



GLOBALLY UNITED

2022 Inclusion and Diversity Report

EASTMAN



OUR INCLUSION AND DIVERSITY STORY

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LEADING THE WAY

The world is facing significant challenges — caring for 10 billion people, solving the plastic waste crisis, mitigating climate change — that, if left unaddressed, will have a profound effect on everyone.

Eastman is a material innovation company, but more than that, we're a people company, and we care deeply about our role in improving the quality of life. That's why we're dedicated to advancing a circular economy that's built on high-quality, sustainable products.

Today you'll find our innovations everywhere, from vital materials used in appliances and automobiles to life-saving equipment in hospitals, thanks to the talents of our more than 14,000 global team members.

To keep solving complex problems and growing our business, we must continue to attract and retain exceptional people and motivate them to excel. Having an inclusive culture that brings out the best in every individual is the starting point for making that happen.

As CEO, I am holding leaders at all levels accountable for creating that culture — and this accountability is reflected in Eastman's measurement and reward systems. We have made progress toward our inclusion and diversity goals, but it's not been enough. We need to move further and faster.

Inclusion and diversity has the power to ignite people's passion and creativity, and Eastman is committed to using that power to continue showing the world what's possible.



Mark J. Costa, Board of Directors Chair
and Chief Executive Officer
he/him/his



FOUR STRATEGIC PILLARS

While Eastman is a materials innovator, our true purpose is to enhance the quality of life in material ways, and we pursue that goal with intentionality, accountability and outcome-based metrics. To that end, our inclusion and diversity (I&D) strategy is centered on four strategic pillars, each with target objectives designed to build an inclusive, diverse, high-performing organization. In 2021, we carried out a range of initiatives to advance these pillars (shown here and on the pages that follow).



"To continuously innovate and sustain our success over the long term, we need to make every Eastman team member feel comfortable bringing their full self to work and contributing to the very best of their ability. That's what separates leading organizations from the rest."

– Julie McAlindon, SVP, Supply Chain,
Regions & Transformation,
Catalysts ERG Advisor
she/her/hers

1. Mitigate unconscious bias

We strive to build inclusive leadership behaviors at all levels, so every team member can bring their full, authentic self to work and contribute fully. To do so, we use experiential workshops, educational resources and scorecards that equip leaders and their teams to recognize and mitigate the impact of unconscious biases. These initiatives provide a strong foundation for increasing engagement, driving results and promoting innovation.

INCLUSIVE LEADERSHIP PROGRAM

Our Inclusive Leadership program provides immersive experiences that help leaders bridge cultural differences, foster psychological safety and recognize how personal biases can impact decisions. The program concludes with a capstone project that builds personal accountability. Nearly 300 leaders participated in 2021, and an impact survey shows the vast majority took subsequent actions to address inequities, including sourcing and hiring more diverse talent and having candid conversations about inclusion and diversity with their teams.

COURAGEOUS LEADERSHIP SUMMITS

While the pandemic limited in-person gatherings over the past two years, several senior leaders used the opportunity to engage their global teams differently, with the goal of building inclusion and ensuring people across time zones all feel valued, respected and engaged. Holding "Courageous Leadership Summits" was one of the ways they did this. During these two-day virtual workshops, teams explore unconscious biases, identify barriers within their workgroups, and develop action plans for prioritizing inclusion and increasing representation. In 2021, 13 Eastman organizations conducted a total of 21 summits.

INCLUSION AND DIVERSITY COUNCILS

Throughout the company, we have formed 10 I&D Councils, each headed by a business leader. The councils determine and track I&D metrics and develop organization-specific action plans to deepen belonging and engagement, remove barriers that create inequities, and create high-performing, inclusive teams.

PAY EQUITY ANALYSIS

Eastman's compensation philosophy, principles and processes are designed to ensure we pay competitively in the market for top talent and that our pay is distributed fairly and consistently. An independent third party assesses our pay equity each year by comparing pay for people in the same jobs, job levels and locations. This analysis — which considers gender, race and ethnicity (in the U.S.), performance, tenure, specialty skills and educational credentials — is completed during our annual compensation review process when leadership makes pay decisions.

TEAM MEMBER FEEDBACK

Eastman routinely surveys team members on their workplace experiences, and the results guide inclusion action plans across the company. Recent results show consistently favorable ratings on “I feel that I belong at Eastman” and “Inclusion and diversity are key to achieving our corporate goals.” Survey results also suggest we need to do more to make people feel comfortable challenging ideas and norms and to ensure all team members feel they have equal opportunities to advance at Eastman regardless of differences.



“We achieve the best results when we bring together people from different backgrounds and disciplines and encourage everyone to freely express their opinions. Building a team that’s diverse and inclusive takes work and often involves difficult conversations, but the payoff is enormous.”

– Matthew Kita, Senior Research Chemist and Chair of Equality ERG Global Employee Engagement
he/him, they/them



2. Foster an inclusive culture

True inclusion requires intentional actions that enable every team member to operate authentically at their best. To create an inclusive environment, we invest in Eastman Resource Groups (ERGs), learning opportunities, and systems and processes that promote allyship and encourage full engagement. Our goal is to ensure everyone who works at Eastman feels valued for what they bring to the business and fully accepted for who they are.

INCLUSION MOMENTS

Leaders are encouraged to start team meetings with “Inclusion Moments.” These two- to five-minute discussions can cover a range of inclusion, equity and/or diversity-related topics and provide opportunities to reinforce top I&D priorities. They also create forums to highlight biases and systemic inequities and explore ways to mitigate them.

EDUCATIONAL INITIATIVES

We undertook several initiatives last year to create a more inclusive culture companywide, including a video series featuring multiple dimensions of inclusion and diversity, career development panel discussions focused on diversity-related themes, leadership coaching on courageous conversations and active listening, and a campaign to educate the organization on the value of adding pronouns to email signatures—a simple yet effective way to signal to others that you recognize and respect everyone’s identity.

EASTMAN RESOURCE GROUPS

We continue to invest in our Eastman Resource Groups (see page 13) to gain insights from targeted communities, drive cultural change and enhance business success. Last year, we grew global ERG membership by 55%. We also launched APEX, our newest ERG, focused on our global Asian and Pacific Islander community.

3. Build inclusive teams

Innovative recruiting and hiring practices help us source and attract a broader pool of talent, opening pathways for the people we need. To that end, we have strengthened our sourcing strategies, selection processes and benefit programs to attract diverse talent, bring underrepresented groups to above industry levels, and meet the needs of a diverse world. These efforts include expanding our work with external partners, educating hiring managers on unintended barriers, and inviting candidates before they join the company to build relationships with members of Eastman Resource Groups.

HIRING OUTCOMES

Across the organization, we track hiring outcomes and hold leaders accountable for building diverse candidate slates, succession plans and interview teams. To increase our access to broader, more diverse sets of candidates, we are reaching out to previously untapped talent pools and cultivating strong relationships with professional associations. We also leverage artificial intelligence to scan our job descriptions and flag wording that is not inclusive.

