



Covestro

**Global
Diversity & Inclusion
Report 2020**



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* D&I in this report refers to Diversity and Inclusion

Greetings



Dear Readers,

The recipe for success in business is committed employees: collaborative and full of ideas. The more diverse they are, the better - this is our conviction and what we aspire toward. Especially in times like these, with the global pandemic and uncertain economic perspectives, a committed workforce that sticks together is more important than ever. We want to establish a true culture of diversity and inclusion (D&I) across our whole company, anchored in every aspect of our activities. And we are well on track.

Covestro unites 16,500 (as of Dec. 2020) dedicated people - each with his and her own talents and experiences. What they have in common is the will to go the extra mile and overcome any challenges, to the benefit of our customers and all other stakeholders. Our employees are welcome to bring their whole self to work every day, and, together, they create an environment of true belonging.

What motivates them are our unique values: We are curious, courageous and colorful. And we are driven by the strong purpose of making the world a brighter place. This particular mindset is what we call the "We Are 1" culture. It helps us to tap our full potential, and to realize our long-term vision to become fully circular.

D&I are close to my heart, and I will do everything to drive them forward, within Covestro and beyond. I feel proud to lead a company that has done and achieved a lot in this regard. Our company includes people from all backgrounds, multiple countries and with diverse perspectives. This report includes various examples of how we embrace and value D&I at Covestro.

But this is not the end. I am happy to see that many more activities are being pursued and will follow in 2021 and beyond. It may still be a long journey until every colleague at Covestro feels equal and included, but it's worth all efforts!

Dr. Markus Steilemann

Member of the Board of Management
Chief Executive Officer





Covestro are committed to D&I as fundamental components of our corporate culture. And I am also personally convinced that different people working together in a respectful manner is essential to achieve the best results for the company. This conviction is clearly expressed in our "We are 1" culture. In this way, we create innovation through diversity.

In the past five years since our stock market listing, we can already look back on a large number of good examples of D&I. I am therefore pleased to share some of these examples with you in this report. The scope shows: We are indeed curious, courageous and, above all, colorful. But there is also plenty of potential for further development.

We want to take the next step and push the boundaries of what is possible, as well as break down long-held ideas. Women are still underrepresented in scientific and technical professions. We are committed to increasing the attractiveness of Science, Technology, Engineering, Math (STEM) professions and encourage women to apply for

apprenticeships in supposedly typical male occupations. We would therefore like to make improvements, particularly in the areas of production and technology, and increase the number of women working in those areas over the mid- to long-term.

For us at Covestro, diversity is not only an important driver of innovation but also part of our corporate values. We want to offer equal career opportunities to all employees, regardless of their origin, religion, gender expression, sexual identity or sexual orientation. Mixed, inclusive teams are not only more creative, they also make better decisions. After all, the topic is an important task for society as a whole.

Dr. Klaus Schäfer

Member of the Board of Management
Chief Technology Officer

We reflect D&I as integrated parts of our corporate culture in all our structures and processes. In this context, our mission is first of all to raise awareness for diversity and the need to create inclusive environments where collaboration can truly be lived. We see the diversity of our employees as a great opportunity for the company's success, especially in terms of innovative strength. Covestro values differences and is committed to an inclusive work environment in which everyone is treated with dignity and respect - both inside and outside our company.

D&I are the compass for all our HR processes and for the further development of our workforce. By bringing people from different backgrounds together, with diverse viewpoints, we're pushing boundaries and pioneering fresh ideas to make the world a brighter place. It's this diversity that inspires us, enabling us to see the world from multiple perspectives and delivering the fresh thinking that helps us overcome challenges.

D&I are also core elements of our "We are 1" corporate culture. Our multicultural corporate culture makes us what we are - and it makes us strong, particular in times of uncertainty. We explore new ways and untrodden paths through international teams. Our work is infused with the strengths and talents, the experiences and perspectives of each and every individual. Our corporate culture incorporates the different roots, ideas, experiences and perspectives of all employees. This contributes to the long-term success of Covestro.

Wolfgang Miebach

Global Head of Human Resources





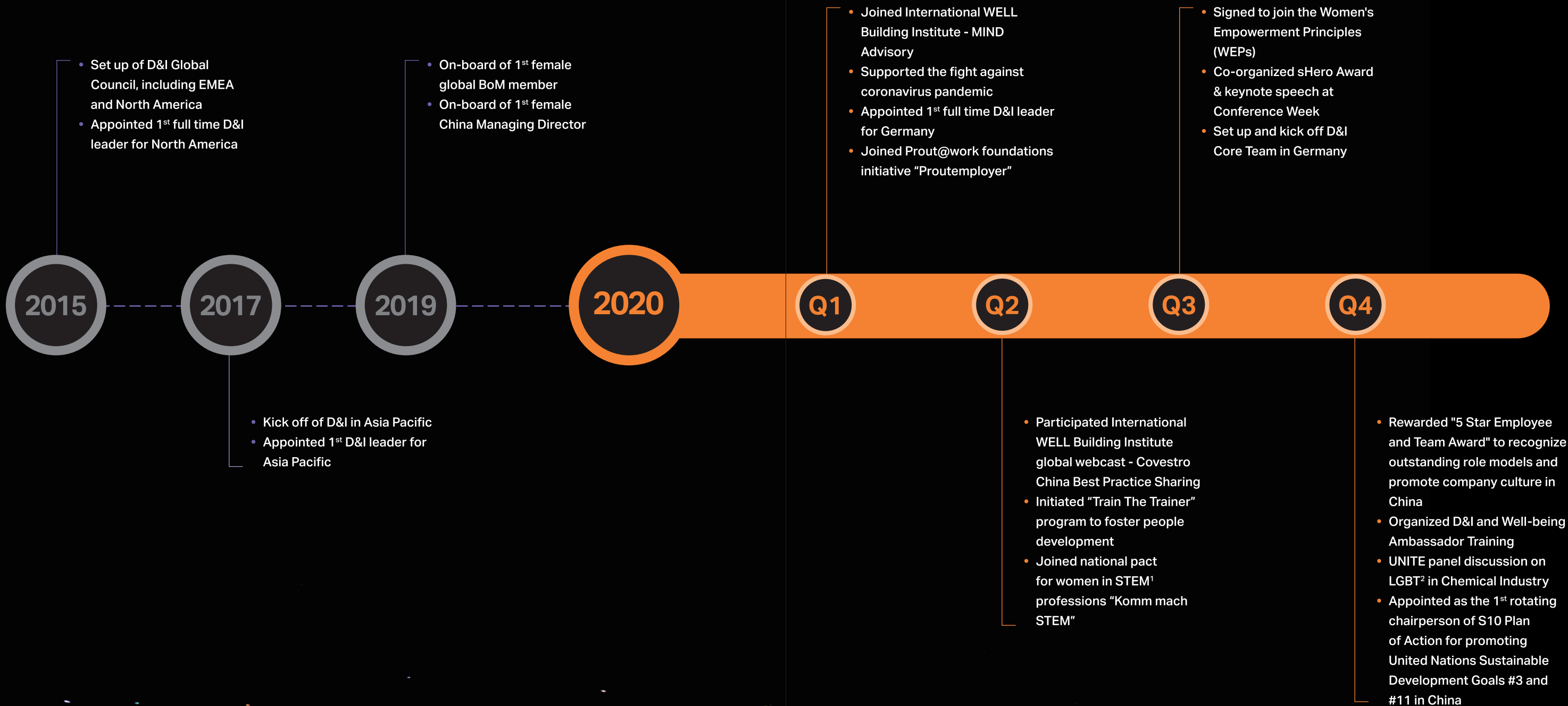
Our D&I journey

After separating from Bayer five years ago, Covestro embarked on an exciting journey as a new company. Since then, we've been building our "We are 1" Culture - one that reflects our company's values - **curious, courageous and colorful** and our purpose of **making the world a brighter place**. It is very evident that our D&I efforts are at the root of the culture here at Covestro. But we recognize that a culture doesn't develop overnight. It is an ongoing journey and one that has to be full of deliberate intentions and actions. At Covestro, we believe that diversity is our strength. Inclusion is our commitment. Innovation inspired by sustainability is our direction. D&I has to be embedded in everything we do and we believe that creating a diverse and inclusive work environment where all our employees can thrive, feeling free and secure to bring their full selves to work, is essential to Covestro's success. Different perspectives lend strength to innovation. Companies that embrace their employees' differences and cultivate a supportive and open workplace tend to have greater success.

As a company that believes in D&I, we have to attract and retain the best people - those who will drive Covestro forward and set us apart from the competition. This of course is our opportunity and our challenge. In order to make this a reality, we need the commitment not only from our leaders, but every employee. It requires looking at all aspects of our business differently and making thoughtful decisions. For the past five years, we have been laying the foundation of our D&I effort. While the majority of this work has been done in Asia Pacific, North America and Germany, we realize the value of expanding our efforts across the entire world. We achieved a huge win this year: we hired a D&I leader for Germany and we plan to continue rolling out the programs and activities to our other locations worldwide soon. This annual report captures the progress while conveying our aspirations. We look forward to walking this path together.



Global Timeline



1. STEM stands for science, technology, engineering and math
2. LGBT stands for for lesbian, gay, bisexual, trans.

D&I positioning

D&I at Covestro are both rooted in our purpose of making the world a brighter place and aligned with our values - Curious, Courageous, Colorful. We are inspirers of innovation and drivers of growth. To be successful individually and as a company, we must embrace different points of view, perspectives and experiences. Equally important, we must cultivate and nurture an inclusive environment that is open to such diversity. Great ideas have no value if our voices cannot be heard.

Our D&I strategy has three primary focus areas - **colleagues, company** and **community**. Each is essential for creating a strong, diverse, inclusive and innovative workforce and culture in our business and at every location.

Diversity is our strength. Inclusion is our commitment. Innovation inspired by Sustainability is our direction.

