

Environmental, Social and Governance (ESG) Data Sheet



Eastman’s ESG Data Sheet is a summary of our historical nonfinancial data and a signpost to significant policies and ESG reporting frameworks that matter to our investors and financial analysts. The data included in this document are also disclosed in the company’s [Sustainability Report](#), website, CDP disclosure and annual filings. Additional relevant details and context can be found in the locations linked throughout the data sheet, including key policies and disclosure framework documents such as Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD).



Eastman supports the UN Sustainable Development Goals (SDGs). Company goals and commitments are created in alignment with the SDGs. To learn more, [click here](#). SDG logos are found at the top of each section on pages 2–8 to indicate correlation with specific goals.

About Eastman

We are a global specialty materials company that produces a broad range of products found in items people use every day. With the purpose of enhancing the quality of life in a material way, Eastman works with customers to deliver innovative products and solutions while maintaining a commitment to safety and sustainability.

Headquarters	Kingsport, Tennessee, USA	2022 sales	\$10.6 billion
Total employees	14,684	2021 sales	\$10.8 billion
Full-time employees	14,184	2020 sales	\$8.5 billion
Business segments	Additives & Functional Products, Advanced Materials, Chemical Intermediates, and Fibers		
Major end markets	Transportation; durables and electronics; building and construction; consumables; food, feed and agriculture; filter media; personal care and wellness; medical and pharma; industrial chemicals; water treatment and energy; other markets		

Awards and recognitions



Climate, energy and water



We're going carbon neutral.

By 2030, 100% of electricity purchased in North America and Europe will be renewable. Eastman is committed to reducing Scope 1 and Scope 2 emissions by one-third by 2030 and to achieve carbon neutrality by 2050.

Metrics	2022	2021	2020	SASB ^a	GRI ^b
Greenhouse gas emissions					
Total GHG emissions (MTCO ₂ e) Scope 1 and Scope 2 ^c	6,769,878	6,952,843	7,244,537 ^d	RT-CH-110a.1	305-1, 305-2
Direct (Scope 1) GHG emissions MTCO ₂ e	5,970,870	6,206,603	6,270,072	RT-CH-110a.1	305-1
Energy indirect (Scope 2) GHG emissions (MTCO ₂ e) (market based)	799,008	746,240	974,465		305-2
Carbon Scope 3 emissions (CO ₂ e) — upstream (metric tons)	8,281,262	9,889,705	8,540,602		305-3
GHG emissions intensity — metric tons CO ₂ /unit total revenue	0.000639875	0.000664	0.00085		305-4
CDP climate change score		B	B		
Energy					
Energy intensity (MWh/million USD sales)	3,031.85	3,052.00	3,579.84	RT-CH-130a.1	302-3
Energy consumption from renewable sources (MWh)	137,545	55,222	0	RT-CH-130a.1	
Energy consumption from nonrenewable sources (MWh)	32,000,087	32,906,444	30,332,015	RT-CH-130a.1	
Percent of total energy consumed from the grid	10%	8%	15.7%	RT-CH-130a.1	302-1
Total self-generated electricity (MWh)	9,695,087	9,636,451 ^e	1,281,443	RT-CH-130a.1	
Total energy consumption	32,137,632	32,961,666	30,332,015	RT-CH-130a.1	302-1
Dedicated budget for energy efficiency	\$5,000,000	\$5,000,000	\$6,000,000		
Water					
Water — total withdrawals (megaliters)	768,944.64	849,821	928,414	RT-CH-140a.1	303-3
Water — freshwater withdrawals (megaliters)	751,014.76	829,988	838,397		
Percentage of total water withdrawn in regions with high or extremely high baseline water stress	<1	<1	<1	RT-CH-140a.1	
Water — total discharges (megaliters)	669,417.68	817,446	900,051		303-4
Water — total consumption (megaliters)	99,526.96 ^g	32,374 ^f	28,363	RT-CH-140a.1	303-5
CDP water security score		B	B		

^aThis column includes references to Sustainable Accounting Standards Board sustainability reporting standards.

^bThis column includes references to standards issued by the Global Reporting Initiative sustainability reporting standards.

^cWe have received review level assurance from PricewaterhouseCoopers LLP (PwC) in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) over our Scope 1 and Scope 2 greenhouse gas emissions for the year that ended December 31, 2022.

