

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.

<b>Headquarters</b>	Kingsport, Tennessee, USA	<b>2023 sales</b>	\$9.2 billion
<b>Total employees</b>	14,684	<b>2022 sales</b>	\$10.6 billion
<b>Full-time employees</b>	14,184	<b>2021 sales</b>	\$10.8 billion
<b>Business segments</b>	Additives & Functional Products, Advanced Materials, Chemical Intermediates, and Fibers		
<b>Major end markets</b>	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	2023	2022	2021	SASB <sup>a</sup>	GRI <sup>b</sup>
<b>Greenhouse gas emissions</b>					
Total GHG emissions (MTCO <sub>2</sub> e) Scope 1 and Scope 2 <sup>c</sup>	6,537,605	6,769,878	6,952,843	RT-CH-110a.1	305-1, 305-2
Direct (Scope 1) GHG emissions MTCO <sub>2</sub> e	5,526,585	5,970,870	6,206,603	RT-CH-110a.1	305-1
Energy indirect (Scope 2) GHG emissions (MTCO <sub>2</sub> e) (market based)	1,011,020	799,008	746,240		305-2
Scope 3 emissions (CO <sub>2</sub> e) — (metric tons)	9,245,195 <sup>d</sup>	8,281,262	9,889,705		305-3
GHG emissions intensity — metric tons CO <sub>2</sub> /unit total revenue	0.00070984	0.000639875	0.000664		305-4
CDP climate change score		B	B		
<b>Energy</b>					
Energy intensity (MWh/million USD sales)	3,333.31	3,031.85	3,052.00	RT-CH-130a.1	302-3
Energy consumption from renewable sources (MWh)	162,710	137,545	55,222	RT-CH-130a.1	
Energy consumption from nonrenewable sources (MWh)	30,503,697	32,000,087	32,906,444	RT-CH-130a.1	
Percent of total energy consumed from the grid	17%	10%	8%	RT-CH-130a.1	302-1
Total self-generated electricity (MWh)	4,082,505	9,695,087	9,636,451	RT-CH-130a.1	
Total energy consumption	30,666,407	32,137,632	32,961,666	RT-CH-130a.1	302-1
Dedicated budget for energy efficiency	\$5,000,000	\$5,000,000	\$5,000,000		
<b>Water</b>					
Water — total withdrawals (megaliters)	785,645	768,944.64	849,821	RT-CH-140a.1	303-3
Water — freshwater withdrawals (megaliters)	759,259	751,014.76	829,988		
Percentage of total water withdrawn in regions with high or extremely high baseline water stress	4.3%	<1	<1	RT-CH-140a.1	
Water — total discharges (megaliters)	754,821	669,417.68	817,446		303-4
Water — total consumption (megaliters)	30,824	99,526.96 <sup>e</sup>	32,374	RT-CH-140a.1	303-5
CDP water security score		B	B		

<sup>a</sup>This column includes references to Sustainable Accounting Standards Board sustainability reporting standards.

<sup>b</sup>This column includes references to standards issued by the Global Reporting Initiative sustainability reporting standards.

<sup>c</sup>We 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, 2023.

<sup>d</sup>In 2023, Eastman updated its Scope 3 methodology. The values for 2022 and 2021 reflect calculated upstream categories only.

<sup>e</sup>While 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

[Sustainability reports](#)

## Policies and position statements

[Climate policy](#)

[Water policy](#)

# Environment

Metrics	2023	2022	2021	SASB <sup>a</sup>	GRI <sup>b</sup>
<b>Air</b>					
Nitrogen oxides (NO <sub>x</sub> ) — tons	6,153	6,060	6,516	RT-CH-120a.1	305-7
NO <sub>x</sub> emissions intensity (tons/million USD sales)	0.67	0.57	0.60		
Sulfur dioxides (SO <sub>x</sub> ) — tons	3,895	3,188	3,802	RT-CH-120a.1	305-7
SO <sub>x</sub> emissions intensity (tons/million USD sales)	0.42	0.30	0.35		
Volatile organic compounds (VOC) (tons)	5,360	6,441	6,267	RT-CH-120a.1	305-7
VOC emissions intensity (tons/million USD sales)	0.58	0.61	0.58		
Reportable releases	9	13	14		
Toxic release inventory (TRI) emissions <sup>c</sup>	4.0	4.6	4.2		
<b>Other</b>					
Percentage manufacturing locations certified with environmental management systems <sup>c</sup>	60%	60%	60%		

<sup>a</sup>This column includes references to Sustainable Accounting Standards Board sustainability reporting standards.