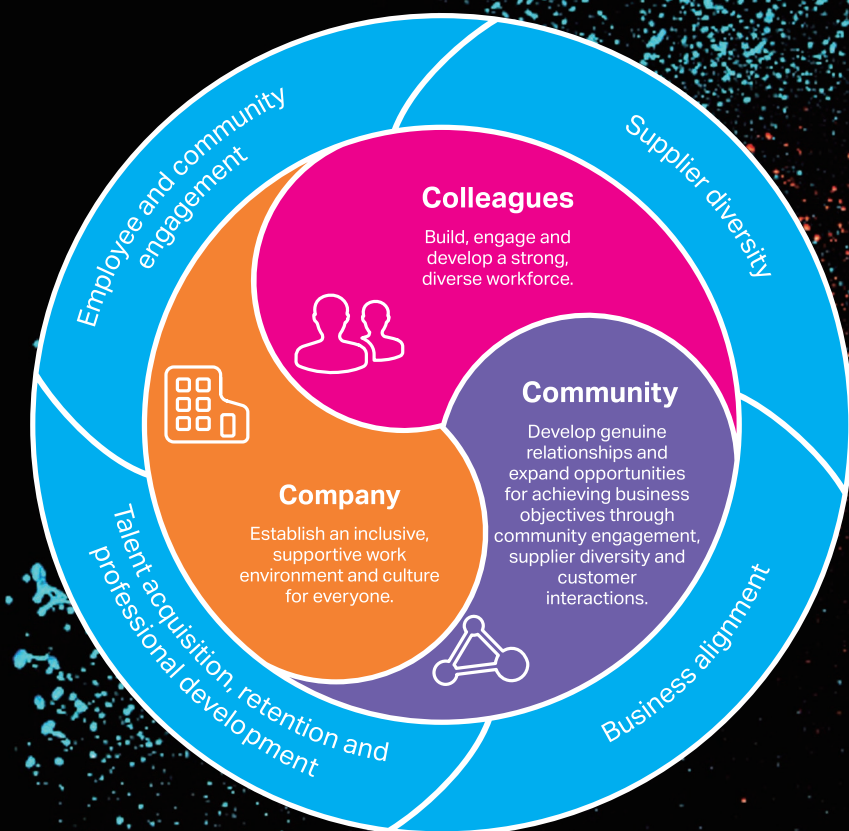
Covestro are committed to making D&I part of everything we do, from how we develop our products to how we build our offices.

D&I has meaning for us Covestro's Global Positioning

At Covestro, we are committed to making the world a brighter place. That is why we foster D&I as the foundations of innovation and growth.

We value differences and we are dedicated to an inclusive work environment that ensures dignity and respect for all of our stakeholders. We are convinced that the power of a diverse and inclusive workforce drives innovation, sustainability and employee engagement, improves decision-making and contributes to Covestro's success.

D&I and how we will get there Strategy



Global Covestro D&I initiatives support United Nations Sustainable Development Goals



Global Covestro D&I Team sponsored by the Board of Management



Colleagues

Build, engage and develop a strong, diverse workforce

- Cross generational and multi-national engagement within our labor markets
- Consequent posting of open positions
- Diverse interview panels
- Building a diverse STEM workforce pipeline



Company

Establish an inclusive, supportive work environment and culture for everyone

- Design inclusive workspaces and office concepts like in Shanghai P.R.C, and Leverkusen Germany
- Support employee resource groups, e.g. UNITE
- Create part-time working, job or top share positions
- Facilitate parental leave
- Non-traditional and flexible work hours
- Adoption assistance
- Tuition reimbursement and student loan relief program



Community

Expand opportunities for achieving business objectives through community engagement and customer interactions

- Establish partnerships with a wider range of (international) colleges and universities as well as networks (e.g. UNITECH)
- Global Covestro D&I team cooperation and alignment with corporate culture
- Community engagement and partnership efforts
- Operate inclusive business, e.g. temporary housing for refugees
- Supplier diversity program rollout



D&I structure across the world

D&I Network North America

- North American Inclusion Council
- North American Diversity Council
- North American Employee Resource Groups (ERGs)

D&I Network Germany

- Germany D&I Council
- Germany ERGs

D&I Network Asia Pacific

- D&I Ambassador Network
- Local caretaker for each site
- ERGs

We all must learn to look at every business decision, policy, innovation, relationship and more through the D&I lens. How are teams selected? Who is promoted? Is our talent pool diverse? How do we leverage a business partner? Are our policies respectful of different regions of the world? Does this innovation address cultural differences? It is through clear leadership and strong alignment with our business goals that D&I will be elevated beyond simply doing the right thing. Our D&I efforts encompass a structure that is shown on the following page.

This structure enables D&I to be driven from both the top down and the bottom up, with leadership setting, communicating and modelling the direction using insight and input funnelled upward from locations and employees. It is a fluid and dynamic process that easily accommodates shifts in business and societal priorities.

Global D&I Core Team



Klaus Schäfer
(Sponsor)



Wolfgang Miebach
(Sponsor)



Mariana Castell Blanch
(Global)



Rainer Bruns
(Global)



Martin Duchenski
(Global)



Fabienne Mainz
(Germany)



Julia Xiang
(Asia Pacific)



Dina Clark
(US)



Marylu Villanueva
(Mexico)

Global D&I Council



Daniel Koch



Demetri Zervoudis



Dirk Jan de With



Heike Deters



Hermann Josef Doerholt



Lily Wang



Martin Merkens



Matthias Poth



Samir Hifri



Steffan Huber



Yun Chen

D&I Network North America

North America D&I Council



Aleta Richards



Alice Sox



Antonio Bello



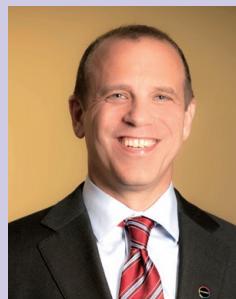
Arturo Molina



Atul Khettry



Christine Bryant



David Rzepecki



Demetri Zervoudis



Erika Diaz



Guillermo Martinez



Haakan Jonsson



Isauro De La Fuente



John Lemmex



Katherine McEvilly



Lily Wang



Marisol López



Michelle Buhl



Rebecca Lucore



Rod Herrick



Tom Balzer

D&I Network Germany

Germany D&I Council



Anna Katharina Saelhoff
Steinmann



Haval Khaffaf



Katharina Wübben



Marc Schellberg



Marian Cors



Meike Niesten



Murat Kalem



Paula Rodrigues



Serkan Özkütükcü



Sven Stocker



Tobias Grömping



Verena Brenzek

D&I Network Asia Pacific

Asia Pacific Sponsors



Holly Lei



Yun Chen



Michael Schmidt



Cherry Yin



Julia Xiang

China & Asia Pacific Leader

China Country Council Ambassadors



Annie Chen



Cynthia Chan



Holly Lei



Jacky Zhang



Jessica Cheng



John Dou



Lesley Lin



Michael Schmidt



Ronnie Luo



Terence Yau



Weiguo Lu



Yun Chen

Local Caretaker

Shanghai Crystal Plaza Office



Mark Xi



Jessalyn Cao



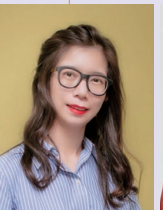
Ruby Meng



Selina Yin



Rachel Wu



Ruijing Guo



Tracy Li

Covestro Integrated Site Shanghai

Covestro Polymer Research and Development Center (Shanghai)

Beijing



Fan Zong



Rachel Zhao



Ada Liu



Cherry Gao



Jack Wen



Jennifer Jia

Qingdao

Guangzhou

Shenzhen

Tianjin

China

South Korea

Ambassador



YongSuk Chang

Leader



JeeA Kim

Japan

Ambassador



Kimiyasu Yonemaru

Leader



Marco Satoshi Otsuki



Takako Tomita



Shohei Kamata



Satoru Kiuchi



Shohei Tsubota

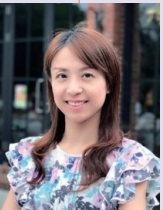
Taiwan

Ambassador



Michael Lee

Leader



Alice Lin



Rockie Lin



Corrine Chou

Hong Kong

Vietnam

Thailand

Ambassador



Giang Dang

Leader



Tuyet Phu Van

Indonesia

Ambassador



Fransiskus Afandi

Leader



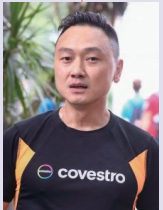
Valentino Silvia H.

