



**2024**

**SUSTAINABILITY**

**REPORT**

Essential Materials & Critical Innovations





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# ABOUT THIS REPORT

# ABOUT THIS REPORT

GRI 2-2, 2-3, 2-4, 2-5

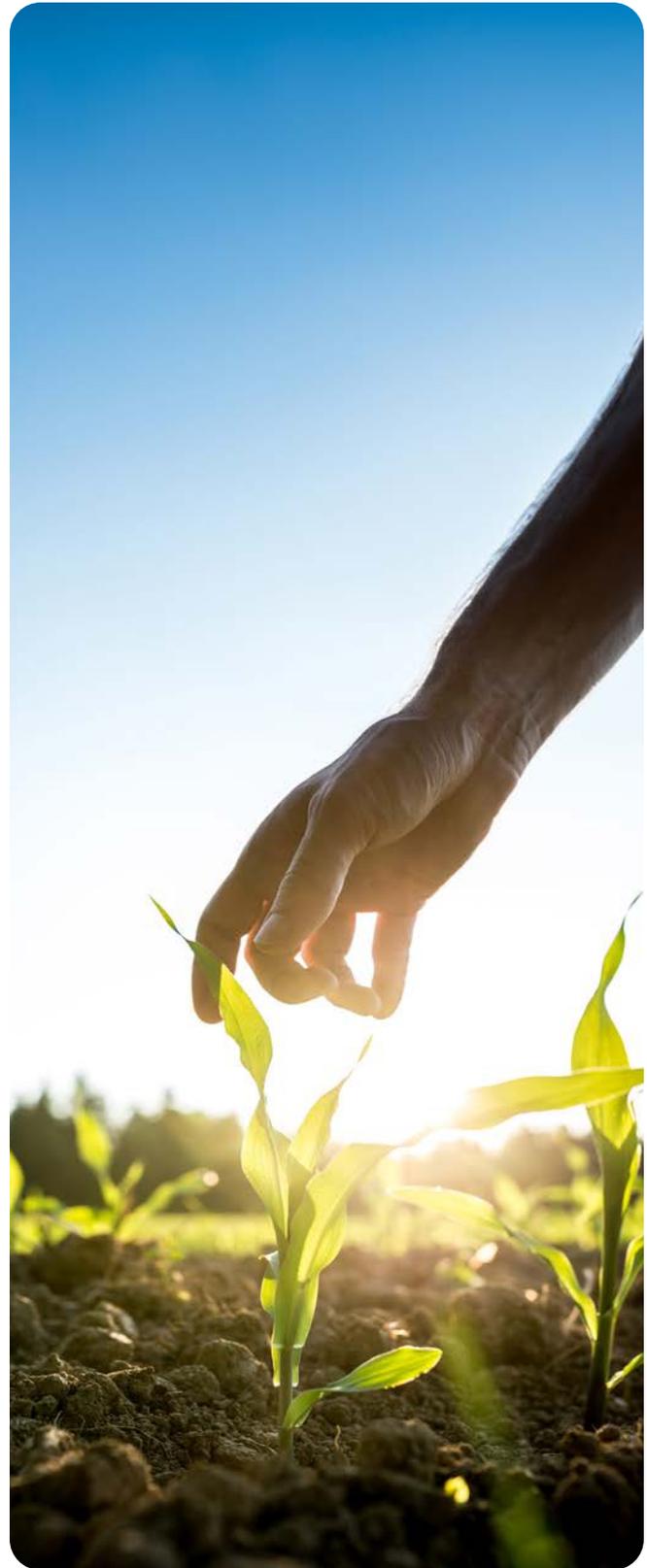
Westlake is pleased to make available to customers, employees, investors, and suppliers our 2024 Sustainability Report. In this Report, we share how we are developing products and solutions with sustainability in mind, protecting and investing in our people, managing our environmental footprint, and demonstrating our commitment to being a responsible corporate citizen in the communities where we operate.

This year's Report has been informed by, and we continue to seek to generally align with, the relevant Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) frameworks, as in effect on the date of this Report. We have also included updates on our performance across relevant areas as we strive for continuous improvement and increased transparency as we continue our sustainability journey. In preparation for eventual compliance with California's Climate-Related Financial Risk Act (SB 261), which requires certain large companies to make climate-related disclosures in alignment with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), our Report this year does not include such TCFD disclosures; rather, we plan to make the requisite regulatory disclosures in compliance with SB 261 when due.

The "Company," "we," "our," "us," and "Westlake" are used in this Report to refer to the businesses of Westlake Corporation and/or its consolidated subsidiaries, unless stated otherwise. This Report does not represent a complete assessment of our impact and activities.

All data and descriptions apply to our global operations for the year 2024, unless stated otherwise or relevant data is minor or de minimis. The information in this Report is subject to the limitations herein. Data in this report reflects estimates using methodologies and assumptions believed to be reasonable and accurate. Those estimates, methodologies, and assumptions may change in the future as a result of new information or subsequent developments, or they ultimately may prove to be inaccurate. This Report has not been audited or assured, and Westlake and its subsidiaries make no representations or warranties as to the completeness or accuracy thereof.

This Report contains certain matters that are "forward-looking statements" within Securities Act of 1933, as amended, the Securities Exchange Act of 1934, as amended, and the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by the use of words such as "believes," "intends," "may," "should," "could," "anticipates," "expected," "aims," "strives," "seeks," "ensures," "commits," "endeavor," "plan," "goal," or comparable terminology, or by discussions of strategies or trends. Examples of forward-looking statements in the Report include, among others, statements regarding our sustainability goals announced in early 2022 and May 2023, our future business plans and strategies, the demand for



our products, potential risks and opportunities, and our efforts to continue our approach to innovate and advance more circular and sustainable products and operations. These and other forward-looking statements throughout this Report could be adversely affected by a variety of known and unknown risks, uncertainties, and other factors that are difficult to predict and many of which are beyond our management’s control, including changes in law, policy, technology, or extreme weather events, any of which could lead us not to achieve, or even to forego, any of our goals. These risks and uncertainties include, but are not limited to, those set forth herein as well as in the Company’s other filings with the U.S. Securities and Exchange Commission (SEC). Westlake’s expectations may or may not be realized or may be based upon assumptions or judgments that prove to be incorrect. For more detailed information about the factors that could cause actual results to differ materially from the forward-looking statements contained herein, please refer to Westlake’s Annual Report on Form 10-K for the year ending December 31, 2024, which was filed with the SEC on February 25, 2025, and Westlake’s Form 10-Q for each of the quarters ending March 31, 2025, and June 30, 2025, respectively. This Report reflects the views of our management as of the date hereof. Except to the extent required by applicable law, Westlake undertakes no obligation to update or revise any forward-looking statement.

The report is provided voluntarily and does not cover all information about our business. This Report contains statements based on hypothetical scenarios and assumptions as well as estimates that are subject to a high level of uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or



forecasts of expected risk or performance. Additionally, this Report contains targets related to greenhouse gas emissions and other sustainability-related matters. These targets are dependent on forward-looking estimates, interpretations, and projections of future circumstances, many of which Westlake does not control, including, but not limited to, the availability of alternative energy sources in the jurisdictions in which Westlake operates. The actions and decisions of governments and other public and private third-parties may affect the availability of traditional and alternative energy sources, the capacity of electrical grids to support traditional and alternative energy sources, and the broader economic and legal circumstances affecting energy and electricity locally, regionally, and globally. As a result, these targets are subject to change and may be updated by our management at any time. While certain matters discussed in this Report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” in this Report.

This Report contains references to, among others, Westlake® (previously known as Westlake Chemical®), Westlake DaVinci Roofscapes®, Westlake Royal Building Products™, Westlake Dimex®, Westlake Epoxy™, Westlake Pipe & Fittings™, Westlake Vinnolit®, Westlake Global Compounds®, and Enhancing Your Life Every Day®, along with various product names, all of which are registered or unregistered trademarks or service marks of Westlake. Nothing in this Report shall be construed as granting, by implication, estoppel, or otherwise, any license or right to use any trademark, logo or service mark, registered or unregistered, displayed in this Report without the owner’s prior written permission. This Report is owned by and contains the copyrighted material of Westlake. This Report and all of its content, including but not limited to text, design, graphics, and the selection and arrangement thereof, is owned by Westlake and protected under copyright law.

This Report speaks only as of the dates referenced herein.





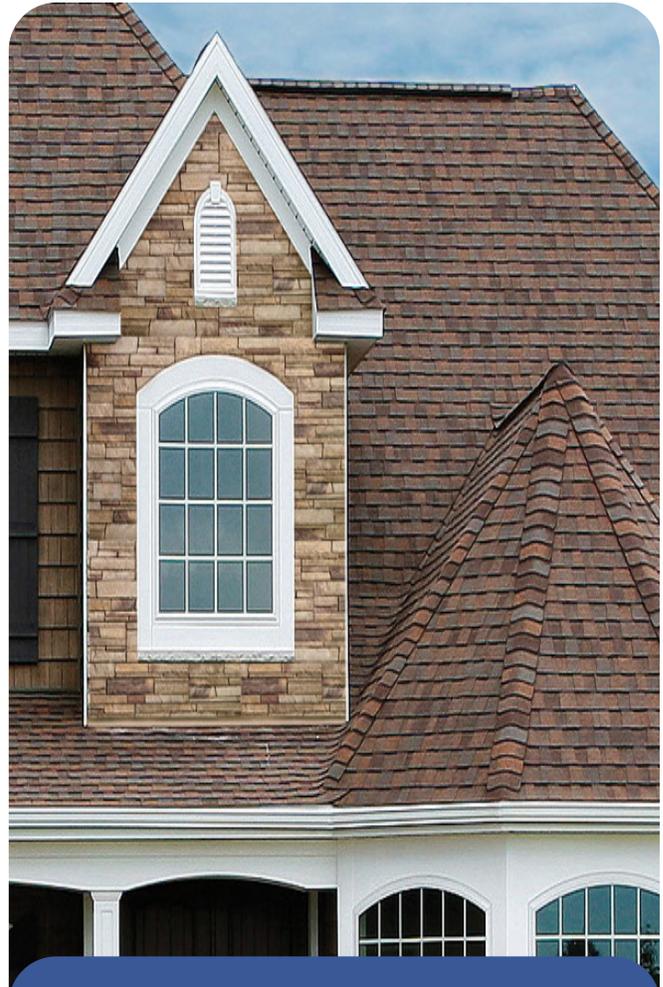
# A MESSAGE FROM OUR CEO



**Jean-Marc Gilson**  
President and  
Chief Executive Officer

**Westlake Corporation’s products touch lives every day. Our product portfolio is far-ranging, from polymers that are used in food-packing and medical grade supplies; compounds used in automotive interiors and exteriors; a variety of home building materials; PVC pipe for agriculture, water systems and buildings; and essential materials used in the manufacture of detergents, pharmaceuticals, and water purification.**

Due to our products’ presence in people’s everyday lives and our global operating footprint, we endeavor to produce safe and durable essential materials and to pursue sustainability objectives that add value for our stakeholders. Our eighth annual sustainability report gives us the opportunity to inform you where we stand with respect to metrics such as energy and water consumption, waste management, safety, and progress on our sustainability goals.



**As of December 31, 2024, we successfully accomplished our climate-related goal of reducing our Scope 1 and Scope 2 CO<sub>2</sub>e emissions per ton of production by 20% from a 2016 baseline, significantly ahead of the projected timeline. We are continuing to research economically feasible technologies to reduce Westlake’s Scope 1 and 2 GHG emissions intensity, with an aim toward potentially developing a pathway to operational net-zero direct carbon emissions by 2050.**

# SUSTAINABILITY

## HIGHLIGHTS IN 2024

Despite the continuing pressure we faced in the global manufacturing sector, we remained focused in 2024 on advancing efforts that aligned with our sustainability goals. We are pleased to announce that in 2024, we achieved our goal of reducing our Scope 1 and Scope 2 CO<sub>2</sub>e emissions per ton of production by 20% from a 2016 baseline. We continued to partner with our communities to advance initiatives supporting a circular economy. We endeavored to make and develop new sustainable products. We make products that use renewable sources, in-house generated process regrind, post-consumer recycled content, and post-industrial recycled content.

We are committed to incorporating circularity into our business. As engineers, we define circularity as the ability to create products of all kinds from reclaimed materials. I am proud that we are continuing to find new ways to re-use material and divert it from



## OUR APPROACH

We approach all investments – including those that advance our sustainability objectives – with careful deliberation and discipline to provide long-term value creation for all of our stakeholders. This philosophy drives us to pursue positive impacts across our business, from manufacturing operations to serving our customers and communities.

At Westlake, our employees are the foundation of our value creation and integrity. Our people are our greatest assets, driving innovation and supporting our sustainability initiatives. As a company that produces both raw materials and finished durable goods through our vertically integrated value chain, we believe that every piece matters – from the materials and finished products that we manufacture to the collaborative ideas we share with our customers and employees. By working together toward our shared goals, we make our company greater than the sum of our individual parts.

being disposed in landfills. In 2024, our Westlake Dimex business launched operations on a low-bulk density line at its facility in Marietta, Ohio, to process materials that have traditionally been difficult to recycle, such as PVC pipe shavings. These materials are re-pelletized by Westlake Dimex so they can be reprocessed into new consumer products.

We also continued to support efforts to increase the recycling of vinyl and other plastics. We supported recycling initiatives through partnerships, such as between Westlake Global Compounds and the Houston Methodist Hospital in Houston, Texas, or Westlake Royal Siding Solutions™ and the Revinylize™ Recycling Collaborative.

In addition, we have made progress on our goal to introduce a water management programs in many sites including those in water-stressed locations. In 2024, we began a comprehensive water assessment of over 40 sites. These efforts are intended to advance Westlake’s overall water sustainability strategy by guiding the creation of tailored water management plans for sites where we see opportunities to make a positive impact.



As I reflect on our progress in 2024, I am honored to lead a global team that demonstrates a strong commitment to build on our successes and to contribute meaningfully to the prosperity of all those connected to Westlake – including our workforce, business partners, and the communities we serve.

Thank you for giving us the opportunity to enhance your life every day.

Sincerely,  
Jean-Marc Gilson

# BUSINESS HIGHLIGHTS



APPROXIMATELY  
**15,540**  
EMPLOYEES



**\$2.2**  
BILLION  
EBITDA



2024 NET SALES OF  
**\$12.1**  
BILLION



**\$1.3**  
BILLION  
NET CASH PROVIDED BY  
OPERATING ACTIVITIES



## SUSTAINABILITY HIGHLIGHTS

- 0.68 TRIR
- Achieved our goal of reducing our Scope 1 and Scope 2 CO<sub>2</sub>e emissions per ton of production by 20% from a 2016 baseline.

## RECENT ACCOLADES

### Westlake Epoxy Europe

- Ecovadis Gold BADGE

### Westlake Global Compounds, Italy and France

- Ecovadis Silver BADGE

### Westlake Vinnolit

- Ecovadis Gold BADGE

### Westlake Vinnolit

- Polymers for Europe Alliance award for Decarbonization



# ABOUT OUR BUSINESS



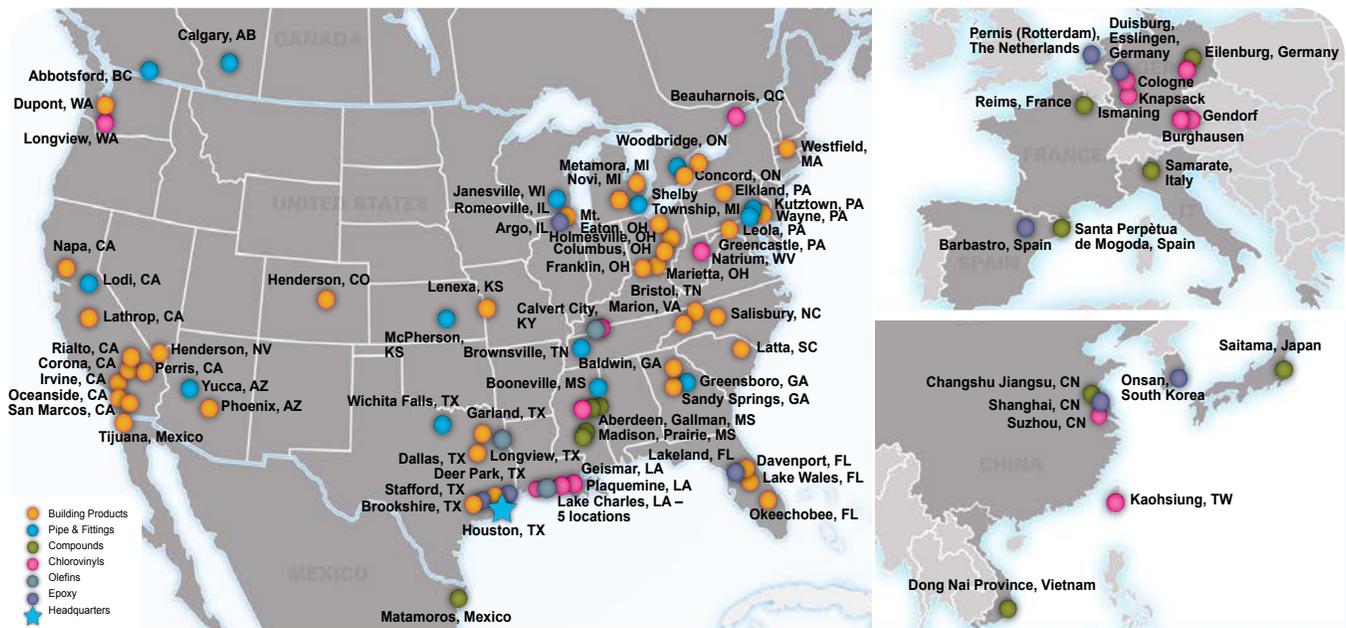
# OUR BUSINESS

GRI 2-1, 2-6, 2-7

Drive to Zero is Westlake’s foundational safety program, built on the principle that every employee owns not only their own safety but also the safety of their coworkers. The goal of Drive to Zero is to achieve zero workplace injuries and incidents, ensuring that everyone returns home in the same condition as when they arrived at work. This commitment is managed through company-wide and local safety initiatives, including providing employee safety training, examining the root cause(s) of workplace accidents, and communicating lessons learned across relevant locations and functional groups. Drive to Zero is a visible, ongoing effort to make safety a top priority, reflecting the company’s belief that all accidents are preventable.



# OUR GLOBAL PRESENCE



**13 Different Languages Spoken**

**Operate on 3 continents and 14 countries**

# OUR CORE VALUES



## Health, Safety, and Environment (HSE)

The health and safety of our employees and communities and the vigilant stewardship of the environment and sustainability are of utmost importance and at the forefront of everything we do.



## Our People

The integrity, creativity, dedication, diversity, and drive of our employees allow us to excel. We support, develop, and inspire our people to achieve their personal best and treat them with dignity and respect.



## Quality and Continuous Improvement

Our commitment to quality products and service is so strong that both are symbolized as the two check marks that form the Westlake “W” in our logo. We seek to maintain this commitment through an intensive practice of “never-ending process of improvement.”



## Competitiveness

We are committed to enhancing the lives of people in the global marketplace every day. We do this by providing innovative and useful products while maintaining high standards of customer service and operational excellence with a constant focus on managing costs.



## Citizenship

We recognize the importance of supporting the communities in which we work and live, and make it a priority to take an active role in making these communities better.

# WHAT WE DO

Westlake (NYSE: WLK) is a global diversified industrial company that manufactures and supplies essential products that enhance the daily lives of people around the globe. Our products are used in housing and infrastructure, packaging and healthcare, and automotive and consumer goods. Consumers gain the benefits of materials Westlake produces in products such as food packaging, medical devices, soaps and detergents, car interiors, fashion, toys, shoes, furniture, electronics, siding, stone veneer, windows, outdoor living, roofing, and pipe & fittings. Westlake is proud to contribute to driving a sustainable future through the creation of essential products that are Enhancing Your Life Every Day®

Westlake operates within two business segments, **Housing & Infrastructure Products (HIP)** and **Performance & Essential Materials (PEM)**.

## HOUSING & INFRASTRUCTURE PRODUCTS (HIP)

Westlake businesses in the Housing & Infrastructure Products segment manufacture finished goods used in residential and commercial construction applications, such as residential siding, trim and moulding, pipe & fittings, architectural stone, cement, clay, metal and polymer composite roofing, outdoor living products including decking and matting, and films. Westlake Housing & Infrastructure Products businesses include Westlake Dimex, Westlake Global Compounds, Westlake Pipe & Fittings, and Westlake Royal Building Products.



## PERFORMANCE & ESSENTIAL MATERIALS (PEM)

Westlake businesses in the Performance & Essential Materials segment produce essential materials used in the agriculture, food, medical, construction, automotive, electrical, and cleaning sectors, among others. Many of these intermediate materials are used by our customers in their end-use products to improve product durability while meeting applicable regulatory requirements and standards. Businesses in the Performance & Essential Materials segment include Westlake Epoxy, Westlake North American Chlor-alkali & Derivatives, Westlake North American Vinyls, Westlake Olefins, Westlake Polyethylene and Westlake European & Asian Chlorovinyls, including Westlake Vinnolit, Westlake Huasu, and Taiwan Chlorine Industries.





# APPROACH TO SUSTAINABILITY

# OUR APPROACH TO SUSTAINABILITY

We are committed to meeting our legal compliance obligations and to acting in a safe, ethical, environmentally, and socially responsible manner. We prioritize being a good corporate citizen and providing innovative solutions that enhance life every day. For us, this means being true to our company’s longstanding values. As a global manufacturer that provides everyday essential materials, we produce solutions for a wide range of applications and sectors. Our relentless pursuit to bring greater value to our customers advances our goal of introducing more sustainable product offerings and solutions for our customers. We aim to work with our customers to help them reach their sustainability goals.

## Our Priority Sustainability Topics GRI 3-1, 3-2, 3-3

Our 2021 multi-stakeholder materiality assessment identified the areas of focus for the company and are the topics that most influence the decisions of our stakeholders and governance over our priorities. In addition to an assessment of our priority topics, we continually gather feedback on our sustainability performance and reporting from a range of stakeholders and sources throughout the year, including stakeholder engagement and ongoing communications with ESG rating organizations.

The Company continues to monitor the evolving regulations governing sustainability reporting. This includes the European Union’s Corporate Sustainability Reporting Directive (CSRD) and California’s climate reporting requirements.