^dIncrease in 2020 reflects changes needed to the Scope 1 and Scope 2 classification of certain emissions and inclusion of previously excluded emissions at one site.

^eIncrease in 2021 is due to multiple factors, including reclassification of a major cogeneration boiler from leased to company owned, increase in production from 2020 to 2021 and calculation refinement.

^fWater consumption increase aligns with increased production in 2021 as compared to 2020.

^gWhile the total reported consumption of water shows a significant increase compared to 2021, our actual water consumption was lower than reported due to discharge flow meter calibration issues resulting in a lower discharge. This issue has been remedied and is now being monitored monthly.

Reports and relevant links

[CDP Climate Change Response](#)
[CDP Water Security Response](#)
[Sustainability Accounting Standards Board](#)
[Sustainability Report](#)
[Task Force on Climate-related Financial Disclosures](#)

Policies and position statements

[Climate policy](#)
[Water policy](#)

Environment



Metrics	2022	2021	2020	SASB ^a	GRI ^b
Air					
Nitrogen oxides (NO _x) — tons	6,060	6,516	5,735	RT-CH-120a.1	305-7
NO _x emissions intensity (tons/million USD sales)	0.57	0.60	0.67		
Sulfur dioxides (SO _x) — tons	3,188	3,802	3,033	RT-CH-120a.1	305-7
SO _x emissions intensity (tons/million USD sales)	0.30	0.35	0.36		
Volatile organic compounds (VOC) (tons)	6,441	6,267	6,171	RT-CH-120a.1	305-7
VOC emissions intensity (tons/million USD sales)	0.61	0.58	0.73		
Reportable releases	13	14	44		
Toxic release inventory (TRI) emissions ^c	4.6	4.2	4.0		
Other					
Percentage manufacturing locations certified with environmental management systems ^c	60%	60%	60%		

^aThis column includes references to Sustainable Accounting Standards Board sustainability reporting standards.

^bThis column includes references to standards issued by the Global Reporting Initiative sustainability reporting standards.

^cCertifications include manufacturing sites and corporate headquarters.

Reports and relevant links

- [Biodiversity](#)
- [CDP Climate Change Response](#)
- [CDP Forests Response](#)
- [HSES Management Systems — Certifications](#)
- [Sustainability Accounting Standards Board](#)
- [Task Force on Climate-related Financial Disclosures](#)

Policies and position statements

- [Environmental stewardship policy](#)
- [Responsible Care](#)

Stakeholder engagement



Metrics	2022	2021	2020	SASB ^a	GRI ^b
Employees					
Eastman Resource Groups	6	6	5		413-1
Members of Eastman Resource Groups	16%	not calculated	not calculated		413-1
Government					
EastmanPAC political contributions to state and federal candidates	\$99,750	\$88,088	\$230,500		415-1
Eastman corporate contributions to state candidates	\$26,700	None	\$18,000		415-1
Trade associations lobbying expenditures (amount of Eastman dues/contributions used for lobbying or political activity payments)	\$474,740	\$269,664	\$210,050		
Customers and suppliers					
Percentage of products that have undergone a hazard assessment	100%	100%	100%	RT-CH-410b.1	
Together for Sustainability member — Eastman suppliers with valid EcoVadis assessments	704	658	544		
Percentage of continuing direct spend covered by valid EcoVadis assessments ^c	69%	69%	63%		
Suppliers with improved EcoVadis score in reassessment	68%	66%	55%		

^a This column includes references to Sustainable Accounting Standards Board sustainability reporting standards.

^b This column includes references to standards issued by the Global Reporting Initiative sustainability reporting standard.

^c Excluding energy, internal, supply, toll conversions and exchanges, etc.

Reports and relevant links

[2022 Inclusion and Diversity Report](#)

[Community Advisory Panels](#)

[Memberships](#)

[Stakeholders and value chain](#)

[Sustainable sourcing](#)

Policies and position statements

[Animal testing policy](#)

[Chemical management](#)

[Code of business conduct](#)

[Conflict minerals](#)

[Human rights policy](#)

[PAC contribution guidelines](#)

[Political activity policy](#)

[Slavery and human trafficking](#)

[Third-Party Code of Conduct](#)