Ambassador

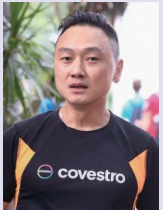


Samir Hifri

Leader



Marius Wirtz



Andy Tse



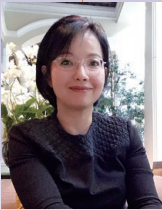
Marlene Chan

Ambassador



Juergen Meyn

Leader



Chanthima Virotepakorn



Surat Rujirasak



Khawissara Wattanapisit



Nitipong Choti Wittayapon

D&I numbers

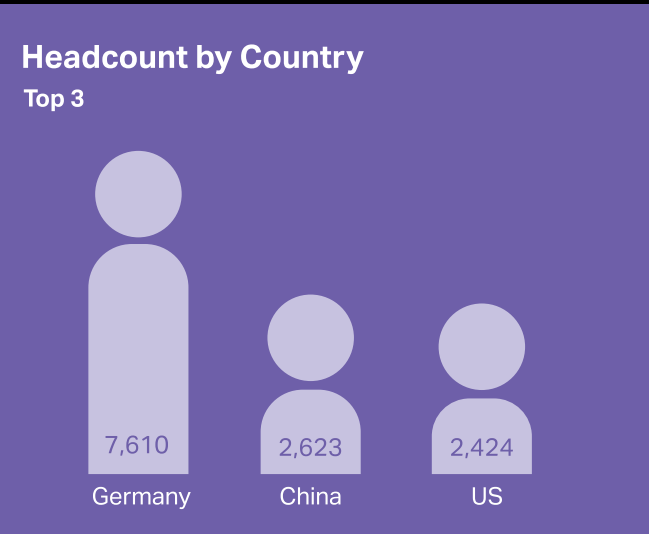
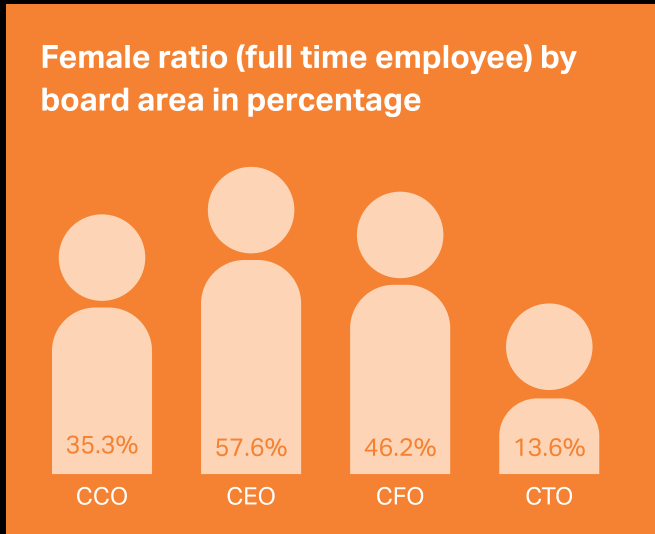
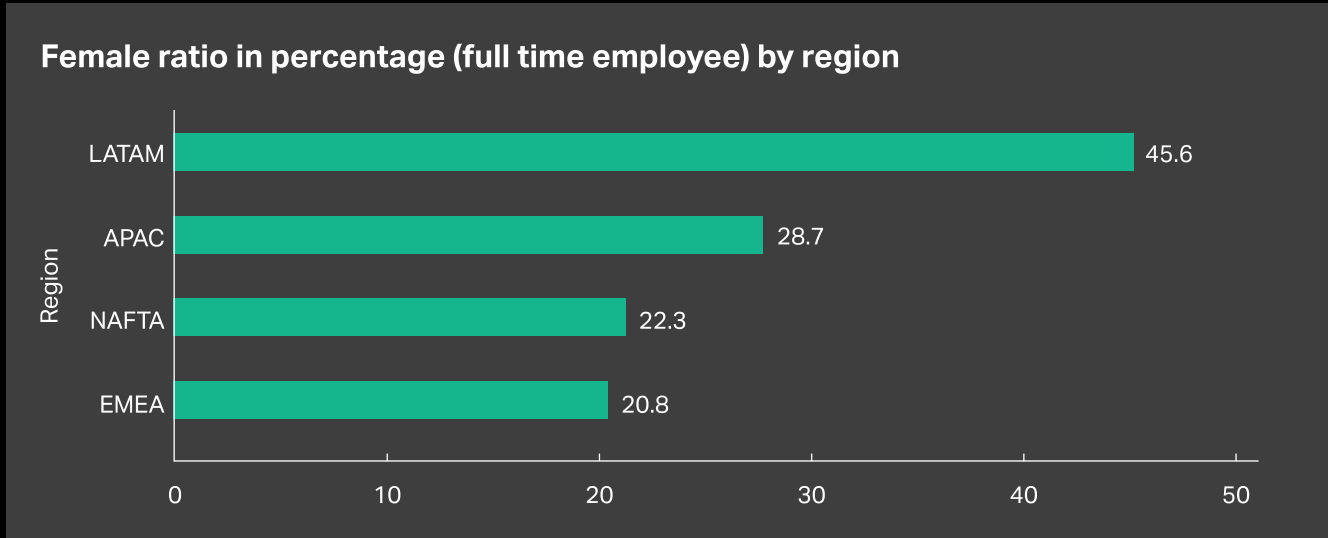


Every year, we measure the progress around the world relative to our select demographic information, but this year will be the first time that we publish this information openly to the organization.

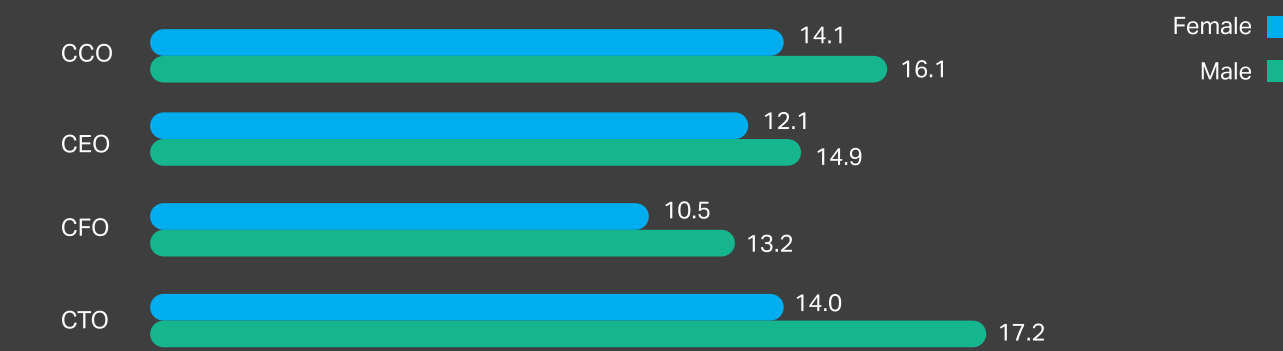


Covestro Group Data as of Year End 2020

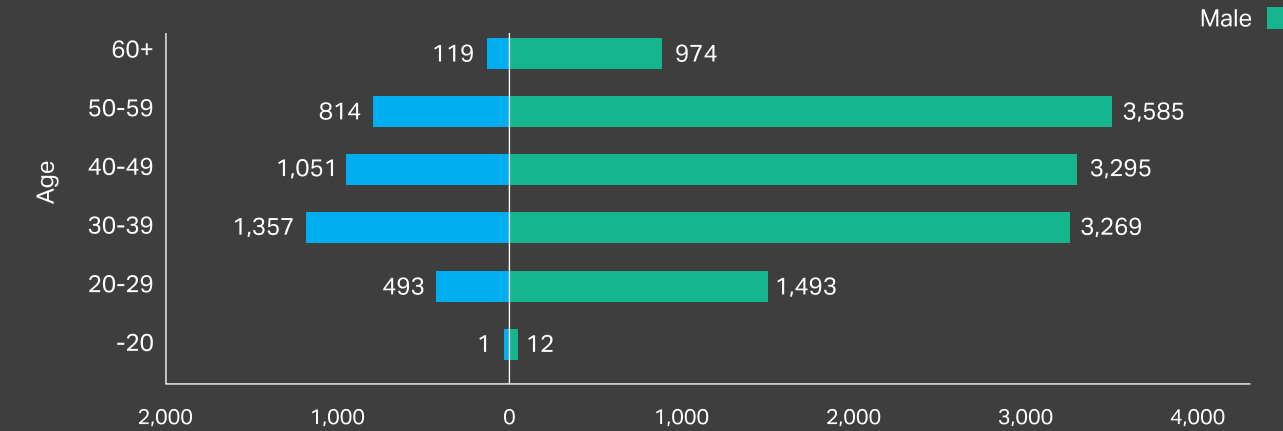
Covestro organizational hierarchy		headcount	full time employee
Covestro Group		16,927	16,501
(by board area)	CCO	3,647	3,576
	CEO	860	827
	CFO	1,467	1,426
	CTO	10,912	10,642
Others		41	30



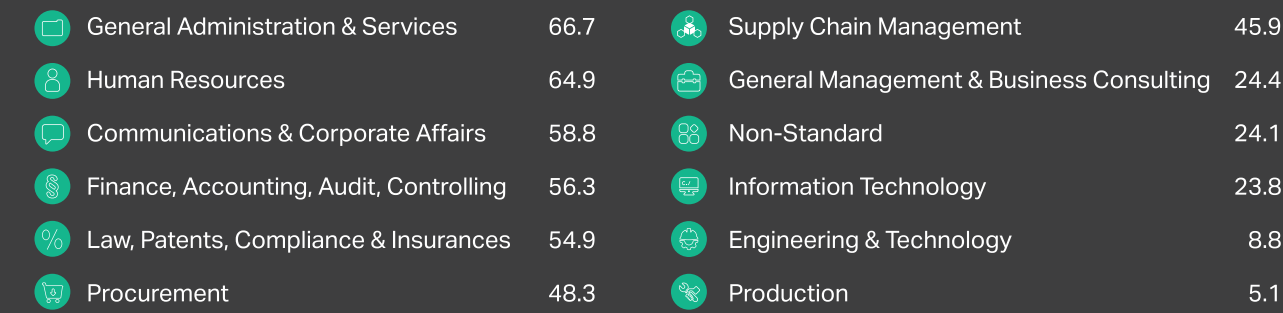
Average length of service (years)



Age pyramid in full time employee - female / male view 10 years



Female ratio (full time employee) by job group in percentage



General Remarks

CEO: Chief Executive Officer
 CCO: Chief Commercial Officer
 CFO: Chief Financial Officer
 CTO: Chief Technology Officer

Regions:

LATAM: Brazil only
 Asia Pacific: Australia, Hong Kong, India, Indonesia, Japan, PR of China, South Korea, Taiwan, Thailand, Vietnam
 NAFTA: Mexico, USA
 EMEA: Belgium, France, Germany, Italy, Netherlands, Slovakia, Spain, Switzerland, United Kingdom, Utd. Arab Emir.

Gender: We are only identifying data for men and women.

