EASTMAN

Code of Business Conduct



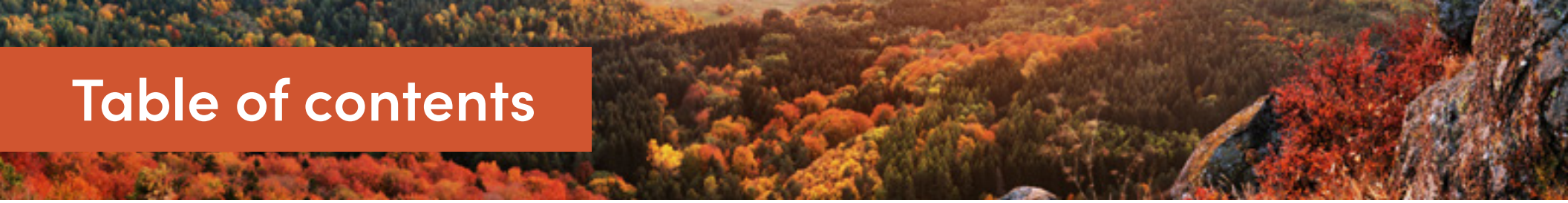


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A message from Mark

At Eastman, our success as a specialty materials company is rooted in more than innovation and productivity. Our success starts with our values and commitment to doing the right thing. Our values shape how we work, how we treat one another, and how we engage with customers, suppliers, business partners, shareholders and the communities where we operate. For more than a century, Eastman teams have built a reputation of trust, integrity and accountability, and maintaining that reputation is the responsibility of every one of us.

Every day, we face decisions — many of them complex and challenging. In those moments, it is critical that we act with honesty, exercise good judgment and never compromise our integrity. We work ethically to comply with laws and regulations and to protect the company. Even more, working ethically reflects who we are and what we stand for.

Eastman's Code of Business Conduct is designed to support you in those decisions and to clarify what is expected of all of us. I encourage you to read it, understand it and use it as a guide. If you ever have questions or concerns, speak up. You can contact Global Business Conduct, your manager, human resources or the law department. I assure you that all reports are handled confidentially and that anyone who raises concerns or reports issues in good faith will be protected from retaliation.

Thank you for the role you play in living our values and strengthening Eastman's culture of integrity.

Mark Costa
Board Chair and CEO

The Code of Business Conduct and you

We follow ethical standards, ensure compliance with laws and promote a culture of integrity.

Why do we have a Code of Business Conduct?

At Eastman, integrity is at the core of our culture and business practices, guiding us to uphold ethical standards and reject unethical behavior. This commitment has built strong, trusting relationships with our customers, suppliers, shareholders, colleagues and communities. Our Code of Business Conduct outlines these essential principles, which are key to our ongoing growth, innovation and success.

What is the role of Global Business Conduct (GBC)?

Global Business Conduct at Eastman helps reduce legal risk, protect the company's reputation and promote a culture of integrity by:

- Offering confidential channels for reporting concerns
- Providing ethics and compliance training
- Ensuring consistent discipline
- Managing compliance risks
- Offering guidance on ethical issues
- Conducting investigations
- Connecting employees with helpful resources



Why is our code important?

We hold each other accountable through open communication and responsible reporting.

Do I have to follow the code?

The Code of Business Conduct applies to all Eastman employees, officers, directors, subsidiaries and, where appropriate, joint ventures, with Eastman promoting similar ethical standards across all entities referred to as "Eastman" or "the company" in this document.

Following the Code of Business Conduct helps protect Eastman's reputation by requiring everyone to understand and follow the code, complete required training, seek guidance when unsure, and report any concerns or violations. Managers have added responsibilities to lead by example, foster open communication, identify and manage risks, and support team development. All team members must comply with the code and relevant laws, applying the highest standard when rules differ, and consult the law department if there is uncertainty or conflict between legal requirements.

What happens if I violate the Code of Business Conduct?

Violating Eastman's code, policies or the law can result in serious consequences, including disciplinary action up to termination and possible legal prosecution. All disciplinary actions are applied fairly and respectfully, reflecting Eastman's commitment to ethical conduct and zero tolerance for any abuse. Unethical behavior not only puts individuals at risk but can also harm the company and its stakeholders.

