

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
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 KINGSFORT				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 <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> 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	2	0	30	0	4	0	0	0	8	1	0	0	0	0	45
First/Mid-Level Officials and Managers	21	4	798	40	32	1	2	1	285	18	19	0	0	1	1222
Professionals	61	34	1705	59	113	4	3	23	852	45	56	2	0	11	2968
Technicians	15	6	274	15	4	0	0	3	131	10	1	0	1	0	460
Sales Workers	3	4	64	1	2	0	0	0	35	0	0	0	0	0	109
Administrative Support Workers	0	8	34	5	0	0	0	0	251	34	0	0	1	2	335
Craft Workers	96	6	2842	207	5	1	3	14	323	43	1	1	0	1	3543
Operatives	45	7	1490	141	3	0	6	21	232	43	2	0	3	0	1993
Laborers and Helpers	0	0	14	0	0	0	0	0	1	0	0	0	0	0	15
Service Workers	4	0	84	2	0	0	0	1	14	3	0	0	0	0	108
CURRENT 2023 REPORTING YEAR TOTAL	247	69	7335	470	163	6	14	63	2132	197	79	3	5	15	10798
PRIOR 2022 REPORTING YEAR TOTAL	231	70	7430	500	170	6	13	62	2235	187	89	2	2	14	11011
SECTION I – WORKFORCE SNAPSHOT PERIOD 10/9/2023 - 10/22/2023															
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>"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."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.				
DATE OF CERTIFICATION 5/9/2024 10:32 AM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official CYNTHIA AVERELL		Title of Certifying Official Director, HR Compliance & Labor Relations		
Email Address of Certifying Official Hrcompliance@eastman.com		Telephone Number of Certifying Official 423-224-0314		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Tina Wilmer		Title and Employer of Primary POC HR Policy & Compliance Analyst Eastman Chemical Company		
Email Address of Primary POC hrcompliance@eastman.com		Telephone Number of Primary POC 423-229-4263		