Story sharing



Colleagues

Build, engage and develop a strong, diverse workforce



Company

Establish an inclusive, supportive work environment and culture for everyone



Community

Develop genuine relationships and expand opportunities for achieving business objectives through community engagement, supplier diversity and customer interactions



Colleagues

Build, engage and develop a strong, diverse workforce

More female apprentices

Germany

At Covestro, we embrace D&I as fundamental parts of our self-image as an open and innovative company. We always work in diverse teams and promote equal opportunities. In this way we keep our innovation engine running and can learn from each other. Traditionally, the chemical industry tends to attract men and that's why the promotion of women in STEM professions is already an important part of our activities.

Since 2019 we have been focusing on the area of apprenticeship to increase the number of female apprentices. To start, our CFO Dr. Thomas Topfer hosted a round table discussion with our apprentices participating in the "youth and apprentice representatives" (JAV), which represents the interests of the young people working at Covestro. In this meeting, they shared their experiences and discussed solutions to achieve the ambitious objectives. In order to stay in exchange and find out what has changed since the last time, the round table takes place at regular intervals.

To make the importance clear, a new position was created within Employer Branding & Recruiting that focuses exclusively on the target group of prospective apprentices, with the goal of addressing the gender gap in STEM. We want to give women a realistic picture of the STEM professions and show them the opportunities in these fields.

With our participation in the annual Girls' Day event, we can give young female students insight into everyday working life at Covestro and therefore motivate them to take up technical and scientific professions in the future.

Additionally, we have strengthened our cooperation with schools and are happy that we were also able to establish a new school cooperation in 2020.

While visiting schools, we can lay the foundation for an interest in STEM professions at an early stage and represent Covestro as a potential future employer.

Our school lab offers groups of students to spend a day at Covestro experiencing how a product made of plastic is gradually created, and how a modern company works. They can design, develop and produce everyday objects such as colorful cups, egg spoons or egg cups.

To become more diverse, we highlighted more women testimonials for our apprenticeship advertising on all platforms. We published postings on Instagram, spotlighting female apprentices and the passion they bring to their profession. This enables interested women to gain a realistic insight into an apprenticeship at Covestro.



In June 2020, Covestro became part of the national pact for women in STEM professions "Komm, mach MINT"

We have further improved our students' career website and can now offer an improved candidate journey, featuring more diverse content that is reflective of our new employer brand and global workforce, while making it easier for students to find the right apprenticeship profession.

In our newest apprenticeship film, "DU in der Chemie - Warum nicht?" (enjoy being with the chemical industry - why not?) we dispel the prejudices "Girls don't have enough power," and "Girls can't have a career." We also give young female employees a chance to speak out about their positive experiences working at Covestro.

In June 2020, Covestro became part of the national pact for women in STEM professions "Komm, mach STEM." The national pact for Women in STEM professions is the only

nationwide network initiative that inspires girls and women to pursue STEM studies and professions. The initiative enables us to exchange ideas with partner companies and other organizations from various sectors of society on the important topic of women in STEM professions.

As a result of all these activities and efforts, we can proudly report that we are moving towards gender balance by implementing inclusive practices and processes. In the future, we will continue our efforts to make STEM professions more attractive and to further increase the number of women working at Covestro. We would like to continue contributing to giving women not only an insight into these professions, but also to prepare and inspire them for their career entry to become 1OfUs (one of us).

Being more competitive in talent attraction

China

It is always our mission to make the company more adaptable, creative and attractive to a diverse group of employees. Thanks to the efforts of the last few years, Covestro China has been certified as a Top Employer in China for the third year running by the Top Employers Institute.

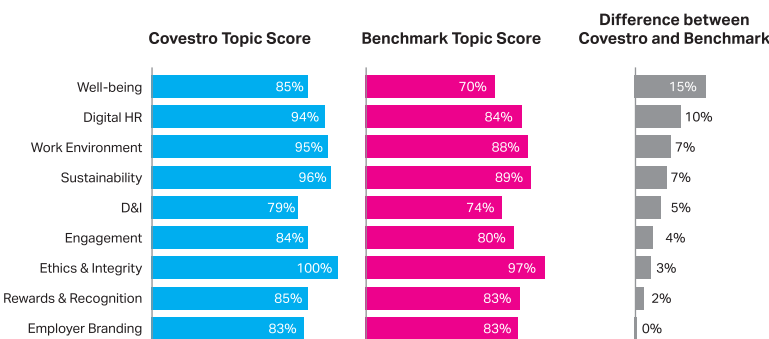


The Top Employers Institute program certifies organizations based on the participation and results of their Best Practices Survey. This survey covers 6 domains consisting of 20 topics such as people strategy, work environment, talent acquisition, learning, well-being, D&I and more.

By referring to the survey result, the strengths of Covestro China are shown in the upper chart. Compared to the average score of all 101 certified companies, our D&I score is 5.4% higher than average score, with the main areas of strength including D&I activities, networks, evaluation of D&I program, external feedback and awareness training, as shown in the chart.

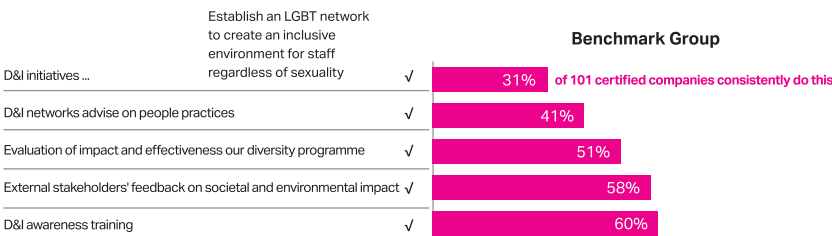
Topic Score Breakdown

Topic Scores are only available in Top Employer 2021



Areas of Strength

Practices you have implemented consistently but many in the Benchmark Group haven't; Your answer is marked with ✓



There is no discrimination of any kind throughout the whole employer branding and talent acquisition process. In addition, we suggest comprehensive diversity among panelists during interviews and pay special attention to gender balance in recruitment programs, such as Production & Technology (P&T) Trainee program for Covestro Integrated Site Shanghai.

In 2020, Covestro was named a 2020 China Top 100 Most Attractive Employer - Natural Science by Universum, based on target survey and validation among natural science students groups. And, for the third year in a row, we were awarded Employer Excellence of China by 51job, as well as the "Excellence in D&I" award.

As a result, 43% of the new hires in 2020 are female, with 9% increase compared with 2019. The female ratio of new hires within CTO functions also increased from 17% to 23%.

On top of that, if we look at campus recruitment program, from 2018 to 2020, we have hired a total of three batches of P&T trainees, with females representing 31%, which reflects the effectiveness of our efforts to attract female candidates in STEM.



A brighter place to

WORK

GROW

ACCOMPLISH

- Safety first
- 1st class working environment
- Flexible, effective and inclusive way of working
- Support professional development and personal growth
- Internal career opportunities
- Self-driven lifelong learning
- An even stronger and globally leading chemical company in China
- Timely recognition



Moreover, in order to further promote our employer brand to attract more potential employees with diverse backgrounds, we developed a Covestro China message house based on our purpose to "Make the world a brighter place." It was specially designed for our new employer branding image and generate toward diverse groups.



D&I are a never-ending pursuit for us, while our data show progress, we also acknowledge that we have a long way to go. And we will definitely continue to practise D&I culture and make a brighter place for our people to work, grow and achieve.

Recruiting in the U.S.

United States



ERG* partnerships

Covestro's ERGs are a valuable contributor to our continued D&I** recruitment strategy. In December 2020, the team conducted its second ERG / Recruitment Strategy Summit to share ideas on how to attract talent into the organization and build a pipeline for the future.

Minority / Female organizations

In February 2020, we partnered with the Pittsburgh chapter of the Urban League of Young Professionals (ULYP) to celebrate the organization's 18th birthday.

The Talent Acquisition team, along with other employees from Human Resources as well as Covestro Engineers, partnered with the National Society of Black Engineers (NSBE) Southwest Region - Collegiate Chapter for a mock interviewing event. The event helped students fine-tune their interviewing skills and gain valuable feedback from Covestro professionals. It also gave us the opportunity to share information about our company and #LifeAtCovestro.

Military

In honor of Veterans Day, the Talent Acquisition team launched an internal and external campaign, called

Celebrating Covestro's Veterans, to recognize all that our veterans have done to make our lives better, our world safer and our future brighter. The series allowed our veterans to share how their military experience has shaped their lives or helped in their career at Covestro.

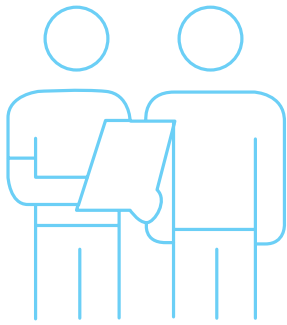
Disability outreach

We believe in the value of increasing access to opportunity and remain committed to hiring people with disabilities.

In honor of the 75th Anniversary of National Disability Employment Awareness Month, the Recruiting team participated in a virtual career fair held by the American Association of People with Disabilities. The event gave us a unique opportunity to connect with potential job seekers with disabilities to promote our company, mission, strategies and open positions to college and high school students.

We continued our partnership with Bender Consulting Services, which provides disability employment expertise in the areas of recruitment, workplace mentoring, strategic planning, training and digital accessibility.

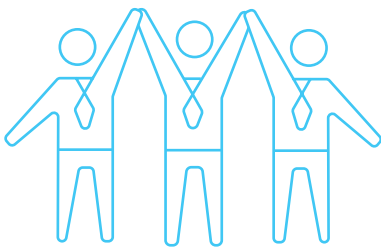
From November 2020 to April 2021, we participated in six virtual sessions that discussed mentorship, career development, leadership training and civic engagement opportunities to prepare students for their future.



* ERG refers to Employee Resource Groups
** D&I refers to Diversity & Inclusion

Recruiting in Mexico

Mexico



The pandemic also impacted recruitment activities at Covestro Mexico.

