

Eastman’s Sustainability Data Sheet is a summary of our historical nonfinancial data and a signpost to significant policies and 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](#).

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
Total employees	13,966
Full-time employees	13,672
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

2024 sales	\$9.4 billion
2023 sales	\$9.2 billion
2022 sales	\$10.6 billion

Awards and recognitions



Climate, energy and water

Metrics	2024	2023	2022	SASB ^a	GRI ^b
Greenhouse gas emissions					
Total GHG emissions (MTCO ₂ e) Scope 1 and Scope 2 ^c	6,951,202	6,990,392	6,769,878	RT-CH-110a.1	305-1, 305-2
Direct (Scope 1) GHG emissions MTCO ₂ e	6,579,760	5,979,372 ^d	5,970,870	RT-CH-110a.1	305-1
Energy indirect (Scope 2) GHG emissions (MTCO ₂ e) (market based)	371,443	1,011,020	799,008		305-2
Scope 3 emissions (CO ₂ e) — (metric tons)	9,385,358	9,715,147 ^e	8,281,262		305-3
GHG emissions intensity — metric tons CO ₂ /unit total revenue	0.00074	0.00076	0.00064		305-4
CDP climate change score	C	B	B		
Energy					
Energy intensity (MWh/million USD sales)	4,314	3,333.31	3,031.85	RT-CH-130a.1	302-3
Energy consumption from renewable sources (MWh)	1,361,655	162,710	137,545	RT-CH-130a.1	
Energy consumption from nonrenewable sources (MWh)	39,194,023	30,503,697	32,000,087	RT-CH-130a.1	
Percent of total energy consumed from the grid	10%	17%	10%	RT-CH-130a.1	302-1
Total self-generated electricity (MWh)	10,465,211	8,499,111	9,695,087	RT-CH-130a.1	
Total energy consumption	40,555,678	30,666,407	32,137,632	RT-CH-130a.1	302-1
Dedicated budget for energy efficiency	\$5,000,000	\$5,000,000	\$5,000,000		
Water					
Water — total withdrawals (megaliters)	847,156	785,645	768,944.64	RT-CH-140a.1	303-3
Water — freshwater withdrawals (megaliters)	807,023	759,259	751,014.76		
Percentage of total water withdrawn in regions with high or extremely high baseline water stress	5%	4.3%	<1	RT-CH-140a.1	
Water — total discharges (megaliters)	832,393	754,821	669,417.68		303-4
Water — total consumption (megaliters)	14,764	30,824	99,526.96 ^f	RT-CH-140a.1	303-5
CDP water security score	B	B	B		

^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 standards.

^c We engaged an external third-party to perform an attest review engagement for certain metrics disclosed in the company's corporate sustainability report as of December 31, 2024, and for the year then ended. The external third party report is available at <https://www.eastman.com/en/sustainability/sustainability-reports>.

^d For comparability, historical values for 2023 were updated to reflect an identified Scope 1 immaterial data error correction.

^e For comparability, historical values for 2023 were updated to reflect an identified Scope 3 immaterial data error correction.

^f While the total consumption of water shows a significant increase in 2022 compared to previous years, 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	2024	2023	2022	SASB ^a	GRI ^b
Air					
Nitrogen oxides (NO _x) — tons	6,976	6,153	6,060	RT-CH-120a.1	305-7
NO _x emissions intensity (tons/million USD sales)	0.74	0.67	0.57		
Sulfur dioxides (SO _x) — tons	4,175	3,895	3,188	RT-CH-120a.1	305-7
SO _x emissions intensity (tons/million USD sales)	0.44	0.42	0.30		
Volatile organic compounds (VOC) (tons)	5,286	5,360	6,441	RT-CH-120a.1	305-7
VOC emissions intensity (tons/million USD sales)	0.56	0.58	0.61		
Reportable releases	1	9	13		
Toxic release inventory (TRI) emissions ^c	4.5	4.0	4.6		
Other					
Percentage manufacturing locations certified with environmental management systems ^c	60%	60%	60%		

^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 standards.