<sup>b</sup>This column includes references to standards issued by the Global Reporting Initiative sustainability reporting standards.

<sup>c</sup>Certifications include manufacturing sites and corporate headquarters.

## Reports and relevant links

[Air quality and emissions](#)

HSES Management Systems — certifications

## Policies and position statements

[Environmental stewardship policy](#)

[Responsible Care](#)



# Stakeholder engagement

Metrics	2023	2022	2021	SASB <sup>a</sup>	GRI <sup>b</sup>
<b>Employees</b>					
Eastman Resource Groups	6	6	6		413-1
<b>Government</b>					
EastmanPAC political contributions to state and federal candidates	\$83,500	\$99,750	\$88,088		415-1
Eastman corporate contributions to state candidates	\$10,500	\$26,700	None		415-1
Trade associations lobbying expenditures (amount of Eastman dues/contributions used for lobbying or political activity payments)	\$424,409	\$474,740	\$269,664		
<b>Customers and suppliers</b>					
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	802	704	658		
Percentage of continuing direct spend covered by valid EcoVadis assessments <sup>c</sup>	59%	69%	69%		

<sup>a</sup>This column includes references to Sustainable Accounting Standards Board sustainability reporting standards.

<sup>b</sup>This column includes references to standards issued by the Global Reporting Initiative sustainability reporting standard.

<sup>c</sup>Excluding energy, internal, supply, toll conversions and exchanges, etc.

## Reports and relevant links

[2023 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	2023	2022	2021	GRI <sup>a</sup>
<b>Workforce</b>				
Total workforce	14,140	14,684	14,414	102-8
Full time	97.8%	97.9%	97.7%	102-8
Part time	2.2%	2.1%	2.3%	102-8
Total employee turnover rate	11.9%	10.4%	11.2%	401-1
Total employee voluntary turnover rate	5%	6%	4.9%	
<b>Employees by region</b>				
North America	73%	72%	71.0%	102-8
Europe, Middle East and Africa	14%	15%	16.0%	102-8
Asia Pacific	10%	10%	10.0%	102-8
Latin America	3%	3%	3.0%	102-8
<b>Attrition by gender (based on total population of respective category)</b>				
Male	11.6%	9.9%	11.3%	401-1
Female	14.3%	11.3%	11.1%	401-1
<b>Attrition by age (based on total population of respective category)</b>				
< 30 years	15.1%	13.3%	12.7%	401-1
30–50 years	9%	9.2%	9.4%	401-1
> 50 years	14.8%	10.3%	13.5%	401-1
<b>Attrition by region (based on total population of respective category)</b>				
Asia Pacific	13.6%	14.1%	22.9%	401-1
Europe, Middle East and Africa	14.1%	10.1%	9.4%	401-1
Latin America	8.3%	9.6%	6.8%	401-1
North America	11.8%	9.8%	10.2%	401-1
<b>Diversity of employees<sup>b</sup></b>				
Male	73.3%	72.4%	73.4%	405-1
Female	24.7%	27.6%	26.6%	405-1
< 30 years of age	17.1%	17.4%	15.5%	405-1
30–50 years of age	52.1%	51.1%	51.1%	405-1
> 50 years	30.9%	31.5%	33.4%	405-1
Minority ethnic group <sup>c</sup>	11%	13%	12.0%	405-1
White	88%	87%	88.0%	405-1

<sup>a</sup>This column includes references to standards issued by the Global Reporting Initiative sustainability reporting standards.

<sup>b</sup>Additional breakdown of I&D data can be found in the annual I&D Report.

<sup>c</sup>Racial/ethnic data are U.S. only.

# People (continued)



Metrics	2023	2022	2021	GRI <sup>a</sup>
<b>Hires by gender (based on total population of respective category)</b>				
Male	10.7%	16.5%	12.4%	401-1
Female	9.8%	18.8%	15.3%	401-1
<b>Hires by age (based on total population of respective category)</b>				
< 30 years	27.6%	43.4%	37.6%	401-1
30–50 years	8.6%	16.2%	12.5%	401-1
> 50 years	4.1%	4%	2.7%	401-1
<b>Hires by region (based on total population of respective category)</b>				
Asia Pacific	12.7%	22.8%	20.1%	401-1
Europe, Middle East and Africa	6.3%	16.5%	12.9%	401-1
Latin America	17.8%	17.8%	23.0%	401-1
North America	11.1%	16.4%	11.8%	401-1
<b>Training: average hours of training per year per employee</b>				
Professional/management	61	44	32	404-1
Nonexempt (nonoperations)	14	44	10	
Nonexempt (operations)	61	52	38	404-1
Technicians/technologists	28	27	20	404-1
Average hours of training per year per employee	37	42	25	404-1
<b>Labor management</b>				
Percent of U.S. workforce covered by trade unions/ collective agreements	3.0%	5.0%	5.0%	

<sup>a</sup>This column includes references to standards issued by the *Global Reporting Initiative* sustainability reporting standards.