The challenges we faced in 2020 came even before the pandemic arrived. We previously handled recruitment in Mexico through headhunters, but cost reductions eliminated our use of these services. We now handle candidate searches internally, with job boards and agreements with universities serving as our most important means of achieving recruitment success.

With the onset of the pandemic, we needed to accelerate the migration of our recruitment processes from in-person to virtual to ensure the continuity of business. In doing this, something really positive happened. I noticed that each person involved in interviews was empathetic, valued the different circumstances in which people found themselves and understood that one person's situation is not the same as someone else's situation.

Coronavirus gave us the push that we needed to further transform into a digital company and begin to migrate to new technologies and work methods to meet health and other requirements. I think it's an opportunity that arose and that we must take advantage of to advance to the next step.

One of the projects that we will implement in 2021 is completely digitizing the assessment center process since the new normal of working remotely and from our homes is benefitting our employees. For example, I managed to adapt perfectly to working from home because my work and responsibilities did not change. What did change and improve was my quality of life. Before coronavirus, I woke up at 5:30 a.m. to leave my house at a time when I would not have traffic getting to the plant or office. If I got stuck in traffic, it could take an hour getting to or coming home

from work. Now, I can get up at 7:30 a.m. to start work at 8 a.m. I use the time that I wasted in traffic to continue working.

This situation definitely changed our work model and took us from our comfort zones to seek new ways of working and innovating. Without a doubt, 2021 will be more challenging, because we need to transform ourselves and our work based on what we learned in 2020.



“

But I'm confident that by working together, we will be a more competitive company.

- Montserrat Lazos
Talent attraction specialist

Company

Establish an inclusive, supportive work environment and culture for everyone

Encountering a better us via employee well-being and D&I

China

We are glad to see that nowadays more and more people pay attention to individual health and happiness to become a better version of themselves. At Covestro, we have done everything we can to support our people with their physical fitness, mental health and social well-being. Employees have been participating in various well-being activities through the D&I platform, helping us to achieve a healthier workplace, happier workforce and higher efficiency. Eventually, people will be so proud to be with Covestro, where they can enjoy a strong sense of belonging.

In November 2019, we organized the 1st C fair, also called Covestro China Road Show, to share with colleagues in Shanghai internally about the highlights and what's going on in Covestro China in 2019. Taking the opportunity, different well-being clubs carried out demonstrations and recruitment drives. In the 20+ Well-being clubs we run, from physical to mental, from indoor to outdoor, people can choose from a number of different clubs to join, based on their availabilities and interests. People respect each other, collaborate and share their experience on many different topics. It was also when we first introduced the digitalization concept to our D&I journey, we created different QR codes for people to enroll in different clubs, we brought a robot to the booth to introduce the D&I platform, the well-being clubs, and interact with people. Our colleagues were deeply impressed and inspired.



Early in 2020, when the Coronavirus first impacted China, it was very challenging for us to communicate in a face-to-face manner and arrange any well-being activities due to home office arrangements, the required social distance, etc. This was when digitalization came to the stage and became a very important driver for diversity and efficiency. For example, we fostered the "We are 1" spirit and created different WeChat groups for people stranded in different locations to let them know that they are not alone. Meanwhile, we sent protective and household material to these employees and families. And under Covestro's employee assistance program, employees and their families have access to round-the-clock, free psychological counseling and assistance.

“

I feel so proud of our company and deeply touched by our D&I culture. We were quarantined in **different locations** because of coronavirus, but connected as 'We are One' and have never felt alone.



- Mark Xi
Employee Rep. trapped in Wuhan, China

During the home office period, in order to reduce employees' anxiety levels and allow people to focus on their physical and mental health, we launched online exercise courses. We called for three-collection series to let people share their home office experience, the touching stories in the pandemic and their hopes for new normals after the pandemic. We see that through the pandemic, people care more about their health and safety, and more and more people are being brought together to play sports. Their health levels are even better than before.

In July 2020, we launched a WeChat mini program for people to register for different well-being club activities. The digital platform itself is more user friendly, transparent and efficient in helping our ERG manage the corresponding well-being club activities.

Culture makes us who we are, and as a company that is known for its focus on people, well-being as well as D&I culture, we work together so to ensure the long-term success of Covestro and our employees' health and happiness. And with dedication and a commitment to continuous improvement, we believe that more and more people will be able to benefit from equal resources and the diverse activities that are full of care, choice and creativity. Together, we will become a better us in a brighter world.



We are 1 我们一起加油!
We are 1 online campaign again



线上运动课程从2月24日起调整至每天中午1小时
坚持运动，收获更多
Online Fitness Course will be adjusted to noon time every day since Feb.24. 2020
More exercises for better life

Being with you

India

Covestro India has undertaken several initiatives as part of its "Great Place to Work" campaign and continues to be an employer of choice. We demonstrated our continued commitment to each employee by offering an opportunity to partner with them during the important phases of life and offer support when needed the most.

As a part of this journey of "Being with You" we introduced certain new - and modified some existing - policies which would act as enablers to our employees and support them during important events in their lives. These policies pertain to:



In addition, during the coronavirus pandemic where employees had to operate from home, we implemented an interim policy to facilitate and support employees working in these unprecedented times whenever and wherever required by offering them financial assistance to set up basic infrastructure facilities at their home.

infrastructure facilities at their homes so that their work was not hampered due to lack of equipment or resources.

The above initiatives reflect our organization's focus on employees' health, safety and well-being. We are happy to be able to partner with our colleagues during situations of happiness and sorrow and do our bit to make them feel comfortable.

The "Flexible Workplace Support Policy" helps all our colleagues, irrespective of their functions, to set up basic

YOUiverse talent

India

YOUiverse Talent is a showcase for talent that goes beyond the day job. Planned for Covestro office and plant colleagues, the Talent Show is a way to add interest to an otherwise ordinary work week and offers a chance to get to know the talents of our co-workers. It is a fun-filled, action-packed activity and an extension of our YOUiverse Campaign which started in July 2020.

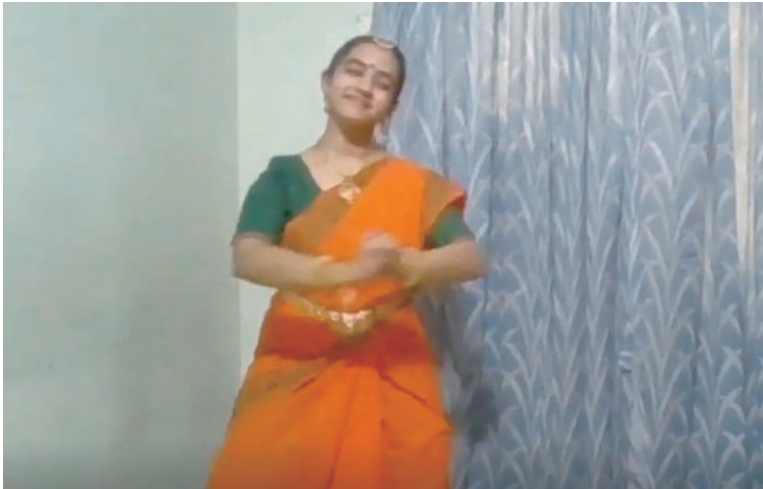
With the objective of building a creative environment within the company by offering a platform to colleagues to showcase their talent in front of the Covestro family, we hosted our first show on October 9, 2020.



We invited nominations from our plant and office colleagues to participate with various forms of performing arts and received a great response. As per the format of the show, the vital aspect was the collaboration with internal stakeholders to align their recorded and live performances and highlight their passion and hobbies in candid conversations. Moderated by a Communications representative, the show is live and interactive, but the performances are pre-recorded to avoid any technical glitch and to ensure that the performers are comfortable.

4 Talent Shows are planned with 8 artists, offering a unique blend of singers, musicians, dance performers and painters. The shows are tactically planned with artists in groups of 2 to bring variety to the acts, and to make it more enjoyable for all. Each show ends with a unique combined grand performance by the duo to bring in the cultural flavor and topical connotation of the season or some on-the-spot requests from the audience.

Year 2020 - a challenging one has already passed by while most of it we have worked from home. So now with high enthusiasm and energy we plan to welcome 2021.



The YOUiverse Talent Shows live up the digital workplace, generate a lot of excitement and build a positive environment in these challenging times. It also builds team spirit and an inclusive culture as it encourages employee participation from diverse backgrounds, cultures, locations and unique talents. It fosters the expression of creative art and nurtures a sense of belonging amongst employees.

Fun@Work, why not?

Hong Kong

As "Asia's World City", Hong Kong is a culturally diverse society with people of different ethnical backgrounds. This also applies to the Covestro Hong Kong office, home to the Asia Pacific headquarters of Supply Chain Center and Business Unit Polyurethanes, where we have a total of about 180 colleagues with 13 nationalities.

To further engage colleagues of different backgrounds, the Covestro Recreation Club (CRC) advocates work-life balance, health & fitness, unity and employee caring under the slogan of "Fun@Work, why not?". Throughout years, the employee-run CRC arranged a variety of activities with four focus areas:

"FUN@WORK, WHY NOT?"

A Caring Company
Chinese New Year Pudding/Mooncake and Donation

A Big Family
Movie Night Annual Event
Special Employee Offers

we are 1

Work-Life Balance
Interest Classes

Health & Fitness
Dragon Boat Competition
Sports Club – Fitness, Running Class, Yoga

- Interest classes for colleagues from different functions participating, learning new skills after work such as Brush lettering, DIY rubber stamp, Neon Light Painting, etc
- Movie nights for colleagues to enjoy the latest movies with peer colleagues and their families
- In-house themed Christmas Party, a good time for gathering with all colleagues in a casual and fun way
- Staff benefits: New year puddings, mooncakes and also donation activities to the less privileged in the community during the festival

Among the above activities, one key aspect that CRC focuses on is sports. CRC organized whole year sports programmes, including fitness classes, running club, yoga classes and the award-winning Dragon Boat competition to advocate a healthy life style and work-life balance.