UNIVERSITY PARTNERSHIPS

We are partnering with the Thurgood Marshall College Fund on internships for students from historically black colleges and universities (HBCUs), with the goal of attracting diverse candidates to increase our entry-level talent pipeline. Additionally, with the American Institute of Chemical Engineers, we are a key supporter of the Future of STEM Scholars Initiative (FOSSI), which provides four-year scholarships to HBCU students pursuing STEM degrees and connects those students to development opportunities, mentoring and internships at Eastman.

INCLUSIVE BENEFITS

Corporate benefit programs often focus on the needs of the majority, potentially leaving some people feeling left out. To address this issue, we are conducting a benefits equity study that will examine how our team members' needs vary based on age, gender, race, ethnicity, sexual orientation, accessibility and veteran status — and how well our benefit plans meet those needs. Through this work, we continue to explore new ways to make our benefits more equitable and inclusive and more attractive in a diverse talent marketplace.

PARTNERING WITH NORTH CAROLINA A&T UNIVERSITY

Eastman has long had an outstanding partnership with North Carolina A&T University, with alumni working at our Kingsport site and several other locations. In 2021, we coordinated three informational sessions with student organizations on A&T's campus, and three Eastman business lines recruited at the university's annual fall career fair. In 2022, we intend to broaden our reach beyond engineering, and we have built out a robust engagement schedule to bring more of A&T's top talent to Eastman's doors.

"I didn't think a mechanical engineer like myself would have many opportunities at a specialty materials company like Eastman, but after speaking with Eastman team members at an N.C. A&T event I knew I was wrong. I learned about a variety of potential opportunities not only for recent graduates but for people with deep experience in my field. So I pursued an internship, which worked out really well. I was given a formal mentor, I took on a meaningful project, and I got great experience working in a corporate environment. All of these things made my decision to work full time for Eastman an easy one."

– Korrey Marsh, Project Engineer,
N.C. A&T alumni
he/him/his



MENTORS AND SPONSORS

In talent review discussions, we flag situations in which a formal mentor or sponsor might accelerate an individual's career growth. Mentors are experienced Eastman leaders who share a mentee's career aspirations, personal values and professional capabilities. Mentor relationships — which can also be accessed through Eastman Resource Groups — have four main objectives: broaden perspectives, transfer knowledge, develop sustainable relationships, and foster personal and professional growth. Sponsors play a different but equally critical role, using their networks and credibility to advocate for someone's career advancement and create new opportunities. Last year, we launched training to prepare senior leaders to take on sponsorship roles and subsequently paired these leaders with a diverse group of sponsor-ready individuals.



"Eastman's I&D initiatives have helped me expand my network, refine my career brand and develop professionally. I've had the chance to work directly with senior leadership as well as opportunities to give back to others through formal and informal mentoring."

– Karen Ellison, Group Leader, Cellulose Esters Biodegradable Polymers, Connect ERG member
she/her/hers

4. Accelerate diversity in leadership

Eastman offers a range of personal and professional development opportunities to support the career aspirations of all team members. To address gaps in leadership representation, we prepare underrepresented colleagues for leadership roles through targeted development programs and inclusive talent review processes. We also provide tools and resources to boost leaders' personal inclusiveness and the inclusivity of their teams.

LEADERSHIP EXPLORATION AND DEVELOPMENT (LEAD) PROGRAM

Designed to build skills needed for advanced levels of leadership, our LEAD program is a comprehensive 16-month developmental journey for Black talent. The program consists of multiple developmental experiences that foster foundational leadership skills while expanding participants' networks of mentors and sponsors. At its conclusion, participants address a real business problem, coached by a senior leader, and present the results to Eastman's executive team. The first LEAD cohort graduated in 2021, and a new cohort is now going through the program.

SIGNATURE/PIVOT PROGRAM

Our Signature/PIVOT program is a series of immersive learning experiences that guide women leaders through various career transitions, with modules focused on skills needed at different levels of leadership. The entry-level program, which concentrates on expanding a leader's internal network of peers worldwide, helps participants make the pivot from individual contributor to manager. The mid- and senior-level programs build skills needed to influence outcomes across the organization and reach the next level of leadership. Participants partner with a high-caliber peer group made up of multidisciplinary, cross-industry global leaders.

EXECUTIVE EDUCATION

We leverage McKinsey's Management Accelerator program for our high-performing early- to mid-career managers who aspire to take on the challenge of senior leadership. A practical "mini-MBA" tailored to the unique experiences of Black, Latinx and Asian leaders, this six-month developmental experience helps participants strengthen their personal network and build the leadership, business strategy and problem-solving skills needed to run a successful business. We also sponsor executive MBAs and the Harvard Advanced Management Program for high-potential individuals, with an eye toward ensuring diverse talent leverages these opportunities.

VOICES OF EASTMAN

"I'm a woman from India, a chemical engineer and a working mother."

"I'm active in my community, and I'm passionate about expanding opportunities in science and technology. These attributes all shape who I am and what I care about. No single one drives my beliefs and actions. That's why the road to inclusion is multidimensional.

"As a leader, you need to see your team members as whole people. Only then can you create a safe environment that brings out the best in everyone. To do that, you have to be authentic yourself. You have to recognize your own beliefs about people and suspend judgment, as your beliefs might be off base.

"This is what it takes to build a truly inclusive culture, and it's why Eastman puts so much energy into helping leaders grow as individuals — so they understand their strengths and anything holding them back. In my six years here, I've certainly benefited from that. I've never been more aware of my own biases, about what it takes to build trusted relationships, about how to get things done even when you lack direct authority.

"I've had the opportunity to be Global Chair of Catalysts, our women's ERG. I've worked on projects across functions, with leaders at all levels of the company. I've represented Eastman at industry events, speaking before hundreds of people, and presented to our board of directors. All of this has enabled me to stretch, gain exposure and consider things in new ways.

"The color of your skin, your gender, your sexual orientation, or any other personal characteristic doesn't dictate who you are and what you are capable of. Inclusion and diversity is about celebrating our differences and approaching each other with love, empathy and respect. What's more important than that?"



SUBHASHINI VASHISTH

Group Leader, Corporate Innovation
and Catalysts Global Chair
she/her/hers

*Responsible for growing revenue and earnings
through innovation in technology platforms*