## Our Sustainability Goals GRI 2-22

Westlake has six Sustainability goals — Health & Safety, Carbon Emissions, Water, Circular Economy, Community Engagement, and Diversity & Inclusion. We put forth our sustainability goals to create accountability and to engineer our plans to accomplish them.

Health & Safety Goal	Carbon Goal	Water Goal	Circular Economy Goal	Community Engagement Goal	Diversity & Inclusion Goal
Achieve zero accidents and zero injuries. We strive to achieve this every day.	As of December 31, 2024, we successfully accomplished our climate-related goal of reducing our Scope 1 and Scope 2 CO <sub>2</sub> e emissions per ton of production by 20% from a 2016 baseline, significantly ahead of the projected timeline. We are continuing to research economically feasible technologies to reduce Westlake’s Scope 1 and 2 GHG emissions intensity, with an aim toward potentially developing a pathway to operational net-zero direct carbon emissions by 2050.	Continue water-reduction efforts and introduce a water management program at water-stressed and other relevant sites by 2030 to meet government mandates and our internal sustainability goals.	Continue to expand our participation in recycling and sustainable products.	Sponsor a community outreach event annually at each of our global operations in alignment with our core value of citizenship.	Achieve racial, ethnic and gender representation that reflects the diversity of the communities in which we operate.



### Westlake Corporation Advances Sustainability Goals Toward 2030 Carbon-Reduction Target

Westlake recently entered into an agreement with a solar renewable-energy three-farm project that generates approximately 160,000 megawatt-hours per year of renewable energy and purchased the associated renewable energy certificates (RECs). The RECs are utilized as part of this multi-year purchase agreement to reduce the impact of Westlake’s electricity consumption attributed to powering its operations.

# OUR INDUSTRY ASSOCIATIONS

GRI 2-28

As a leading manufacturer in multiple sectors, Westlake is actively engaged and participates in multiple industry organizations.



## Our Sustainable Investments

Westlake Innovations, Inc., (“Westlake Innovations”), one of our subsidiaries, facilitates the company’s investments in new technologies and pursues innovative digital, mechanical or chemical applications such as carbon sequestration or recycling. In 2024, Westlake Innovations made targeted investments to advance sustainability and decarbonization. These include an investment in Universal Matter, Inc., which uses patented technology to upcycle carbon waste into graphene for industrial applications, as well as participation in the Blackhorn Industrial Impact Fund II, supporting U.S. companies focused on decarbonizing challenging industrial sectors. Westlake Innovations also invested in the Circular Plastics Fund, which accelerates advanced recycling technologies to convert plastic waste into new raw materials for plastics manufacturing. These investments support innovation in resource efficiency, waste reduction, and the transition to a circular economy.



# CORPORATE GOVERNANCE

# SUSTAINABILITY OVERSIGHT AND MANAGEMENT

GRI 2-9, 2-12, 2-13, 2-14, 2-17



## Westlake’s Board of Directors and Corporate Risk and Sustainability Committee

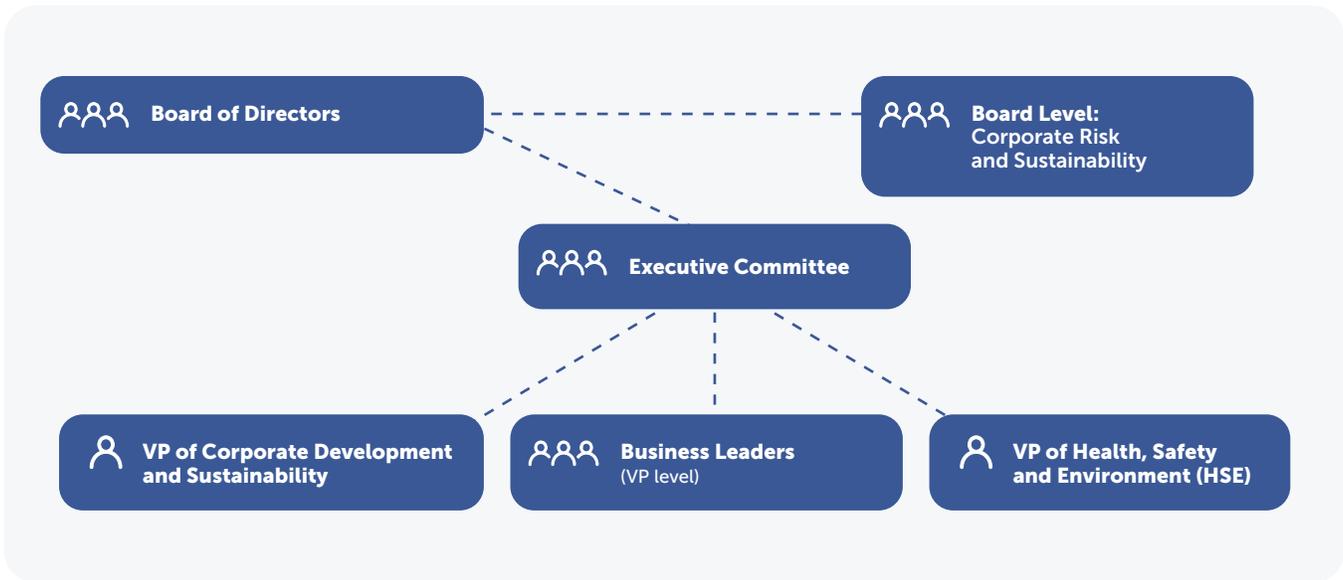
We recognize the importance of strong corporate governance, including effective guidance for sustainability and other sustainability-related matters. The Corporate Risk and Sustainability Committee of our Board of Directors reviews and advises on our sustainability initiatives and oversees our sustainability reporting. This committee is comprised of all members of the Board of Directors and meets at least four times per year to discuss a broad range of sustainability and risk issues, including environmental, health and safety, social responsibility, and cybersecurity issues.

### Board of Directors and Committee Composition

	Audit	Nominating & Governance	Compensation	Corp Risk & Sustainability
James Y. Chao				
Albert Y. Chao				
Catherine T. Chao				
David T. Chao				
John T. Chao				
Michael J. Graff **				
Marius A. Haas **				
Kimberly S. Lubel **				
Mark A. McCollum **				
R. Bruce Northcutt **				
Carolyn C. Sabat				
Jeffrey W. Sheets **				

Chairperson Member Financial Expert \*\*

# MANAGEMENT OVERSIGHT OF SUSTAINABILITY MATTERS



Our CEO is responsible for approving the Company’s sustainability goals and monitoring their progress and receives input from the Executive Committee on these topics. The Executive Committee consists of the Senior Chairman of the Board of Directors, Executive Chairman of the Board of Directors, and the CEO and his direct reports.

The Vice President of Corporate Development & Sustainability and the Vice President of Operational Excellence and Health, Safety and Environment, who both report to members of the Executive Committee, attend the Corporate Risk and Sustainability Committee meetings to provide strategic insight into sustainability matters. These insights are determined through engagement with various members of our community addressing myriad sustainability risks, opportunities, and issues.

### Engagement with Businesses.

The Vice President of Corporate Development & Sustainability works closely with the senior business leaders to support sustainability programs for each business and ensure we deliver on goals and targets that we set through consultation with sustainability subject-matter experts across businesses. These leaders are responsible for managing sustainability improvements in our operations and products across the businesses.

### Engagement with Third-Party Specialists and Agencies.

The Vice President of Corporate Development & Sustainability and members of the sustainability team engage with third-party sustainability specialists, ESG rating organizations, investors, and other external stakeholders, and attend sustainability-related conferences to advance our collective knowledge on sustainability topics. This knowledge is shared, where relevant, with the Corporate Risk and Sustainability Committee.

### Engagement with Employees.

Management promotes employee engagement through leading by listening. In fact, we have found that in many cases, it is our people around the world who bring forth some of the most valuable ideas, such as efficiency improvements at our plants and customer-driven product enhancements.

### Engagement with Customers.

We work with our customers to help them reach their sustainability goals. To respond to customer needs, teams at Westlake work with customers to integrate sustainability in many areas, from research and development to commercial trials and manufacturing. In this way, the responsibility for sustainability continues to be embedded at multiple levels within our organization.

# STAKEHOLDER ENGAGEMENT

GRI 2-29

Westlake engages in internal and external dialogues with a wide range of stakeholders. We view informative engagement as key to our continuing business success and decision-making, as we strive to undertake the most effective actions across the sustainability spectrum. We define stakeholders as those who directly impact Westlake operations and those who influence Westlake activities. These include customers, employees, ESG rating organizations, industry and trade organizations, labor unions, local communities in which we operate, non-governmental organizations (NGOs), regulators, shareholders, and suppliers. We engage with these stakeholders on an ongoing basis at various levels and to varying degrees to inform and shape our strategy on issues concerning sustainability.

STAKEHOLDER GROUP	ENGAGEMENT MECHANISM
<b>Investors/shareholders</b>	We maintain active engagement with shareholders through annual meetings, scheduled calls, conferences, roadshows and analyst events. The Corporate Sustainability and Health, Safety, and Environment teams participate in these meetings as needed.
<b>Customers</b>	We leverage contractual agreements, and direct customer engagement through our sales and technical teams.
<b>Employees</b>	We foster employee engagement through direct communication (e.g., intranet, town halls), global surveys, annual performance reviews, and employee resource groups. Employees can report concerns anonymously through our third-party-managed hotline, EthicsPoint.
<b>Labor unions</b>	We engage with our labor unions through regular meetings and our collective bargaining agreements.
<b>Suppliers</b>	We work directly with our suppliers and aim toward sustainable procurement.
<b>Local communities</b>	We engage with communities through Community Advisory Panels (CAPs), direct outreach by business unit managers, and participating in focused community investment programs. CAPs facilitate dialogue with members of the community, industry peers, and healthcare, business, and civic leaders.
<b>Industry and trade organizations</b>	We regularly interact with industry and trade organizations through direct and indirect engagement. Westlake senior leaders and employees participate in industry association boards, working groups and/or committees.
<b>Non-governmental organizations</b>	We maintain direct communication with non-governmental organizations (NGOs) through high-level engagements with senior leadership at our annual meetings or more frequently as needed.

# ETHICS AND COMPLIANCE

GRI 2-15, 2-23, 2-24, 2-25, 2-26

Westlake is committed to conducting our activities in accordance with high ethical standards and in compliance with all applicable laws and regulations across the jurisdictions in which we operate. Westlake’s commitment to being a responsible business is set out in multiple documents, including our Code of Conduct, Supplier Code of Conduct (Suppliers’ Code), Sustainable Procurement Policy, Conflict Minerals statement, Anti-Corruption and Anti-Bribery statement, and the California Supply Chain Transparency Act statement on human rights. These policies set standards and commitments for our customers, employees, and local communities.



## Westlake EthicsPoint Hotline

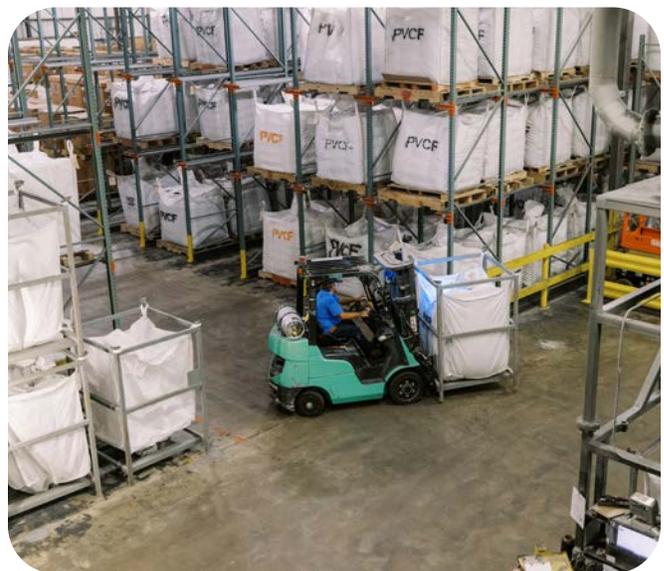
Our commitments to ethics and compliance are set forth in the Code of Conduct and Suppliers’ Code. Our General Counsel oversees the legal team which, together with management, regularly assess corruption and bribery risks and work to mitigate such risks across our operations. Relevant risks and risk-management processes and policies are further reviewed at the corporate and Board levels. All business partners can access the Suppliers’ Code on our website.

Our Code of Conduct applies to all employees, directors and officers, and governs individual behavior and ethical practices for company actions. The Code of Conduct is centered around our core values: Health, Safety, and Environment; Our People; Quality and Continuous Improvement; Competitiveness; and Citizenship. The Code of Conduct sets forth our conduct expectations, such as demonstrating respect and dignity toward others, avoiding conflicts of interest, bribery and corruption, and antitrust concerns, and ensuring trade compliance. Our Board of Directors and all employees, including all our Executive Officers, receive training on the Code of Conduct. Each Westlake employee is required to complete training on the Code of Conduct upon

hire and must also complete a biannual review and certification to the Code of Conduct. Consistent with its biannual Code of Conduct training cycle, in 2023, Westlake required its workforce to receive training on critical company policies, including the Code of Conduct, Gifts & Entertainment, and Conflict of Interest policies. Furthermore, to maintain industry-leading standards of digital security, all employees who are assigned Westlake devices (e.g., laptops or mobile phones) are also required to complete cybersecurity awareness training on a quarterly basis. In addition, employees receive additional compliance-related training on topics such as antitrust, anti-bribery, trade compliance, and data privacy based on their job function and work location. Ethics-related e-learning materials are accessible to employees through our online training platform. Westlake employees with concerns of possible violations of the Code are encouraged to report, without risk of retaliation, to an immediate supervisor, another manager, the Human Resources or Legal departments, or contact the company’s online, multilingual reporting hotline, EthicsPoint, any time of the day or week. EthicsPoint is offered to employees in 13 languages. All such reports are investigated, and the results are reported back to the Audit Committee.

Our Suppliers’ Code applies to all of our suppliers and their manufacturing facilities, including any subcontracting and packaging facilities. It explicitly sets forth our expectations of compliance with applicable laws and regulations including, but not limited to, those related to labor, immigration, health and safety, and the environment; and expectations around conducting business in an ethical and safe manner. Conflicts of interest, corruption, unfair wages, and any form of forced labor or human trafficking are expressly prohibited.

We established our Sustainable Procurement Policy, which should be used in conjunction with our Suppliers’ Code. In this policy, commit ourselves to a sustainable procurement agenda, and focus on five main areas: the environment, human and labor rights, business ethics, health and safety, and quality control.



# CYBERSECURITY MANAGEMENT AND PRIVACY

**GRI 418-1**

The Company maintains a comprehensive approach to cybersecurity and data protection, based on a risk-based, defense-in-depth strategy. We regularly assess industry best practices and standards and endeavor to implement them in our efforts to manage cybersecurity risk. We follow industry standard cybersecurity frameworks, including the National Institute of Standards and Technology’s Cybersecurity Framework, to design, assess and update our cybersecurity strategy, controls, and processes. Our focus is on protecting our highest-value information assets, which include manufacturing systems, financial systems, and confidential, personal, and private information.

To safeguard our networks and systems, we have a dedicated cybersecurity organization overseen by our Senior Director, Cyber Security & Network Operations, which operates within our information technology department overseen by the Chief Information Officer. Our cybersecurity organization employs multiple security controls, such as firewalls, spam protection, web filtering, endpoint detection and response software, controlled access, vulnerability management, redundancies, patching, and regular onsite and offsite backups. Our cybersecurity organization also uses a variety of processes to address cybersecurity threats related to the use of third-party technology and services, including pre-acquisition diligence, imposition of contractual obligations, and risk-based performance monitoring.

Both our Chief Information Officer and our Senior Director, Cyber Security & Network Operations have extensive experience in assessing and managing cybersecurity risks, including through decades of collective experience in information technology and cybersecurity roles of increasing responsibility both at the Company and in prior positions. We prioritize cybersecurity awareness among our employees and contractors through various training exercises, including formal programs and simulated phishing events. We maintain incident response plans, playbooks, and engage third-party cybersecurity firms for simulated cyberattacks and penetration testing to identify potential risks. We also have a third-party cybersecurity firm on retainer for incident assistance and response. Periodic internal self-assessments are conducted by our cybersecurity organization the National Institute of Standards and Technology.

## Cybersecurity Framework

From time to time, we experience cybersecurity threats, attempted breaches, and other incidents. We classify and track these events based on significance and implement remediation actions that we consider appropriate to address the risks relating to such incidents. Although we have not experienced material impacts to our

business strategy, results of operations, or financial condition from any such incidents in the past three years, we cannot guarantee that a material incident will not occur in the future. See “Failure to adequately protect critical data and technology systems could materially affect our operations” under Item 1A. Risk Factors in our Annual Report on Form 10-K.

Our Board has charged the Corporate Risk and Sustainability Committee with assisting the Board with its oversight of cybersecurity risks, which is a component of our overall enterprise risk-management program. The Corporate Risk and Sustainability Committee includes directors with cybersecurity experience and expertise, primarily through supervision of information technology departments as executive officers. The Corporate Risk and Sustainability Committee receives regular updates from senior management and our Chief Information Officer on cybersecurity risks, incidents and trends, and ongoing and planned projects. Regular status reports are also provided by the cybersecurity organization to our Chief Information Officer and other members of our senior management and incident updates are reported to senior management as the Chief Information Officer and cybersecurity organization considers appropriate depending on the severity of the incident.

As part of our incident response planning, we also maintain cross-functional response teams involving personnel outside of our cybersecurity organization, both globally and regionally, in order to be prepared to respond to an incident.

Westlake uses a privacy management platform to support compliance with global data privacy laws and regulations. This tool provides a centralized platform to track personal data, automate privacy processes and assessments, and maintain our Record of Processing Activities (ROPA), offering a comprehensive view of the personal data processed by the company.

**Westlake’s BitSight score is 790 out of 800, which is better than 97% of peers. BitSight is a cybersecurity ratings platform that evaluates the security performance of organizations.**



# OUR APPROACH

At Westlake, we strive to comply with applicable legal requirements and run our operations in a sustainable and responsible manner. We continuously look for opportunities to improve the safety, efficiency, and impact of our operations on our employees, the communities in which we operate, and the environment.

Emblematic of our commitment to continuous improvement in operations is Westlake’s membership in the Vinyl Sustainability Council (VSC), a voluntary organization that advocates within the industry for improvements in resource efficiency, health and safety, and emissions. A hallmark of VSC is its +Vantage Vinyl™ recognition, which requires third-party verification of alignment with the +Vantage Vinyl Initiative Guiding Principles of environmental stewardship, social diligence, economic soundness, open communication, and collaboration.

# ENVIRONMENTAL MANAGEMENT

GRI 103-1, 2-27 SASB RT-CH-530a.1

As an integrated global manufacturer and supplier of essential materials, polymers, and building products that enhance the daily lives of people around the world, we believe sustainable business practices are vital — for the health of our business, the planet, and society. At Westlake, we incorporate environmental considerations and compliance with applicable environmental laws into our decision-making processes. We implement practices and technologies to help mitigate negative impacts on the environment where we operate.

We are committed to complying with applicable environmental laws and regulations while managing our impact on water, waste, air, and ecosystems.

Our environmental management system is fundamental to our operations and our focus on continuous improvement. We manage our environmental performance across our facilities through our Health, Safety, and Environment (HSE) Management System. The Westlake corporate office and several manufacturing facilities are certified to the ISO 14001 environmental management systems standard or participates in the Responsible Care® program at our Germany and Netherlands sites. Businesses and individual operating sites regularly evaluate environmental impacts and risks as part of our decision-making process. Our HSE Management System tracks our compliance with environmental regulations across our locations in North America, Europe, and Asia. To comply with applicable legal requirements, Westlake includes environmental considerations — such as emissions modeling, environmental impact assessments (EIA), environmental permitting — as part of the planning stage for new operations and expansions or plant improvements of existing locations. Environmental risk and risk-management practices are included during the due diligence process of acquisitions, such as examining emissions, waste, and historical contamination.

Westlake is committed to reducing the impact on the environment from our operations. As such, we endeavor to assess and identify environmental risks, comply with applicable international, national, and local laws, and comply with the conditions of our permits in the jurisdictions where we operate. Each of our facilities regularly monitor their emissions and report as required by national and local authorities. In 2023, we began to report greenhouse gas emissions in accordance with the Greenhouse Gas Corporate Protocol. Use of this standard is intended to ensure consistent reporting from our operations across the globe.

Senior leaders of our management team, including those with responsibility for operations, health, safety and the environment, capital projects, and risk management, have primary responsibility for overseeing the physical climate-related risks of our operations. Mitigation efforts to reduce the impact of physical climate-related risks include, but are not limited to, robust HSE management systems (including process safety and emergency preparedness processes for severe weather management), insurance coverage for physical damage to property and liability, and capital spending on projects to make physical assets more resilient.

Regulatory climate-related risks of our operations and products are the province of Westlake’s Legal and Health, Safety & Environment departments. Westlake continues to monitor the developing policy framework at an international and national level and implement compliance measures. We leverage our local expertise, industry associations, outside legal counsel, and technology to monitor regulatory requirements and standards changes.

# EMISSIONS

GRI 305-1, 305-2, 305-4, 305-5, 305-7 SASB RT-CH-110a.1, RT-CH-110a.2, RT-CH-120a.1

At Westlake, we take the reduction of our environmental footprint seriously and collaborate with our customers or end-use consumers, partners, and suppliers. We work with regulatory authorities and strive to improve our environmental impact at our own facilities and along our value chain to meet customer demand for products with a lower-carbon footprint.

Our strategy for achieving net reductions in CO<sub>2</sub>e emissions intensity includes investment in both proven and emerging technologies, including less carbon intensive manufacturing of products and operational innovations. As we continue to work on identifying new interim emissions-based goals and develop our longer-term sustainability strategy, we are researching economically feasible technologies to help reduce our CO<sub>2</sub>e emissions intensity. These technologies could play a role in building a plan to establish achievable interim carbon intensity reduction goals and ultimately develop a path to reach operational net-zero direct carbon emissions on or before 2050. Our research includes examining possible opportunities to:

- Increase electrification: use electricity to generate heat in units today heated by fossil fuel.
- Increase the use of hydrogen — a less carbon-intensive fuel gas, which is a byproduct of some of our manufacturing processes. We are looking at increasing the use of hydrogen as an internal fuel source to reduce our own emissions.
- Identify carbon capture opportunities, such as carbon sequestration or use of CO<sub>2</sub> as feedstock for conversion.
- Use solar, wind, and other lower-carbon electricity options.