Dragon Boat racing is one of Hong Kong's most colorful and competitive events of the year. This traditional Chinese watersport is held during the Tuen Ng Festival occurring every year around May or June. Covestro Hong Kong re-joined the Stanley International Dragon Boat Competition in 2017, and with great perseverance and trainings, the Covestro team successfully won the championship in Gold Medal in Mixed Silver Bowl in 2019.



Dragon Boat Competition



Interest Class - Brush lettering



Movie Night



Interest Class - Neon Light Painting



Fitness class



Yoga class during lunch break



Despite the coronavirus impact, CRC adjusted to the new normal and continued to engage and connect our colleagues in the office as well as online, even though the Hong Kong office was closed or partially closed for a certain period of time.

How to build strong D&I foundations?

Germany

In a nutshell: The D&I journey in Germany began some years ago. In 2020, we started to institutionalize, connect and expand the existing pieces.

We initially started on a small scale. There are a number of colleagues in Germany who have been working intensively on the topic of D&I for some time now (e.g. ambassadors for D&I in North Rhine-Westphalia) and Networking events (e.g. on generational diversity) and have become active in their respective fields, but there was limited orchestration of these initiatives.

After introducing the function of a D&I Leader in Germany in 2020, we discussed with colleagues from other regions, what kind of structures work and how ideas can be driven forward and brought to the streets. Our goal is to bring areas, people and ideas together in order to be able to align on a future direction for D&I.

As a result, we established the D&I Council Germany with participants from different areas of Covestro in August 2020. In a year marked by challenges and a strong sense that change is in the air, we continue to expand our efforts on D&I.

The motivation of the council members is crucial for this, as Sven Stocker, Head of Communications Excellence in global corporate communications at Covestro, explains: "D&I requires open minds and it doesn't hurt to be a little colorful yourself. I want to join the journey of others and learn by myself: How can D&I be lived in a corporate world? What can I contribute based on my personal experiences? How can my network be integrated? There are many answers to the question of which motivation lies behind the desire to actively shape changes like this. Mine is: Find light in people and let them shine."

As part of the expansion of our D&I Council structures in Germany, we supported our employees in creating two new employee networks in addition to our global LGBT network UNITE. "Compass" with a view to gender balance (with male and female members), and "Internationals" for

employees who work in Germany but come from another country. The interaction with these ERGs helps us to focus on the right topics. Our work in the Council is supported by two additional committees focusing on D&I issues, the Managerial Employees' Committee and the Committee for Equal Opportunities and Diversity / Family and Social Affairs on the Works Council.

With this setting we have sown the seed to push the issue even more actively in this region. We are looking forward to local and global cooperation and want to create the best together.



“ Only by incorporating D&I into our day-to-day decisions we can truly ensure that our values 'curious, courageous, colorful' are reflected in everything that we do; that they are filled with life and meaning. I am convinced that these key elements of our culture will enable us to drive our journey to greater success. I am excited to be part of this group and to support driving change and shaping our future culture.

- Katharina Wuebben
HSEQ Site Management Germany

To promote workplace respect

Taiwan



Respect is a foundation of a healthy work environment. It not only promotes teamwork and increases productivity and efficiencies in the workplace, but also lets employees know they are valued for their abilities, qualities and achievements, and that their role is important to their company's success. To root D&I in colleagues' hearts, the D&I team organized an event, focusing on the theme of "Workplace Respect." The team gathered colleagues' voices on workplace respect issues, and further brainstormed to improve and enhance everyone's interpersonal interaction. Everyone can become a role model in Covestro!

There is a saying, "Birds of a feather flock together" As time goes by, this proverb may not be beneficial to an organization. In a warm up session, colleagues were grouped by different categories, such as sex and blood type; they were able to know each other better and we all could realize how lucky we are to live in such a great foundation of diversity. Meanwhile, we expect more and more different perspectives coming from different background of people, that is the beauty of diversity.

"What kind of behaviors are unfavorable in a workplace?" "Did you know that you've already bothered or hurt someone unconsciously?" the D&I team collected the

top 10 unfavorable behaviors outside Covestro and also gathered colleagues' comments via an anonymous questionnaire to further present the results in the event. This is such a great opportunity for us to remind each other whether we are demonstrating these unfavorable behaviors. The hidden agenda was also the most fun part. Before the event, the D&I team invited colleagues who wanted to express their true feelings on respect topics, such as polite manners, to participate in a friendly video shoot. This video was post-produced with voices changed and faces covered and then shown to all participants at the event. Although it created some mystery, it also allowed participants to focus on the inner feelings and sincere suggestions from colleagues.

At the end of the event, the D&I team invited colleagues to brainstorm and discuss issues in the current workplace and develop solutions to address those issues. Colleagues shared some concrete ideas on how to reduce disrespectful behavior in a workplace, for example, use the bulletin board to remind colleagues to turn down the volume during the lunch break, and have more empathy than scold... etc. Respect is all about courtesy and care. We hope to increase colleagues' awareness and embrace inclusion in our daily lives. Together, we can create a pleasant working environment.

Staying cheerful and positive while working from home

Indonesia

Due to coronavirus pandemic, the Indonesia office has been applying work-from-home scenarios for all employees since March 2020. Only for critical reasons could employees come and visit the office, and occupancy is limited to maximum 50% capacity. In these difficult circumstances, the D&I team found that most employees face common challenges associated with managing jobs from home, such as unstable internet connections, having to multitask with household chores, and dealing with various disruptions at home.

We recognized that everyone was trying to do their best while dealing with similar obstacles. Therefore, the D&I team initiated a Photo Contest for employees with the theme "Staying Cheerful and Positive while Working From Home". Each employee was invited to submit their best picture at home showing how they juggle between work demands and private life. They could either submit their picture alone or together with their family members.

We were delighted to see the enthusiasm from employee when submitting the pictures. The winners were chosen through online voting. Each employee could vote for a maximum of their three most favorite pictures.

At the end of the contest, we had two top winners. The 1st and 2nd winners were awarded Cheese and Chocolate Cake respectively, and everyone who participated received various breads as an appreciation prize. They were ordered online and delivered directly to respective employee's home address. This is the best moment that D&I team created to keep all employees feeling happy, less lonely and not depressed working from home. This was a hard time for everyone, but we had to be strong and get through it together and create a cheerful spirit within the Indonesia team.



We care for you, mothers!

Thailand

One of the best news and joyful moments for the family is when they know that they are having a baby, a new family member. However, along with the happiness, women may have concerns about their work life while they are pregnant. This, however, is not something to be worried about at Covestro Thailand. We value diversity and promote an inclusive work environment where we treat each other with fairness and respect and we strive to create an environment for all employees to perform, innovate and develop.

Pregnant women and many mothers have to face significant challenges to balance work and family as well as to be successful at work. We recognize this and support employees with several activities to ensure they can perform work without worries and be happy at work, especially at Map Ta Phut site.

Time for mothers on Mother's Day

The small yet meaningful activity was organized in the week of Thai National Mother's Day in August. Current and soon-to-be mothers joined the talk and emphasized the importance of sacrifice, self-reliance, protection and preparation.

As the only woman on the Map Ta Phut Leadership Team, Nisa Suttipornphaisankula attended the session together with the leadership team led by Site Manager and MD of Covestro Thailand, Dr. Juergen Meyn. Nisa shared words of gratitude about working women and the supreme mother's role. "Mother is the first teacher, first friend and first accompaniment of every great person," said Nisa.



Open up the motherhood

The highlight of the last year was so memorable to a group of mothers in Map Ta Phut production site that we encouraged them to share their mothers-centric stories and opinions. All mothers and mothers-to-be could exchange stories and learn from each other. It is one of many ways to utilize and reciprocate heartfelt moments as well as the knowledge sharing in a friendly atmosphere at collaboration area in Map Ta Phut office.

Because we care

To support our mothers-to-be, we not only offer them special parking lots, but also provide a single room with a hygienic refrigerator where they can safely pump and store their breast milk. The pregnant employees who normally work the night shift in the operation area can also rotate to a day shift working in the office area.



Engage and satisfy our new mothers!

Another important moment for mother and family is when the mother gives birth. At Map Ta Phut site, we offer a Well-being program to foster

employee satisfaction and engagement. For example, we bring small gifts to congratulate families on their newborn babies. In 2020, we visited 21 families and mothers with new born babies. They are very strong and appreciated the new born souvenirs. One of the mothers was blessed with twin baby girls!



Letting our voices be heard

United States



Innovation thrives with fresh ideas and differing viewpoints. We must ensure all employee are heard and feel safe in being their authentic selves because their workplace is open, engaging, supportive, fair and respectful.

We're building this D&I culture on a foundation of leadership, policies and actions. Our policy on discrimination, harassment and retaliation, for example, encompasses zero tolerance for inappropriate or unprofessional work behavior.

Our cross-functional Equal Employment Opportunity (EEO) Engagement Team supports the EEO reporting process and identifies ways to build upon those requirements to evolve and align closer with Covestro's D&I efforts. Areas of focus include a team approach to EEO reporting, D&I demographics, people development and recruitment practices.

We are committed to creating and maintaining a fair working environment which includes a commitment to ensuring pay equity. To that end we perform an annual pay equity review which includes analysis by an independent external third-party and internal subject matter experts. We also regularly review and analyze pay equity as part of our day-to-day compensation-related activities.

Unconventional thinking and creative ideas are often spurred when we leave the known and venture into the unknown. As such, we encourage our employees to build relationships across business units, functional areas and job levels. We expect our leaders to have open doors and open minds and also provide opportunities for employees to share, connect and appreciate our differences.

Part of inclusion is respecting our employees' work-life balance through benefits that we offer. These include:

- Non-traditional and flexible work hours;
- Paid parental leave;
- Adoption assistance;
- Home office;
- Tuition reimbursement; and
- Student loans relief program.