Reporting a concern

What happens after I report a concern? Eastman treats all reports of possible misconduct seriously. The company conducts confidential investigations, determines if any rules or laws were violated, takes corrective action as needed and requires full cooperation from those involved, all in compliance with applicable laws.

What if someone retaliates against me for reporting a concern? Eastman encourages employees to report concerns and assures that anyone who raises issues or cooperates in investigations in good faith is protected from retaliation (not necessarily disciplinary action, depending on the situation). Retaliation is not tolerated, and any suspected retaliation should be promptly reported to Global Business Conduct.



Dignity, respect, human rights

We safeguard and advance human rights in every decision, action and interaction.



Harassment and bullying

Harassment and bullying have a profoundly negative impact on the workplace, affecting not just individuals but the entire organizational culture. Harassment or bullying can create an environment of fear, anxiety and mistrust. This toxic atmosphere undermines collaboration, stifles open communication and reduces both productivity and creativity within teams.

Additionally, a workplace tainted by harassment and bullying can deter high-quality candidates from seeking employment at Eastman, as they may perceive the company culture as hostile or unsafe. The negative effects are not limited to internal dynamics; they can also damage Eastman's reputation in the marketplace. Stories of harassment or bullying shared by current or former employees can influence how customers and business partners view the company. This reputational harm can impact business relationships and revenue.

Eastman maintains a strict zero-tolerance policy for harassment and bullying, recognizing that a positive, respectful environment is essential for the well-being of all employees and the overall success of the company.

Harassment and bullying

What are definitions of harassment?

Harassment is a pattern of unwanted, offensive behavior that causes distress, discomfort or feelings of isolation to the targeted individual. It can be based on characteristics such as gender, race or age, and it frequently feels discriminatory. Harassment can take many forms, including:

- **Verbal harassment:** Name-calling, inappropriate jokes or comments, propositions, threats or any language that creates a hostile environment
- **Social harassment:** Deliberately ignoring someone, excluding them from activities or spreading rumors to cause emotional pain and isolation
- **Digital harassment:** Using emails, messages or social media to intimidate, threaten or target someone
- **Sexual harassment:** Unwanted advances, requests for sexual favors or comments and displays of a sexual nature; victims can be of any gender

What are definitions of bullying?

Bullying refers to repeated behaviors intended to intimidate, hurt or exert power over another person. Bullying is often characterized by an imbalance of power — physical strength, social status or position of authority — that is exploited to dominate or harm the victim. Types of bullying include:

- **Physical abuse:** Hitting, pushing or other forms of physical aggression as well as intimidating gestures or staring
- **Verbal abuse:** Insults, threats or derogatory remarks meant to belittle or humiliate
- **Emotional abuse:** Manipulation, exclusion or spreading harmful rumors to undermine someone's confidence or social standing

Neither harassment nor bullying is acceptable at Eastman. The company is committed to proactively preventing these behaviors and addressing them immediately whenever they occur. By doing so, Eastman fosters a culture of respect, safety and inclusion, ensuring that all employees can thrive and contribute to the organization's success.



Team member privacy

We all provide personal data such as employment history, identification numbers, contact details, marital status, medical history and performance evaluations to Eastman. Protecting this information is a shared responsibility. Employees must only access data necessary for their job, keep it secure and confidential, and always comply with applicable privacy laws and company policies.

Human trafficking, forced or compulsory labor, and child labor

We uphold individual human rights, including freedom from forced or compulsory labor. We 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. Read more in the **Eastman Statement on Slavery and Human Trafficking**.

Discrimination

Because of our commitment to fairness, we never make employment decisions based on personal characteristics other than skills, abilities and potential. We will not tolerate discrimination in hiring, compensation or promotion, opportunities based on race, ethnicity, religion, gender or gender identity, sexual orientation, age, disability, national origin, or any status protected by applicable law.

Freedom of association and right to collective bargaining

Eastman has a strong and continuing commitment to meet or exceed the needs of its team members. Our policies and practices are designed to support an empowered and highly motivated workforce in an environment marked by open, honest communications and respect for every team member. Eastman will uphold the freedom of association and recognize the right to collective bargaining, consistent with local laws, and will honor all of its legally mandated obligations.

Working hours and compensation

Our company meets its obligations to employees by providing proper working hours and wages, including overtime pay consistent with local law. This includes equal compensation for work of equal value, without distinction based on gender.