People



Metrics	2022	2021	2020	GRI ^a
Workforce				
Total workforce	14,684	14,414	14,502	102-8
Full time	97.9%	97.7%	97.7%	102-8
Part time	2.1%	2.3%	2.3%	102-8
Total employee turnover rate	10.4%	11.2%	9.2%	401-1
Total employee voluntary turnover rate	6%	4.9%	3.3%	
Employees by region				
North America	72%	71.0%	71.0%	102-8
Europe, Middle East and Africa	15%	16.0%	16.0%	102-8
Asia Pacific	10%	10.0%	10.0%	102-8
Latin America	3%	3.0%	3.0%	102-8
Attrition by gender (based on total population of respective category)				
Male	9.9%	11.3%	9.3%	401-1
Female	11.3%	11.1%	9.7%	401-1
Attrition by age (based on total population of respective category)				
< 30 years	13.3%	12.7%	9.7%	401-1
30–50 years	9.2%	9.4%	7.0%	401-1
> 50 years	10.3%	13.5%	12.8%	401-1
Attrition by region (based on total population of respective category)				
Asia Pacific	14.1%	22.9%	14.4%	401-1
Europe, Middle East and Africa	10.1%	9.4%	8.0%	401-1
Latin America	9.6%	6.8%	6.3%	401-1
North America	9.8%	10.2%	9.1%	401-1
Diversity of employees^b				
Male	72.4%	73.4%	76.0%	405-1
Female	27.6%	26.6%	24.0%	405-1
< 30 years of age	17.4%	15.5%	14.3%	405-1
30–50 years of age	51.1%	51.1%	50.8%	405-1
> 50 years	31.5%	33.4%	34.9%	405-1
Minority ethnic group ^c	13%	12.0%	12.0%	405-1
White	87%	88.0%	88.0%	405-1

^aThis column includes references to standards issued by the *Global Reporting Initiative* sustainability reporting standards.

^bAdditional breakdown of I&D data can be found in the annual I&D Report.

^cRacial/ethnic data are U.S. only.

People (continued)



Metrics	2022	2021	2020	GRI ^a
Hires by gender (based on total population of respective category)				
Male	16.5%	12.4%	7.0%	401-1
Female	18.8%	15.3%	7.7%	401-1
Hires by age (based on total population of respective category)				
< 30 years	43.4%	37.6%	24.6%	401-1
30–50 years	16.2%	12.5%	6.2%	401-1
> 50 years	4%	2.7%	1.5%	401-1
Hires by region (based on total population of respective category)				
Asia Pacific	22.8%	20.1%	8.7%	401-1
Europe, Middle East and Africa	16.5%	12.9%	7.7%	401-1
Latin America	17.8%	23.0%	11.3%	401-1
North America	16.4%	11.8%	6.7%	401-1
Training: average hours of training per year per employee				
Professional/management	44	32	43	404-1
Nonexempt (nonoperations)	44	10	12	
Nonexempt (operations)	52	38	48	404-1
Technicians/technologists	27	20	28	404-1
Average hours of training per year per employee	42	25	33	404-1
Labor management				
Percent of U.S. workforce covered by trade unions/collective agreements	5.0%	5.0%	5.3%	

^a This column includes references to standards issued by the Global Reporting Initiative sustainability reporting standards.

Reports and relevant links

[2022 Annual report to stockholders](#)

[2022 Inclusion and Diversity Report](#)

Governance



Metric	2022	2021	2020	GRI ^a
Board of directors composition				
Number of directors	12	11	11	
Male (%)	67	73	64	
Female (%)	33	27	36	405-1
Racially and ethnically diverse (%)	25	10	18	
Independent board members (%)	90	90	90	
Independent board members in the audit committee (%)	100	100	100	
Independent board members in the remuneration committee (%)	100	100	100	
Independent board members in the nomination committee (%)	100	100	100	
Independent board members in the sustainability committee (%)	100	100	100	
Executive team diversity				
Male (%)	78	80	87	
Female (%)	22	20	13	
Racially and ethnically diverse (%)	22	20	25	
White (%)	78	80	75	
Executive remuneration linked to sustainability performance?	Yes	Yes	Yes	

^aThis column includes references to standards issued by the *Global Reporting Initiative* sustainability reporting standards.