^c 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	2024	2023	2022	SASB ^a	GRI ^b
Employees					
Eastman Resource Groups	6	6	6		413-1
Government					
EastmanPAC political contributions to state and federal candidates	\$95,500	\$83,500	\$99,750		415-1
Eastman corporate contributions to state candidates	\$39,000	\$10,500	\$26,700		415-1
Trade associations lobbying expenditures (amount of Eastman dues/contributions used for lobbying or political activity payments)	\$395,102	\$424,409	\$474,740		
Customers and suppliers					
Percentage of products that have undergone a hazard assessment	100%	100%	100%	RT-CH-410b.1	
Together for Sustainability member — number of valid EcoVadis assessments from suppliers	800	800	704		

^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 standard.

Reports and relevant links

[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	2024	2023	2022	GRI ^a
Workforce				
Total workforce	13,966	14,140	14,684	102-8
Full time	97.9%	97.8%	97.9%	102-8
Part time	2.1%	2.2%	2.1%	102-8
Total employee turnover rate	10.1%	11.9%	10.4%	401-1
Total employee voluntary turnover rate	4.3%	5%	6%	
Employees by region				
North America	73%	73%	72%	102-8
Europe, Middle East and Africa	14%	14%	15%	102-8
Asia Pacific	10%	10%	10%	102-8
Latin America	3%	3%	3%	102-8
Attrition by gender (based on total population of respective category)				
Male	9.8%	11.6%	9.9%	401-1
Female	11.1%	14.3%	11.3%	401-1
Attrition by age (based on total population of respective category)				
< 30 years	12.2%	15.1%	13.3%	401-1
30–50 years	8.2%	9%	9.2%	401-1
> 50 years	12.3%	14.8%	10.3%	401-1
Attrition by region (based on total population of respective category)				
Asia Pacific	8.4%	13.6%	14.1%	401-1
Europe, Middle East and Africa	9.6%	14.1%	10.1%	401-1
Latin America	12.3%	8.3%	9.6%	401-1
North America	10.4%	11.8%	9.8%	401-1
Diversity of employees				
Male	75.3%	73.3%	72.4%	405-1
Female	24.7%	24.7%	27.6%	405-1
< 30 years of age	17%	17.1%	17.4%	405-1
30–50 years of age	52.7%	52.1%	51.1%	405-1
> 50 years	30.3%	30.9%	31.5%	405-1
Minority ethnic group ^b	12.4%	11%	13%	405-1
White	87.6%	88%	87%	405-1

^aThis column includes references to standards issued by the [Global Reporting Initiative](#) sustainability reporting standards.

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

People

(continued)

Metrics	2024	2023	2022	GRI ^a
Hires by gender (based on total population of respective category)				
Male	8.7%	10.7%	16.5%	401-1
Female	9.2%	9.8%	18.8%	401-1
Hires by age (based on total population of respective category)				
< 30 years	25%	27.6%	43.4%	401-1
30–50 years	7.3%	8.6%	16.2%	401-1
> 50 years	2.3%	4.1%	4%	401-1
Hires by region (based on total population of respective category)				
Asia Pacific	12.3%	12.7%	22.8%	401-1
Europe, Middle East and Africa	7.7%	6.3%	16.5%	401-1
Latin America	15.7%	17.8%	17.8%	401-1
North America	8.2%	11.1%	16.4%	401-1
Training: average hours of training per year per employee				
Professional/management	70	61	44	404-1
Nonexempt (nonoperations)	13	14	44	
Nonexempt (operations)	68	61	52	404-1
Technicians/technologists	25	28	27	404-1
Average hours of training per year per employee	41	37	42	404-1
Labor management				
Percent of U.S. workforce covered by trade unions/collective agreements	<1%	3.0%	5.0%	

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

Reports and relevant links

[2024 Annual report to stockholders](#)