Conflicts of interest

We identify, disclose and address any personal or professional conflicts.

A conflict of interest (COI) occurs when personal interests or activities could influence, or appear to influence, your ability to act in the company's best interests. You may not personally benefit from Eastman's relationship with customers or business partners, and decisions must be made free of personal considerations. Outside employment is permitted only if it does not negatively affect Eastman's relationships, violate agreements, impact your job performance or safety, use company resources, or involve working for suppliers, consultants, customers or competitors without prior written approval from Global Business Conduct. Employees must report all actual or potential conflicts by submitting a COI disclosure to Global Business Conduct through our online disclosure tool.



Scenario 1: Jack works in sales and regularly receives gifts and event tickets from a vendor. Jack does not disclose these gifts to management.

Is this a conflict?: Yes. The gifts may influence Jack to favor the vendor, regardless of whether they are the best choice for Eastman. Jack should disclose these gifts to his supervisor and Global Business Conduct.

Scenario 2: Polly, a senior chemical engineer, is helping evaluate suppliers for a new project. Her sibling recently accepted a sales position with one of the suppliers under consideration.

Is this a conflict?: Yes. Polly's family connection could influence or appear to influence her ability to make an objective decision in Eastman's best interests. She should disclose the potential conflict to management and Global Business Conduct through the online conflict of interest disclosure tool and remove herself from the supplier selection process unless instructed otherwise.

Eastman employees and their close associates must avoid significant financial interests or positions in companies that do business with, compete with or are involved in transactions with Eastman, unless they disclose and receive prior approval from Global Business Conduct. Small investments in public companies are generally allowed. Employees may serve on charitable or professional boards without prior approval if it does not interfere with their job performance.

Consensual personal relationships between Eastman team members outside work generally fall outside company policy but are prohibited if they disrupt the workplace, involve a manager and someone in their supervision or household, or one person can influence employment decisions for the other. Additionally, if a close associate or household member is connected to an Eastman supplier, customer or competitor, you must not use your position to influence business decisions and should notify management and remove yourself from related processes.



Gift giving and charitable donations



Business gifts and hospitality

A business gift is anything of value given to or received from a nonemployee in connection with a business relationship, excluding payments for goods or services. This policy applies globally and supports Eastman's anti-bribery and anti-corruption standards.

Before giving a gift

Before purchasing or presenting a business gift, team members must obtain written approval from both their supervisor and Global Business Conduct (GBC). Submit approval requests through the online conflict of interest disclosure **tool**.

Gifts must not be given during or in connection with:
- **A current or pending tender, bid or proposal process**
- **Pricing or contract negotiations**
- **A performance review**
- **A pending business decision involving the recipient or the recipient's organization**

This restriction applies even to small or culturally customary items because they may create, or appear to create, improper influence.

Prohibited gifts

Team members may not give or accept:
- **Cash or cash equivalents, including gift cards**
- **Luxury goods or personal items**
- **Charitable donations intended to influence a business decision**
- **Any gift to a government official**

Receiving or being offered a gift

Team members must exercise the same care when receiving gifts as when giving them. Do not request or encourage gifts from suppliers, customers, business partners or other nonemployees. A gift must never influence, or appear to influence, Eastman's business decisions. If offered a gift, politely decline it when doing so would not cause offense. If refusal would cause offense, accept only a nominal promotional item, promptly notify your manager, record the item as required, and seek guidance from GBC. Do not retain or use a gift that may be intended to influence a pending or future business decision.
Lavish, personal, unusual or otherwise inappropriate gifts should be declined whenever possible. If a gift is delivered without an opportunity to refuse it, notify your manager and GBC promptly and follow their direction regarding return, disposal or another appropriate disposition. Do not conceal the gift or make an independent decision to keep it.

Modest hospitality

Modest hospitality connected to a bona fide business meeting may be permissible when it is reasonable, infrequent, transparent and properly documented. It requires GBC pre-approval and must not occur during a tender, bid, proposal, negotiation, performance review or other pending business decision involving the recipient. When in doubt, do not give or accept the gift until you have consulted GBC.