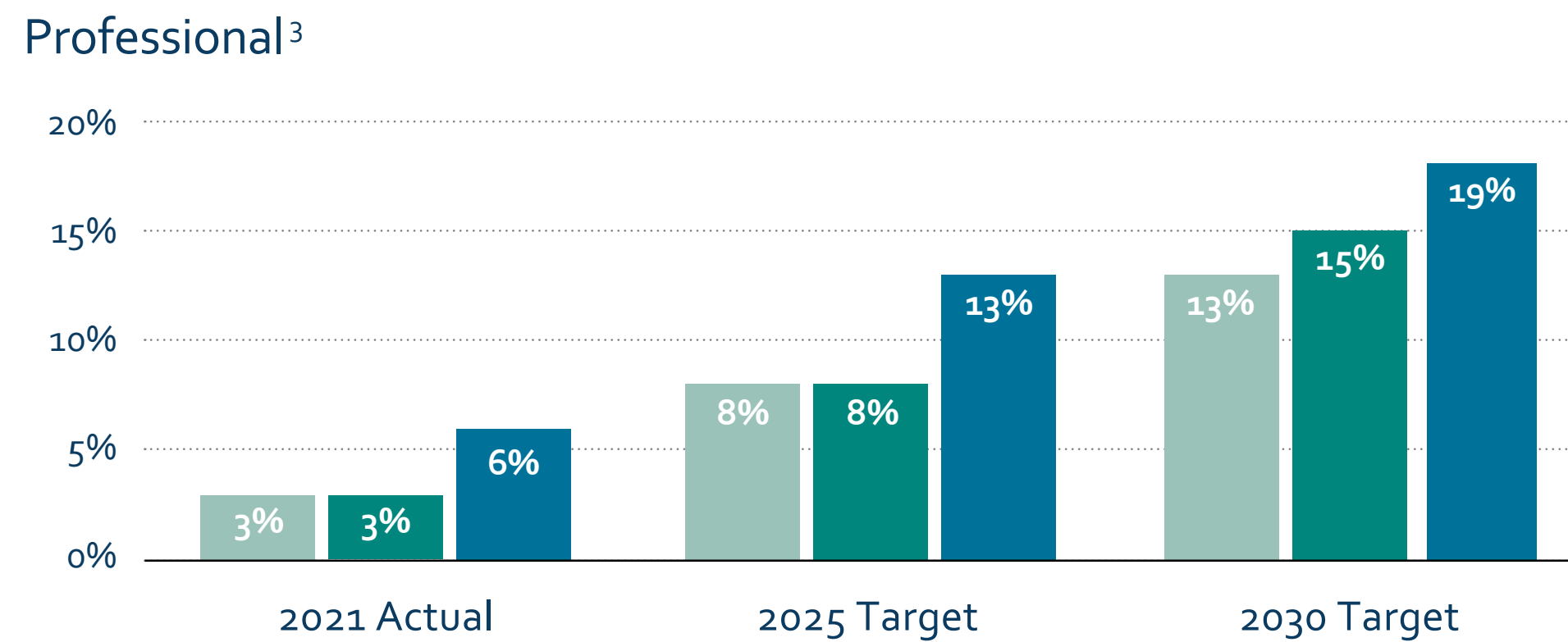
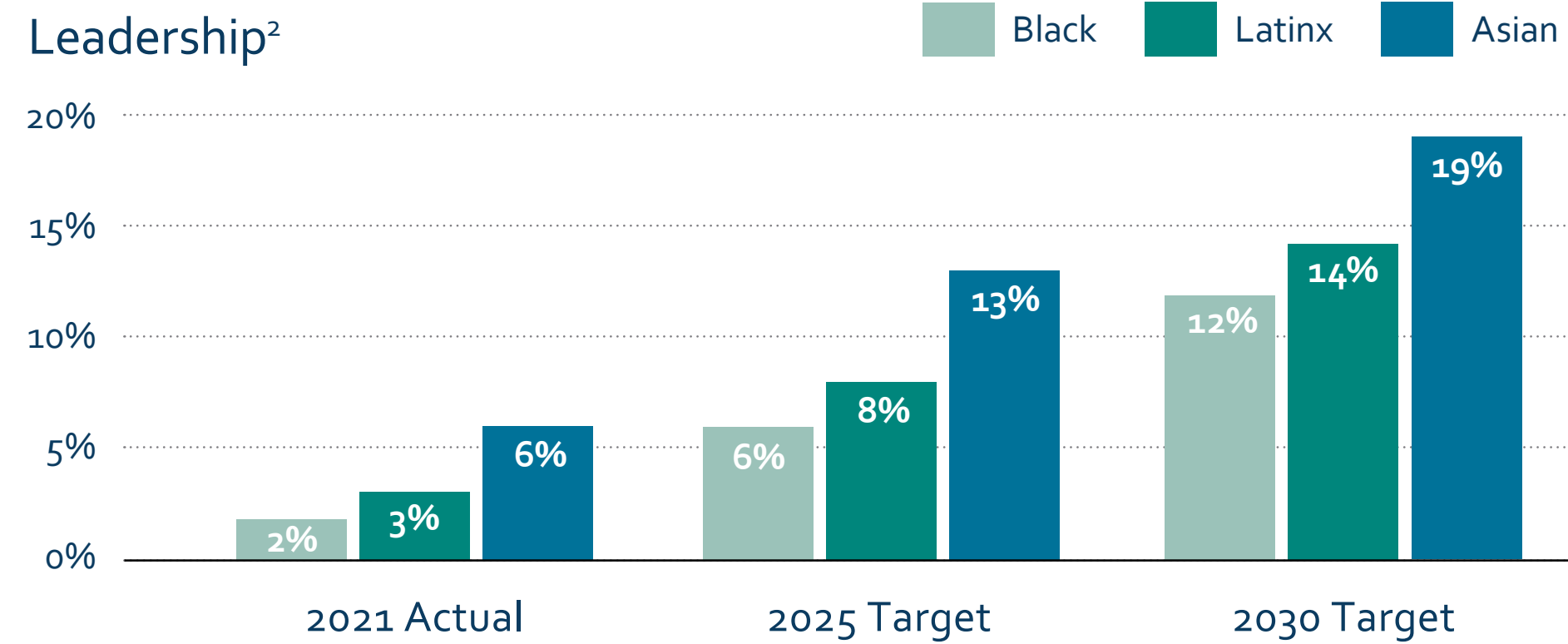
WORKFORCE REPRESENTATION

Eastman's focus on inclusion and diversity transcends race and gender. To execute our growth strategy, we need to attract and retain people of all backgrounds, cultures and experiences — and reward them for achieving results. To that end, we have set clear targets to increase gender and racial/ethnic diversity at all levels. We are closely monitoring our progress and have action plans in place to address gaps and accelerate desired outcomes.