Create an inclusive working environment

Mexico

INcluye is a cross company initiative that is focusing on diversity and inclusion topics in Mexico. The 30-plus companies that are members of the INcluye organization in Mexico have two things in common. They're all proponents of D&I, and they're willing to learn from each other by sharing initiatives, successes, failures and lessons learned.

A member since 2016, Covestro Mexico hosted INcluye's bimonthly meeting in September 2020 virtually due to the pandemic. Every member of the Mexico D&I Council attended the meeting, sharing experiences in launching D&I-focused programs, initiatives and processes.

"All the INcluye members publicly recognized us for having the entire council present, which they had never seen before," said Marylú Villanueva, engagement and D&I specialist, Covestro Mexico. "As a company with only five years of experience with D&I in Mexico, we have done a lot and have had many successes. That fills us with pride, and it's why we're recognized as one of the best places to work in Mexico."

Mexico D&I Council

Arturo Molina
MANAGING DIRECTOR

Antonio Bello
HUMAN RESOURCES

Erika Diaz
LIPC

Michelle Buhl
PROCUREMENT

Isaura de la Fuente
PUR

Guillermo Martínez
SUPPLY CHAIN

Marylú Villanueva
ENGAGEMENT AND D&I

- Initiatives 2017-2020
- Super Company Best Place to Work
- AWARDS
- Practices Policies Programs Pro employee
- KPI's

Community

Develop genuine relationships and expand opportunities for achieving business objectives through community engagement, supplier diversity and customer interactions

Contribution commitment to society inclusion

Covestro cares about autistic children in Shanghai and more

China



We believe enterprises carry responsibility to make our society more inclusive and our community a better place to live. This belief has been constantly demonstrated in Covestro's interaction with local communities.

Since 2017, Covestro has initiated and supported various organizations/associations with a series of activities to make the society more inclusive and supportive for autistic children in Shanghai.

Autism is a developmental disorder characterized by severe loneliness, lack of emotional response, language development disorders, stereotyped repetitive actions and other reactions.

Autistic children are given a poetic name as "children of stars". They are like stars, shining alone in the distant and dark night sky. Behind this seemingly beautiful and romantic name is often the abandonment of family

members, the distortion of society and the inaccessibility of education.

When more and more autistic children are understood, we find that although they cannot express themselves like other children, they think like us and often have even richer emotions.

How can we help them to be better understood by society?

How can we contribute to help them to be better accepted?

How can we influence society to be more inclusive when it comes to this particular group?

We have done a lot, and now it's time to talk about it so more people will hear the stories, get inspired and put their hopes into action!



Let's start from the pandemic era.

In the early days of the pandemic, masks were in short supply and almost impossible to get. Covestro D&I volunteers, led by Julia Xiang, took action. They overcame enormous difficulties to purchase masks and donated them to Qingcongquan Autistic Children Intelligence Center ("Qingcongquan") to safeguard children's health.

This was not the first time we supported autistic children. The sponsorship to Qingcongquan goes back to 2017. Along the way we have partnered with the institution on many interactive and meaningful activities so that autistic children can enjoy what other children often take for granted.

- In 2017, a Christmas party was held to celebrate a fruitful year and to spread the greetings;
- In April 2018, a spring tour to Andersen's fairy tale paradise was arranged to show the children to appreciate the beauty of nature;
- In 2019, a Christmas party named "Starlight blooming, dream in shining" took place to grant a holy stage to autistic children so that they can show their talents and win applause.



Many Covestro volunteers expressed their true feelings from the bottom of their hearts. "I hope I have the opportunity every year in the future to share the contribution to those children; it is such a meaningful thing!"

"It was a great volunteer experience. We shared laughter and tears with the autistic children and their families. I would love to do more for them if the opportunity allows."

"It was touching! My first close interaction with autistic children and I came to understand how difficult it can be for them and the parents. They need more understanding and inclusion from the whole society. They are so talented and lovely!"



Covestro's love and care does not stop at Qingcongquan. We also reached out to more institutions to expand the positive influence.

This year during the Covestro Christmas lighting and the Shanghai Office's 2nd anniversary celebration, we also invited the Autism Quintet to our office to perform. We naturally included them and shared our best wishes and appreciation. On the same stage, our neighbor, Wellington College China, gave a chorus performance. This was the first time we had those talented students in our office. As the teachers said, it is a very cool initiative, we should definitely know more about each other and interact more. Together, we can build an even more colorful and harmonious society!

We hope there will be more and more people to join us in building a brighter community and a more inclusive and happier society. Here is not just a market, it is our home, our neighbors and friends. We commit to continuously do our part to make the world a brighter place.

Understanding the needs of LGBT* employees in the chemical industry

Online panel discussion at the International Coming Out Day

Germany



Gefällt mir Kommentieren Teilen

One of UNITE's main goals is to advance the inclusion of people who identify as LGBT and their allies within the working environment. To get closer to this objective, members of UNITE Germany, together with Bayer's analog ERG BLEND, organized the first panel discussion on what Coming Out means at the workplace on International Coming Out Day (October 11th). The event was also supported by the Völklinger Kreis, a non-profit organization that is dedicated to meeting the needs of the gay community in management positions and freelancers in Germany.

The provocative title "Too Lesbian, Gay, Trans, Inter, Bi for the Chemistry" was intentionally chosen to raise awareness around visibility, or the lack of it, that LGBT people perceive within the chemical industry in Germany. Indeed, on International Coming Out Day, UHLALA published its annual list of "Germany's Top 100 Out Executives", which shows an under representation of the chemical industry compared to other sectors. This explores the challenges that employees experience when they talk openly about their sexual orientation in a work environment.

The challenging times posed by the coronavirus pandemic turned the discussion into an online event. More than 260 people attended, including external participants. That was a key milestone for UNITE's strategy, which helped reach a much larger audience and supported our community outreach approach.

With regard to the UHLALA ranking, Covestro are committed to creating an environment in which LGBT people can express their identity freely. However, some obstacles were identified and openly addressed. Michael Friede, head of the Coatings, Adhesives and Specialties business globally and sponsor of UNITE, commented that there are reasons for Covestro to engage its LGBT employees: "a commitment is correct from an ethical point of view, it also makes sense from the perspective of managers. It helps to create a positive environment in which employees can realize their full potential."

“It is of key importance to raise awareness on this topic and further support changes in society. Precisely for this reason we will not stop here but will organize further actions to spread our experience throughout Covestro.”

- José Gámez
Computational Chemist



1
Gefällt mir Kommentieren Teilen



Gefällt mir Kommentieren Teilen



Gefällt mir Kommentieren Teilen



Gefällt mir Kommentieren Teilen

It was of common consensus that a sincere and continuous dialogue is the key to achieve a better work environment for LGBT employees. Michael Friede added: "We are on the right track, particularly in administration areas, but the topic needs further promotion in production." For José Gámez (UNITE), one of the organizers of the event, the discussion was a success: "It is of key importance to raise awareness on this topic and further support changes in society. Precisely for this reason we will not stop here but will organize further actions to spread our experience throughout Covestro."

Overall, the event participants gave positive feedback. Many of those who attended celebrated the sincerity and openness with which the speakers expressed themselves and how openly topics were discussed that are not normally addressed. Additionally, it helped UNITE to strengthen its connections and establish further networks. It also helped to promote UNITE and encourage more employees join the UNITE group. During these challenging times efforts like this serve as a point of inspiration that we are headed in the right direction at Covestro and it strengthens our commitment to new opportunities.

* LGBT stands for for lesbian, gay, bisexual, trans.

The THINC³⁰ summit

United States



“

So much of the social upheaval and racial reckoning we're experiencing today are rooted in long-standing imbalances that are no longer sustainable

- Rebecca Lucore
Head of Corporate Social Responsibility and Sustainability

For the fourth consecutive year, the THINC³⁰ summit hosted by Covestro galvanized leaders from all sectors to use the United Nations Sustainable Development Goals (UN SDGs) as a roadmap to achieve social, environmental and economic equity. Typically an in-person event that brings hundreds of attendees together, the summit transitioned to a virtual format in 2020 due to the pandemic.

Each day of the event was devoted to one of the three sustainability pillars under the following themes:

- **Social resilience:** How do we achieve equity in public health and education, as well as food justice?
- **Environmental equity:** How can Pittsburgh, its neighborhoods and businesses step up sustainable practices that drive environmental justice?
- **Economic empowerment:** As we plan our economic recovery, how do we ensure everyone has a fair shot to participate and prosper?

"So much of the social upheaval and racial reckoning we're experiencing today are rooted in long-standing imbalances that are no longer sustainable," said Rebecca Lucore, head, Corporate Social Responsibility and Sustainability, Covestro LLC. "The UN SDGs have provided Covestro with a framework for achieving our global sustainability goals. With THINC³⁰, we want to show how they can just as easily be used by communities, companies, organizations and individuals as we work together in the rebalancing work ahead."



CSR in a digital way

Mexico

Despite Mexico's large population and 7.4% of its citizens living in extreme poverty, philanthropic activities are not widely conducted or recognized in Mexican culture. It's against this backdrop that we're implementing a corporate social responsibility (CSR) strategy that's based on three pillars - safety, science and technology, and community engagement.

Most of our CSR activities are centered in Ecatepec, where our production site is located. Ecatepec is one of the most populated municipalities in Mexico, and it also has one of the highest averages for people living in extreme poverty.

In recent years, we've provided both financial and non-financial support to shelters, orphanages, community food kitchens and schools. We've arranged volunteer activities for our employees to participate in to help develop a culture of giving within and outside of our company, and we've developed strategic alliances with local government to foster common activities and initiatives. We're also working with nonprofit organizations, such as greenlight for girls.