Future sustainability plans may include new project plans based on technical and economic feasibility assessments of these and other measures.

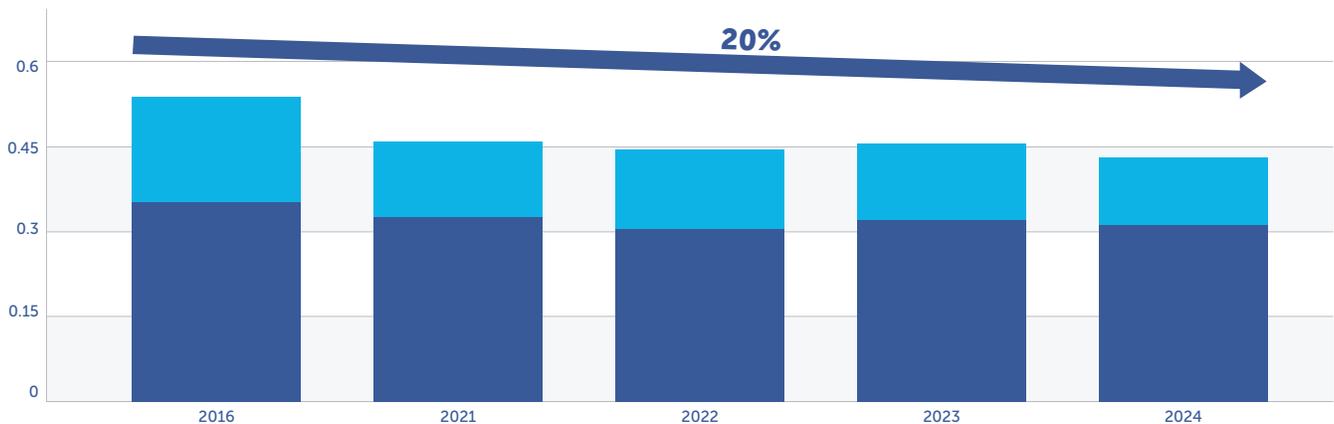
# CO<sub>2</sub>E EMISSIONS DATA

In 2024, we achieved our goal of reducing our Scope 1 and Scope 2 CO<sub>2</sub>e emissions per ton of production by 20% from a 2016 baseline. We continue to research economically feasible technologies which could help us establish a path to reach operational net zero carbon on or before 2050.

## CO<sub>2</sub>e Emission Rate

(Metric Ton CO<sub>2</sub>e per Metric Ton Production)

■ Scope 1 Intensity  
■ Scope 2 Intensity



Beginning in 2023, we voluntarily disclosed our Scope 1 and Scope 2 emissions utilizing the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol). See Environmental Data on [page 66](#) of this Report.

# ENERGY MANAGEMENT

GRI 302-1, 302-3, 302-4  
SASB RT-CH-130a.1

As a major manufacturer, our core operations require significant energy use. At Westlake, we are actively exploring various technologies for lowering emissions and decarbonizing energy supplies. We continuously strive to reduce energy use at our facilities and along our value chain. Doing so allows us to improve cost-efficiency while at the same time reduce our GHG intensity.

Through efforts like energy optimization or the use of lower-carbon-intensive fuels like hydrogen (a byproduct of our chlor-alkali manufacturing processes), we continue to improve our energy use and, in turn, the environmental sustainability of our operations. As part of our internal processes, we track and monitor energy use at each site, which is then reviewed with the Board of Directors. Our plants' primary energy sources are steam, heat, and electricity, which may be internally produced through our cogeneration facilities or externally purchased from third-party sources.

To reduce the carbon footprint of externally sourced electricity, Westlake has secured renewable power purchase agreements for some locations and in one case, our facility produces renewable power onsite. In Barbastro, Spain, our Epoxy plant in 2023 installed a solar-power farm with an initial capacity to generate about 20% of the site's electricity demand and plans to expand its output in the future.

In addition, our Geismar, Louisiana, plant, a major operation within our Performance & Essential Materials segment, participates in Entergy's Geaux Green program, a renewable power purchasing program offered to commercial and industrial customers. In August 2024, the Geismar facility also began to use local solar panels to generate power.

Some of Westlake's operations in Germany have received ISO 50001 – Energy Management System certifications.



## Geaux-ing Green - Using Solar to power Westlake sites in Geismar, Louisiana, USA and Barbastro, Spain

The Geismar, Louisiana facility began to be partially powered by local solar panels in August of 2024. The location participates in Entergy's Geaux Green program, which allows commercial and industrial clients of the provider to source a portion of their electricity from solar projects based in Louisiana. Companies receive renewable energy credits for their participation.

Westlake's Barbastro, Spain site (pictured above) now generates a portion of its own renewable energy, having completed the installation of a solar power farm in August 2023. The photovoltaic panel system generates about 20 percent of the site's electrical demand, with hopes of increased output in the future. The team completed the project with zero accidents or safety incidents. The Barbastro location also uses the power of the sun to concentrate brine in on-site greenhouses.

# LOGISTICS OPTIMIZATION

GRI 302

To bolster the robustness and effectiveness of our supply chain, we focus on the strategic acquisition and production of feedstocks, coupled with a commitment to delivering our products to customers promptly and proficiently. Westlake's logistics initiatives contributed to our sustainability goals: For example, in North America, advanced data-driven tools, including fleet tracking systems and the launch of a marine transportation management system, reduced environmental impact through smarter asset management and route efficiency. In Europe, Westlake dashboard initiative fostered shipment consolidation, cutting transportation frequency and costs, thereby reducing emissions. Furthermore, the improved warehouse management system at several sites in Germany strengthened our governance by elevating operational

control and supply chain efficiency. Furthermore, we have enhanced our logistics and transportation operations by:

- Utilizing our expansive fleet of over 150 barges in North America to optimize marine transportation.
- Conducting unit tows between strategic locations, which has significantly improved the efficiency of our transportation network.

Our strategy aims to ensure that we maintain a resilient supply chain and improve the overall efficiency of our logistics operations.

# AWARDS SHOWCASE WESTLAKE'S LOGISTICS SAFETY EXCELLENCE

In 2024, Westlake received the following prestigious awards in the United States, recognizing our record of transporting our products safely and without releases to the environment.



- 
- AAR Grand Slam Award
  - UP Pinnacle Award
  - BNSF Product Stewardship Award
  - CSX Chemical Safety Excellence Award
  - CN Safe Handling Award

## 2024 Performance & Essential Materials Logistics

	Performance Materials	Essential Materials
	2024	2024
Road	23%	18%
Rail	59%	42%
Ship/Barge	18%	40%

# WATER MANAGEMENT

GRI 2-27, 303-1, 303-2, 303-3, 303-4, 303-5  
 SASB RT-CH-140a.1, RT-CH-140a.3

Water is an integral part of our operations. Water is primarily used for steam generation, cooling, and production processes. Water is also used at our offices and manufacturing sites for drinking and sanitary use. Without access to volumes and quality of water needed, impacts to our operations could occur. Westlake understands we share water resources with everyone in the community. We reduce our water footprint through water reuse and recycling and by focusing on continual improvement through operational excellence.

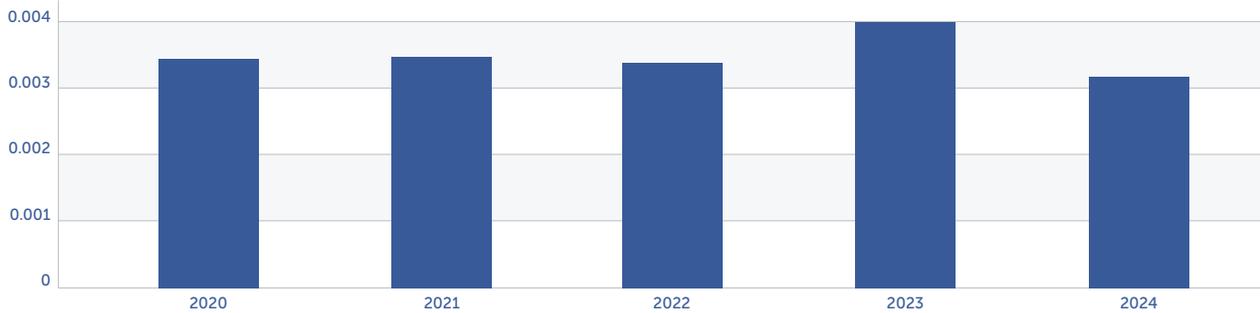
Because water is an integral part of our operations, we monitor each location’s water use. Water is included as a sustainability metric in the Westlake Continuous Improvement Process, which seeks to implement water-management strategies to maximize efficiencies and meet our legal obligations.

In many of our manufacturing plants, we reuse water to limit our withdrawals and operate our own water-treatment facilities to ensure responsible and compliant management of our water discharges. We also apply a range of measures to avoid or reduce our discharges to water, including ongoing water-quality monitoring to identify irregular discharges, the treatment and recycling of wastewater and process water, and reporting to regulatory authorities, as required.

Identifying opportunities to reduce usage and recycle water are part of the Westlake Continuous Improvement Process, which seeks to implement water-management strategies to maximize efficiency.

In 2024, our water consumption was 72,775 thousand cubic meters, our water withdrawal was 703,757 thousand cubic meters, and our water discharged was 630,981 thousand cubic meters.

**Water Use Rate**  
 (Megaliters per Metric Ton Production)



Compliance with applicable laws, requirements, and limits is a key priority, and we are compliant within the limits established by our water-discharge permits in the jurisdictions in which we operate, such as the National Pollutant Discharge Elimination System permits of the U.S. Environmental Protection Agency (EPA). We have emergency response plans in place to manage any unplanned discharges or chemical spills based on the substance and quantity originating from our chemical and building material plants or barges. We work with the national, state and local stakeholders (including the U.S. National Response Center) to communicate and coordinate an appropriate response.



Westlake’s goal is to introduce a water management program at water-stressed and other relevant sites by 2030. **In 2024, we engaged a third-party expert to begin a water risk assessment study, which will inform our water management strategy and program.** Forty-seven Westlake facilities with water use of more than 10,000 m<sup>3</sup> per year were initially assessed for water risk. Four of those sites (Deer Park, Texas; Rialto, California; Huasu, China; and Tijuana, Mexico) have been chosen for further evaluation with respect to water use, supply and re-use/recycle options, and other site-specific considerations that could inform the development of water management plans, as appropriate.

# WASTE MANAGEMENT

GRI 306-1, 306-2, 306-3  
SASB RT-CH-150a.1

At Westlake, we are engaged in the transition toward a more circular economy and are committed to reducing waste. We aim to transform in-house generated waste into feedstock for our products, thus reducing the amount of waste directed to landfills. Where possible, materials that our facilities cannot reuse are diverted from the waste stream and provided as recycled material inputs for sister facilities to use in making other products.

Optimizing our approach to materials use is a priority. Our efforts toward circularity range from using in-house generated process regrind, as well as recycled or renewable feedstocks and resources when applicable, to process redesign.

Two main areas of focus are feed-stream utilization (e.g., in-house generated process regrind, as well as waste purchased from sister facilities and third parties) by the Housing & Infrastructure Products business segment, and supporting more plastic recycling and reuse of finished products by various Westlake businesses, as they can both create economic and environmental benefit for us and our customers.

We also directly engage with some of our customers on how best to recycle materials, improving the sustainability of the wider value chain. In addition, Westlake actively works with other organizations who share our goal to reduce plastic waste, such as: EU Circular Flooring Project, Circular Plastics Fund, and the Alliance to End Plastic Waste (AEPW).

As a member of AEPW, we are committed to reducing plastic waste in the environment, particularly in the world’s oceans, and we aim to invest in efforts that create circular systems for products. Our PVC and PE producing subsidiaries and operating locations also have worked actively with Operation Clean Sweep (OCS), a voluntary program jointly administered by the American Chemistry Council and the Plastics Industry Association that aims for



zero discharge of plastics into the environment by our PVC and PE resin manufacturing facilities. We quantify our resin pellet, flake, and powder loss using definitions set forth in the OCS Blue program. In 2024, Westlake did not have a reportable loss of plastic over the threshold amount.

## Westlake Dimex Efforts Supporting Landfill Diversion of PIR and PCR Waste to Reutilize Variety of Materials Product Feedstock Streams

In 2021, Westlake acquired Dimex, a producer of recycled compounds and consumer products, to further our commitment to increasing the circularity in our own manufacturing. Westlake Dimex uses its own in-house generated process regrind in the production process, as well as the post-industrial recycled PVC from Westlake sister facilities and third parties, recycled polyethylene, and other repurposed thermoplastic elastomer materials. By incorporating this plastic waste into its own durable consumer goods, Westlake Dimex redirects waste that could potentially be directed to landfills.

Westlake Dimex sources post-industrial waste materials produced from Westlake Global Compounds’ industrial customers, and in turn, Westlake Dimex supplies Westlake Global Compounds with PIR. This has led to Westlake Global Compounds adding recycled PVC compounds to its offerings under Westlake’s Pivotal brand.

In 2024, Westlake Dimex began operating a low-bulk density line in Marietta, Ohio, to process materials that historically have been more challenging to recycle. These materials include pipe shavings, which Westlake Dimex re-pelletizes so the materials may be re-processed into consumer products.

In 2024, Westlake Dimex, along with Westlake Global Compounds, partnered with Houston Methodist Hospital in Houston’s Medical Center to launch “Choose Pink,” Houston’s first hospital-based PVC recycling program. This pilot program collects single-use PVC medical items, such as nasal cannulas, oxygen tubing, and saline bags, used in outpatient procedures.

Dimex’s Marietta, Ohio facility recycles this medical waste into durable consumer and industrial products, including floor matting and dock edging.



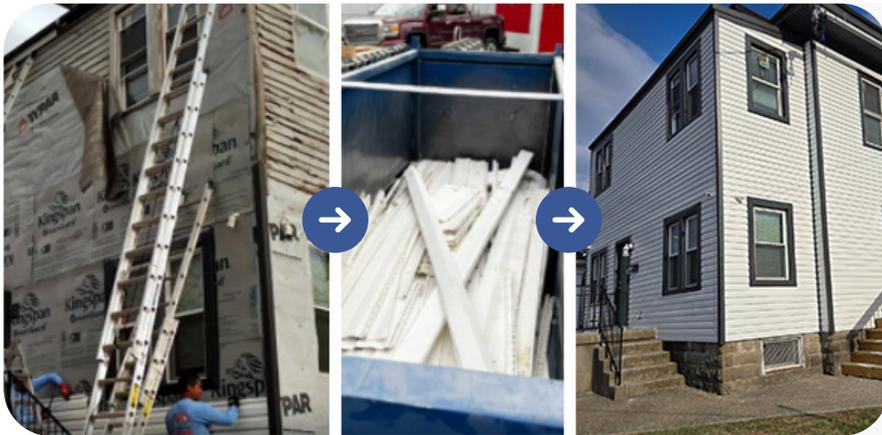
### Supporting Circularity: Westlake’s Commitment to VIABILITY™ PVC Recycling

While PVC is designed for long service life, Westlake is committed to increasing PVC recycling through 2025, including participation in the VIABILITY™ post-consumer PVC Recycling Grant Program led by the Vinyl Institute. Westlake and other major producers are collectively providing \$1 million annually (2023–2025) to support new recycling opportunities for vinyl products at the end of their useful life.

Grants are available to qualifying industry collaborations and facilities, and project awardees range from repurposing vinyl billboards into emergency roof tarps for disaster relief, to purchasing tooling to produce PVC recycled pallets, to manufacturing auto mats and other auto accessories made from post-consumer recycled (PCR) or post-industrial recycled (PIR) content.

In 2024, Westlake Dimex, along with Westlake Global Compounds, partnered with Houston Methodist Hospital in Houston’s Medical Center to launch “Choose Pink,” Houston’s first hospital-based PVC recycling program. This pilot program collects single-use PVC medical items, such as nasal cannulas, oxygen tubing, and saline bags, used in outpatient procedures.

Dimex’s Marietta, Ohio facility recycles this medical waste into durable consumer and industrial products, including floor matting and dock edging.



### Revinylize Louisville: Enhancing Communities Through Recycling

Westlake was a proud participant of the Revinylize Louisville project, an initiative by Revinylize™ Recycling Collaborative, an organization that aims to simplify the recycling of postconsumer rigid vinyl material. Westlake Royal Siding Solutions™ donated the vinyl siding used in the project’s residing efforts. As homes were rejuvenated with new siding, the old vinyl sidings were collected and recycled instead of discarded into landfills.

Each Westlake site that manufactures PE and PVC resins, chlorine, and caustic soda has its own waste-management plan and systematically tracks and monitors its hazardous and non-hazardous waste inventories, as required by applicable law. We work hard to manage the hazardous and non-hazardous waste generated from our operations in compliance with the regulatory requirements that apply to each facility.

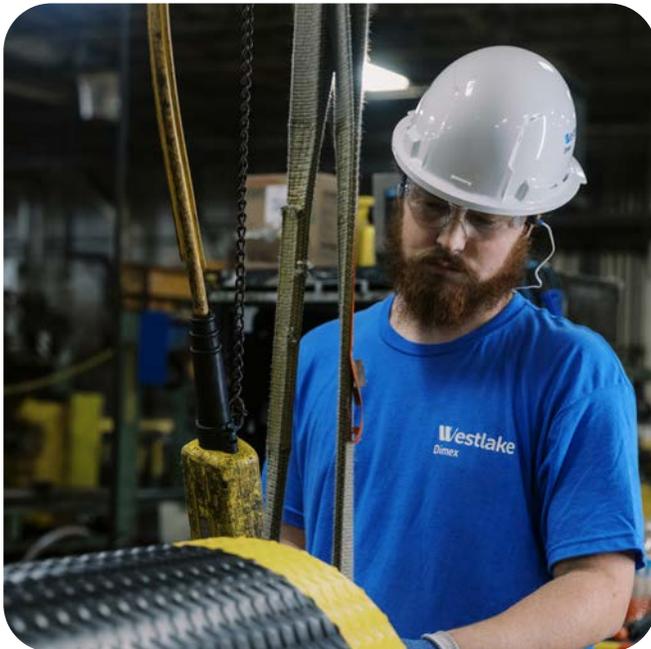
<b>Total Waste (metric tons)</b>	<b>249, 212</b>
<b>Non-Hazardous Waste (metric tons)</b>	<b>197, 015</b>
<b>Hazardous Waste (metric tons)</b>	<b>52, 197</b>

# PROCESS SAFETY

GRI 403-1, 403-2, 403-7

Safety in all of our operations is one of our core values and we have corporate-wide guidelines for incident response and emergency preparedness. Each Westlake site is required to develop incident investigation procedures, and our corporate HSE policy refers to OSHA’s guidance document “Incident Investigation: A Guide for Employers” as a resource for investigating incidents. We investigate incidents at all of our sites consistent with a risk-based categorization defined under our corporate policy.

The principle of process safety is incorporated into the procedures for all relevant tasks at our Process Safety Management (PSM)-regulated facilities. Our HSE management system for such facilities defines Westlake’s minimum requirements for process safety and emergency preparedness in all operations. The system also sets out the responsibilities, verification, and validation required to provide assurance that minimum requirements have been met. We take all incidents, no matter the severity or degree, very seriously. To confirm each location is safe to operate, we track our process-safety performance and report on it internally.



We encourage all employees to bring new safety insights and practices to the attention of our HSE team. Learnings are shared with the objective to prevent similar incidents in the future. PSM requires Recognized and Generally Accepted Good Engineering Practices (RAGAGEP) be applied, but many safety enhancements are developed at the local level. Each plant, under the guidance of Health, Safety, and Environment (HSE) managers, has a process for bringing new safety insights and practices into and across the company. Westlake’s PSM processes are audited at all sites globally

every three years, and we aim to audit all facilities in the same cycle, reinforcing that safety is not a goal but a requirement we vigilantly enforce.

We employ a hierarchy of controls to assess risks on a routine and non-routine basis, including Hazard Assessment and Operability Analysis (HAZOP), a structured and systematic technique for system examination and risk management used at our PSM-regulated facilities. Other methods used in the identification and elimination of hazards include Failure Modes and Effects Analysis (FMEA), Fault Tree Analysis (FTA), What-If/Checklist techniques, and a global voluntary employee survey. We develop action plans from process hazards analysis, which use risk-based hierarchy to eliminate and mitigate work-related hazards. Hazards analysis reports and audits are reviewed by the relevant site management team, which oversees the development of a timely action plan to address any unmitigated hazards or audit findings.

All Westlake employees are accountable for their own Health, Safety, and Environment (HSE) performance and that of their team (“I own your safety and mine”). We encourage worker participation in the formal site-management teams responsible for reviewing hazard and audit reports and developing action plans. As part of the orientation process at our operating sites, employees receive safety awareness training related to their role and their role in an emergency.



Westlake Pipe & Fittings has been awarded the Plastic Pipe and Fittings Association Processor Safety Award for the third consecutive year. This award is presented annually to the top safety performer in the Plastic Pipe and Fittings Industry based on OSHA record keeping standards. The Company won this prestigious award in 2015, 2017, 2022, 2023 and 2024.

## WORKER TRAINING AND PARTICIPATION

GRI 403-3, 403-4, 403-5, 403-6

All Westlake employees are accountable for their own Health, Safety, and Environment (HSE) performance and that of their team ("I own your safety and mine"). We encourage worker participation in the formal site-management teams responsible for reviewing hazard and audit reports and developing action plans. As part of the orientation process at our operating sites, employees receive safety awareness training related to their role and their role in an emergency.

Westlake employs trained professionals in health, safety, and industrial hygiene, who provide direction and development of

occupational health procedures. Our work environments are audited regularly in conjunction with cross-functional teams to provide expert advice on factors that influence employee and contractor health in the workplace. We have trained first responders and, in selected locations, medical professionals, who ensure first aid and emergency treatment is available should the need arise. Personnel who manage employees' personal health-related information undertake additional training in sensitive-data management.

## SAFETY IS OUR NUMBER ONE PRIORITY

We live and work by the motto of our founder, which hangs in every Westlake facility worldwide:



We have put safety first, and it will remain our number one priority. No job can be so important or urgent that people cannot take the time to work safely. Life is precious and irreplaceable.

