

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 08/31/2024					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID D231913			EMPLOYER NAME EASTMAN CHEMICAL COMPANY												
ADDRESS 200 SOUTH WILCOX DRIVE						CITY/TOWN KINGSPORT				STATE TN		ZIP CODE 37660			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 621539359															
SECTION E – EMPLOYER FILING ELIGIBILITY ☒ YES (Employer Is Eligible to File) ☐ NO (Employer Is Not Eligible to File) ☐ EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): Not Applicable ☐ YES (Single-Establishment Employer is Federal Contractor) ☐ YES (Multi-Establishment Employer is Federal Contractor) ☐ YES (Headquarters is Federal Contractor) ☐ YES (Non-Headquarters Establishment is Federal Contractor) ☐ YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 325199 - All Other Basic Organic Chemical Manufacturing															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	28	1	4	0	1	0	7	1	0	0	0	0	43
First/Mid-Level Officials and Managers	18	7	780	40	31	2	3	3	280	15	19	0	0	1	1199
Professionals	65	31	1805	64	122	2	2	23	897	43	65	1	0	10	3130
Technicians	12	7	297	14	5	0	0	3	145	9	2	0	1	0	495
Sales Workers	3	4	73	1	2	0	0	0	38	1	1	0	0	0	123
Administrative Support Workers	3	8	37	7	0	1	0	0	280	34	1	0	0	1	372
Craft Workers	91	6	2897	215	5	1	4	8	339	40	1	1	0	1	3609
Operatives	34	7	1419	153	1	0	3	24	232	41	0	0	1	1	1916
Laborers and Helpers	0	0	12	2	0	0	0	0	1	0	0	0	0	0	15
Service Workers	4	0	82	3	0	0	0	1	16	3	0	0	0	0	109
CURRENT 2022 REPORTING YEAR TOTAL	231	70	7430	500	170	6	13	62	2235	187	89	2	2	14	11011
PRIOR 2021 REPORTING YEAR TOTAL															
SECTION I – WORKFORCE SNAPSHOT PERIOD 10/10/2022 - 10/23/2022															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION				
EMPLOYER IDENTIFICATION				
OFS COMPANY ID D231913		EMPLOYER NAME EASTMAN CHEMICAL COMPANY		
ADDRESS 200 SOUTH WILCOX DRIVE		CITY/TOWN KINGSPORT	STATE TN	ZIP CODE 37660
CERTIFICATION COMMENTS (optional)				
No Certification Comments Provided				
CERTIFICATION STATEMENT “I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions.” Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.				
DATE OF CERTIFICATION 11/21/2023 12:39 PM [EST]				
EMPLOYER’S CERTIFYING OFFICIAL				
Name of Employer’s Certifying Official CYNTHIA AVERELL		Title of Certifying Official Director, Labor Relations		
Email Address of Certifying Official cynthiaaverell@eastman.com		Telephone Number of Certifying Official 423-224-7051		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Jessica Carpenter		Title and Employer of Primary POC HR Policy & Compliance Analyst Jessica Carpenter		
Email Address of Primary POC jessicacarpetner@eastman.com		Telephone Number of Primary POC 423-229-3052		