions about these policies, please contact your supervisor or your local Human Resources department.

Sincerely,

A handwritten signature in black ink that reads "Bruce Chinn". The signature is written in a cursive, flowing style.

Bruce Chinn, President & CEO
January 1, 2022