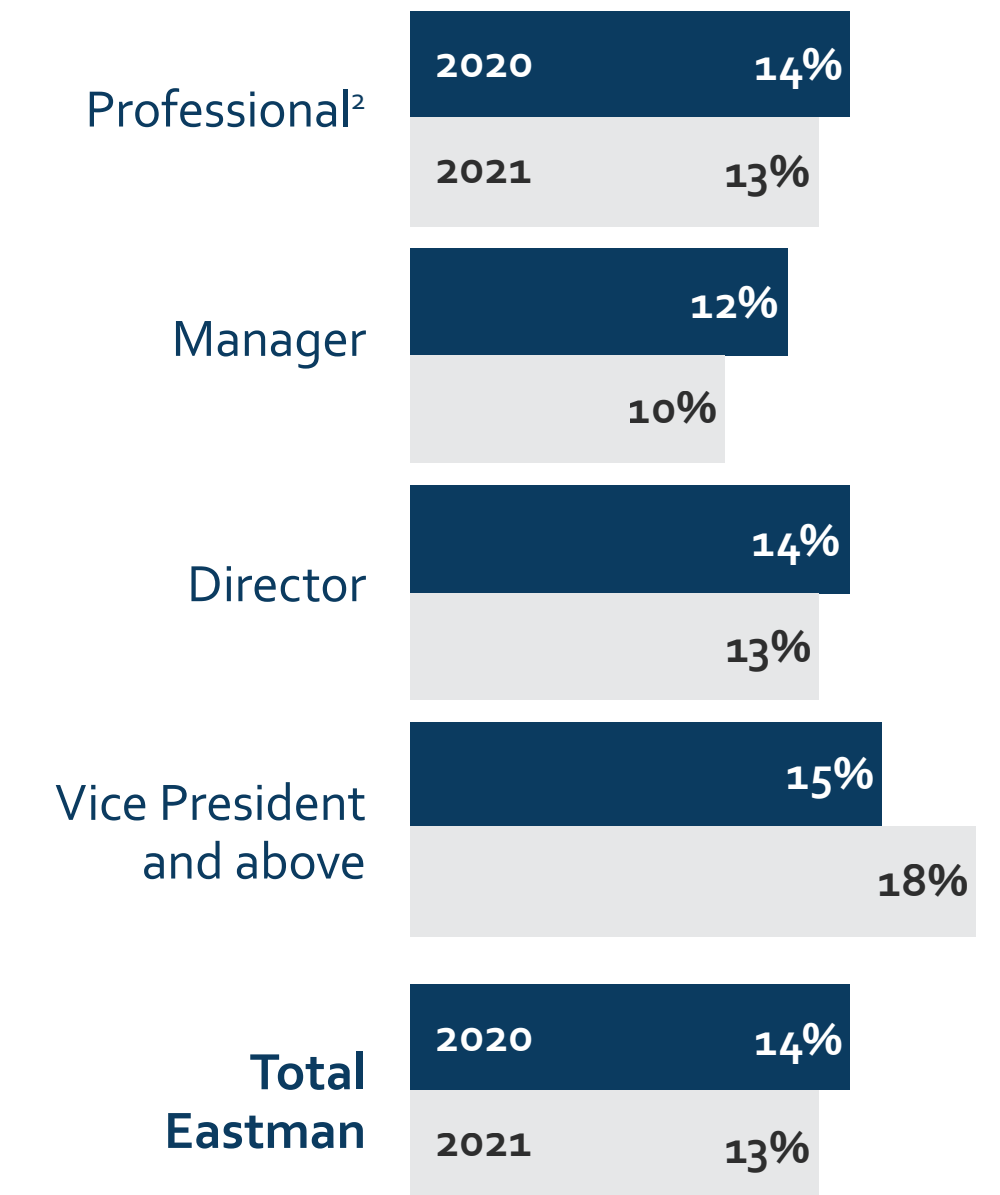


We believe transparency is an important part of creating accountability and driving progress. In 2022, we are focused on building a more racially and ethnically diverse talent pool by increasing investments in diversity sourcing, requiring diverse candidate slates, and strengthening partnerships with universities, racially/ethnically diverse campus organizations, and FOSSI. Through a root-cause analysis, we are working to better understand the drivers of internal talent movement and turnover. We want to ensure the strong talent we bring in are retained and growing throughout their careers.

Goal: Increase representation of racially and ethnically diverse employees to above industry levels by 2030.¹



Racial/ethnic diversity by organizational level¹



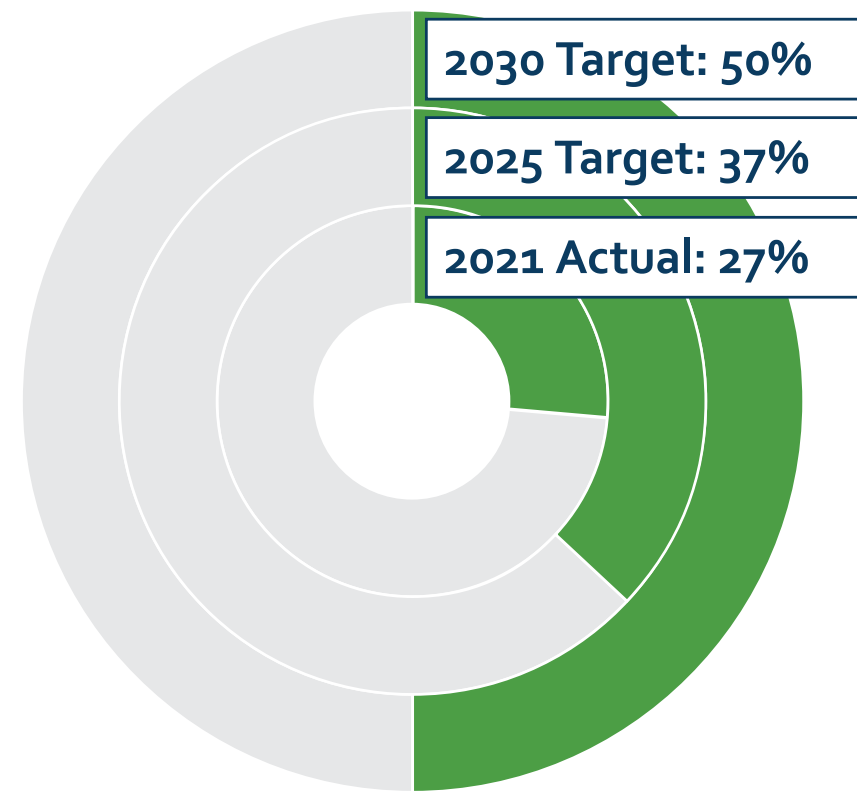
¹Racial/ethnic data are U.S. only; gender representation includes all team members globally.

² Manager and above ³ Professional-level roles without management responsibility

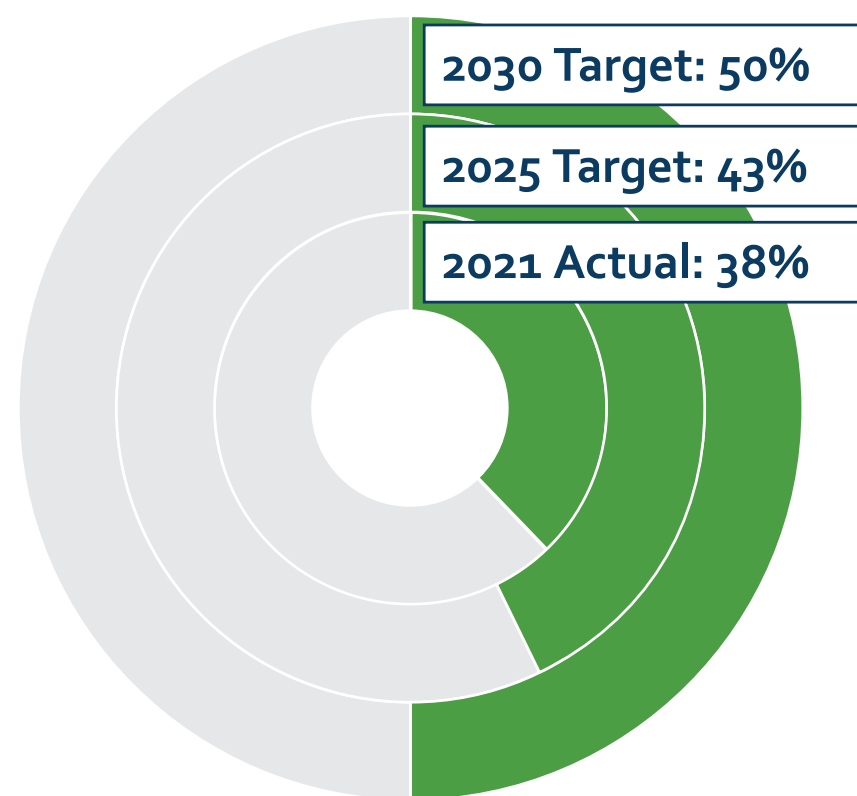
We have made gains in our gender representation across the organization over the past year. One area of focus has been increasing the number women who make the transition from individual contributor to manager, and in this area we've had the most progress. We also are seeing strong progression at the most senior levels of the organization. We will continue to emphasize diverse candidate slates for internal and external roles and invest in women's professional development and career growth.