## Reports and relevant links

[2023 Annual report to stockholders](#)

[2023 Inclusion and Diversity Report](#)

# Governance



Metric	2023	2022	2021	GRI <sup>a</sup>
<b>Board of directors composition</b>				
Number of directors	10	12	11	
Male (%)	60	67	73	
Female (%)	40	33	27	405-1
Racially and ethnically diverse (%)	30	25	10	
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	
<b>Executive team diversity</b>				
Male (%)	78	78	80	
Female (%)	22	22	20	
Racially and ethnically diverse (%)	11	22	20	
White (%)	89	78	80	
Executive remuneration linked to sustainability performance?	Yes	Yes	Yes	

<sup>a</sup>This column includes references to standards issued by the Global Reporting Initiative sustainability reporting standards.

## Reports and relevant links

[2024 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	2023	2022	2021	SASB <sup>a</sup>	GRI <sup>b</sup>
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)	0.42	0.61	0.75	RT-CH-320a.1	403-9
Contractor fatalities	0	1	0		
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)	0.31	0.44	0.40		
Global process safety events (Tier 1 following API RP 754) <sup>c</sup>	6	14	17	RT-CH-540a.1	
Process safety event rate (Tier 1 RP 754) <sup>d</sup>	0.04	0.10	0.12		
Percentage of sites (including headquarters) with safety and health certification	46%	46%	46%		

<sup>a</sup>This column includes references to *Sustainable Accounting Standards Board* sustainability reporting standards.

<sup>b</sup>This column includes references to standards issued by the *Global Reporting Initiative* sustainability reporting standards.

<sup>c</sup>Eastman applies American Chemistry Council's reporting criteria for process safety incidents globally.

<sup>d</sup>Definition: 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](#)





# 2023 goals report

Goal	Progress details
<b>Mainstreaming circularity</b>	
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 21.9 million pounds (9,934 MT) of plastic waste in 2023. Eastman started full operation and on-spec production in our methanolysis plant in Kingsport, Tenn., in early 2024. With a capacity of approximately 220 million pounds (110,000 MT) of plastics recycled annually, this plant strengthens our ability to accomplish this goal. The amount of plastic waste we recycled in 2023 was a 72% increase over our 2021 volume.
<b>Mitigating climate change</b>	
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 21.8% 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 10% of our renewable energy goal.
<b>Environment</b>	
95% reduction in SO <sub>2</sub> by 2030	The 2023 SO <sub>2</sub> value of 3,895 tons per year (tpy) represents a 64.3% reduction compared to the 2017 baseline of 10,900 tpy.
50% reduction in NO <sub>x</sub> by 2030	The 2023 NO <sub>x</sub> value of 6,153 tons per year (tpy) represents a 26.7% reduction compared to the 2017 baseline of 8,400 tpy.
Level 1 environmental performance indicator (EPI) — 75% reduction by 2030	In 2021, Eastman defined a process comparable to the API RP 754 tiersystem — a formalized way of reducing process safety incidents — to categorize key environmental incidents by levels (Level 1 as most serious through Level 4 as least serious). We also implemented a modern environmental management system, which included performance dashboards to track progress against environmental key performance indicators. The new system enables more efficient data collection and visualization to assist facilities and the organization in identification of opportunities to improve both short- and long-term operational metrics. Establishment of the baseline was completed in 2022, and 2023 saw a 31% reduction in Level 1 environmental incidents compared to baseline.

# 2023 goals report

Goal	Progress details
<b>Inclusion and diversity</b>	
Achieve gender parity in alignment with our commitment to Paradigm for Parity	In 2023, gender parity was 38%.
Be a leader for racial equity within our industry sector	In 2023, we increased representation in our workforce to 15%.
<b>Safety</b>	
Zero serious injury and fatality (SIF) events	Following a significant, positive shift in safety performance the second half of 2022, we set aggressive targets for 2023 toward our long-term 2030 goal of 80% reduction. For process safety performance, the 2023 targets were 50% of the 2022 actual events. In year-over-year performance compared to 2022, we reduced Tier 1 process safety events by 57% (0.04 rate) and Tier 2 events by 56% (0.11 rate), meeting our annual continuous improvement target.

<sup>a</sup>Definition: count of Tier 1 process safety events per 200,000 work hours (employees and contractors)