

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2024 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

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	2	0	26	0	4	0	0	0	9	1	0	0	0	0	42
First/Mid-Level Officials and Managers	23	4	772	34	28	1	1	1	280	15	21	1	1	0	1182
Professionals	65	34	1580	57	104	5	4	22	803	41	59	2	0	13	2789
Technicians	13	8	259	12	4	0	0	4	117	11	0	0	0	0	428
Sales Workers	4	3	64	1	1	0	0	1	37	0	0	0	0	0	111
Administrative Support Workers	0	5	27	4	0	0	0	0	234	31	1	0	0	1	303
Craft Workers	93	5	2837	194	4	1	4	14	310	35	1	1	0	1	3500
Operatives	53	8	1451	122	3	0	6	20	218	44	3	0	3	2	1933
Laborers and Helpers	0	0	8	0	0	0	0	0	1	0	0	0	0	0	9
Service Workers	3	0	79	1	0	0	0	1	13	3	0	0	0	0	100
CURRENT 2024 REPORTING YEAR TOTAL	256	67	7103	425	148	7	15	63	2022	181	85	4	4	17	10397
PRIOR 2023 REPORTING YEAR TOTAL	247	69	7335	470	163	6	14	63	2132	197	79	3	5	15	10798

SECTION I – WORKFORCE SNAPSHOT PERIOD
10/7/2024 - 10/20/2024

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

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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

6/9/2025 10:59 AM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official
Cynthia Averell

Title of Certifying Official
Director, Compliance and Labor Relations

Email Address of Certifying Official
hrcompliance@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
Tina Wilmer

Title and Employer of Primary POC
HR Policy & Compliance
Eastman Chemical Company

Email Address of Primary POC
trwilmer@eastman.com

Telephone Number of Primary POC
423-229-4263