— T.T. Chao, Founder

# EMERGENCY PREPAREDNESS

GRI 403-7

Westlake’s business and operational sites have integrated emergency response plans, which document the roles and responsibilities of employees and contractors in place to manage emergencies. We work with a broad range of stakeholders to communicate and coordinate an appropriate response, including certified safety personnel to act as an incident command team, local emergency services, and state and national security departments (including the U.S. National Response Center). Our Crisis Management Team, located at our corporate office in Houston, is responsible for managing the company’s reputation and protecting its license to operate in case of a major event.

Westlake regularly reviews our response plans, trains our employees on the appropriate response actions and routinely undertakes drills and exercises to test response arrangements. This includes the testing of equipment and lines of communication, as well as running in-field training exercises within a controlled environment to ensure that all relevant staff understand their roles in an emergency. Major drills are conducted at our chemical site operations and, on a lesser scale, across our other sites and office locations and are based on hypothetical major accident scenarios such as chemical releases, fires, and explosions.

Westlake also has well-established emergency plans to manage specific locational risks such as our site-specific Hurricane Preparedness Plans.



# PROCUREMENT AND SUPPLY CHAIN MANAGEMENT

GRI 308-1, 414-1

As a responsible business, Westlake is committed to sustainable business practices and complying with applicable regulatory frameworks, including the Dodd-Frank Act, in relation to conflict minerals.

Westlake desires to do business with suppliers who take their corporate social responsibility obligations seriously. Westlake, therefore, encourages suppliers to be socially and environmentally responsible, participate in sustainability programs, and be proactive in their approaches to deliver sustainable solutions. We expect high standards of our employees, contractors, and suppliers.

We seek to continuously improve our supply chain due diligence, and we require our suppliers to comply with our Supplier Code of Conduct. We evaluate our supplier base using key performance indicators (KPIs) that consider the countries and industries in which they operate, allowing us to assess potential environmental, sustainability, and governance risks. To further strengthen our process, we have integrated additional sustainability and safety-related questions into our supplier questionnaires. Procurement team members collaborate with our operations and technical teams to develop strategies that mitigate supply risks. Additionally, sustainability considerations are incorporated into our strategic sourcing evaluation forms, which inform how we award business as part of Westlake’s broader strategic-sourcing initiatives.

Our Sustainability Procurement Policy affirms Westlake’s commitment to a sustainable procurement agenda, concentrating on five key areas: environmental stewardship, respect for human and labor rights, upholding business ethics, ensuring health and safety, and quality control.



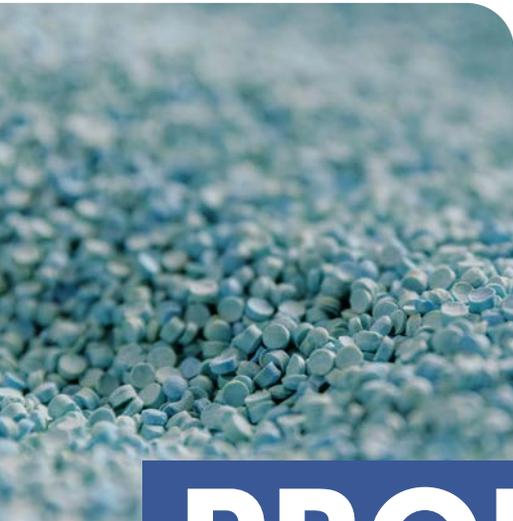
## PRODUCT STEWARDSHIP

At Westlake, we take a comprehensive approach to product stewardship by considering the different stages of a product’s life cycle and working to minimize potential risks to people and the environment. Consistent with our Drive to Zero commitment, we strive to advance safer performance-oriented materials and technologies that foster a circular and low-carbon economy, while upholding safety standards and regulatory requirements.

We integrate product stewardship into our management strategies as part of our ongoing commitment to responsible and sustainable business practices. We conduct product safety assessments that enable us to evaluate new raw materials, chemistries, and technologies that help our customers achieve their sustainability goals. These efforts have led to the formation of strategic alliances with certain vendors to develop alternative materials that are per- and poly-fluoroalkyl substances (PFAS) free, reducing the use of hazardous substances in our products.

We are committed to responsible chemical management and actively participate in industry associations such as the Chlorine Institute, a technical trade association that focuses on sharing approaches for managing the safe production, distribution and use of chlor-alkali products throughout our value chain. As members of the Chlorine Institute, we complete voluntary customer site evaluations for the safe handling of chlorine at customers’ facilities every five years.

**Consistent with the National Emission Standards for Hazardous Air Pollutants for Mercury Cell Chlor-Alkali Plants, we ceased production from our Natrium, West Virginia plant in 2025.**



# PRODUCTS

# OUR APPROACH

Westlake is a vertically integrated producer of performance-oriented and essential materials as well as North American housing and infrastructure products. The company manages the production chain from basic raw materials through to finished products. Our materials can be found in car interiors, electronics, fashion, food packaging, furniture, medical devices, outdoor living, pipe and fittings, roofing, shoes, siding, soaps and detergents, stone veneer, toys, and windows. Among the products we manufacture are vinyl and polyvinyl chloride (PVC) products, which are used extensively in construction, infrastructure, and industrial applications due to their versatility and cost-efficiency. These materials have a long service life, often lasting several decades in uses such as piping, building envelopes, and flooring.

Furthermore, our customers' demands for high quality materials, often with customized specifications, and, increasingly, materials with verifiable sustainability characteristics, further drive our product development. We also strive to find additional opportunities to further enhance circularity in product development. Various businesses continue to increase usage of in-house generated process regrind and recycled content. In addition, Westlake's businesses seek to identify opportunities to modify or upgrade products to provide potential sustainability benefits for our customers.

## Powering Lower-Carbon and bio-attributed PVC and Caustic Soda

Westlake Vinnolit produces lower-carbon GreenVin™ PVC and GreenVin caustic soda produced with renewable energy under European Guarantees of Origin (GO). GreenVin PVC is used in various PVC-application areas, such as the automotive, window manufacturing, and pharmaceutical packaging sectors. GreenVin PVC is approximately 30% less carbon intensive compared to conventionally produced Westlake PVC. Introduced in 2021, GreenVin PVC now represents a significant share of overall Westlake PVC sales in Europe.

Similarly, GreenVin caustic soda is approximately 82% less carbon intensive compared to conventionally produced Westlake Vinnolit caustic soda. Also known as sodium hydroxide, caustic soda is used to produce detergents, cardboard, pharmaceuticals, water treatment, and many other key products.

In 2022, Westlake launched GreenVin bio-attributed PVC, which is produced with renewable energy and renewable ethylene. The renewable ethylene is derived from second-generation biomass, based on used cooking oil. GreenVin bio-attributed PVC is ISCC PLUS certified, using the mass- balance approach. Bio-attributed GreenVin PVC is approximately 80%\* less carbon intensive compared to conventionally produced Westlake PVC.

*\*Based on a cradle-to-gate product carbon footprint calculation certified by TÜV Rheinland, in accordance with the ISO 14067 standard and the TFS PCF Guideline Version 3.0, taking biogenic CO<sub>2</sub> fixations into account.*



### Westlake’s Pivotal® One-Pellet Solution: Polyethylene Film Applications Incorporating Post-Consumer Recycled Content

Polyethylene, known for its versatility and product performance, continues to be a widely used material for flexible film and durable applications. These include protective packaging for food and consumer goods, agricultural film, caps and closures, and trash bags. New regulations and growing consumer interest in circularity are creating demand for the use of recycled materials in key product categories, especially packaging. Westlake Polyethylene is committed to overcoming the technical challenges of incorporating higher volumes of recycled materials into its polyethylene (PE) resin.

Products from our Pivotal® Polyethylene portfolio have obtained the GreenCircle Certification, verifying that these products contain post-consumer recycled content ranging from 25% to 70%. Our Pivotal® Polyethylene products are specifically designed to maintain film performance while incorporating PCR content into various flexible film applications



### Foundry® Specialty Siding

Our Housing & Infrastructure Products businesses also endeavor to incorporate a significant amount of in-house generated process regrind back into production lines to manufacture products made with recycled material. For example, our Foundry® Specialty Siding produced at Westlake Royal Building Products’ Franklin, Ohio, site incorporates recycled material in the substrate layer. This product is a multi-layered vinyl cladding that has the appearance of cedar shingles and shakes with the durability and low maintenance of vinyl.

### Westlake Dimex: From Dock Edging to Matting

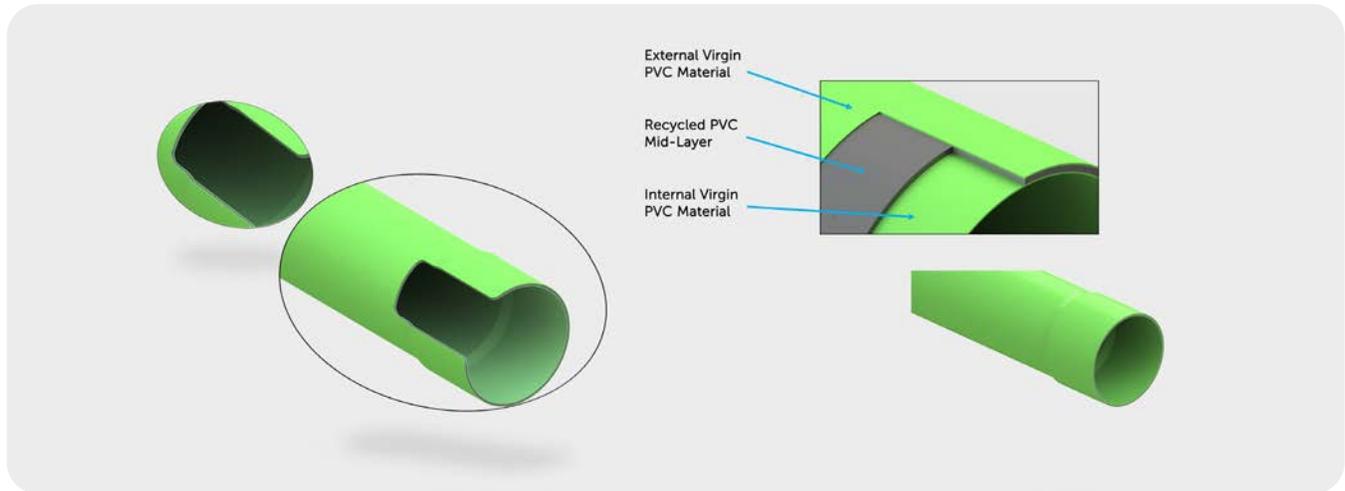
For over 30 years, Westlake Dimex is one of the largest recyclers of industrial PVC and has manufactured consumer products made from PIR PVC, PE, nylon, thermoplastic elastomers, and other polymer materials. Our commitment to circularity in our manufacturing process means that we collect millions of pounds of plastic scrap that would otherwise be set for disposal or enter landfills every year and incorporate it into our own finished products or sell it to other manufacturers.

Westlake Dimex uses a proprietary blending process to turn harder-to-recycle materials into finished products, including a variety of consumer goods such as landscape edging, industrial, home and office matting, exercise matting, marine dock edging, and more.



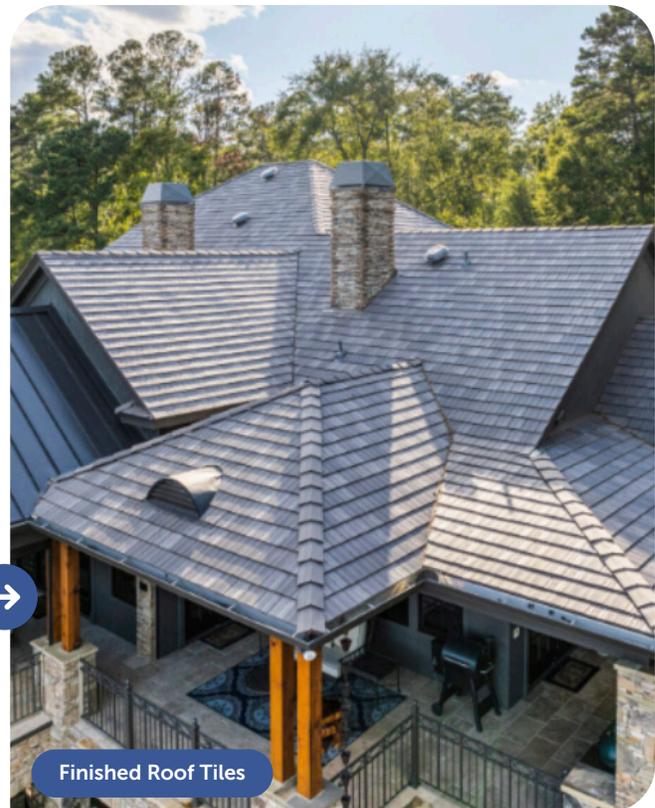
## Reducing Waste with A-B-A Multi-Layer Technology

PVC pipe is widely used in water and sewer systems and is safer and more durable than alternative pipe materials that can be weakened by corrosion or can leach metals into drinking water. PVC pipe does not contain phthalates or bisphenol-A, and PVC resin manufacturers remove vinyl chloride monomer (VCM) to non-detect, safe levels as verified and audited by the National Sanitation Foundation (NSF). Westlake Pipe & Fitting's A-B-A multi-layer pipe technology, which incorporate recycled content, provides an innovative alternative to conventional pipe for sewer and duct applications. The A-B-A pipe contains three layers, with the innermost core layer comprised of PIR PVC content.



## Durable and Recyclable Rooftiles

Westlake Royal Building Products' DaVinci Roofscapes tiles are manufactured with an estimated life expectancy of approximately 50 years. These roof systems require less maintenance and replacement compared to alternative roofing materials. In addition, our DaVinci tiles are also recyclable. Our DaVinci Roofscapes recycling program encourages roofers and contractors to return used roofscapes and cuttings from projects within 500 miles of our manufacturing plant in Lenexa, Kansas, to be recycled, diverting these materials from landfill disposal.



### Stone Solutions Contain a Minimum of 57% to 60% Pre-Consumer Recycled Content

Westlake Royal Stone Solutions™ offers architectural stone veneers for exteriors, fireplaces, and wall treatments that are designed for different regional climates. Two of the stone solutions incorporate a minimum of 57% (Versetta Stone®) to 60% (Cultured Stone®) pre-consumer recycled content. These environmental claims are validated by UL Solutions, a global safety science leader.



### Advantages of Vinyl Siding

- ✔ Is recyclable
- ✔ Has low impact on global warming
- ✔ Little water is used to manufacture
- ✔ Less than 1% waste in manufacturing
- ✔ Many design options
- ✔ Lightweight and resource efficient
- ✔ Retains colors
- ✔ Virtually no maintenance is required
- ✔ Long life span
- ✔ Resilient in all climates

### Transforming Combustion Waste into Durable TruExterior® Trim and Siding

Westlake Royal Building Products manufactures TruExterior Trim and TruExterior Siding, which has a minimum of 70% pre-consumer recycled fly ash content. Fly ash is a byproduct of coal-combustion power generation that is typically discarded as waste in landfills. When fly ash is combined with polymers, it creates a durable material that is ideally suited for exterior siding and trim. It is resistant to cracking, rotting, splitting, and insects and has a high level of dimensional stability during periods of moisture and temperature change.

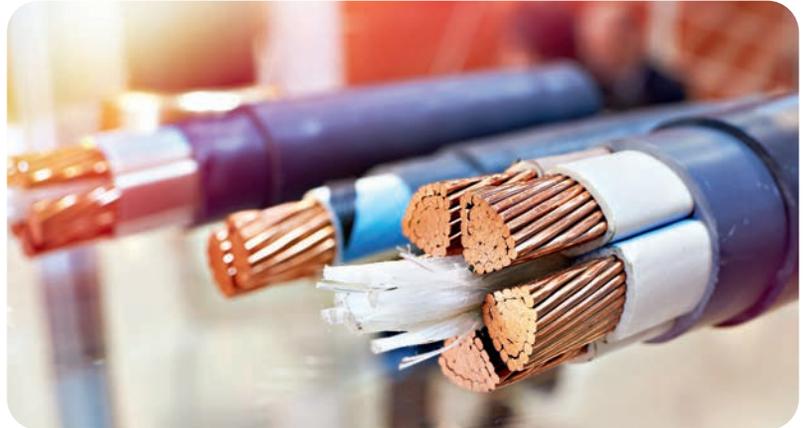


### Westlake Epoxy’s EpoVIVE™: Advanced, REACH free Renewable Raw Material Resin Technology

In Europe, Westlake Epoxy has launched its EpoVIVE™ portfolio, a range of resins, modifiers and curing agents that includes ISCC PLUS mass-balance options using renewable raw materials and product offerings formulated without CMR (carcinogenic, mutagenic or toxic for reproduction) or SVHC (substances of very high concern ) labelled substances. These products provide alternatives to existing technologies used in composites, coatings, civil engineering and adhesives, while targeting comparable performance in their intended applications. In addition, selected EPIKOTE™ Resin grades are being developed for use in recyclable systems to support end-of-life recovery and improve material circularity.

### Aspire Vinyl™: Phthalate-Free, Renewable, and High-Performance Building Solutions

Westlake Global Compounds Aspire Vinyl™ flexible compound replaces traditional phthalate-based compounds intended for the manufacture of building materials. Aspire Vinyl is a renewable raw material plasticizer solution with 30-49% renewable carbon content. The renewable component in Aspire Vinyl™ is derived from plant-based oils, such as soybean or corn oil. Aspire Vinyl is used in a variety of building products, including wire and cable jackets.



### Lighter, Stronger, Lower Carbon: The Lightweighting Advantage of PVCO Pipe

Westlake Pipe & Fittings produces a molecular-oriented PVC (PVCO), which is a pipe with enhanced water flow and a lower-carbon footprint compared to traditional Westlake PVC pipe.

During the manufacturing process, the PVC molecules are stretched and reorganized to improve material properties, making the pipe stronger and lighter weight. PVCO provides approximately 10% more internal flow area compared to non-oriented PVC pipe with the same outside diameter and more than 40% reduced pipe weight compared to traditional Westlake PVC pipe used for distribution of potable water. Less material per unit length provides secondary benefits in the transportation of the product. By reducing the weight of the haulage, vehicles can use less fuel, thereby reducing carbon emissions. PVCO is available in North America.

PVCO is ideal for replacing aging metal pipes in existing public water infrastructure as well as for bringing potable water to communities that previously lacked access.



# PEOPLE



## SUPPORTING OUR DIVERSE WORKFORCE

At Westlake, safety is at the heart of everything we do. Our highest priority is to ensure the health and safety of our colleagues, communities, and the environment. We believe that no job is so important or urgent that it cannot be done safely. This unwavering commitment to safety is essential to achieving our purpose of enhancing lives every day through our sustainable products and solutions. Our success is directly tied to the talents and passions of our diverse workforce, and we provide a safe, secure, and positive work environment where every employee can grow and thrive.



Westlake's deeply rooted commitment to diversity and inclusion goes hand in hand with our focus on safety. We know that fostering a diverse workforce that reflects the communities in which we operate is critical to our business success and to continuously provide innovative solutions for our customers. By supporting a culture of safety, respect, and inclusion, we empower our employees to reach their full potential and help us achieve our business objectives, while ensuring that everyone returns home safely each day.

# MAINTAINING THE SAFETY OF OUR WORKFORCE

GRI 103-1, 403-1, 403-8, 403-9, 403-10  
SASB RT-CH-320a.1, RT-CH-320a.2

At Westlake, safety is a core value. The application of relevant, regulatory-driven, health and safety policies and procedures is essential in our business operations. In our workplaces and plants across the world, we emphasize our Drive to Zero policy as part of our commitment to safety, which is managed through key functions, company-wide and at the local level. We aim to achieve zero accidents and zero injuries across all of our operations every day. While we know that zero injuries and zero accidents is an aspirational goal, we strive to achieve that aspirational goal by providing employee safety training especially targeting life-critical rules, installation and maintenance of required machine guarding, examining the root cause(s) of workplace accidents, and communicating lessons learned across relevant locations and functional groups, as well as developing and implementing programs to address human behavior factors in our operations, and ensure the safety of our contractors and visitors to the sites.

Our HSE policies and procedures are designed to comply with applicable legal requirements and address the most common causes of serious incidents at our manufacturing locations. They include commitments to:

- Continually improve our HSE performance;
- Assess and manage risks;
- Maintain clean, safe, and healthy workplaces; and
- Plan and prepare for potential emergencies.

Our corporate HSE management system applies standards using Recognized and Generally Accepted Good Engineering Practices (RAGAGEP), which apply to specific activities (for example, mechanical integrity, facility siting, etc.) conducted by Westlake and its operating chemical facilities. Westlake has a dedicated team at the corporate level that is responsible for the HSE management system with HSE personnel responsible for implementation at the site level, as applicable.

Site-specific policies set out the necessary requirements to meet or exceed compliance with corporate policies and RAGAGEP. Contracted workers may use their parent company's health and safety procedures, which must meet Westlake's policies as a minimum. The Westlake HSE policies must be adhered to by both full-time and contract workers.

We aim to minimize the risk and reduce the potential severity of process-safety events and occupational health and safety incidents. We are actively working toward our goal to attain Star status under the U.S. Occupational Safety and Health Administration's (OSHA)

Voluntary Protection Program (VPP) for each of our United States-based chemical plants. VPP allows each site's management team and workforce to collaborate with OSHA to promote effective, worksite-based health and safety. Several of our sites in Europe and Asia are externally certified to ISO 45001 — Occupational Health and Safety Management System.

Across all of our sites, we seek to operate with our internal safety standards to ensure that our employees, contractors, visitors, and communities receive a consistent level of protection across all jurisdictions. All employees and contractors whose work and/or workplace is controlled by Westlake are required to comply with all HSE management-system requirements. We implement data-driven, risk-based HSE Management System audit programs across our sites and corporate office, as well as focused reviews against key HSE standards covering process safety and occupational health and safety. Our corporate level HSE auditing function performs audits once every three years in the following disciplines: occupational safety and health, process safety, and environmental. The team is made up of personnel from within Westlake and third-party subject matter experts in the discipline being audited. We frequently review our operations to assess the risk of major accidents and to implement controls designed to prevent their occurrence. Many of our sites are applicable to OSHA's Process Safety Management (PSM) program and Westlake employs a team to focus on the fourteen elements of the regulation. This team's purpose, consisting of internal and external professionals, is to monitor and ensure proper management and compliance with the PSM rule to prevent and minimize the risk of major accidents.