Goal: Achieve gender parity by 2030.

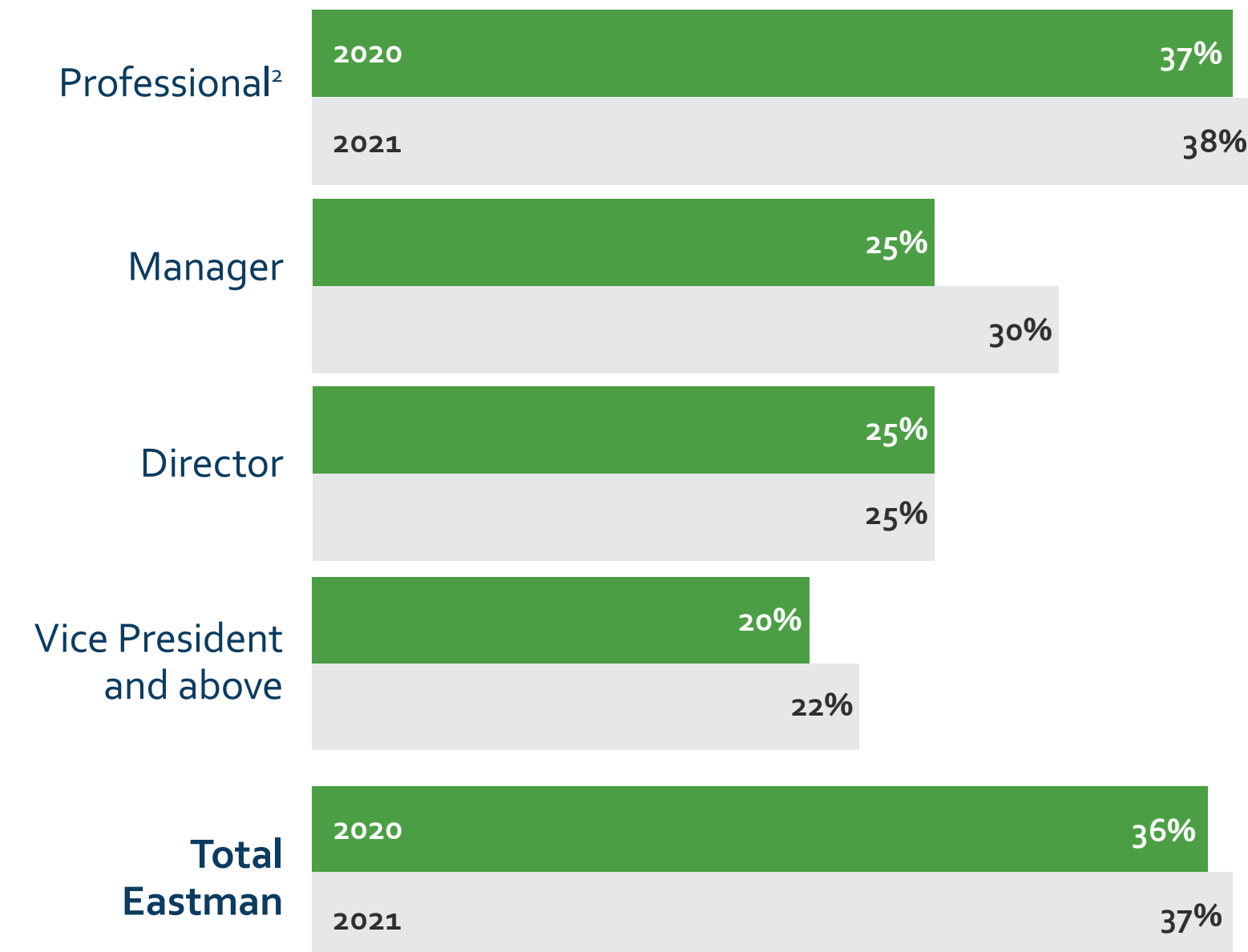
Leadership¹



Professional²



Women by organizational level³



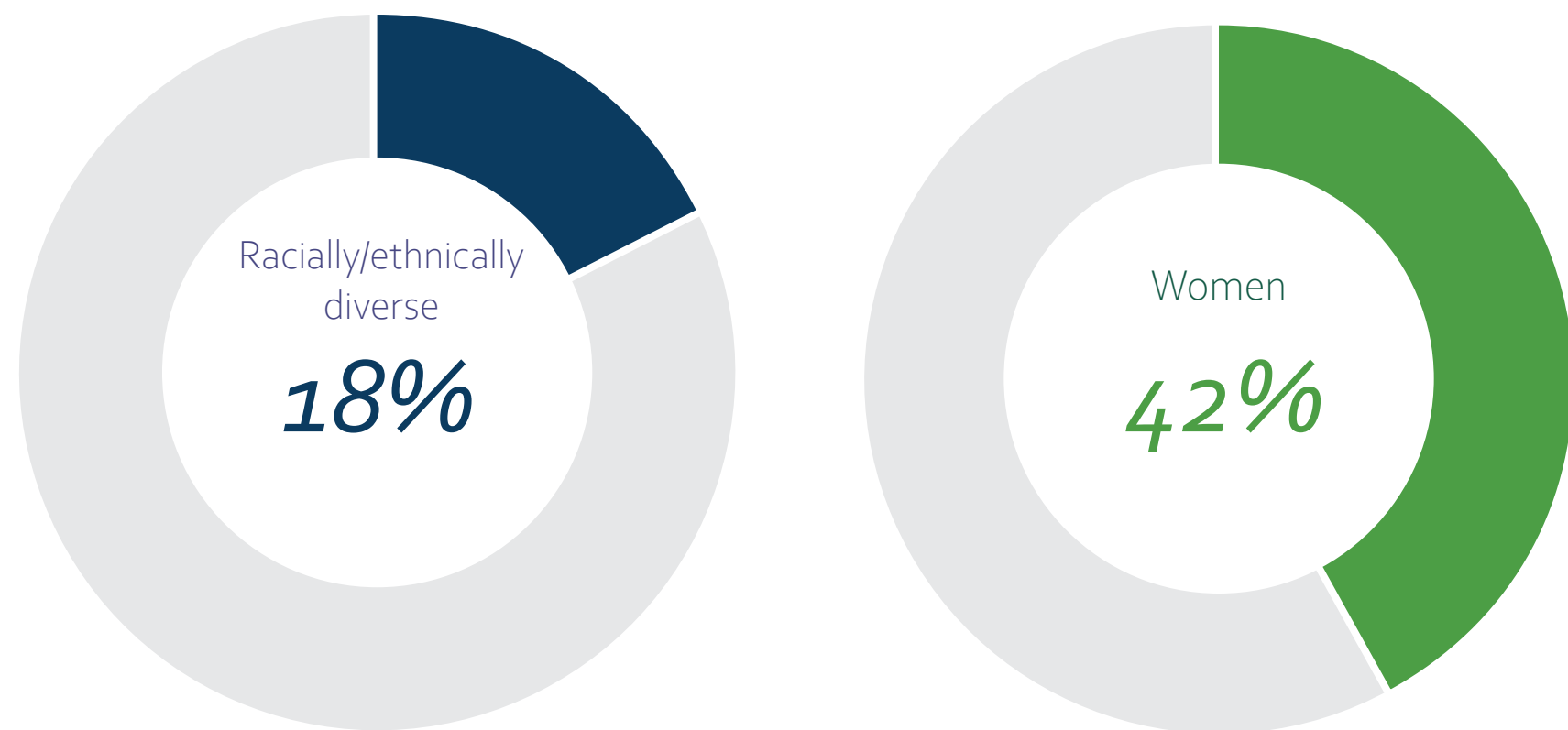
Eastman is committed to diversity at every level of the company.