Gift giving and charitable donations

Charitable donations

At Eastman, all donations and contributions must align with our values and strategy, be transparent, and avoid any appearance of impropriety or business advantage. We conduct due diligence on recipients, require proper approvals — especially for organizations linked to public officials — and never use third parties to disguise the purpose. Donations must be appropriate and support genuine community needs. All charitable contributions at Eastman, financial or in-kind, must be submitted through the charitable contributions application, follow company guidelines and Global Business Conduct policies, and have special approval for international or government-linked donations. Each request requires documentation and a signed Anti-Bribery and Anti-Corruption Statement. Scholarship and fellowship requests are managed separately. Personal donations by employees should not be made in Eastman's name.

Entertainment

Entertainment at Eastman, such as meals or events where an Eastman team member and a current or potential business partner are present, is allowed if it serves a legitimate business purpose, follows customary business practices, is reasonable in value, is not solicited, and cannot be seen as a bribe or improper influence. It must not be repeated often, should not embarrass the company if disclosed, and must comply with any stricter regional or business unit guidelines or approval requirements.



Protection of Eastman information

We safeguard the confidentiality, integrity and availability of data.



Eastman's nonpublic information is among our most valuable assets and a key part of our intellectual property, which requires careful management, protection and classification to maximize its value and ensure its security. Use it only for legitimate, approved business purposes, and obtain authorization before sharing any information outside the company. Internally, share on a strict need-to-know basis. This obligation covers all forms of information that may contain sensitive details. Apply appropriate classifications and labels where required, store content only in approved systems, and verify recipients and permissions before distributing files or links. Avoid discussing sensitive topics in public or semi-public settings or using unapproved tools, and when in doubt about what can be shared or how it should be handled, pause and consult your manager or the law department.

Monitoring and ongoing obligations

To the extent permitted by law, Eastman may monitor the use of company information and activity on the corporate IT network. Your duty to protect Eastman's confidential and proprietary information continues even after your employment ends; do not disclose or use Eastman information for personal purposes at any time.

Protection of Eastman information

Intellectual property (IP)

Eastman's IP reflects years of innovation and investment:

Trademarks protect the names and logos of the company and products and may be used only with proper permissions and appropriate quality controls.

Copyrights protect works such as technical papers, articles, photographs and software; we respect the copyrights of others just as we expect ours to be respected.

Patents protect new products, processes and equipment. All new products and processes must be cleared by the law department to ensure that our commercial use will not infringe on existing patents that do not belong to Eastman.

All new and modified products and processes must be cleared by the law department, which will undertake appropriate steps to determine and to address any risk of infringing a valid patent in which Eastman does not have rights.

These assets are company property and must not be used for personal purposes.

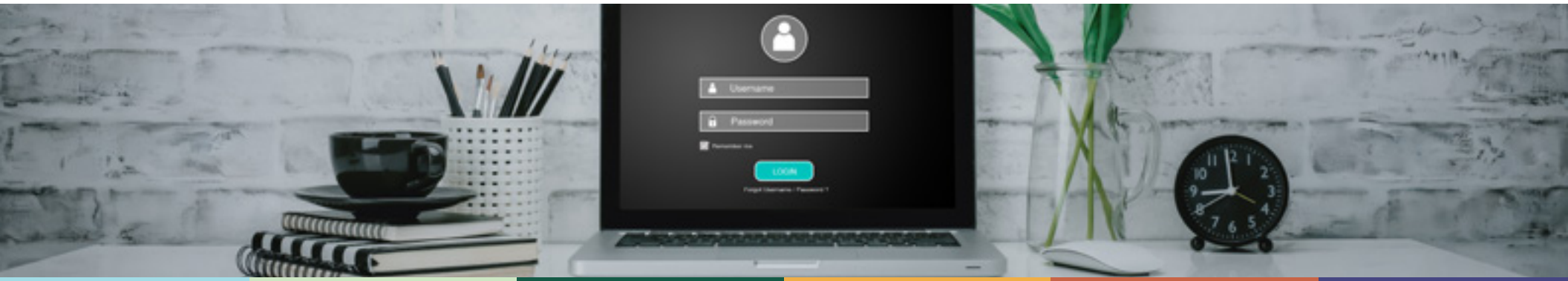
Trade secrets

Trade secrets are nonpublic information that provides economic advantage and can remain protected indefinitely if properly safeguarded. Protecting Eastman's trade secrets is a high priority. Trade secrets are an important part of our intellectual property.