HSE performance is monitored, measured, and reported on a periodic basis to the Corporate Risk and Sustainability Committee, which reports to the Board. The Corporate Risk and Sustainability Committee meets at least four times a year to discuss risks and opportunities associated with health and safety.

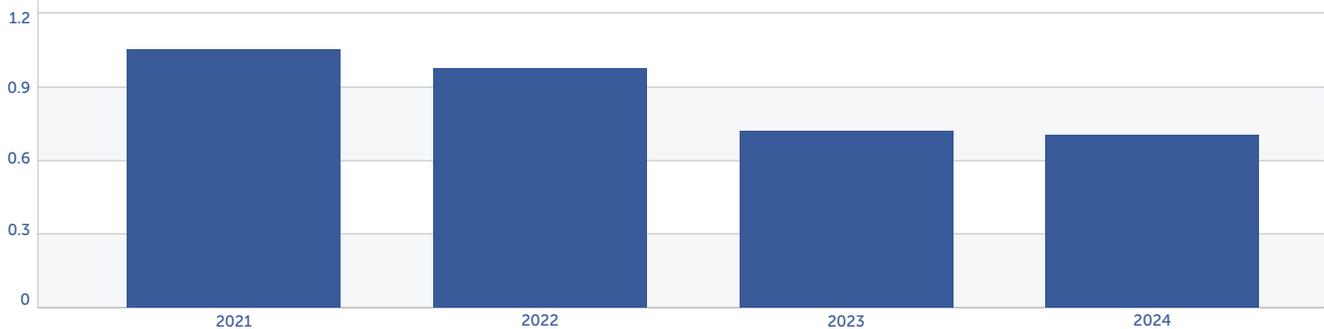


# WORKER SAFETY DATA

All Employees**		
Metric	Number	Rate*
Fatalities as a result of a work-related injury	0	0
High-consequence work-related injuries (excluding fatalities)	N/A	N/A
Recordable work-related injuries	111	0.68
Main types of work-related injury	The most common mechanisms of injury were "injury through manual handling or lifting" at 23% and "slip trip, or fall on the same level" at 16%. The most common injury types were "sprain, strain, twist" at 34% and "laceration" at 21%	
Hours worked	32,657,179	
*Rates based on 200,000 hours **Data in this table excludes contractors, see below for contractor-related data		
PEM Contracted Workers		
Metric	Number	Rate*
Fatalities as a result of a work-related injury	0	0
High-consequence work-related injuries (excluding fatalities)	0	0
Recordable work-related injuries	18	0.33
Main types of work-related injury	The most common mechanisms of injury were "caught in, under or between" at 50% and "chemical exposure (inhalation, ingestion or contact)" at 19%. The most common injury types were fracture at 29% and laceration at 24%.	
Hours worked	10,898,839	
*Rates based on 200,000 hours		

## Total Recordable Injury Rate (TRIR)

(Injuries per 200,000 work hours)



# WORKER SAFETY DATA

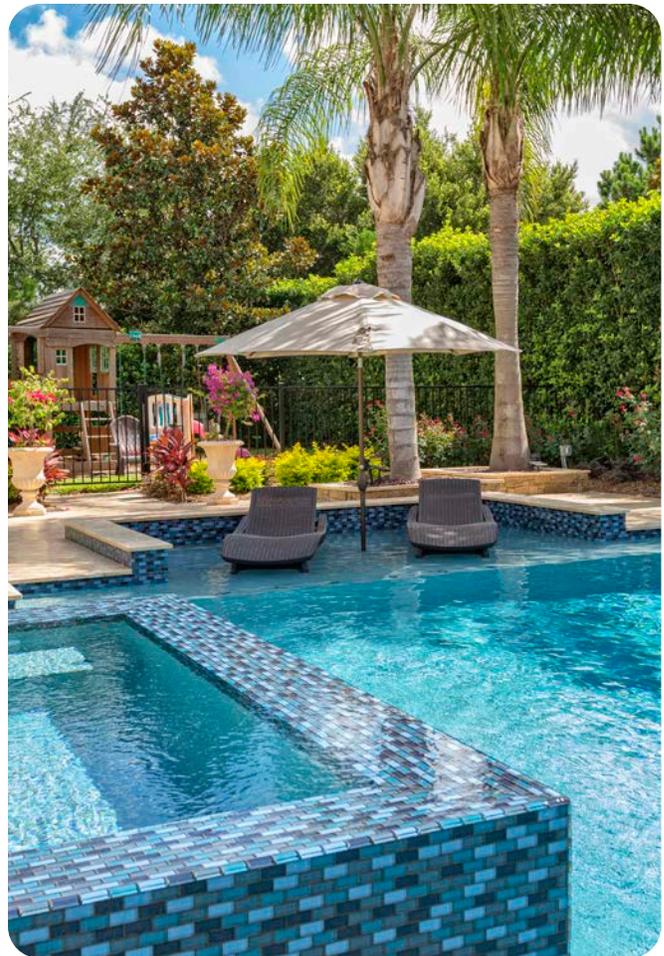
## Worker-related Ill Health

Metric	All Employees		PEM Contracted Workers	
	Number	Rate	Number	Rate
Fatalities as a result of work-related ill health	0	0	0	0
Recordable work-related ill health	0	0	0	0
Main types of work-related ill health reported	There were no cases of work-related ill health.			



### Calvert City Chlor-alkali Unit Receives “Diamond Level” Safety & Environmental Record

The Chlorine Institute’s prestigious “Diamond Level” status is its highest level of recognition. Calvert City was one of 2 U.S. chlor-alkali producers and among 39 North American and international chlor-alkali producers, packagers, bleach manufacturers, and chlorine end-user sites to receive this honor.





As a testament to our safety commitment, the Vinyl Institute in 2024 recognized several of our manufacturing sites for their outstanding Health, Safety, and Environmental performance during calendar year 2023. Erik Keracik, Vice President of Operations North American ChloroVinyls, who served as Chairman of the VI in 2025, accepted these awards on behalf Westlake during the VI's 2024 annual meeting:

### Safety Excellence Award

Awarded to plants with five or more consecutive years of no recordable incidents:

- Aberdeen, Mississippi Plasticizer/Additive Manufacturing Plant (8 consecutive years of performance)
- Calvert City, Kentucky PVC Plant (5 consecutive years of performance)

### Safety Honor Award

Recognizing plants with no recordable incidents in calendar year 2023:

- Calvert City, Kentucky EDC/VCM Plant
- Calvert City, Kentucky PVC Plant
- Geismar, Louisiana PVC Plant
- Geismar, Louisiana EDC/VCM Plant
- Lake Charles South, Louisiana EDC-only Plant
- Lake Charles North, Louisiana EDC/VCM Plant
- Aberdeen, Mississippi Plasticizer/Additive Manufacturing Plant
- Aberdeen, Mississippi PVC/CPVC Compounding Plant
- Hazelhurst, Mississippi PVC/CPVC Compounding Plant
- Prairie, Mississippi PVC/CPVC Compounding Plant

### Environmental Excellence Award

Awarded to plants with outstanding performance for five or more consecutive years under EPA's National Emission Standards for Hazardous Air Pollutants (NESHAPs) and other environmental permit requirements:

- Aberdeen, Mississippi Plasticizer/Additive Manufacturing Plant (11 consecutive years of performance)
- Aberdeen, Mississippi PVC/CPVC Compounding Plant (11 consecutive years of performance)
- Madison, Mississippi PVC Compounding Plant (8 consecutive years of performance)

### Environmental Honor Award

- Presented to plants with significant emissions reductions under NESHAPs, CERCLA, and EPA's Toxics Release Inventory:
- PVC Category: Calvert City, Kentucky PVC Plant
- EDC/VCM Category: Lake Charles South, Louisiana EDC/VCM Plant



### Westlake Pipe & Fittings' Brownsville, TN site received the Tennessee Governor's Award of Excellence for Workplace Safety and Health

The Tennessee Governor's Award is presented to manufacturing plants that have achieved a minimum of **1 million person-hours** without a lost time incident.

## Community Advisory Panels (CAP)

We believe that our responsibilities extend beyond our operational boundaries to the communities in which we live and operate. Our commitment is to make a tangible, positive impact, which starts with providing competitive wages to foster a thriving local economy. By doing so, we not only contribute to the financial well-being of our employees and their families but also to the broader community, ensuring it remains vibrant and sustainable.

Westlake’s Community Advisory Panels (CAP) are a cornerstone to our commitment to environmental stewardship and two-way communication with our communities. Facilitated by a third-party contractor to ensure impartiality and objectivity, these

panels convene multiple times a year at our chemical facilities in the United States, providing a crucial forum for dialogue among community members, businesses, and leaders on health, safety, and environmental concerns.

Our community engagement through CAPs extends from the early stages of planning, through permitting, construction, and operations. If we are building a new facility, we engage in public forums and provide information and plant tours to encourage open communication with the community to understand and address their concerns.

# OUR EMPLOYEES

## 2-7 Employees

Employees by Region & Gender, 2024 (HEAD COUNT/FULLTIME EMPLOYEE)

Region	Permanent Employees	Female	Male
North America	12,269	2,629	9,633
South America	2	1	1
Europe	2,383	298	2,085
Asia	889	192	697
<b>Total</b>	<b>15,543</b>	<b>3,120</b>	<b>12,416</b>

\*(7) employees undisclosed gender (<1%)

Westlake’s global workforce is diverse, and 35.9% of our U.S. employees in 2024 self-identified as Black, Indigenous or a Person of Color.

In addition to our own employees, we use the services of contract workers, who are typically engaged through staffing agencies and contractors, to assist with certain functions (e.g., facility maintenance personnel).

### Highlights:

- Westlake received an “America’s Greatest Workplaces for Diversity 2024” accolade from Newsweek
- Westlake received “A Top Workplace” award from the Houston Chronicle



# DIVERSITY & INCLUSION

GRI 103-1, 405-1

## A Commitment to Diversity

Westlake recognizes that a diverse workforce is critical to our business success and providing solutions for customers. We encourage all employees to bring their integrity, creativity, dedication, and diverse perspectives to the table to achieve better decisions and more creative solutions.

Westlake received an "America's Greatest Workplaces for Diversity 2024" accolade from Newsweek magazine. According to Newsweek, this list "recognizes top large and mid-size companies that employees have identified as genuinely respecting and valuing individuals from different walks of life."

## Westlake's senior management shares what diversity means to them and their experience in the workplace.



**Jean-Marc Gilson**  
CEO and President

### Can you share a personal story or experience that highlights the importance of diversity and inclusion in your life or career?

"Over the course of my thirty-year career, I have had the privilege to spend roughly an equal amount of time in Europe, Asia, and the United States and to immerse myself in different cultures and communities. This exposure has provided me with firsthand insights into organizational dynamics. I've observed that companies falter when decision-making is monopolized by homogeneous groups, despite their well-meaning intentions. The absence of varied perspectives can often lead to suboptimal results. My experiences have reinforced my belief that an 'open-culture'—one where employees feel comfortable to offer diverse thoughts and opinions—is fundamental to building a robust and resilient company."

### What strategies have you found most effective in advocating for a more inclusive workplace?

"It's imperative that our managers "lead by example" and set a precedent for the rest of the team. It is essential for managers to cultivate during meetings an environment where every voice is heard by actively inviting contributions from all attendees. Engagement should be intentional and inclusive, ensuring that everyone feels welcome to share their insights. Above all, when valuable input is offered, it's crucial to acknowledge and commend the employees publicly, reinforcing a culture that appreciates and celebrates diverse perspectives."



**Karin Brunner**  
HR Director Europe & Asia

### How does our approach to diversity and inclusion give us a competitive advantage on a global scale?

"In the competition for the best talents, Diversity & Inclusion efforts allow us to have a broader range of candidates available for us. In addition, diverse teams are more creative and more successful. Especially in an international environment like Westlake, this is very important.



**Derrick Cyprian**  
Vice-President, Tax

### Can you share a personal story or experience that highlights the importance of diversity and inclusion in your life or career?

I have spent a good portion of my 35+ year career as 1 of 1. I have never been a part of a company that had an employee resource group, until Westlake. It is refreshing to see the coming together of the various groups and experiencing the excitement of working, socializing, and learning about each other, not only for betterment of the company, but also for the community.

### How does our approach to diversity and inclusion give us a competitive advantage on a global scale?

Diversity and inclusion provide a competitive advantage on a global scale through a number of avenues. Employees are important to any company. As such, diversity and inclusion provide an increased ability to recruit diverse talent and helps with higher employee retention. It is my belief that diversity of thought and culture fosters creativity, innovation, and improved decision making, resulting in better productivity and business results. It also makes for a better workforce and an opportunity to learn about and embrace others.

# EMPLOYEE NETWORKS

GRI 405-2

We are responsive to employees seeking networking and professional development opportunities across business segments and geographies through our employee networks. These self-driven networks, which include our employee resource groups (ERGs), help foster a positive work environment while actively contributing to Westlake’s values and initiatives related to diversity and inclusion. As Westlake continues to grow in size and scope, our employee networks benefit the company by empowering employees to build community. Westlake has four primary ERGs: the Hispanic Organization for Leadership and Action (HOLA), Westlake Asian Organization (WAO), the African Diaspora of Westlake (ADW), and the Women of Westlake (WoW). These groups foster professional development and recognize the accomplishments of their peers, while also offering open forums for discussion and support. In addition, our employee networks provide similar opportunities for personal growth and community engagement, such as the Young Engineers Group, a professional development organization for employees under age 30, and our longstanding Volunteers of Westlake (VoW).

# DIVERSITY AND EQUAL EMPLOYMENT

GRI 103-1, 405-1

	Percentage of individuals within the Board of Directors (12)	Percentage of individuals within the other Executive Officers (includes VPs) (27)	Percentage of individuals within the Board of Directors and Executive Officers (includes VPs) (36)	Percentage of employees* (15,523)
<b>Male</b>	75.0%	92.9%	86.5%	79.9%
<b>Female</b>	25.0%	7.1%	13.5%	20.1%
<b>Under 30</b>	0.0%	0.0%	0.0%	14.2%
<b>30-50</b>	33.3%	17.9%	21.6%	49.8%
<b>Over 50</b>	66.7%	82.1%	78.4%	35.8%
<b>Minority **</b>	50.0%	21.4%	24.3%	35.9%
<b>Non-minority</b>	50.0%	78.6%	75.7%	61.1%
<b>Undisclosed</b>	0.0%	0.0%	0.0%	3.0%

Race/ethnicity data relates to US only (10,560 employees). Gender and age data relates to all employees globally (15,520)

\*Black, Indigenous and People of Color (BIPOC)

We are focused on providing development opportunities to employees to continue to fully engage our workforce and support succession planning.

At the same time, Westlake is very proud of our long-tenured workers — those who have been part of our extended family for years. Under our Service Awards Program, we celebrate and recognize employees’ years of service every five years.

## EQUAL OPPORTUNITY AND PAY

### GRI 405-2

Westlake provides our workers with fair wages and upholds all applicable fair wage laws in all locations. We strive to pay wages that meet or exceed the legally required wage or industry standard.

We reward our employees based on personal, team, and company results.

Westlake recognizes that women have historically been underrepresented in the manufacturing sector, and we are actively looking at ways to increase our job candidate pools, including the number of women we attract to apply for work at Westlake. We also specifically recognize the importance of education in science, technology, engineering, and math (STEM).

The success of our business, like that of other manufacturing businesses, depends heavily on people with technical expertise in the STEM fields. Westlake supports STEM programs in our communities to support academic growth in these fields.

Westlake has performance-review and merit-increase processes in place that ensure pay increases commensurate with demonstrated performance and that allow managers and employees to identify opportunities for career growth and development. In addition, as part of the annual mid-year review process, Human Resources conducts a comprehensive review of base salaries of employees as an internal accountability mechanism to ensure equity in pay.

## TRAINING AND EDUCATION

### GRI 404-3

Westlake strives to ensure equitable access for professional development opportunities to all salaried employees, and to that end, provides annual performance reviews as well as ongoing feedback and training to help develop a diverse array of skillsets among our teams.



## EMPLOYEE ENGAGEMENT AND DEVELOPMENT

### GRI 404-1, 404-2

### Leadership Development

At Westlake, we are dedicated to nurturing the growth of both our current leaders and those of tomorrow through a comprehensive array of leadership development offerings. These offerings cover a spectrum of subjects including effective communication, strategic planning, informed decision-making, and embracing diversity and inclusion.

Additionally, Westlake has established a collaboration with leading consultancies to deliver a wide range of leadership and development resources to our entire workforce, irrespective of their position within the company. Our personnel can leverage on-demand training resources that address critical workplace issues such as conflict resolution, performance management, and diversity and inclusion, among others.

### Business and Professional Development

At Westlake, managers and leaders are encouraged to engage in conversations with employees to discuss critical business updates, hold career-planning discussions, and provide coaching on potential development opportunities. Employees are also able to play an active

role in their own development. Westlake’s employee training and professional development program emphasizes safety, compliance with company policies, and professional growth. Our training is offered in multiple languages to support our employees across the globe. In addition to live in-person or webinar-based training to targeted employee populations, we offer a comprehensive learning management system, which enables us to deliver on-demand or scheduled training to larger segments of our employee population on a variety of topics.

The Learning and Development team curates an extensive annual training calendar that offers open enrollment for skill enhancement in areas such as presentation techniques, negotiation tactics, and business savvy. Moreover, Westlake empowers employees with the flexibility of self-directed learning through UdeMy Business, which provides a vast library of courses available in 13 different languages.

### Technical Development

Westlake is dedicated to enhancing and nurturing our pool of technical expertise. In 2024, we continued an in-house apprenticeship initiative in collaboration with local community colleges, federal agencies, and our sites, successfully integrating 16 apprentices into the program. These apprentices are engaged in an array of technical disciplines such as automation and



robotics, industrial maintenance, electromechanics, and plastics processing and molding. They also receive hands-on training, allowing them to practically apply their newly acquired skills. To fortify our engineering talent reservoir, we have established the GROW program, which stands for “Graduate Rotation and Opportunities at Westlake.” This program offers engineering graduates a comprehensive three-year rotation that encompasses practical work experience, project involvement, as well as leadership and technical training.

Although targeted to engineering graduates, the program welcomes a diverse group of participants within the field, including those who have studied chemical engineering, mechanical engineering and electrical engineering at a variety of universities across the United States.

In addition to the GROW program, several Westlake locations in the U.S. offer registered apprenticeships to students enrolled in local technical schools or community colleges. While studying subjects such as electromechanics, industrial maintenance, plastics, or tooling, these students gain on-the-job training at Westlake. Upon completing both their academic programs and hands-on training, apprentices are hired as maintenance technicians or operators at Westlake.

## EMPLOYEE BENEFITS

GRI 401-2, 401-3

Our commitment to our employees is a core value at Westlake, and we know that we can only do our best when our employees are at their best. Westlake offers an array of benefits that support physical, financial, and mental wellness. In the U.S., coverage for health and life insurance begins on an employee’s date of hire. In addition, all employees may take advantage of Westlake’s Employee Assistance Program, which offers mental health support and counseling to employees and their families.

Our suite of benefits for U.S. employees includes:

- Medical, dental, vision, and other healthcare benefits
- Health advocate services
- Individualized virtual therapy for musculoskeletal issues delivered by licensed physical therapists
- Employer match of 401(k) contributions
- Paid time off and holidays
- Disability benefits
- Paid parental leave
- Life insurance
- Scholarship program
- Educational assistance
- Fitness reimbursement program

### Family-Centered Benefits

Our family-centered programs include paid parental leave. Employees who bring a child into their family by birth, adoption, or foster care are eligible for parental leave, providing employees globally with a minimum of 10 paid vacation or personal leave days.

### Educational Assistance Benefit

To support our commitment to employees’ professional and educational development, we offer an Educational Assistance Program that helps pay for coursework. Any regular full-time employee with a minimum of six months of service prior to enrollment in the elected course(s) and who received approval from local management and the Total Rewards Department is eligible for educational assistance unless otherwise stipulated under a labor or works council agreement.

### Dependent Scholarship Benefit

For the 28th consecutive year, Westlake provided scholarships in 2024 to recognize and reward high-achieving college-bound students of employees in the U.S. and Canada. Westlake notified 121 students that they received the 2024-2025 Westlake Scholarship Program.

This annual award of scholarships demonstrates Westlake’s ongoing support of higher education endeavors for high school students of company employees. Scholarships are generally renewable for up to four years of undergraduate study, provided the student maintains specific academic standards. The average



recipient of the 2024 scholarships held a 3.82 GPA, ranked in the top 15% of their senior class, and made significant contributions to their communities through numerous volunteer and civic activities.



# COMMUNITY

# ENGAGING OUR LOCAL COMMUNITIES

GRI 103-1, 413-1 SASB RT-CH-210a.1

Around the world, we support the communities where we live, work, and play. Our company and our employees volunteer time and provide financial resources for programs that benefit education, healthcare, and other vital local interests. Our objective is to extend the family-oriented spirit of our organization to uplift and support our local communities.

## Our Commitment to United Way

United Way, one of the largest non-profit organizations in the United States, is among the primary philanthropies Westlake and its employees support. Westlake’s North American employees regularly participate in local campaigns to support the United Way’s mission of building stronger communities. Our headquarters employees in Houston contributed approximately \$356,000.



## Making a Global Impact, One Person at a Time

Being a good corporate citizen is a core goal at Westlake. This ethos reflects the outreach by individual employees and employee groups who engage in their local communities to make positive impacts.

## Siding with Hope: Westlake Donation to Jimmy Carter’s Habitat for Humanity

Westlake proudly supported the Jimmy Carter Project with Habitat for Humanity, which celebrated its 40th anniversary, by donating siding material for 25 homes.

This contribution continues Westlake’s long-standing commitment to building stronger communities and providing families with safe, affordable housing. Through its partnership with Habitat for Humanity, Westlake Royal Building Products in Columbus, Ohio has donated siding and trim materials for over 20 years, helping empower families and enhance neighborhoods with durable, high-quality building products.

## Supporting our Heroes through PVC pipe and fittings donation

Westlake donated PVC pipe and fittings to Ranger Road, a veteran support charity. Westlake’s donation will be used for a home and treatment center to be used free of charge by disabled veterans and their families. This project is in Northern California, just outside of Sacramento.