Currently, 30% of our board of directors are women and 10% are racially/ethnically diverse. At the executive team level, 20% are women and 20% are racially/ethnically diverse.

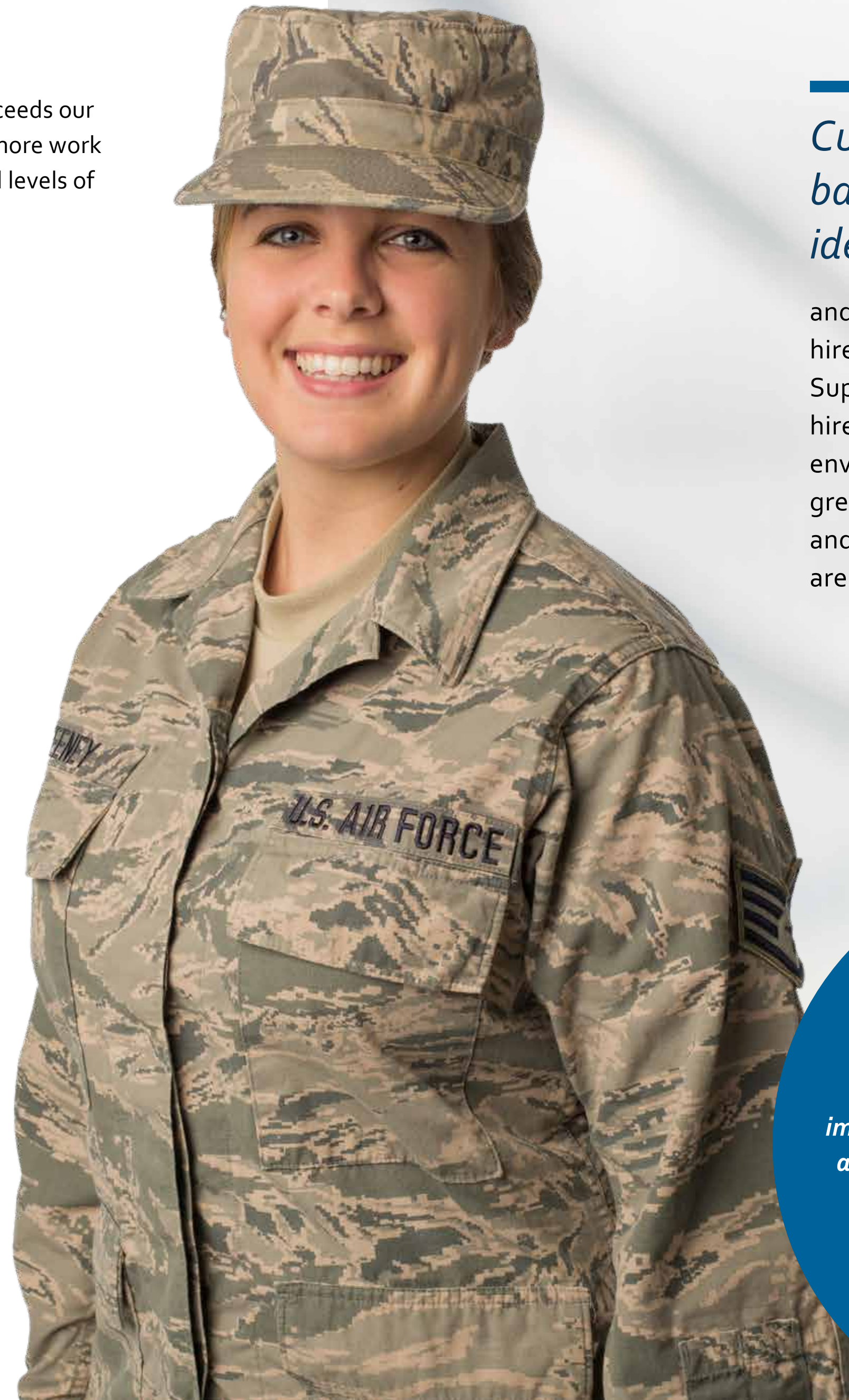


Our recruitment focus is yielding progress, as our diversity representation in hiring exceeds our current population demographics for both race/ethnicity and gender. While we have more work to do, diversifying our external pipeline will help us continue to advance diversity at all levels of the company.

2021 hiring¹



For more information on Eastman's workforce representation, see the data we reported to the [U.S. Equal Employment Opportunity Commission](#).



Currently, 4% of our U.S.-based team members self-identify as veterans,

and a small but growing percentage of our new U.S. hires are veterans. Our Military Transition Assistance Support Team works to ensure all Eastman new hires who recently left the military find a supportive environment as they transition back to civilian life. We greatly value the unique skills our military veterans and active reservists bring to the company, and we are committed to fully leveraging those skills.



"Transitioning from the military after 23 years of service, including several deployments to Iraq and Afghanistan, was easier than I had imagined. Eastman opened doors for me and created opportunities to adapt my skills to the needs of the company."

– Dustin Odom, Supply Chain Logistics Planner, EVETS ERG member
he/him/his

SCOTT BALLARD

Division President, Plastics
he/him/his

*Oversees strategy and day-to-day operations
of Eastman's global plastics business*



VOICES OF EASTMAN

"We won't solve the plastic waste crisis with traditional approaches and old ways of thinking."

"Breakthroughs require creativity and unconventional ideas — and that takes diverse perspectives and an environment that empowers everyone to speak their mind and add value, so their ideas can get translated into plans and actions.

"To help build this culture, the plastics team conducted a series of Courageous Leadership Summits. This experience helped us to rethink how we attract the talent needed to tackle complex issues and grow our business. We took a fresh look at job requirements and sourcing strategies, exploring ways to pull in critical capabilities from a larger talent pool. The ideas paid off. We now have more diverse representation in external hires than ever before.

"We also took a hard look at the biases and barriers that stop people from contributing to their fullest potential. We questioned how we collaborate with each other and how we could do it better. These discussions continued long after the summits. Leaders across the business

now host monthly inclusion roundtables with their teams to gauge progress, voice concerns and target areas for improvement.