Examples include:

- **Technical information:** process conditions, product formulations, plant capacities, operating procedures, equipment designs, analytical methods
- **Business information:** customer lists, pricing, business strategies, R&D projects, market analyses

This information is proprietary and must not be disclosed outside the company; even within Eastman, share only with those who need it to perform their jobs. The same care applies to confidential information supplied by third parties.



Protection of Eastman information

Inventions

Innovation is a cornerstone of Eastman's continued growth and success. Any invention or other form of intellectual property you develop during your employment that relates to Eastman's current or planned business activities is considered the exclusive property of Eastman. Such creations must be promptly reported through the appropriate internal disclosure process so that they can be reviewed, safeguarded and integrated into the company's strategic plans. You are expected to maintain the confidentiality of these inventions until clearance is provided, and you may be asked to assist in securing, maintaining and defending Eastman's rights. This ensures your contributions are fully protected while supporting Eastman's long-term competitive advantage.

Confidential information from other companies

Do not accept, discuss or use another party's confidential, restricted, or limited-use information unless a written agreement defining rights and obligations has been approved by the law department and signed by authorized representatives. Until such an agreement is executed, decline to receive or review the information. If someone attempts to share such materials without an agreement, route the conversation to the law department. Eastman will not engage in illegal or unethical conduct to obtain another company's trade secrets or confidential information; all forms of industrial espionage are prohibited.



Protection of Eastman information

Handling and sharing practices

Apply need-to-know access, label sensitive content appropriately, and use approved systems for storage and collaboration. Verify recipients before sharing, prefer access-controlled links over attachments, and avoid discussing sensitive topics in public or semi-public settings where they can be overheard, recorded or taken out of context. If external sharing is necessary, ensure appropriate approvals and contractual protections (e.g., nondisclosure agreements) are in place. Never send any document not suitable for external use to any non-Eastman recipient or entity unless specifically authorized for disclosure by management or it is within the discretion normally granted for the employee's position.

Incident response and questions

If you believe confidential or proprietary information has been improperly requested, shared or exposed, either internally or externally, do not investigate on your own. Immediately notify your supervisor, the law department and Global Business Conduct. When unsure about sharing, labeling or agreement requirements, pause and consult your manager or the law department before proceeding.

Scenario 1: A consultant hired by Eastman offers to share a competitor's "confidential" new formula for a product they expect to release this year. Should you accept the consultant's offer to review the competitor's formula?

Don't: Open, forward, save, summarize, incorporate or otherwise use any portion of the confidential material.

Do: Stop interacting with the material, notify the sender that you cannot accept it, preserve evidence, and report the incident immediately to the law department and Global Business Conduct. If the message is an attachment or link, remove it from your system only under legal/IT direction.

Recommended action: Delete the item after legal advises (or follow legal's instructions to preserve it for investigation), record the incident (who sent it, when, how received), and rely only on lawful public sources for competitive intelligence.





Responsible use of artificial intelligence (AI)

At Eastman, we develop and use AI technologies to support employees, strengthen our business, and create value for our customers and partners. Eastman invests in workforce development to ensure everyone, regardless of background, can benefit from and work effectively alongside AI. We are committed to clear communication about when and how AI is used, the data involved and the methods behind our systems. We proactively work to continually improve our models and ensure AI decisions align with Eastman's values. For guidance on how to properly and ethically use AI at Eastman, consult our policy on AI.

In alignment with these values, **Eastman's AI policy** requires that artificial intelligence systems are used ethically, transparently and in compliance with data privacy and security standards. AI should support business objectives with responsible oversight, never be used for unlawful or discriminatory purposes, and be regularly reviewed for risks. The use of AI is only allowed on approved systems and must not compromise company values or applicable laws, and employees are expected to report any concerns related to AI use to ensure responsible innovation and maintain Eastman's reputation for integrity and trust.

External communication requests and social media

Only authorized Eastman personnel may communicate externally or represent the company to the public or financial community. All marketing and social media communications must follow company approval processes to ensure accuracy, protect confidential information and maintain a consistent brand voice. Employees should not present themselves as official spokespeople unless specifically trained and approved. They must ensure any personal social media activity does not misrepresent or harm Eastman's reputation.

Records integrity

We keep accurate, honest records at all times, ensuring accountability and regulatory compliance.