### Westlake Warrior Cycles for a Cure

In April 2024, the Westlake Warriors cycling team completed their 8th MS 150 event. Covering 165 miles, beginning in Houston, Texas and ending in College Station, Texas, the MS 150 raises money for the National Multiple Sclerosis Society. This year, the Westlake Warriors cycling team welcomed six new members and raised more than \$18,000 for the cause. Since the team’s inception in 2017, the Westlake Warriors have raised over \$131,000 toward the advancement of research on multiple sclerosis.



### Brownsville Location Celebrated 50 Years in the Community

Westlake’s Brownsville, Tennessee facility marked 50 Years of manufacturing excellence and community partnership. Plant leadership collaborated with the Mayor and city council to rename the street in front of the plant facility to ‘Westlake Way’ commemorating the company’s long-standing contribution to the local economy and workforce. This, along with a weekend of community events, supported the anniversary.



### Westlake Global Service Month

During Westlake’s 2024 Global Service Month, sites across three continents mobilized with one common goal: to help our communities. The annual Global Service Month tradition, started in 2016, brings Westlake’s core value of Citizenship to life. Dozens of Westlake team members, joined by friends and family, volunteered to take an active role in making our communities better. Here’s a look at a few of the key areas our service projects targeted:

#### Fighting Hunger Near and Far

Over the years, Westlake has continually joined the fight to end food insecurity. In September, several sites stepped up to help provide nutritious meals to those in need.

#### Providing Shelter to Local Families

Westlake volunteers pitched in to help provide for one of the basic needs of those in our communities: shelter and a comfortable place to rest.

#### Being a Good Neighbor

Team members across the globe served in projects addressing a variety of unique needs for those in their communities. From helping young adults find independence, beautifying public spaces, supporting local students and showing families of sick children that we care, these projects showed our neighbors that we are taking an active role in making our communities better.

#### Getting Active to Give Back

Another way colleagues chose to make a positive impact included getting active by joining local run/walk events to raise funds for charitable causes. Thank you to all who laced up their sneakers and donated to make these events a success.

### Running for a Cause in Bien Hoa, Vietnam

Our Bien Hoa, Vietnam location participated in the Pink Run, hosted by Breast Cancer Network Vietnam (BCNV). The 5k "Run for Beloved Ones" aimed to show those battling breast cancer that they are not alone, raising funds to support BCNV's outreach efforts, including providing free breast cancer screenings. BCNV is a member of the Union for International Cancer Control (UICC).



### Fighting Hunger and A Walk to Bring Hope in Bolingbrook, Illinois

In Bolingbrook, Illinois, team members from Westlake Pipe & Fittings packed meals for the organization Feed My Starving Children, which fights hunger and malnutrition worldwide.

### Building Community in Brownsville, Tennessee

Westlake Pipe & Fittings team members in Brownsville, Tennessee hosted a booth at a local National Night Out event, which aims to build partnerships with local law enforcement and foster connection in the community. In 2024, Westlake Pipe & Fittings celebrated 50 years of operating in the Brownsville, Tennessee area.



### New Folding Chairs for the Youth Center’s Play Mobile in Burghausen, Germany

The Westlake Vinnolit team in Burghausen, Germany, volunteered to help the local youth center by building fifteen folding chairs for its play mobile. This play mobile, used at community events, is stocked with a variety of toys and activities that children enjoy—such as street painting circles, juggling balls, and bamboo sticks—but until now, it did not have seating for children or their parents. Here’s a look at a few of the key areas our service projects targeted: a variety of unique needs for those in their communities. From helping young adults find independence, beautifying public spaces, supporting local students and showing families of sick children that we care, these projects showed our neighbors that we are taking an active role in making our communities better.



### Filling Backpacks with Care in Deer Park, Texas

The Westlake team in Deer Park, Texas, helped local students by filling 200 backpacks with school supplies for the start of the school year. The project, done in partnership with the East Harris County Empowerment Council, aimed to equip and empower students for a better education and brighter future.





### Meeting Essential Needs and Supporting Skill-building in Calvert City, Kentucky

Colleagues in Calvert City, Kentucky, collected non-perishable food items and monetary donations to support West Kentucky Allied Services, which distributed groceries and gas gift cards to local people in need. Additionally, Calvert City team members volunteered at the Marshall County Exceptional Center, a non-profit serving individuals with intellectual and developmental disabilities. Volunteers helped by cleaning the school’s interior and exterior, moving furniture, and cleaning the school’s buses.

### A New Tree for the Playground in Gendorf, Germany

In Gendorf, Germany, the local team gathered at the Ortlehnerstraße playground in Burgkirchen to plant a new chestnut tree.



### Houston-Area Employees Band Together to Fight Hunger and Support Cancer Patients and Survivors

The Deer Park, Houston, and Stafford, Texas, sites joined together to support Kids’ Meals Houston for the second year in a row. Employees at the three sites gathered to decorate lunch bags and pack nutritious meals for the nonprofit to distribute to local pre-school aged children.

In addition to providing healthy meals to children by donating to Kids’ Meals, the Houston-area locations also held a supply drive benefiting Ronald McDonald House Greater Houston. These supplies will help the organization provide families with the comforts of home while their seriously ill children receive treatment in the Texas Medical Center.

During a Saturday in September, more than 140 volunteers in the Houston area rolled up their sleeves to help the Houston Food Bank fight hunger. Volunteers sorted donations to be distributed to residents of the 18 southeast Texas counties served by the organization.

In October, members and allies of Women of Westlake (WoW)’s Houston chapter participated in the Susan G. Komen Foundation’s 5k Race for the Cure. Funds raised for the foundation go toward funding breast cancer research, patient care services and community education to help promote early detection.



### Food for People in Need in Ismaning, Germany

The team in Ismaning, Germany collected food donations for a local charity Ismaniger Tisch, which distributes food to people in need. Colleagues brought a wide variety of durable foods, such as flour, pasta, rice, cereals, canned goods, and even organic honey produced by a colleague. Additionally, money was collected to help the organization buy fresh or perishable items like dairy, vegetables, fruit, meat, or eggs.



### Helping Children Sleep Better in Lake Charles, Louisiana

Volunteers in Lake Charles, Louisiana picked up power tools to assemble 40 beds with the organization Sleep in Heavenly Peace, which were then donated to children in need in Calcasieu Parish, Louisiana.

### Longview, Washington Beautifies Outdoor Spaces for the Salvation Army

Members of the Longview, Washington crew teamed up with the Salvation Army on September 12, 2024, to help with their beautification of their outdoor spaces. Members raked around the facility, cleared the parking lot of leaves, weeded and planted new flower beds.



### Madison, Mississippi Helps the Littlest Members of the Population

The Madison, Mississippi site participated in the Pacing for Premies 5k Run/Walk. All proceeds donated go toward supporting critically ill babies in the neonatal intensive care unit.



### Celebrating Socktober in Marion, Virginia

The Marion, Virginia team generously gave back to those in need by donating socks to disaster relief agencies in Smyth and Washington counties. Donations benefited those who were affected by flooding from Hurricane Helene, which impacted communities in the Southeastern United States.

### Giving Children a Place to Play in Metamora, Michigan

Our colleagues in Metamora, Michigan got to work remodeling a local playground. Volunteers served about 100 hours and donated materials to the project.





### A Beach Clean-Up in Onsan, South Korea

Team members from Westlake’s Onsan, South Korea site joined forces to clean up Jinha Beach—a scenic, beloved destination near the company where local communities and visitors come to unwind. Through this cleanup initiative, the team embraced their role in environmental stewardship, giving back to the community by fostering a cleaner shoreline.



### A Day of Caring in Natrium, West Virginia

Volunteers in Natrium, West Virginia mobilized to tackle various projects in support of United Way’s Global Day of Caring. One group of volunteers headed to Youth Services of West Virginia, where they built shelves, painted and sorted clothing donations. Others supported the free healthcare clinic Wheeling Health Right, Inc. by cleaning its courtyard and storage areas. The third team assembled to help build a dog park at New Martinsville Park and Recreation.

### Warming Hearts in Rotterdam, the Netherlands

In celebration of International Day of Charity, Westlake’s Rotterdam, the Netherlands location did something special for the families of children admitted to Sophia Children’s Hospital. The team of enthusiastic volunteers diligently prepared and served a delicious lunch at the Ronald McDonald House Sophia.



### A Kid-Friendly Food Drive in Salisbury, North Carolina

Team members in Salisbury, North Carolina aided Rowan Helping Ministries through donations of both time and goods. The site collected kid-friendly food items for the food bank and volunteered their efforts by packing 360 bags of goods for the organization to distribute to those in need.



### A Path to Independence in Seattleweg, the Netherlands

Westlake team members in Seattleweg, the Netherlands performed maintenance at the Stichting Het Terphuis care farm located in the nearby village of Poortugaal. The care farm provides young adults with assistance in their integration into society. Participants live and/or work on the farm, developing skills for a healthy and productive lifestyle.



### Healthy Nutrition for Kids in Stafford, Texas

Employees at the Stafford, Texas site joined in on the efforts of Houston-area locations to pack lunches for Kids' Meals, Inc. Volunteers eagerly decorated lunch bags, then stuffed them with nutritious food items. The Kids' Meals organization delivers balanced meals to pre-school aged children in the Houston area.



In addition, the Stafford site, in conjunction with the Commit for Life - Gulf Coast Regional Blood Center, hosted its annual blood drive. Commit for Life is a partnership between the community and Gulf Coast Regional Blood Center to save lives today and in the future. A single blood donation can save up to three lives.



### Walking for a Difference in Wichita Falls

The Wichita Falls, Texas site walked side by side in support of the Alzheimer's Association. The annual Walk to End Alzheimer's raises funds to support those facing Alzheimer's, as well as research into treatment and prevention.

### Donating Clothing in San Perpètua de Mogoda, Spain

Westlake's team in San Perpètua de Mogoda, Spain organized a charity clothing drive for the organization Formació i Treball. This organization's main objective of training and job placement for people at risk of social exclusion. It also offers occupational training as well as economic activities to promote job placement. The site was able to fill five containers with donated clothes and shoes.



Westlake donated PVC pipe and fittings to the non-profit camp, Camp Conquest, who serves children and adults with special needs, chronic illnesses, and disabilities in Millington, Tennessee. Camp Conquest currently has 56 beds. With Westlake's donation, it will support the building of seven cabins over the next five years, adding 168 beds.

### Passing on Love in Taicang, China

Colleagues from our Westlake Huasu Suzhou and site in the Taicang, China area joined forces to donate building blocks to a local special education school. Through this project, the team demonstrated the chosen theme of "Let the heart be close and pass on love."



## ENVIRONMENTAL

## DATA

Environmental Metric	2023	2024
Scope 1 GHG Emissions (metric tonnes)	7,482,785	7,570,904
Scope 2 GHG Emissions (metric tonnes)	2,830,243	2,752,420
Total Scope 1& 2 GHG Emissions (metric tonnes)	10,313,028	10,323,324
Total Hazardous Air Pollutants (kg)	673,102	646,495
Total Nitrogen Oxides (NOX) (kg)	8,086,696	7,620,637
Total Sulfur Oxides (SOX) (kg)	140,746	119,852
Total Particulate Matter (PM) (kg)	1,277,796	1,148,061
Total Volatile Organic Compounds (VOC) (kg)	1,924,182	2,203,150
Non-Hazardous Waste (metric tonnes)	717,617	197,015
Hazardous Waste (metric tonnes)	48,658	52,197
Water Withdrawal (thousand m3)	681,389	703,757
Water Discharge (thousand m3)	594,480	630,981
Net Water Consumed (thousand m3)	86,909	72,775
Total Energy (GJ)	175,996,172	182,315,889

# GRI/SASB INDEX

# GLOBAL REPORTING INITIATIVE (GRI) INDEX

The index below maps our current disclosures for relevant ESG topics with reference to certain GRI Standards, as noted below.

GHG emissions Scope 1 and 2 data on this table are reported under the GHG Protocol.

All data and descriptions apply to our global operations for January 1, 2024 – December 31, 2024, unless stated otherwise or relevant data is minor or de minimus. Certain information is not disclosed within the index below because we believe that information (i) is not considered material or is confidential; (ii) could cause a competitive disadvantage to our business if publicly disseminated; or (iii) is not currently collected in a manner consistent with the related GRI indicator. Our disclosures on these topics may evolve over time.

DISCLOSURE	REFERENCES AND RESPONSES	
GENERAL DISCLOSURES 2024		
<b>1. The Organization and its Reporting Practices</b>		
2-1	Organizational details	2024 Annual Report on Form 10-k, <a href="#">Cover Page</a> , Exhibits 3.1 and 21, 2024 Sustainability Report, Our Business, on <a href="#">page 10</a>
2-2	Entities included in the organization’s sustainability reporting	2024 Sustainability Report, About this Report, <a href="#">page 3</a>
2-3	Reporting period, frequency and contact point	2024 Sustainability Report, About this Report, <a href="#">page 3</a> We aim to publish sustainability-related reports annually. All questions relating to our sustainability reporting may be directed to <a href="mailto:sustainability@westlake.com">sustainability@westlake.com</a> .
2-5	External assurance	Westlake does not currently seek external assurance with regards to its sustainability reporting.
<b>2. Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	2024 Annual Report on Form 10-K, Part I, Item 1. Business, <a href="#">page 1</a> 2024 Sustainability Report, Our Business, Business Segments and Products, <a href="#">page 13</a>
2-7	Employees	2024 Annual Report on Form 10-K, Part I, Item 1. Business, Human Capital, <a href="#">page 15</a> . For a breakdown of full-time and temporary employees, see 2024 Sustainability Report, Our Business, Our Employees, <a href="#">pages 10, 48</a>
2-8	Workers who are not employees	In addition to our own employees, we use the services of temporary workers, who are typically engaged through staffing agencies, to assist with certain functions (e.g., facility maintenance personnel). See 2024 Sustainability Report Our Business, Our Employees, <a href="#">pages 10, 48</a>

DISCLOSURE	REFERENCES AND RESPONSES	
<b>3. Governance</b>		
2-9	Governance structure and composition	2025 Proxy Statement, Information Regarding the Board, <a href="#">page 2</a> 2024 Sustainability Report, Corporate Governance, <a href="#">page 17</a>
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement, Information Regarding the Board; Proposal 1 – Election of Class I Directors and Class III Director, <a href="#">page 8</a>
2-11	Chair of the highest governance body	2025 Proxy Statement, Information Regarding the Board, Board Leadership Structure, <a href="#">page 4</a>
2-12	Role of highest governance body in overseeing the management of impact	2025 Proxy Statement, Information Regarding the Board, Environmental, Social and Governance Matters, <a href="#">page 6</a> 2024 Sustainability Report, Corporate Governance, Sustainability oversight and management, <a href="#">page 18</a>
2-13	Delegation of responsibility for managing impacts	2024 Sustainability Report, Corporate Governance, Corporate Development & Sustainability oversight and management, Corporate Sustainability Team, <a href="#">page 20</a> Additional Responsibilities and Collaboration among Sustainability Subject Matter Experts across Strategic Business Units.
2-14	Role of the highest governance body in sustainability reporting	2024 Sustainability Report, Corporate Governance, <a href="#">page 17</a>
2-15	Conflicts of interest	2025 Proxy Statement, Certain Relationships and Related Party Transactions, <a href="#">page 37</a>
2-16	Communicating critical concerns	Employees may report concerns via the company’s confidential grievance system EthicsPoint. See our Code of Conduct for more information. Westlake also has a code of ethics that applies to our principal executive officer, principal financial officer and principal accounting officer. See our Code of Ethics for Principal Executive Officer, Principal Financial Officer and Principal Accounting Officer.
2-17	Collective knowledge of highest governance body	Information regarding our Board’s expertise and skills can be found in our 2025 Proxy Statement, Proposal 1 – Election of Class II Directors, <a href="#">page 10</a> 2024 Sustainability Report, Corporate Governance, Corporate Development & Sustainability oversight and management, Corporate Sustainability Team, <a href="#">page 20</a> Additional Responsibilities and Collaboration among Sustainability Subject-Matter Experts across Strategic Business Units
2-18	Evaluating the highest governance body’s performance	Principles of Corporate Governance, Board Performance Assessment, <a href="#">page 4</a>
2-19	Remuneration policies	Information on our remuneration policies and processes for director and executive compensation can be found in our 2025 Proxy Statement, Compensation Discussion and Analysis, <a href="#">page 13</a>
2-20	Process to determine remuneration	Information on our remuneration policies and processes for director and executive compensation can be found in our 2025 Proxy Statement, Compensation Discussion and Analysis, <a href="#">page 13</a>
2-21	Annual total compensation ratio	2025 Proxy Statement, Executive Compensation, <a href="#">page 23</a>
<b>4. Strategy, Policies and Practices</b>		
2-22	Statement from sustainable development strategy	2024 Sustainability Report, Message from Our President and Chief Executive Officer, <a href="#">page 6</a> Operations, Environmental Management, Emissions, <a href="#">page 15</a>
2-23	Policy commitments	Westlake’s commitment to being a responsible business is set out in multiple documents, including our Code of Conduct, Supplier Code of Conduct (Suppliers’ Code), Conflict Minerals statement, Anti-Corruption and Anti-Bribery statement, and California Supply Chain Transparency Act statement on human rights. See 2024 Sustainability Report, Corporate Governance, Ethics and Compliance, <a href="#">page 22</a>

DISCLOSURE	REFERENCES AND RESPONSES	
2-24	Embedding policy commitments	2024 Sustainability Report, Corporate Governance, Ethics and Compliance, <a href="#">page 22</a>
2-25	Process to remediate negative impacts	We completed a coordinated, multi-stakeholder ESG materiality assessment in 2021 and identified a list of 14 priority ESG topics that matter most to our business and our stakeholders. For more information, see 2023 Sustainability Report, Our Priority Sustainability Topics, <a href="#">page 18</a> For an overview of our grievance reporting mechanisms, see 2024 Sustainability Report, Corporate Governance, Ethics and Compliance, <a href="#">page 22</a>
2-26	Mechanisms for seeking advice and raising concerns	2024 Sustainability Report, Corporate Governance, Ethics and Compliance, <a href="#">page 22</a> Code of Conduct Code of Ethics for Principal Executive Officer, Principal Financial Officer and Principal Accounting Officer
2-27	Compliance with laws and regulations	We strive to minimize our impact on the environment, however, incidents can occur. We manage our environmental obligations and after each incident we review and develop action plans to prevent future incidents. Information regarding fines has been omitted for confidentiality constraints.
2-28	Membership of associations	2024 Sustainability Report, Approach to Sustainability, Our Industry Associations, <a href="#">page 16</a>
<b>5. Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	2024 Sustainability Report, Corporate Governance, Stakeholder Engagement, <a href="#">page 21</a>
2-30	Collective bargaining agreements	2024 Annual Report on Form 10-K, Human Capital, Headcount, <a href="#">page 16</a>
MATERIAL TOPICS 2024		
<b>Material Topics 2021</b>		
3-1	Process to determine material topics	2024 Sustainability Report, Approach to Sustainability, Our Priority Sustainability Topics, <a href="#">page 70</a>
3-2	List of material topics	2024 Sustainability Report, Approach to Sustainability, Our Priority Sustainability Topics, <a href="#">page 70</a>
3-3	Management of material topics	2024 Sustainability Report, Approach to Sustainability, Our Priority Sustainability Topics, <a href="#">page 70</a> , and 2024 Sustainability Report generally for discussion on how the Company is addressing identified topics
MATERIAL TOPICS 2024		
<b>GRI Standard 205: Anti-corruption (2016)</b>		
103-1	Management approach	2024 Sustainability Report, Corporate Governance, Ethics and Compliance, <a href="#">page 22</a> Code of Conduct
205-1	Operations assessed for risks related to corruption	Confidentiality constraints. Westlake is not publicly disclosing this information at this time.
205-2	Communication and training about anti-corruption policies and procedures	2024 Sustainability Report, Corporate Governance, Ethics and Compliance, <a href="#">page 22</a> Code of Conduct
205-3	Confirmed incidents of corruption and actions taken	Confidentiality constraints. Westlake is not publicly disclosing this information at this time.
<b>GRI Standard 206: Anti-corruption behavior (2016)</b>		
103-1	Management approach	2024 Sustainability Report, Corporate Governance, Ethics and Compliance, <a href="#">page 22</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Q2 2024 Form 10-Q, Commitments and Contingencies, <a href="#">page 17</a>

DISCLOSURE	REFERENCES AND RESPONSES	
<b>GRI Standard 207: Tax (2019)</b>		
103-1	Management approach	Confidentiality constraints. Westlake is not publicly disclosing this information at this time.
207-1	Approach to tax	Confidentiality constraints. Westlake is not publicly disclosing this information at this time.
207-2	Tax governance, control, and risk management	Confidentiality constraints. Westlake is not publicly disclosing this information at this time.
207-3	Stakeholder engagement and management of concerns related to tax	Confidentiality constraints. Westlake is not publicly disclosing this information at this time.
207-4	Country-by-country reporting	Confidentiality constraints. Westlake is not publicly disclosing this information at this time.
<b>GRI 300: ENVIRONMENTAL</b>		
<b>GRI Standard 301: Materials (2016)</b>		
103-1	Management approach	2024 Sustainability Report, Operations, <a href="#">page 24</a>
301-1	Materials used by weight or volume	2024 Annual Report on Form 10-K, Item 1. Business, Performance and Essential Materials Business, <a href="#">page 1</a>
301-2	Recycled input materials used	2024 Sustainability Report, Products, <a href="#">page 36</a>
301-3	Reclaimed products and their packaging materials	Not applicable
<b>GRI Standard 302: Energy (2016)</b>		
103-1	Management approach	2024 Sustainability Report, Operations, Energy Management, <a href="#">page 25</a>
302-1	Energy consumption within the organization	Total energy consumption within the organization (GJ) = 182,315,889 Total fuel consumption within the organization (GJ) = 149,051,050 Total energy sold (GJ) = Not Disclosed
302-2	Energy consumption outside of the organization	Information unavailable. Results are not reported publicly.
302-3	Energy intensity	Energy Intensity (Gigajoules per metric ton of production) = 8.58
302-4	Reduction of energy consumption	Westlake is not publicly disclosing this information at this time.
302-5	Reduction in energy requirements of products and services	Information unavailable. Results are not reported publicly.
<b>GRI Standard 303: Water and effluents (2018)</b>		
103-1	Management approach	2024 Sustainability Report, Operations, Water Management, <a href="#">page 29</a>
303-1	Interactions with water as a shared resource	Not disclosed.
303-2	Management of water discharge-related impacts	We comply with all laws and requirements and limits as outlined in our water discharge permits in the jurisdictions in which we operate. 2024 Sustainability Report, Operations, Water Management, <a href="#">page 29</a>
303-3	Water Withdrawal	Total Water Withdrawal (Megaliters) = 703,757
303-4	Water Discharge	Total Water Discharged (Megaliters) = 630,981
303-5	Water Consumption	Total Water Consumption (Megaliters) = 72,775