"Shining a spotlight on inclusion and diversity and having 'uncomfortable' conversations has definitely had an impact. I've noticed in meetings leaders are more mindful of who is contributing and who is not—and they proactively invite people into discussions to share their views. On a personal note, I've gained a greater appreciation of my own blind spots in engaging people who are different from myself and what I can do to be a better leader.

"All of this has made our team tighter and stronger with higher levels of trust among team members around the world, enhanced collaboration and better business outcomes."

EASTMAN RESOURCE GROUPS

Eastman Resource Groups are uniquely positioned to bring our inclusion and diversity strategy to life through their insights and access to key populations. All our ERGs sponsor leadership opportunities, community events, mentorship programs and other initiatives that support I&D objectives.

Chaired by a team member and sponsored by a senior executive, each ERG is dedicated to helping its members bridge cultural gaps, grow professionally and maximize business contributions. Any Eastman team member is encouraged to join or participate in any or multiple ERGs as a member of the target community, an ally or just to learn more.



NEW

APEX

Accelerates Eastman's growth by promoting inclusion, representation and empowerment of Asian and Pacific Islander team members and allies

CONNECT

Promotes the inclusion, development and advancement of African American and Black team members throughout the company

CATALYSTS

Acts as a catalyst for advancing women's career and leadership development opportunities and ensuring women receive recognition for their contributions

EVETS

Supports an environment where military veterans and active reservists are fully engaged and their unique skills are integrated and valued

EQUALITY

Ensures LGBTQ+ team members and their allies are visible, fully accepted and empowered to be authentic in all aspects of employment

MOZAIC

Leverages the unique backgrounds, skill sets, and talents of Latinos and Hispanics to drive innovation and business growth

2021 ERG accomplishments

Hosted heritage month celebrations, veterans initiatives, allyship programs, recruiting events, career development discussions and several video series

Increased access to ERG communities worldwide through a new digital tool that supports events, partnership opportunities and education on inclusion and diversity topics

Promoted awareness and understanding of inclusion and diversity issues in communities where team members live and work

Partnered with the Eastman Foundation to support food banks, book drives, preschool access and other community initiatives

Coordinated across ERGs on educational activities and cross-promotion of events (such as Women Veterans Day)

Supported COVID-19 vaccination events in partnership with local organizations to build trust in the vaccine processes with various communities



"Supporting I&D means encouraging and valuing everyone's contributions, no matter who they are or what they do for the organization. When we give each team member the chance to succeed and make every idea count, we are unstoppable."

– Arzu Aktas, Project Manager, Finance and Chair of Catalysts EMEA Chapter she/her/hers



2021 global ERG membership up

55%

Global representation

Eastman Resource Groups have members located in 19 countries.

North and South America



BRAZIL



CANADA



MEXICO



UNITED STATES

Europe



BELGIUM



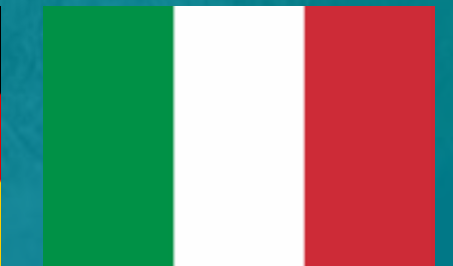
ESTONIA



FINLAND



GERMANY



ITALY



LUXEMBOURG



THE NETHERLANDS



SPAIN



UNITED KINGDOM

Asia



CHINA



INDIA



JAPAN



MALAYSIA



SINGAPORE



SOUTH KOREA

APEX

makes its mark

The Asia Pacific region is among the most culturally diverse areas of the world, representing over 60 countries and territories where more than 3,200 languages are spoken. This region also represents a large and growing share of Eastman's business, due to its rapidly expanding consumer markets and deep reservoir of talent situated around the world.



SEN LI
Technology Manager,
APEX ERG Global Co-Chair
he/him/his



STEPHANIE YEAP
Senior Data Scientist,
APEX ERG Global Co-Chair
she/her/hers

While the Asian and Pacific Islander (API) community consists of numerous distinct ethnic groups, common cultural attributes are prevalent and many members of this community at Eastman share similar values based on their traditions and education.

To help this key population reach its full potential, in 2021 we launched APEX, an Eastman Resource Group dedicated to promoting the inclusion, representation and empowerment of our API team members and their allies.

In its first year of operation, APEX has advanced Eastman's business interests several ways. Its members have joined candidate sourcing and hiring teams, offering insights on attracting top talent. They have also served as the face of Eastman on college campuses, coached Eastman leaders on API cultural values and expectations, and represented the company at community events.

APEX has proven equally adept at advancing the interests of our API team members. It has orchestrated onboarding programs for new hires, mentoring support for early- and mid-career professionals, cultural awareness and inclusion campaigns, and targeted career and professional development initiatives.

Looking forward, APEX is taking steps to expand its reach and impact. It has begun forming local chapters where there is a business need to do so and partnering with other ERGs on companywide projects, including a global communication skills program and a cross-ERG panel discussion on psychological safety.

With a membership base now representing 26 cities in 15 countries and outreach efforts designed to push these numbers higher, APEX has moved quickly to build its presence. And it's just getting started.

ALFONSO PUENTE

Chemical Engineer TXO Specialty Polymers,
Chair of Mosaic ERG Longview Chapter
he/him/his

*Responsible for ensuring safe and reliable
daily operations and leading capital projects*



VOICES OF EASTMAN

"Since we established the Mosaic ERG Longview chapter, I've seen our members become more courageous in conversations with their leadership and peers, not only to highlight accomplishments but to discuss a variety of topics."

"People are speaking up more and contributing their ideas. They're also having candid discussions about cultural differences that weren't raised much before but maybe should have been. For example, generally speaking, we Hispanics and Latinos tend to be very vivid and detailed in our storytelling. This way of communicating works well in our communities and with our families, but not so much at work.

"Our natural communication style can clash with the more direct, to-the-point approach many people at Eastman expect. So we need to either change our communication style on the job or help others get comfortable with it. Either way, it's important for everyone to set

clear expectations and to recognize common cultural differences, so we can achieve the best outcomes for the business.

"This may sound like a small issue, but it can make a big difference in how effectively people work together. When you feel welcomed, accepted and encouraged to be your true self, you gain momentum. You find your voice. You offer your unique point of view. That drives innovation and makes Eastman stronger.

"Mosaic works hard to promote this type of inclusive work environment across the company. We provide a forum for members and their allies to share ideas, gather candid input, and explore ways to grow and develop.

"Our goal — and the goal of every ERG — is to bridge cultural gaps, raise the level of camaraderie among coworkers, and create a better, more productive workplace for everyone. There's tremendous power in doing that."

GLOBAL RECOGNITION

Eastman's efforts to foster inclusion and diversity have been recognized by premier organizations around the world. Following are some of the awards we received recently. Click the logos to learn more about why we were chosen. If you're reading this on paper, please visit the rating organization's website.