Eastman policy requires all company records (accounting, expense, financial, research and time records) to be accurate, complete and truthful. Improper or fraudulent documentation violates company rules and laws, including anti-bribery statutes. Accurate recordkeeping is vital to prevent and detect fraud, which includes theft, forgery, misappropriation, falsification, bribery, tax evasion and related irregularities involving any company-related parties or assets. Records must be retained per Eastman's records management guidelines and legal requirements. Employees must fully cooperate with internal and external audits honestly and must never mislead auditors. Employees should consult management or the law department with any questions related to keeping accurate records.



Engaging responsibly

We commit to engaging responsibly with our business partners and community.



Payment integrity, fraud prevention and anti-corruption

Eastman requires all company payments, including commissions, rebates, discounts, credits and allowances, to be legal, reasonable and aligned with industry norms. Such payments must be properly documented in agreements approved by the law department, clearly defining their nature and purpose. Payments should be made only to the appropriate business entity, not to individuals or unrelated entities, and charged transparently to the benefiting business or product. Compliance with currency exchange controls and regulations is mandatory.

Eastman strictly prohibits any illegal or improper payments, gifts or favors to government officials or representatives of state-owned businesses to influence decisions or gain improper advantages. Bribery, kickbacks and facilitating or expediting payments, even if common locally, are forbidden. Payments to third parties are prohibited if there is knowledge or suspicion they will be used for illegal payments. Employees must uphold Eastman's integrity by refusing corruption and seeking guidance from the law department or Global Business Conduct for any questions about payments or gifts.

Engaging responsibly

Competition and antitrust

Eastman is committed to fair, ethical business practices and compliance with all competition laws. The company deals honestly with customers, suppliers, competitors and employees, avoiding manipulation, concealment, misrepresentation or any unfair advantage. Eastman markets and promotes products truthfully and ethically, never disparaging competitors.

To uphold antitrust laws, employees must avoid any agreements or discussions with competitors about prices, bids, discounts, terms of sale, customer or territory allocation, production quotas or employee compensation. If competitors raise such topics, discussions should end immediately and be reported to the law department or Global Business Conduct.

Benchmarking or information exchanges with competitors require prior law department approval to prevent competition concerns. Membership in trade associations or industry groups requires approval from the law department. Participation in trade or industry groups must be legally supervised with careful avoidance of sensitive topics. Concerns should be documented and meetings exited if necessary.

Purchasing decisions must be independent and not influenced by reciprocal arrangements with suppliers. Eastman emphasizes integrity, transparency and legal compliance in all competitive and business dealings.

Government contracting

There are complex regulations that apply to government contracts. These regulations have restrictions that can be significantly different from those that apply to our contracts with private commercial entities. Government procurement regulations cover pricing, cost accounting, quality control and testing, paying gratuities and kickbacks to government employees, hiring or retaining former government employees, and the confidentiality of government information. Seek advice from the law department when evaluating government contracting.



Business integrity

We operate with integrity and follow all applicable laws and regulations.



Trade

Eastman strictly complies with all applicable export control laws, requiring review before disclosing technical data or exporting products to non-U.S. persons or entities. The company prohibits any involvement in financing or supporting terrorist groups and adheres to U.S. and global sanctions and embargoes, including restrictions on dealings with sanctioned countries, entities, terrorists, narcotics traffickers and those promoting weapons proliferation. Any transactions subject to sanctions or embargoes, including indirect dealings through third parties, must be reviewed by the law department.

Eastman is also committed to full compliance with all applicable customs laws and regulations, including accurate country-of-origin declarations, tariff classification and customs valuation. Team members must not engage in or turn a blind eye to any practice designed to evade duties or tariffs, misrepresent the nature or origin of goods, or otherwise circumvent customs requirements and should raise any concerns about potential customs or tariff violations with the law department or GBC.

Insider trading

Confidential company information must never be used for personal gain. Eastman employees are prohibited from buying or selling stock or sharing inside information with others while in possession of material nonpublic information about Eastman or other companies. This includes details like mergers, financial results or major business changes. Sharing such information with others who might trade on it is also strictly forbidden. If unsure about trading or what constitutes inside information, employees should consult the law department.