Reports and relevant links

- [2023 Annual Meeting Proxy Statement](#)
- [Board of Directors](#)
- [Board Stockholder Communication and Engagement Policy](#)
- [Executive Incentive Pay Clawback Policy](#)
- [Executive Team](#)
- [Sustainability governance | Sustainability | Eastman](#)

Policies and position statements

- [Corporate Governance Guidelines](#)

Safety



Metrics	2022	2021	2020	SASB ^a	GRI ^b
Global fatalities	0	0	0	RT-CH-320a.1	403-9
Global injury and illness rates (OSHA recordable equivalent to total recordable incident rate) (Annual incidents per 100 employees [200,000 work hours] involving treatment beyond first aid in relation to actual work hours)	0.61	0.75	0.81	RT-CH-320a.1	403-9
Contractor fatalities	1	0	1		
Contractor injury and illness rates (OSHA recordable equivalent to total recordable incident rate) (Annual incidents per 100 employees [200,000 work hours] involving treatment beyond first aid in relation to actual work hours)	0.44	0.40	0.44		
Global process safety events (Tier 1 following API RP 754) ^c	14	17	23	RT-CH-540a.1	
Process safety event rate (Tier 1 RP 754) ^d	0.10	0.12	0.16		
Percentage of sites (including headquarters) with safety and health certification	46%	46%	48%		

^aThis column includes references to Sustainable Accounting Standards Board sustainability reporting standards.

^bThis column includes references to standards issued by the Global Reporting Initiative sustainability reporting standards.

^cEastman applies American Chemistry Council's reporting criteria for process safety incidents globally.

^dDefinition: count of Tier 1 process safety events per 200,000 work hours (employees and contractors)

Reports and relevant links

[Health and safety](#) | [Sustainability](#) | [Eastman](#)

Policies and position statements

[Responsible Care](#)

[Safety policy](#)

2022 goals report

Goal	Progress details
Mainstreaming circularity	
Recycle more than 500 million pounds of plastic waste annually by 2030 via molecular recycling technologies, with a commitment to recycle 250 million pounds annually by 2025	Eastman recycled 18.1 million pounds (8,000 MT) of plastic waste in 2022. Eastman is planning to start up our methanolysis plant in Kingsport, Tenn., in 2023. With a capacity of approximately 220 million pounds (100,000 MT) of plastics recycled annually, the launch of this plant will strengthen our ability to accomplish this goal. The amount of plastic waste we recycled in 2022 was a more than 40% increase over our 2021 volume.
Mitigating climate change	
Reduce our Scope 1 and 2 greenhouse gas emissions (GHG) by one-third by 2030 to achieve carbon neutrality by 2050	We have reduced our absolute Scope 1 and 2 greenhouse gas emissions by 16.3% against our 32% goal by 2030, measuring from our 2017 base year.
100% of North American region and EU purchased electricity will be renewable by 2030	We have achieved 14% of our renewable energy goal.
Environment	
95% reduction in SO ₂ by 2030	The 2022 SO ₂ value of 3,188 tons per year (TPY) represents a 70.8% reduction compared to the 2017 baseline of 10,900 tpy. We are on track to achieve our 2030 goal to reduce SO ₂ by 95% from 2017 levels.
50% reduction in NO _x by 2030	The 2022 NO _x value of 6,060 tons per year (TPY) represents a 27.8% reduction compared to the 2017 baseline of 8,400 tpy. We are on track to achieve our 2030 goal to reduce NO _x by 50% from 2017 levels.
Level 1 environmental performance indicator (EPI) — 75% reduction by 2030	For environmental events, Eastman uses a severity criterion comparable to API RP 754 tiered system. Establishment of 2022 baseline is complete with the focus on achieving a 75% reduction by 2030.

2022 goals report

Goal	Progress details
Inclusion and diversity	
Achieve gender parity in alignment with our commitment to Paradigm for Parity	In 2022, we increased gender parity to 38%, moving toward our goal to have a workforce that is more representative of our communities.
Be a leader for racial equity within our industry sector	In 2022, we increased representation in our workforce to 14%.
Safety	
Zero serious injury and fatality (SIF) events	<p>Eastman recognizes the challenge of eliminating serious injuries across all locations. By analyzing data, we targeted the areas with the most risk for SIF events and deployed additional resources to engage these work areas. Following unacceptable safety performance during the first half of 2022, including five SIF events, we identified visible leadership as a critical component to shift our safety performance and culture. We increased expectations for leaders at every level to spend more time "in the field" with our manufacturing and maintenance teams.</p> <p>We saw significant improvement and closed 2022 with six total SIF events. Efforts continue into 2023 in our commitment to zero.</p>

^aDefinition: count of Tier 1 process safety events per 200,000 work hours (employees and contractors)