Minority Engineer Magazine Top 50 Employer

2022 Readers' Choice Award for positive working environment for engineers who are members of minority groups and diverse cultures



HRC Foundation Best Places to Work for LGBTQ+ Equality 2022

Scored 100 for corporate policies and practices related to LGBTQ+ workplace equality



Victory Media 2022 Military Friendly® Employer Award

Earned for the sixth straight year for commitment, effort and success in creating sustainable and meaningful benefits for the military community



Employer Support of the Guard and Reserve

Highest recognition by the U.S. government for outstanding support of team members serving in the Guard and Reserve



2022 VETS Indexes Recognized Employer

For recruiting, hiring, retaining, developing and supporting veterans and the military-connected community



Military Times Best for Vets Employers 2021

For commitment to providing opportunities to America's veterans



GLOBAL RECOGNITION



America's Most Just Companies 2022

Ranked 97 overall and number 3 in chemical industry for commitment to addressing key environmental, social and governance issues



Barron's List of 100 Most Sustainable Companies

Ranked 27th on 2021 list



Fortune Change the World

Ranked 21 on 2021 list



The Wall Street Journal World's Most Sustainably Managed Companies

2020 WSJ top 100 list



Ethisphere's World's Most Ethical

Awarded in 2020 for the seventh straight year; one of only two chemical companies

"I started my Eastman journey in China and was later assigned to our Kingsport, Tenn., headquarters for two years. Living and working in different locations not only expanded my network of relationships across the company, it also gave me a greater appreciation of the value of diversity. Experiencing both Eastern and Western cultures has helped me understand better the mindsets and behaviors of people from different backgrounds, which has made me a stronger leader. It's forced me out of my comfort zone and helped me bridge communication gaps, which creates more value for Eastman and has accelerated my career growth."

– Frank Ao, Associate Director, Asia Pacific Technology, APEX ERG Advisor
Employee Engagement
he/him/his



ENSURING LONG-TERM SUCCESS

"Transformational leadership is essential for long-term success in these heightened times."

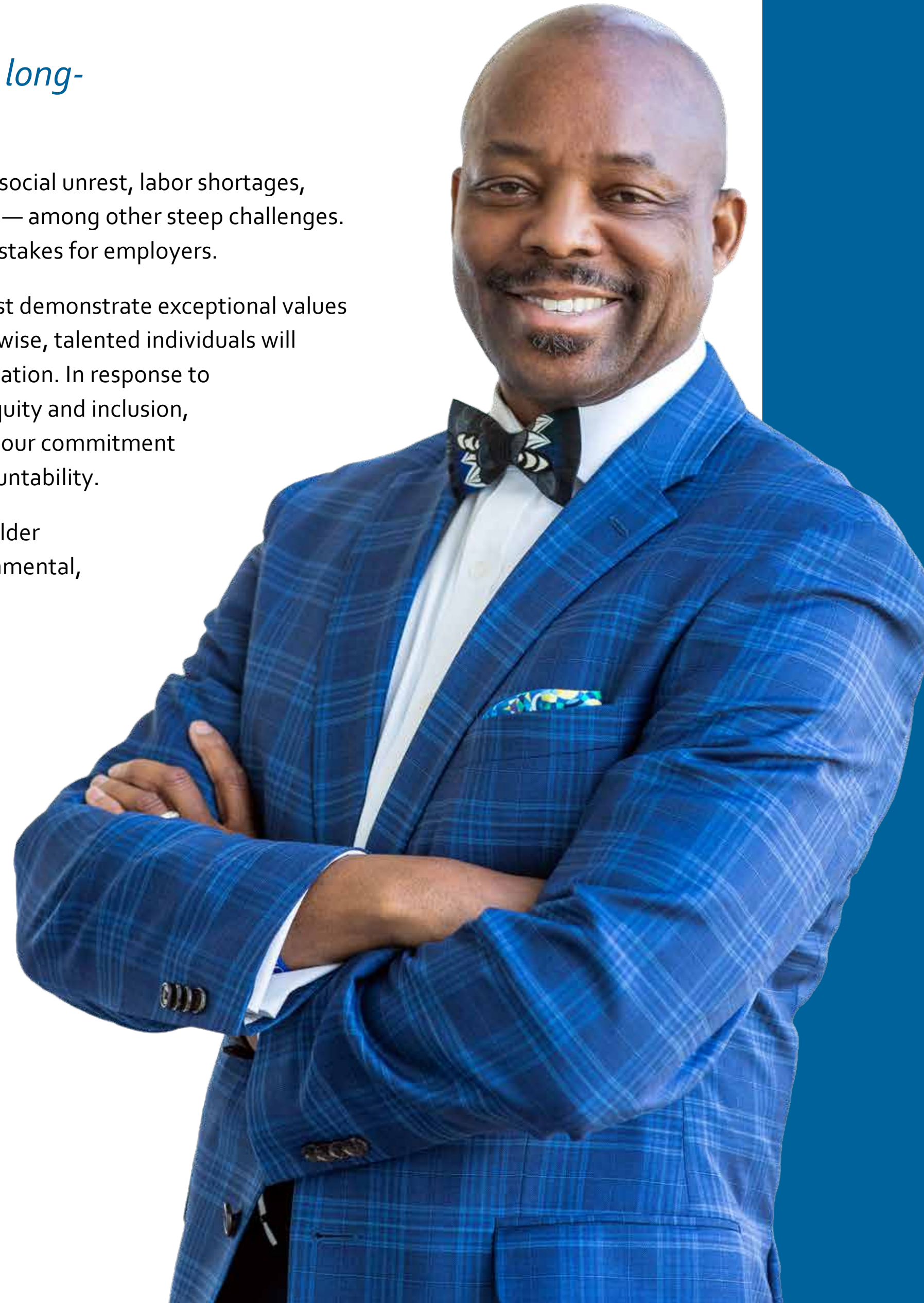
"In just the past two years, we have witnessed a global pandemic, social unrest, labor shortages, supply chain disruptions, rising inflation and an invasion in Europe — among other steep challenges. In the process, many people have reset their priorities, raising the stakes for employers."

"Companies competing for premier talent in this environment must demonstrate exceptional values and a sincere commitment to helping their people succeed. Otherwise, talented individuals will leave, as many have done in what's been dubbed the Great Resignation. In response to these dynamics, Eastman has accelerated its focus on diversity, equity and inclusion, and on being an outstanding place to work. We're also backing up our commitment to these business imperatives financially and with leadership accountability."

"Our long-term incentive plan is focused not only on total shareholder return and return on invested capital but also on achieving environmental, social and corporate governance goals — including cutting greenhouse gas emissions, recycling plastic waste, reaching gender parity, growing racially and ethnically diverse talent at all levels, and ensuring an inclusive workplace."

"Reaching these goals will require bold and aggressive action across the company, and we are holding ourselves accountable for doing just that. In recent years we have gained traction, as evidenced by the recognition we routinely earn, but we need to do more. The stakes are higher than ever, and Eastman is committed to delivering top-quartile results."

– Perry Stuckey, Senior Vice President
and Chief Human Resources Officer
he/him/his



By 2030, we commit to:



No differences in promotion or turnover rates across key demographics.



Continue to ensure pay equity (audited by third party) and no differences in inclusion scores across key demographics.



Double-digit growth in racially and ethnically diverse talent at all levels.

2X

Twice the number of women in leadership roles to achieve gender parity.



Ensuring LGBTQ+ team members are visible, fully accepted and empowered to be authentic in all aspects of employment.



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