Prohibition on wagering involving company information

Eastman prohibits employees from participating in, organizing, or facilitating any gambling or betting activity that wagers on the outcome of events connected to the company, its employees, its customers, or its business dealings. This includes informal betting pools, online wagering platforms, prediction markets, and any arrangement, for money or other value. Examples of prohibited

activity include betting on matters such as financial results, the success or failure of a project, the outcome of a negotiation, personnel decisions, operational incidents or any other Eastman-related matter. Such activity can create conflicts of interest, incentivize dishonest or unsafe behavior, misuse and compromise confidential information, and undermine the trust and integrity central to how we do business.

Employees must never trade or wager based on material nonpublic information. Doing so may violate securities laws and Eastman's insider trading policies, in addition to other company policies. Employees who become aware of any such activity must report it to Global Business Conduct (GBC) without fear of retaliation. Eastman does not tolerate retaliation against anyone who makes a good-faith report or participates in an investigation. Employees should contact GBC with any questions regarding the prohibitions related to prediction markets or any related activity.

Money laundering and anti-boycott

Eastman enforces anti-money laundering laws by requiring prior approval for any suspicious financial transactions, particularly involving cash or cash equivalents. The company also prohibits participation in unauthorized economic boycotts and mandates reporting any boycott-related requests to the law department. These policies apply globally, and employees must seek guidance from Eastman Global Trade Strategy and Compliance, Global Business Conduct or the law department when in doubt.

Political activities

Eastman encourages employees to participate in personal political activities on their own time and with their own resources. Use of Eastman's name, information, property, time or other resources for political activities requires specific prior approval from Eastman's government affairs organization. Reimbursement for political contributions is prohibited without prior approval. Employees seeking public office must follow applicable company policies and consult government affairs, management, and Global Business Conduct to disclose the matter and ensure compliance to avoid any real or perceived conflicts of interest.



Health, safety, environment and security

We prioritize a zero-incident mindset.

Eastman requires all employees to understand and comply with applicable health, safety, environment and security (HSES) laws, regulations and company policies relevant to their roles. Employees should use company resources to support compliance. Eastman embraces the Responsible Care® initiative, reflecting its commitment to the responsible management of chemicals and embedding these principles in our corporate guiding HSES policy. Everyone must prioritize safety by following procedures and rules, using personal protective equipment, identifying and eliminating hazards, watching out for co-workers, and promptly reporting all job-related injuries or illnesses.





Team member wellness

Eastman promotes team member wellness by encouraging healthy lifestyle choices and work-life balance. Employees must not be impaired by alcohol or drugs at work, and the possession or use of illegal drugs or unauthorized alcohol on company property or while on company business is prohibited. Driving under the influence while on company business is strictly forbidden.

Eastman has zero tolerance for workplace violence, including threats or intimidation, and strictly prohibits weapons on company property unless specifically authorized by global corporate security. To help maintain a safe, respectful and compliant workplace, team members are required to promptly inform their HR partner — within 24 hours of the conviction — of any criminal conviction related to violence, illegal substances or other serious offenses, whether occurring on or off duty.