DISCLOSURE	REFERENCES AND RESPONSES	
GRI Standard 305: Emissions (2016)		
103-1	Management approach	2024 Sustainability Report, Operations, Emissions, <a href="#">page 26</a>
305-1	Direct (Scope 1) GHG emissions	Scope 1 Greenhouse Gas Emissions (metric tons CO <sub>2</sub> e) = 7,570,904
305-2	Energy indirect (Scope 2) GHG emissions	Scope 2 Greenhouse Gas Emissions (metric tons CO <sub>2</sub> e) = 2,752,420
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 GHG emissions are not currently being tracked.
305-4	GHG emissions intensity	Greenhouse Gas Intensity (metric ton CO <sub>2</sub> e per metric ton production) = 0.486
305-5	Reduction of GHG emissions	Not Disclosed
305-6	Emissions of ozone-depleting substances (ODS)	Company is not currently tracking this information.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	2024 Sustainability Report, Environmental Data Table, <a href="#">page 66</a>
GRI Standard 306: Waste (2020)		
103-1	Management approach	2024 Sustainability Report, Operations, Waste Management, <a href="#">page 30</a>
306-1	Waste generation and significant waste-related impacts	2024 Sustainability Report, Operations, Waste Management, <a href="#">page 30</a>
306-2	Management of significant waste-related impacts	2024 Sustainability Report, Operations, Waste Management, <a href="#">page 30</a>
306-3	Waste generated	2024 Sustainability Report, Operations, Waste Management, <a href="#">page 30</a>
306-4	Waste diverted from disposal	Company is not currently tracking this information.
306-5	Waste directed to disposal	Company is not currently tracking this information.
GRI 400: SOCIAL		
GRI Standard 403: Occupational health and safety (2018)		
103-1	Management approach	2024 Sustainability Report, People, Safety, <a href="#">page 44</a>

DISCLOSURE	REFERENCES AND RESPONSES	
403-1	Occupational health and safety management system	2024 Sustainability Report, People, Safety, <a href="#">page 44</a>
403-2	Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report, Operations, Process Safety, <a href="#">page 32</a>
403-3	Occupational health services	2024 Sustainability Report, Operations, Worker Training and Participation, <a href="#">page 33</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report, People, Safety, <a href="#">page 44</a>
403-5	Worker training on occupational health and safety	2024 Sustainability Report, Operations, Worker Training and Participation, <a href="#">page 33</a>
403-6	Promotion of worker health	2024 Sustainability Report, People, Safety, <a href="#">page 44</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report, Operations, Emergency Preparedness, <a href="#">page 34</a>
403-8	Workers covered by an occupational health and safety management system	All employees and contractors whose work and/or workplace is controlled by Westlake are required to comply with all HSE management system requirements. 2024 Sustainability Report, Operations, Process Safety, <a href="#">page 32</a>
403-9	Work-related injuries	2024 Sustainability Report, People, Worker Safety Data, <a href="#">page 45</a>
403-10	Work-related ill health	2024 Sustainability Report, People, Worker Safety Data, <a href="#">page 45</a>
GRI Standard 405: Diversity and Equal Opportunity (2016)		
103-1	Management approach	2024 Annual Report on Form 10-K, Part I, Item 1. Business, Human Capital, Diversity, Equity and Inclusion (DEI), <a href="#">page 11</a> 2024 Sustainability Report, People, Diversity & Inclusion, <a href="#">page 57</a>
405-1	Diversity of governance bodies and employees	2024 Sustainability Report, People, Diversity and Equal Employment, <a href="#">page 51</a>

DISCLOSURE	REFERENCES AND RESPONSES	
405-2	Ratio of basic salary and remuneration of women to men	2024 Sustainability Report, People, Equal Opportunity and Pay, <a href="#">page 51</a>
GRI Standard 406: Non-discrimination (2016)		
103-1	Management approach	2024 Sustainability Report, Corporate Governance, Ethics and Compliance, <a href="#">page 22</a> . The Code of Conduct sets out our expectations on topics regarding operating with integrity. We follow all laws that prohibit discrimination in employment in all locations where we do business. See Code of Conduct for more information.
406-1	Incidents of discrimination and corrective actions taken	Westlake is not publicly disclosing this information at this time.
GRI Standard 413: Local Communities (2016)		
103-1	Management approach	2024 Sustainability Report, Community, <a href="#">page 55</a>
413-1	Operations with local community engagement, impact assessments, and development programs	Confidentiality constraints. We monitor our practices to prevent negative impacts on communities where possible.
413-2	Operations with significant actual and potential negative impacts on local communities	Confidentiality constraints. We monitor our practices to prevent negative impacts on communities where possible.
GRI Standard 416: Customer Health and Safety (2016)		
103-1	Management approach	<p>We incorporate environmental hazard and human health (inhalation studies, dermal exposure) and safety criteria into our testing and risk evaluation, based on best practice from industry groups and regulatory bodies. We also publish Safety Data Sheets for many of our products and Product Stewardship Summaries for most of our products on our website.</p> <p>When we ship certain products like chlorine, we undertake a chlorine assessment process and engage with our customer to confirm the safe handling of the product by the customer once it is delivered to them.</p> <p>Westlake registers substances and products with the relevant regional and national authorities. We are also members of trade associations, such as the Chlorine Institute, a technical trade association for sharing best practice and managing the safe production, distribution and use of chlor-alkali for our value chain, customers, emergency responders and the community. As members of the Chlorine Institute, we do voluntary customer site evaluations for the safe handling of chlorine at their facilities every five years.</p> <p>The facilities of some of our European businesses prescribe to Responsible Care, a voluntary initiative of chemical companies aiming for continuous improvements in environmental protection, health and safety. As a part of this commitment this location implements 3.7 of the Responsible Care Management System and the Responsible Care Process Safety Code, including: consideration of communications and community recovery needs; participation in the development, implementation and maintenance of community emergency preparedness plans; and an appropriate process for responding to raw material, product, process, waste material and transportation incidents.</p>

DISCLOSURE	REFERENCES AND RESPONSES	
416-1	Assessment of the health and safety impacts of product and service categories	In 2024, any new hazardous product brought to market was assessed for impacts to human health, safety, and the environment. The results of these assessments are what drive the content of our Safety Data Sheets (many of which are available on our website) and the information is included on our product labels.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Confidentiality constraints. We continuously monitor our practices to prevent serious events.
GRI Standard 417: Marketing and Labelling (2016)		
103-1	Management approach	Westlake has a product stewardship function at the enterprise level, which coordinates with technical and product experts within certain Westlake businesses, works on compliant labeling, and publishes Safety Data Sheets for relevant products. Certain Westlake businesses have their own product stewardship functions that manage marketing and labeling compliance at the business level.
417-1	Requirements for product and service information and labelling	<p>Westlake has resources and procedures in place to label products in compliance with applicable regulations. In regions where the Ecotox components of the Globally Harmonized System have been adopted, products are labelled with information regarding substances that could have an environmental impact if they are above the limits defined by the regulation. In other regions where these components are not mandatory this information is often included, as well. Labels for products include information, where appropriate, about safe use, handling, and disposal. Disposal considerations are addressed on the labels of hazardous products, as well as in the Safety Data Sheet.</p> <p>Westlake, either at the enterprise or business level, reviews our labels and seeks to maintain compliance with all applicable federal, state, and local regulations, and we encourage our customers to comply with applicable laws, as well.</p>
417-2	Incidents of non-compliance concerning product and service information and labelling	In 2024, there were no material fines or penalties resulting from incidents of noncompliance with regulations or voluntary codes concerning information and labelling of products and services. Westlake monitors and addresses incidents of noncompliance as they arise.
417-3	Incidents of non-compliance concerning marketing communications	In 2024, Westlake had no material incidences of noncompliance with regulations or voluntary codes concerning marketing communications.

# SUSTAINABILITY ACCOUNTING

## STANDARDS BOARD (SASB) INDEX

The index below maps our current disclosures for relevant ESG topics from SASB’s Chemical industry standard. All disclosures are based on Version 2023-06 of the SASB industry standard. All data and descriptions apply to our global operations for January 1, 2024 – December 31, 2024, unless stated otherwise or relevant data is minor or de minimus. Certain information is not disclosed within the index below because we believe that information (i) is not considered material or is confidential; (ii) could cause a competitive disadvantage to our business if publicly disseminated; or (iii) is not currently collected in a manner consistent with the related SASB metric. Our disclosures on these topics may evolve over time.

TOPIC	ACCOUNTING METRIC	WESTLAKE REPORTING	SASB Code
SASB - Chemicals			
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	7,570,904 metric tons CO <sub>2</sub> e. Percentage emissions covered under emissions trading schemes not disclosed for 2024. For more information: Westlake 2024 Sustainability Report, Operations, <a href="#">page 24</a>	RT-CH-110a.1
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	(1) 7,621 Metric Tons (2) 120 Metric Tons (3) 2,203 Metric Tons (4) 646 Metric Tons  For more information refer to GRI 305-7 NOX, SOX and other significant air emissions	RT-CH-120a.1
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	(1) 182,315,889 GJ (2) 14% (3) Not disclosed (4) This information is tracked but not currently reported.  For more information refer to disclosure GRI 302 Energy management approach and GRI 302-1 Energy consumption within the organization	RT-CH-130a.1
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 703,757 thousand cubic meters (2) 72,775 thousand cubic meters  For more information refer to disclosure GRI 303-1 Interactions with water as a shared resource, and GRI 303- 3 Water withdrawal	RT-CH-140a.1
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Westlake had 18 incidents in 2024	RT-CH-140a.2
Hazardous Waste	Amount of hazardous waste generated, percentage recycled	(1) 52,197 Metric Tons (2) This information is tracked but not currently reported.  For more information refer to disclosure GRI 306-2 Management of significant waste related impacts	RT-CH-150a.1
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	(3) See disclosure GRI 413 Local community’s management	175,996,172

TOPIC	ACCOUNTING METRIC	WESTLAKE REPORTING	SASB Code
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	(1) 0.68 (2a) 0 (2b) 0 For more information refer to GRI 403-9 Work-related injuries	RT-CH-320a.1
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	This metric is immaterial to Westlake operations.	RT-CH-410a.1
Safety & Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	(1) This information is not currently reported. (2) This information is not currently reported. See disclosure GRI 416 Customer health & safety, and GRI 417 Marketing and labelling	RT-CH-410b.1
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	See disclosure GRI 416 Customer health & safety, and GRI 417 Marketing and labelling	RT-CH-410b.2
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	This information is not currently reported.	RT-CH-410c.1
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/ or policy proposals that address environmental and social factors affecting the industry	Information regarding corporate positions on government regulations can be found in our 2024 Annual Report on Form 10-K, Part I, Item 1. Business, Environmental, <a href="#">page 10</a>	RT-CH-530a.1
Operational Safety, Emergency Preparedness & Response	(1) Process Safety Incidents Count (PSIC), (2) Process Safety Total Incident Rate (PSTIR), and (3) Process Safety Incident Severity Rate (PSISR)	(1) 6 (2) 0.05 (3) 0.33 Includes 24 chemical manufacturing sites globally.	RT-CH-540a.1
Activity Metrics	Production by reportable segment	This information is tracked but not currently reported.	RT-CH-540a.1

# TCFD ATTACHMENT

This TCFD Attachment discloses Westlake Corporation’s (“Westlake,” the “Company,” “we,” “us,” or “our”) climate-related financial risks in accordance with the Final Report of Recommendations of the Task Force on Climate-related Financial Disclosures (June 2017) published by the Task Force on Climate-related Financial Disclosures. This Attachment compiles disclosures that address the recommendations under the TCFD’s four pillars: Governance, Strategy, Risk Management, and Metrics & Targets. All data and descriptions apply to our global operations for the year 2024.

Any gaps in this Attachment related to the TCFD’s four pillars are discussed within the body of the Attachment. Our disclosures on these topics may evolve over time.

## GOVERNANCE

### Board Oversight of Climate-related Risks and Opportunities

Westlake recognizes the importance of effective oversight of environmental, social and governance (ESG) matters, including sustainability and climate change. The Corporate Risk and Sustainability Committee (CRSC) of our Board of Directors, which is currently composed of all members of the Board, assists the Board in reviewing Westlake’s sustainability efforts, including with respect to climate change. The CRSC meets at least four times per year to discuss a range of sustainability and risk issues, including with respect to environmental and climate change issues. In addition, the Board considers climate change risks and opportunities in connection with its general oversight of Westlake’s business in the following ways:

- ESG targets:** The Board periodically receives updates on Westlake’s climate-related goals, including on the progress of Westlake’s goal to reduce Scope 1 and Scope 2 CO<sub>2</sub>e emissions per ton of production by 2030 by 20% from a 2016 baseline. This climate-related goal was successfully accomplished in 2024, significantly ahead of the projected timeline. The Board, in partnership with the HSE and Sustainability Departments, is continuing to research economically feasible technologies to reduce Westlake’s Scope 1 and 2 GHG emissions intensity, with an aim toward potentially developing a pathway to operational net-zero direct carbon emissions by 2050.
- Acquisitions:** In approving acquisitions valued at \$3.8 billion in recent years, the Board took into account whether the acquisitions would provide climate-related opportunities, including new sustainable end-markets (e.g., wind power and electric vehicles), and broaden Westlake’s sustainable product offerings, where appropriate. For example, Westlake acquired Dimex, a leading manufacturer of consumer and building products made from post-industrial-recycled polymers. Westlake also acquired Boral Limited’s North American building products business in decorative stone and roofing, trim and siding, and windows; several of the *building product offerings incorporate in-house generated process regrind and post-industrial-recycled polymers while continuing to offer the durability and long life of the Company’s traditional vinyl-based building products.*
- Capital expenditures:** The Board approves the budget each year, which includes discretionary and non-discretionary capital for environmental compliance.
- Risk management:** The Board’s CRSC reviews actual or potential principal risks to Westlake annually, which have been identified by senior management and business leaders and have been assessed by the Company’s executive leadership for the CRSC’s review. Principal risks may include climate-related risks (e.g., flooding, extreme weather, and regulatory risks). See Risk Management Section below for a description of how Westlake identifies such principal risks.

### Corporate Risk and Sustainability Committee

As discussed above, the CRSC of the Board assists the Board in overseeing Westlake’s sustainability initiatives and policies, including with respect to environmental compliance. The Vice President of Corporate Development and Sustainability along with the Vice President of Operational Excellence and Health, Safety and Environment attend the CRSC meetings to provide the CRSC with strategic insight into ESG topics, including updates on climate-related risks, opportunities, and goals and targets. In addition, the internal audit function facilitates the internal risk management process for the identification of the principal risks to Westlake and reports to the CRSC. The CRSC reviews Westlake’s risk management structure and management’s identification and assessment of principal risks and its plans to control those risks. The CRSC also reviews management’s systems as they relate to enterprise-wide risks posed by Westlake’s physical assets and operating processes and addresses regulatory issues as they relate to Westlake’s physical assets and operations. In 2024, the CRSC convened four times and most of the meetings included discussions on climate-related matters, such as sustainable products, ESG in capital markets, climate-related risks, and progress on Westlake’s sustainability goals. The CRSC also reviews Westlake’s sustainability reporting, such as the annual Sustainability report.

## Audit Committee

Climate-related risks and opportunities are reviewed by the Audit Committee when those risks and opportunities, such as weather and natural disasters, cost of raw materials and energy due to regulation, and changes in consumer behavior, are deemed material for inclusion in financial documents.

## Management Oversight of Climate-related Risks and Opportunities

The Board delegates authority for management of ESG matters to the Company. Our CEO is responsible for approving the Company's sustainability goals and monitoring their progress and receives input from the Executive Committee on these topics. The Executive Committee consists of the Senior Chairman of the Board of Directors, Executive Chairman of the Board of Directors, and the CEO and his direct reports.

The Vice President of Corporate Development and Sustainability, who reports to a member of the Executive Committee, works closely with senior business leaders to support sustainability programs. For example, the Corporate Development and Sustainability team engage with third-party sustainability specialists, ESG rating agencies, and other external stakeholders, and attend ESG-related conferences to advance collective knowledge on sustainability topics, including climate change. The Vice President of Corporate Development and Sustainability collaborates with the Vice President of Operational Excellence and Health, Safety and Environment, who also reports to a member of the Executive Committee, and both leaders engage with other members of the senior management on climate-related matters and other business functions to implement Westlake's ESG strategy, ensure such matters are appropriately monitored, and oversee Westlake's execution of its climate goals. The Vice President of Corporate Development and Sustainability also periodically updates the CRSC on climate-related risks, opportunities, and goals. The following table shows management-level responsibilities of climate-related risks and opportunities:

WESTLAKE TEAM OR POSITION	CLIMATE-RELATED RESPONSIBILITIES
Vice President of Corporate Development and Sustainability	The Vice President of Corporate Development and Sustainability is accountable for and provides oversight and coordination of sustainability activities across the business and is responsible for execution of climate-related goals.
Executive Officers	Executive officers participate in enterprise risk management (ERM) process reviews, which includes questions that may elicit the identification of climate-related risks.
Health, Safety and Environment team	The Health, Safety and Environment team monitors, among other things, environmental metrics, including climate-related Key Performance Indicators (KPIs), on an ongoing basis and reports the same on a monthly basis to the Vice President of Operational Excellence and Health, Safety and Environment. Certain environmental metrics are reported on a quarterly basis to the CRSC and to the Board of Directors and disclosed annually in the Company's Sustainability report. The Health, Safety and Environment team also conducts health, safety and environmental due diligence as a part of M&A activity.
Westlake Businesses	Westlake businesses identify and manage climate-related risks and advance opportunities and sustainability efforts within their areas of operation. Westlake businesses report regularly to the CEO, including on environmental KPIs and climate-related risks and opportunities.
Investor Relations	Investor Relations communicates with capital markets on sustainability-related topics, including the progress towards climate-related goals. Investor Relations also feeds financial stakeholders' expectations to the CEO, the Board, and the Vice President of Corporate Development and Sustainability for consideration and inclusion into Westlake's sustainability strategy.
Corporate Communications	Corporate Communications is responsible for the development of our annual sustainability report.
Legal team	The legal team is involved in M&A due diligence, which includes sustainability-related opportunities and risks. The legal team also reviews health, safety and environmental issues, including certain climate-related issues and changes in legislation from time to time.
Financial Reporting team	The financial reporting team is responsible for the compilation of financial reports such as Westlake's annual report on Form 10-K filed with the U.S. Securities and Exchange Commission, which includes descriptions of climate-related risks and environmental compliance projects.

Please see [page 20](#) of our 2024 Sustainability Report for Westlake's Sustainability governance structure chart.

# STRATEGY

## Identification of Climate-Related Risks

Westlake recognizes and plans for potential climate-related risks as part of the Company’s overall risk management processes. Climate change gives rise to physical and transition risks, such as increasing intensity and frequency of severe weather events and natural disasters and evolving fiscal and legislative responses to climate change in our jurisdictions of operation.

Senior leaders of our management team, including those with responsibility for operations, health, safety and the environment, capital projects, and risk management, have primary responsibility for overseeing the physical climate related risks of or affecting our business and operations. Mitigation efforts to reduce the impact of physical climate-related risks include, but are not limited to, what we believe to be robust health, safety and environment management systems (including process safety and emergency preparedness processes for severe weather management, insurance coverage for physical damage to property and liability, and capital spending on projects to make our physical assets more resilient. We work to mitigate risks associated with the transition to an increasingly decarbonized economy, while simultaneously capitalizing on opportunities created by that transition.

Transition risks affecting the chemical sector include potential changes in carbon regulation, reputational risks, increasing customer demand for low-carbon circular solutions, and emerging technologies. Westlake’s Legal, Sustainability, and Health, Safety and Environment departments monitor regulatory climate-related risks of our operations and products. Westlake continues to closely monitor the developing policy environment at an international, national, state, and local level and implement compliance measures. We leverage our local expertise, industry associations, outside legal counsel, and technology to monitor regulatory requirements and standards changes. In addition, both our Vice President of Corporate Development and Sustainability and our Vice President of Operational Excellence and Health, Safety and Environment regularly update the CRSC on sustainability matters, which includes updates on climate-related risks, as needed.

The following table includes certain relevant climate-related risks we have identified. See the below Risk Management section for an explanation of how Westlake identifies climate-related risks.

	CLIMATE-RELATED RISKS	POTENTIAL FINANCIAL IMPACTS
TRANSITION RISK	<b>Policy &amp; Legal</b>	
	Our operations and assets are subject to extensive environmental laws and regulations, as well as the threat or imposition of tariffs and duties	The adoption and implementation of any international, federal, or state legislation or regulations could result in increased compliance costs or additional operating restrictions
	Increased regulation on the use of plastics	Could cause reduced demand for our plastics products, which could adversely affect our business, operating results, and financial condition
	<b>Technology</b>	
	Transition to lower greenhouse gas (GHG) emissions technology	May increase costs to maintain or resume our operations, which could, in turn, negatively impact our business and results of operations
	<b>Market</b>	
	Volatility in costs of raw materials and energy	May result in increased operating expenses and adversely affect our results of operations and cash flow
	Changing customer behavior	Could adversely affect our cost of capital and the price of our common stock
	Changing investor sentiment toward climate change	
PHYSICAL RISK	<b>Acute</b>	
	More frequent severe weather events and natural disasters could impact operations, including third-party transportation of raw materials to the manufacturing facilities and shipping of finished products	A loss or shutdown over an extended period of operations at any one of our chemical manufacturing facilities would have a material adverse effect on us
	<b>Chronic</b>	
	Climate change may result in potential changes in precipitation patterns and variability in weather patterns	Can disrupt our operations as well as those of our customers, partners, and suppliers

In our 2024 Annual Report on Form 10-K, Westlake also identified risks and uncertainties, including climate-related risks, that we consider to be material and that may materially and adversely affect our business, financial condition, results of operations or cash flows and the market value of our securities. In particular, we identified the following climate-related financial risks as material risks: (1) hurricanes or weather events that may adversely affect our results of operations and cash flows; (2) changing public and investor sentiment towards climate change and other sustainability matters; and (3) climate-related risks and uncertainties in the legal, governmental, and regulatory areas.