Governance

Metric	2024	2023	2022	GRI ^a
Board of directors composition				
Number of directors	10	10	12	
Male (%)	60	60	67	
Female (%)	40	40	33	405-1
Racially and ethnically diverse (%)	30	30	25	
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 (%)	66	78	78	
Female (%)	33	22	22	
Racially and ethnically diverse (%)	11	11	22	
White (%)	89	89	78	
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

[2025 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	2024	2023	2022	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)	0.24	0.40	0.61	RT-CH-320a.1	403-9
Contractor fatalities	0	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)	0.29	0.31	0.44		
Global process safety events (Tier 1 following API RP 754) ^c	6	6	14	RT-CH-540a.1	
Process safety event rate (Tier 1 RP 754) ^d	0.04	0.04	0.10		
Percentage of sites (including headquarters) with safety and health certification	46%	46%	46%		

^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](#)

2024 goals report

Goal	Progress details
Mainstreaming circularity	
Recycle at least 500 million pounds of plastic waste annually by 2030 via recycling technologies	Eastman recycled 62.6 million pounds (28,394 MT) of plastics waste in 2024. Our Kingsport methanolysis facility achieved its best production in the first quarter of 2025 and is on track to produce greater than 2.5 times more recycled material than in 2024.
Mitigating climate change	
Achieve a 30% reduction in absolute Scope 1 and 2 emissions by 2035 and reach net-zero operations by 2050	We have reduced our absolute Scope 1 and 2 greenhouse gas emissions by 17.4% measuring from our 2017 base year.
100% of North American region and EU purchased electricity will be renewable by 2030	As part of our climate strategy, renewable energy will continue to be an important lever in our commitment to mitigate climate change. Although we will no longer provide annual updates on progress, Eastman will continue to incorporate renewables into our energy mix when opportunities align with business considerations and drive real impact in reducing our operational footprint.
Environment	
95% reduction in SO ₂ by 2030 50% reduction in NO _x by 2030	As part of our ongoing commitment to environmental responsibility, we reaffirm that our NO _x and SO ₂ goals will remain central to our compliance strategy. Although we will no longer provide progress updates, we remain fully focused on meeting all relevant regulatory standards. We are committed to fulfilling our obligations regarding these emissions and will continue to implement effective measures to achieve and maintain compliance as part of our broader sustainability efforts.
Level 1 environmental performance indicator (EPI) — 75% reduction by 2030	In 2021, Eastman defined a process comparable to the API RP 754 tiered system — a formalized framework for reducing process safety incidents — to categorize key environmental incidents from Level 1 (most serious) to Level 4 (least serious). We also implemented a modern environmental management system, including performance dashboards to track progress against key environmental indicators. By leveraging the system's improved data collection and visualization capabilities, our facilities identified opportunities to optimize both short- and long-term operations. After establishing a baseline in 2022, the data show that, by 2024, there was a more than 75% decrease in Level 1 environmental incidents compared to this baseline. This reflects our continued dedication to regulatory compliance and sustainability. Since we have met our target of a 75% decrease, we will no longer report on this goal but will continue to monitor progress.

2024 goals report

Goal	Progress details
Engagement and culture	
Achieve gender parity in alignment with our commitment to Paradigm for Parity	As part of our strategic review, we have decided to shift our approach moving forward. While we will continue to monitor our progress in these critical areas, we will no longer report on our advancements publicly. This decision allows us to focus our efforts on meaningful internal changes that drive real impact. We remain committed to fostering an inclusive environment and will ensure that our monitoring processes continue to inform our actions and policies.
Safety	
Zero serious injury and fatality (SIF) events	In 2024, we experienced three SIF events. A comprehensive root-cause investigation and corrective actions were completed following these incidents to help safeguard against similar incidents in the future. We remain committed to our goal of zero serious injuries across all our locations while continuing to implement systemic improvements, raise expectations and increase accountability of leaders to actively engage with their teams on safety. These events underscore the critical emphasis we must place on safety to ensure that every team member goes home safely every day.

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