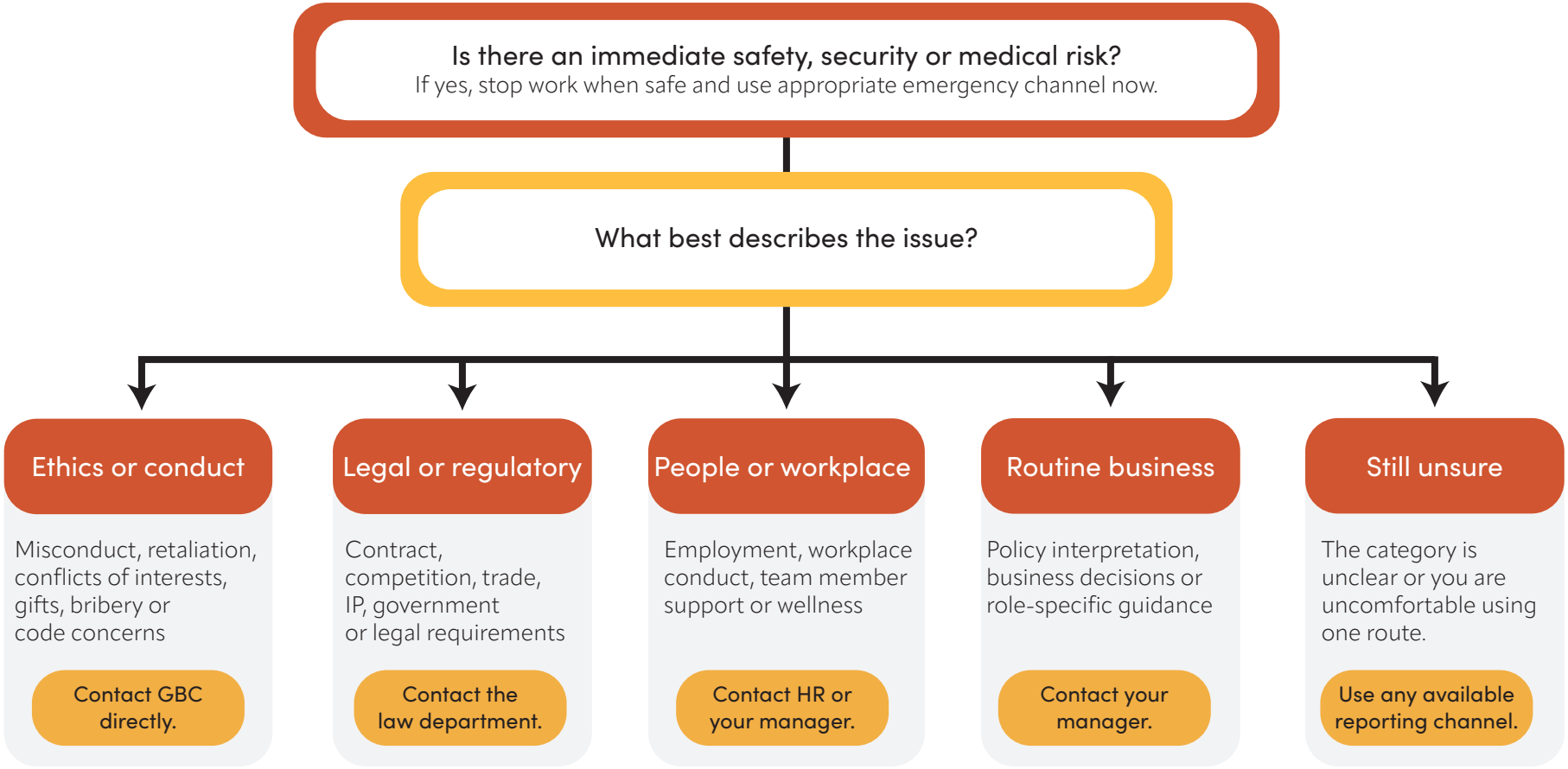
Sustainability and the environment

Eastman is committed to environmental responsibility by continually assessing and improving processes to protect communities. Eastman conducts sustainability and environmental risk assessments for its products, operations and supply chain. These assessments consider scientific information, environmental impacts, regulatory requirements, resource use, emissions, waste and potential effects on communities and ecosystems. They are performed by relevant subject matter experts in environmental, health and safety, product stewardship, sustainability, operations, and regulatory affairs, with input from site and business leaders.

Eastman's business success depends on balancing economic growth, environmental stewardship and social responsibility. The company prioritizes minimizing its environmental impact and resource use in manufacturing, while developing sustainable products and technologies that benefit both Eastman and its global customers.

When in doubt

Pause before acting. Consult this chart for help in choosing the path that best fits the question or concern.



You may contact the appropriate resource directly.

You do not need to follow a fixed sequence or contact your manager first, especially if the concern involves your manager or you are uncomfortable doing so. Eastman handles concerns as confidentially as possible and prohibits retaliation against anyone who raises a concern or participates in an investigation in good faith. For suspected information exposure, preserve the evidence, do no investigate on your own, and immediately notify the law department and GBC.

Waivers

Our Code of Business Conduct applies equally to all Eastman team members, officers and directors. In the unlikely event that granting a waiver for any director or officer from any Code provision is in Eastman's best interests, such a decision may only be made by the board of directors or its audit committee and must be promptly disclosed as required by law. Only the chief legal officer or his or her designee may grant waivers to other Eastman team members.

To read our publicly available policies, visit our **policies** page on **eastman.com**.

EASTMAN

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Safety Data Sheets providing safety precautions that should be observed when handling and storing our products are available online or by request. You should obtain and review available material safety information before handling our products. If any materials mentioned are not our products, appropriate industrial hygiene and other safety precautions recommended by their manufacturers should be observed.

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