Westlake recognizes that any of the aforementioned risks may arise over various time horizons and at this time is considering the ranges for the relevant short-, medium-, and long-term time horizons for climate-related impacts. The company also aims to conduct a climate scenario analysis that can inform its strategic plans and the resilience of its strategy and will disclose the relevant time horizons for climate risks, as well as the climate related issues that could potentially arise in each time horizon, upon completion of its climate scenario analysis.

## Identification of Climate-Related Opportunities

We believe the petrochemical sector can contribute to a lower-carbon economy by facilitating longer product lifecycles, increasing the durability and flexibility of products, utilizing more renewable energy and bio-attributed feedstock, while making materials more lightweight and efficient across a vast number of industries. We see opportunities in both our Performance & Essential Materials and Housing & Infrastructure Products to be catalysts for improving energy efficiencies and reducing GHG emissions across our entire value chain. Westlake's businesses regularly present their key strategies for the future to the full Board, which strategies aim to increasingly incorporate sustainability considerations. Moreover, Westlake businesses provide the full Board with regular updates on four key areas, one of which is carbon reduction. Industry experts also regularly make presentations to the Board regarding the crude, ethane, or base chemical market outlooks. These presentations sometimes include updates on national policies addressing climate and energy transition, as relevant to our business.

## Resource and Operational Efficiency

To achieve reductions in our CO<sub>2</sub>e emissions intensity, we focus on investments in both proven and emerging technologies, including less carbon-intensive manufacturing of products and operational innovations. We are also actively exploring various technologies for lowering emissions and decarbonizing our energy supplies. We continuously strive to improve efficiencies and reduce energy use at our facilities and along our value chain to both improve cost-efficiency and reduce our GHG emissions intensity. For example, we evaluate opportunities to:

- Further increase use of hydrogen — a less carbon-intensive fuel gas. Hydrogen is a byproduct of some of our manufacturing processes. We use hydrogen as a fuel source and we also sell hydrogen. We are looking at increasing the use of hydrogen as an internal fuel source to reduce our own emissions.
- Identify carbon capture opportunities, such as carbon sequestration or use of CO<sub>2</sub> as feedstock for conversion.
- Use solar, wind, and other lower-carbon electricity options.

We currently track and monitor energy use at each of our sites, and usage is reviewed at both the corporate and Board levels. Some of our businesses' operations have received ISO 50001 Energy Management System certifications, which reflect Westlake's efforts to reduce its carbon footprint. Our plants' primary energy sources are steam, heat, and electricity, which are either internally produced via our cogeneration facilities or externally purchased. We have procured renewable energy credits (RECs for power generated from solar or wind sources at selected sites and plan on procuring additional RECs as they become available. We are also assessing certified natural gas, which is supplied by operators controlling methane emissions at the wellhead. At our manufacturing sites, we are exploring potential carbon capture processes as well as alternative energy sources, such as hydrogen produced from our own chlor-alkali manufacturing. Our Continuous Improvement Process tracks CO<sub>2</sub> energy, and other non-financial metrics for all projects that are then shared across internal teams alongside improvement ideas or projects from designated technology experts.

We also strive to reduce our water footprint through water reuse and recycling and by focusing on continual improvement through operational excellence. In many of our manufacturing plants, we reuse water to limit our withdrawals and operate our own water treatment facilities to ensure responsible and compliant management of our water discharges. We also apply a range of measures to avoid or reduce our emissions to water, including ongoing water-quality monitoring to identify irregular discharges, the treatment and recycling of waste-water and process water, and reporting to regulatory authorities, as required.

In addition, at certain locations, we monitor water use and include water as a sustainability metric in the Westlake Continuous Improvement Process, which seeks to implement water management strategies to maximize efficiencies and meet our legal obligations. We aim to introduce a water management program at water-stressed and other relevant sites by 2030. In 2024, we engaged a third-party expert to begin a water risk assessment, which will inform our water management strategy and program.

Finally, one of our key priorities is to reduce waste being directed to landfills by transforming it into feedstock for our products. Materials that our facilities cannot reuse are diverted from the waste stream and provided as recycled material inputs for sister facilities to use in

making other products where possible. Our efforts toward circularity range from using our own in-house generated process regrind, as well as recycled or renewable feedstocks and resources when applicable, to process redesign. Two main areas of focus are feed-stream utilization (e.g., in-house generated process regrind, as well as waste purchased from sister facilities and third parties) by one of our businesses and supporting more plastic recycling and reuse of finished products by various Westlake businesses, as both can create economic and environmental value for us and our customers. We also directly engage with some of our customers to find solutions to recycle materials, improving the sustainability of the wider value chain. Westlake also actively works with other organizations who share our goal to reduce plastic waste, such as the EU Circular Project, Circular Plastics Fund, Materials Recovery for the Future (MRFF), and the Alliance to End Plastic Waste (AEPW).

See page 24 of our 2024 Sustainability Report for further discussion on our resource and operational efficiency efforts.

## Sustainable Products

Westlake is working to continually expand its portfolio to incorporate more sustainable products, collaborating among our businesses and industry associations on engineering advanced products and enhancing product circularity.

We consider a product to be sustainable if it has one or more of the following attributes within the full value chain: improving energy efficiency, reducing material consumption, increasing use of renewable power and/or feedstocks, contributing to the circular economy, and/or mitigating climate change.

Since 2022, we expanded capacity to produce existing products or introduced new products with sustainability benefits within our businesses. For example:

- Westlake's expanded production of high-performance molecular-oriented PVCO C909 Pipe.
- One of our businesses launched its third lower-emission product in 2022. In addition to Lower Carbon GreenVin™ PVC, which was introduced in 2021 and is produced using energy from certificate-backed renewable power sources, GreenVin bio-attributed PVC is now also available. GreenVin bio-attributed PVC is produced with renewable electricity and International Sustainability & Carbon Certification PLUS (ISCC PLUS)-certified mass-balanced renewable ethylene from biomass. The CO<sub>2</sub> savings of GreenVin bio attributed PVC is approximately 80%, compared to conventionally produced Westlake Vinnolit PVC.
- Westlake has partnered with customers to commercialize our PIVOTAL® "one-pellet solution" product line. This solution incorporates post-consumer recycled (PCR) materials into our polyethylene (PE) product, which customers can use in a wide variety of everyday product applications, such as packaging, trash bags, heavy-duty bags, and pallet shrink wrap.
- In Europe, one of our businesses reformulated certain curing agents to exclude substances of very high concern (SVHC) and carcinogenic, mutagenic or toxic for reproduction (CMR)-labelled substances. These products are offered under the EpoVIVE™ portfolio.

We continue to innovate and advance a circular and sustainable product approach by incorporating lower-carbon renewable feedstocks and PCR content. Certain sites of some of our European businesses received certification by ISCC PLUS for their tracing and handling of sustainable materials in the manufacturing of their products. This is a major step forward in our strategy to integrate renewable materials into our raw material supply chain while also reducing energy usage and GHG emissions in our operations.

See page 36 of our 2024 Sustainability Report to read more about our products with sustainability-related characteristics.

## Access to New Markets

In February 2022, we undertook a strategic business realignment that reflects the breadth of our business, which now includes even more focus on sustainability as a growth driver for our product portfolio to support our customers' sustainability objectives. We consider strategic acquisitions that can help the business expand to more sustainable product offerings and provide access to new markets as the economy transitions to lower carbon. For example:

- In 2021, we acquired Dimex to further our commitment to the expanding circular economy. Westlake Dimex is a leading manufacturer of consumer products with improved sustainability attributes and is one of the largest recyclers of industrial PVC. Westlake Dimex consumer products are made from in-house generated process regrind, PIR PVC from sister facilities and third parties, recycled PE, and other repurposed thermoplastic elastomer materials.
- In February 2022, we closed the acquisition of our Westlake Epoxy business. Westlake has developed high performing epoxy systems for wind turbine blades and is developing a range of epoxy systems designed for the production of larger, lighter, and more durable fiber reinforced pressure vessels for hydrogen production, storage, and transportation. Westlake continues to incorporate alternative, bio-based feedstocks. Feedstocks for the epoxy resins we produce can be replaced by bio-circular alternatives through mass-balancing.

Additionally, we see the push towards electrification as an opportunity for our business. For example, as the global demand for electric vehicles grows, we expect to see an increase in demand for flexible wires and cable compounds.

*\* Based on a cradle-to-gate product carbon footprint study by Sustainable AG, tested by TÜV Rheinland, in accordance with the ISO 14067 standard, taking biogenic CO<sub>2</sub> fixations into account.*

# IMPACT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON OUR STRATEGIES AND FINANCIAL PLANNING

Westlake aims to conduct a climate scenario analysis that will assist in identifying climate-related risks and opportunities that have an impact on our business, strategy, and financial planning and in assessing the impact of such risks. Climate scenario analysis will also inform the resilience of our business strategies.

In the interim, Westlake continues to develop strategies to address climate-related risks and opportunities relevant to our business.

## Product & Application Development

Westlake invests in product and application development, which includes investments in climate-related innovations as they relate to sustainable product development, investments, and operations.

## Climate-Related Management Systems

Westlake has developed management systems for environment, including climate, energy, water, and waste considerations. These management systems incorporate relevant climate-related considerations and compliance with applicable laws into our decision-making processes, while helping us manage our impact on water, waste, air, and ecosystems.

## Acquisitions

Climate-related risks and opportunities have had an impact on our financing planning or acquisitions over the last few years. For example, environmental risk is considered during the due diligence process of our acquisitions. Additionally, recent acquisitions, including of Dimex and our Epoxy business, have, among other considerations, taken into account our ability to expand product offerings that have sustainability-related characteristics.

## Investments

We strive to find opportunities to invest in sustainable materials and technologies. We have made investments to focus on sustainable topics, such as advanced recycling technologies, plastics alternatives, and carbon reduction and digitalization for the "built world," which includes construction, building products, and sustainable urbanization.

## Direct and Indirect Costs

Climate change may result in increases in the severity or frequency of extreme weather events or natural disasters, such as heightened hurricane activity in the southern and southeastern coasts of the United States, severe winter freezes in the southern and mid-western United States and in Europe, and other weather and natural disaster hazards that pose a risk to our facilities, particularly those in Louisiana, leading to an increase in direct costs to maintain or resume our operations. Climate-related risks, such as increased frequency and likelihood of extreme weather events and natural disasters, have influenced indirect costs, including insurance.

## Capital Expenditures

Our capital expenditures have been and may continue to be influenced by climate-related risks and opportunities. For example, we approved capital expenditures related to environmental compliance in 2023 and 2024.

## RISK MANAGEMENT

Westlake recognizes and plans for potential climate-related risks as part of the Company's overall risk management processes.

### Identification of Climate-Related Risks and Opportunities

Westlake evaluates and assesses the materiality of climate-related risks and opportunities using a process consistent with our standard financial reporting practices, which is informed by quantitative and qualitative factors. The Company considers potential impacts to the balance sheet in its assessment. This process is reviewed quarterly in connection with disclosures in the Company's Form 10-K and other SEC filings. Identified material climate-related risks are included in Westlake's Annual Report on Form 10-K.

### Management of Climate-Related Risks and Opportunities

Westlake has a robust risk management approach that embeds responsibility for risk management throughout the company in our businesses and global plant locations, including with respect to environmental and climate change risks and opportunities. Westlake's Board of Directors retains ultimate responsibility for and oversight of corporate risk. The Board receives presentations regarding the crude, ethane, or base chemical market outlooks from industry experts, which occasionally include updates on climate-related risks and opportunities as relevant to the general market outlook. These presentations sometimes include updates on relevant risks stemming from national policies addressing climate and energy transition. The Board's CRSC and Audit Committee are responsible for overseeing aspects of climate-related risks. All members of the Board of Directors are also members of the CRSC and participate in the CRSC meetings to provide Board visibility to our overall risk exposure and to support the prioritization of our mitigation actions.

The CRSC has the following functions and responsibilities as they relate to risk management:

- Review the risk management structure of Westlake.
- Review management's identification and assessment of significant risks and its plans to control those risks.
- Review management's systems as they relate to enterprise-wide risks posed by Westlake's physical assets and operating processes.
- Address the findings of regulatory agencies concerning Westlake's physical assets and operations.
- Report to the Board of Directors on the activities of the CRSC with respect to the foregoing matters as required at each Board meeting and at any other time deemed appropriate by the CRSC or upon request of the Board of Directors.
- Capital expenditures: The Board approves the budget each year, which includes discretionary and non-discretionary capital for environmental compliance.
- Risk management: The Board's CRSC reviews the principal risks to Westlake annually, which may include climate-related risks (e.g., flooding, extreme weather, and regulatory risks).

The CRSC also oversees climate-related matters more broadly, including opportunities, by receiving updates on topics such as sustainable products, ESG in capital markets, and progress on Westlake's sustainability goals. The Board's Audit Committee reviews climate-related risks and opportunities when those risks and opportunities, such as weather and natural disasters, cost of raw materials and energy due to regulation, and changes in consumer behavior, are deemed material for inclusion in financial documents.

Westlake manages climate-related risks through a combination of site-level operational practices and corporate-level oversight. Physical climate risks, such as severe weather events, are primarily addressed at the facility level through established emergency preparedness and process safety procedures. Site leadership may implement mitigation measures, including infrastructure hardening, based on past events or insurer recommendations, which are reviewed and approved at the corporate level as needed. Transition risks, such as regulatory or market changes, are evaluated by relevant internal stakeholders, such as senior leadership and personnel in the Legal Department and by those who have responsibility related to the Health, Safety, and Environment and Sustainability functions (at the corporate and strategic business unit level). Such transition risks may be addressed through various strategies, such as insurance, capital planning, or risk acceptance.

Climate-related risks are prioritized based on their likelihood and possible impact. As a global business, Westlake recognizes that risk management occurs at a strategic corporate level and that our approach to risk should also be tailored to each site and location, with the management of those risks overseen at the local level. For example, the physical or transitional risks in our Lake Charles, Louisiana facilities may be different than the physical or transitional risks of our operations in Cologne, Germany, and thus require local responsible stakeholders and mitigation strategies specific to the location.

Responsible business stakeholders update senior management, including the CEO, on their risk management activities through multiple mechanisms, including the monthly and quarterly business review process. The monthly and quarterly business reviews include discussions on significant external events and emerging risks that may impact the business. Managing risk from the top down and bottom up ensures the visibility of risks and accountability of the management of those risks at every level.

## Management of Strategic Risk

Westlake's ERM process identifies, evaluates, and monitors risks to the business, including climate-related risks and includes an assessment of the relative significance of these risks. Westlake's ERM process follows an annual cycle that starts with a rigorous risk assessment effort. The risk assessment process leads ultimately to a ranking of principal risks to Westlake company-wide. The relative significance of risks and their ranking are discussed with and agreed upon by executive leadership, including the CEO. These top risks and management's approaches to monitoring and mitigating these risks are discussed with the CRSC regularly. Many of Westlake's efforts to monitor and mitigate risks occur at the individual business and plant level. Our ongoing efforts to identify and manage risks are critical for the successful achievement of our business objectives. Individual business and plant managers regularly make decisions on managing risks. Possible responses to risk include:

- Accepting the risk without further action
- Mitigating or reducing the risk with process and controls designed to prevent, or detect and correct, certain risks
- Transferring the risk (e.g., insurance where appropriate)
- Stopping or forgoing the risk-related activity

Westlake recognizes specific climate-related risks, such as the impact of severe weather and natural disasters on our operations. Climate change gives rise to other recognized risks, including, but not limited to, evolving fiscal and legislative responses to climate change in our countries of operation. Senior leaders of our management team, including those with responsibility for operations, health, safety and environment, capital projects, and risk management, have primary responsibility for overseeing the physical climate-related risks of our operations.

Westlake closely monitors the developing policy framework with respect to climate-related risks at an international and national level and the process for managing such risks can involve cross-functional collaboration among relevant stakeholders, with ultimate decision-making resting with business management and/or senior leadership, depending on the nature, scope, and impact of the regulatory climate-related risk. We leverage our local expertise, industry associations, outside legal counsel, and technology to monitor regulatory requirements and standards changes.

## Management of Operational Risk

Each business regularly identifies operational risks that may impact the business, including physical and transitional risks associated with climate change. Our environmental management system is fundamental to our operations and the identification and management of risks at a local level. In addition to our corporate headquarters in Houston, ISO 14001-certified environmental management systems are in place across a number of our sites in Europe, Asia, and North America. This international framework helps Westlake map out compliance with environmental laws and voluntary actions to lessen its operational impacts. Westlake businesses perform environmental impact and risk assessments as part of our decision-making process. Environmental risk and risk management practices are considered during the due diligence process of acquisitions. Each of Westlake's locations collects a wide range of environmental data such as GHG emissions, water consumption, energy use, and waste, which is reported monthly to the Vice President of Operational Excellence and Health, Safety and Environment and reviewed on a quarterly basis by the CRSC. In 2023, Westlake invested in ESG data management in order to further automate the data collection process. In doing so, we seek to make our ESG data more traceable and auditable.

## Metrics and Targets

Westlake tracks and reports a range of climate-related metrics, including Scope 1 and Scope 2 greenhouse gas emissions, energy intensity, and water use.

In 2022, Westlake laid the foundation for our long-term ESG strategic objectives, which included setting goals to track our progress. We introduced our first ESG-related goal in February 2022: a goal to reduce our Scope 1 and Scope 2 CO<sub>2</sub>e emissions intensity per ton of production by 20% by 2030 from a 2016 baseline.

Further, to assess physical climate-related risks, Westlake has conducted a water stress screening to identify sites potentially exposed to water quantity and quality risks. This assessment, based on current conditions, informs Westlake's goal to implement water management plans at applicable sites by 2030.

## CO<sub>2</sub>e Emissions Intensity Goal

For the purposes of tracking performance results over time for our CO<sub>2</sub>e Emissions Intensity Goal, we use a combination of standard and site-specific emission factors (EPA or industrial). These factors, when combined with operational data such as natural gas usage, allow us to calculate an equivalent carbon dioxide emissions (CO<sub>2</sub>e total for our operations). These Scope 1 emissions, when combined with Scope 2 emission information from our utility suppliers, allow same-basis comparisons to the base year. As of December 31, 2024, we successfully accomplished our climate-related goal of reducing our Scope 1 and Scope 2 CO<sub>2</sub>e emissions per ton of production by 20% from a 2016 baseline, significantly ahead of the projected timeline. See page 15 of our 2024 Sustainability Report for information on our CO<sub>2</sub>e Emissions Intensity Goal.

Although our progress against our CO<sub>2</sub>e Emissions Intensity Goal is measured using our calculation methodology used to set the intensity goal in order to maintain comparability, beginning on January 1, 2023, we have simultaneously reported Scope 1 and Scope 2 emissions utilizing the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol). See the table on page 66 showing our Scope 1 and Scope 2 data based on GHG Protocol.

The GHG Protocol is the world's most widely used greenhouse gas accounting standard and guidance. It provides a framework for reporting Scope 1, 2 and 3 emissions on a consistent basis allowing same-basis comparison both over time and between companies. Increasing consistency and transparency in reporting amongst companies was a key objective in the development of the GHG Protocol. Use of the GHG Protocol will facilitate third-party audits and external verifications of the data and reports containing the data.

As described in the Strategy section of this TCFD Attachment and in our 2024 Sustainability Report, we are continuing to research economically feasible technologies to reduce our Scope 1 and 2 GHG emissions intensity, with an aim toward potentially developing a pathway to operational net-zero direct carbon emissions by 2050.

## DISCLAIMER AND FORWARD-LOOKING STATEMENTS

The information in this document is subject to the limitations herein. This document has not been audited or assured, and Westlake and its subsidiaries make no representations or warranties as to the completeness or accuracy thereof.

This document contains certain matters that are "forward-looking statements" within the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by the use of words such as "believes," "intends," "may," "should," "could," "anticipates," "expected," "aims," "strives," "seeks," "ensures," "commits," "endeavor," "plan," "goal," or comparable terminology, or by discussions of strategies or trends. Examples of forward-looking statements in this document include, among others, statements regarding our sustainability goals announced in early 2022 and May 2023, our future business plans and strategies, our future climate-related goals, the demand for our products, potential risks and opportunities, and our efforts to continue our approach to innovate and advance more circular and sustainable products and operations. These and other forward-looking statements throughout this document could be adversely affected by a variety of known and unknown risks, uncertainties, and other factors that are difficult to edict and many of which are beyond our management's control, including changes in law, policy, technology, or extreme weather events, any of which could lead us not to achieve, or even to forego, any of our goals. These risks and uncertainties include, but are not limited to, those set forth herein as well as in the Company's other filings with the U.S. Securities and Exchange Commission (SEC). Westlake's expectations may or may not be realized or may be based upon assumptions or judgments that prove to be incorrect. For more detailed information about the factors that could cause actual results to differ materially from the forward-looking statements contained herein, please refer to Westlake's Annual Report on Form 10-K for the year ending December 31, 2024, which was filed with the SEC on February 25, 2025, and Westlake's Form 10-Q for each of the quarters ending March 31, 2025, and June 30, 2025, respectively. This document reflects the views of our management as of the date hereof. Except to the extent required by applicable law, Westlake undertakes no obligation to update or revise any forward-looking statement.

This document contains statements based on hypothetical scenarios and assumptions as well as estimates that are subject to a high level of uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or forecasts of expected risk or performance. Additionally, this document contains targets related to greenhouse gas emissions and other sustainability-related matters. These targets are dependent on forward-looking estimates, interpretations, and projections of future circumstances, many of which Westlake does not control, including, but not limited to, the availability of alternative energy sources in the jurisdictions in which Westlake operates. The actions and decisions of governments and other public and private third-parties may affect the availability of traditional and alternative energy sources, the capacity of electrical grids to support traditional and alternative energy sources, and the broader economic and legal circumstances affecting energy and electricity locally, regionally, and globally. As a result, these targets are subject to change and may be updated by our management at any time. While certain matters discussed in this document may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations, even if we use the word "material" or "materiality" in this document.

# Westlake

**Westlake Corporation**  
**Global Headquarters**

2801 Post Oak Blvd.  
Houston, Texas 77056

USA Telephone: +1 713 960 9111

[www.westlake.com](http://www.westlake.com)

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