The pandemic forced us to rethink our approach to CSR activities in Mexico, focusing on partnerships that include digital projects. For example, we participated in the fourth annual Churumbela Festival, which brought culture and science to children and teenagers in a virtual setting. The



festival's objective was to educate the participants about science and chemistry in a fun and easy-to-understand approach.

We also provided scholarships to 32 disadvantaged secondary school, high school and college students during the year. Through the scholarship, each student had weekly tutoring sessions and other academic support as needed. Each recipient was also involved in volunteer activities.



Our awards



Top Employer 2020 China

Top Employer Institute



Employer Excellence
China 2020

51job



WELL Gold Certified

International WELL Building Institute



Young Professional Most
Attractive Employers

Universum



Top Family Friendly
Companies

KUNUNU



Corporate Social
Responsibility Award

CommonWealth Magazine



China Top 100 Most
Attractive Employer
(Natural Science Students)

Universum



Excellence Award for
Sustainability 2020

Shanghai Daily



China 10 Best Corporate
Wellness Employers

China Human Resource Management Research Institute



CEO Award



Healthiest
Employers®

Springbuk



SparkPittsburgh 2020 Fit City
Challenge "Large Company Size"

SparkPittsburgh



The Most Ethical
Companies

Fortune magazine in partnership with
AMITAI



China Best Companies of
Female Executives

sHero



CEO Award



Forbes China Women's Leadership Forum
2020 Women in Tech

Shanghai Daily



Ranking Súper Empresas –
The place where everybody
wants to work

Expansion, in collaboration with
Top Companies



Break Friendly
Award

Expansion, in collaboration with Top
Companies and Nestle

Employee Resource Groups



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D&I Volunteers China

Sophie Li

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Recreation Club Hong Kong

Sylvanne Heung

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ACCESS

Inspires and motivates under represented students to pursue their dreams in the STEM fields

Co-Chairs:
Sharlene Lewis
Natalee Smith



APC

Provides resources for employees and Asian countries, as well as employees who are interested in the cultures and/ or Covestro career opportunities in these countries

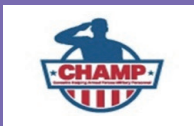
Co-Chairs:
Payal Sinha
Daniel Wagner



FIT

Focuses on promoting healthy life style behaviors by offering programs centered on physical activity, nutrition and total well-being.

Co-Chairs:
Sunny Petty
Josh Staniscia



CHAMP

Provides resource to veterans and helps raise awareness and understanding of those who have served.

Co-Chairs:
Kristi Hoffman
Joel Matsco
Mike Link



COMPASS

Fosters the professional growth and development of Covestro women of all backgrounds and career stages.

Co-Chairs:
Danielle Devlin
Jessica Fletcher
(2021)
Elizabeth DiFiore



Connect

Enhances company culture and efficiency by breaking down silos and connecting Covestro employees of all experience levels through cross- functional and cross-generational collaboration, networking and learning opportunities.

Co-Chairs:
Rebecca Tomei
Alex Gionta



Lo Latino

Spearheads learning, living, celebrating and spreading the Latino culture to Covestro and the community.

Co-Chairs:
Ingrid Rodriguez
Antonieta Farnen



UNITE

Fosters awareness and acceptance of all people, including colleagues who identify as lesbian, gay, bisexual and transgender and their allies.

Co-Chairs:
Sarah Roberson
Richard Bender



Toastmasters

Fosters the professional growth and development of Covestro women of all backgrounds and career stages.

Co-Chairs:
Jennifer Pasinski
Diana Kelley



C.A.R.E

Serves as support and resource for accessibility and inclusion, and raises awareness of opportunities for people with disabilities.

Co-Chair:
Nikki Stewart
Greg Chapman
Craig Caputo
Jennifer Pannill



Spark

Drives the Covestro culture to be more supportive, collaborative and sustainable to cultivate trainees and interns while also establishing a workplace that is attractive both internally and externally

Co-Chairs:
Michelle Montgomery
Kaitlyn Tautkus-Berry

Messages from D&I core team

“ As a member of the D&I Global core team I am focused on building a workforce that better represents our world, while ensuring that every employee feels like they truly belong at Covestro.

Building a culture of belonging empowers people to do their best work. Covestro aims to be a company where people of different views, backgrounds and experiences can come together and show up for one another.

During the next 3 years under our Culture movement we will focus on ensuring every Covestro employee - and in particular those from underrepresented groups - experience Covestro as an inclusive workplace. We are preparing Eigenland and Culture Talk workshops to raise awareness and understanding of different perspectives that helps us to embrace inclusion.

We need to acknowledge that D&I are impossible without building a culture of belonging. This is just human nature, when people feel like they belong somewhere because they can truly be themselves, they want to stay there, develop



“ When I grew up on a farm, I wanted to become a scientist to understand the interactions in nature. As a chemist, I have worked in various roles and functions in research,

process development, and production and technology throughout my professional career. My discovery along the way was: the interactions in nature are exciting, but even more exciting are people. Everything is about you, about us.

In my career I have often experienced the fascinating process in which diverse teams find new solutions and new ways to cultivate an atmosphere of trust. I joined the inspiring and dynamic team process when suddenly one plus one is more than two. I firmly believe that different experiences, backgrounds, perspectives and views are a rich source of resources and inspiration.

there, and find more people like them who want to work there.

I personally started this journey 5 years ago during and after my Strengths Finder Coach certification. With this personal experience and afterwards, with the coaching sessions I'd been able to confirm every time, that the key differentiator in this journey is showing empathy. Empathy will create understanding that can help break your silos and accept differences. A very good first step for this is accepting that we all are uniquely different, and that it is completely fine! I wasn't this way before. I used to judge and expected everyone to act and deliver the same way I did... I laugh a lot about the old me with compassion, and understanding... This is a journey that requires consistency, self-reflection, and personal work, and the change won't happen from one day to another. I am still working every day (and really think it is a life-time effort) to remind myself about how good it is to be different!

Mariana Castell Blanch Garza

Global Lead

Sometimes, it might require courage to speak up. You need curiosity for people and it is not always easy to include perspectives of others. That's why it is important to foster an inclusive work environment so that everyone feels welcome and comfortable. Only an inclusive setting allows everyone to bring their authentic selves to work.

D&I is a journey and a daily effort. I believe it is not done by a council or HR, it is a topic for everyone, it is a topic for us. D&I is always relevant, whenever people meet and get in touch with each other. Anyone in Covestro can support and contribute by living our values and by considering D&I in our daily decisions. As part of the global D&I team, I am happy to unleash the potential of D&I at Covestro in order to make the world a brighter place.

Rainer Bruns

Global Lead

“ People are my passion. In my past 23 years' career development, I have always enjoyed working in highly people-related areas, e.g. President Office, Office Management, Trade Union, D&I, Employee Well-being...

Having witnessed "people is most vital to success and our best assets" in the company and the society, I naturally prioritize PEOPLE as the core of my work. The question that I often asked myself was: "How can we reach our full potential and achieve the best of who we are?" The obvious answer to me is the diverse and inclusive approach. Only through this can we bring everyone together and achieve more.

A vivid example to share is how we handled the pandemic here in Asia Pacific.

In fighting coronavirus, D&I Asia Pacific reacted quickly and set "PEOPLE CARE" as our common focus. We strongly supported the ideation and implementation of the comprehensive measures to protect our people's physical and mental health.

In China, we helped to secure the mask supply and home office set up; we extended well-being clubs to online exercises. We initiated the Employee Assistance Program hotline to help our employees to address mental issues. Beyond those, we also launched many online learning and training programs to keep people development continuity. What's more, we brought Covestro Care to more people in the community and society through donations of goggles, masks and cash. Without a good mix of people working together in an inclusive environment, we would not be able to recover so fast. It's all about PEOPLE!

I am proud to say that in Covestro we value, challenge, and reward our people. We treat each other with respect, develop our capabilities, and promote diversity in all relevant dimensions. As a strong believer of D&I, I would continuously take personal responsibility, always act with integrity, and lead by example.



Julia Xiang

China and Asia Pacific Lead



“ 2020 has been an enormously demanding and challenging year for all of us. It has also shown that we are affected to different degrees by the effects of policies surrounding the containment of the pandemic.

The responsibility of employers thus is obvious: There has never been a more important and urging time to build an inclusive workplace. The appreciation of our differences has been a driver and a booster for dealing with uncertainty and fast-changing work environments, and implementing more flexible work models, etc. But ultimately, it has widened our perspective. It is not always easy to open your mind to somebody with a totally different background - some one "unlike me". I sometimes also feel

more comfortable interacting with people who are similar to me. But what ever has come out of doing or seeing things the exact same way? We need more than ever I would say, different views, different experiences to solve problems together, we need colleagues with whom we can discuss, collaborate and laugh. And in the last instance: grow together.

I am proud to be part of this global D&I team and to empower all of you to bring your full self to the workplace. Let us all collectively leverage the potential of different people working together. Sticking to my favorite D&I quote: "We have already invited different people to our party, now it is time to ask them to dance! "

Fabienne Mainz

Germany Lead

“ When I was a kid I used to love cake (still do) and many other sweets. My mom always wanted to make things fair so my sister and I would often split desserts. My mom would say, "one of you will cut the dessert in half and the other will choose the slice first." The goal of my mom was to be as fair as possible with your "slice" so that we both were able to enjoy the dessert. As I fast forward to my life today, my mom's equity and fairness dessert lesson is a key focus for what I want to work towards in my life (far beyond just dessert).

I often state that our world is not fair. That means that we have an obligation within our work environments to strive for fairness, inclusion, equality and equity for everyone



“ When I was a little girl, my parents got divorced, and my mother had to work extra hours to earn more money as she was the support of our home. My brother and I had to grow by ourselves, and in that "environment", sometimes, or almost always, you have to deal with things that no child should. That made me grow up faster than my friends.

As a child I came to comprehend that a lot of things I lived or saw were unfair, and my heart always told me to fight for justice, so I always did, being known as the girl with a big mouth. In school I got in trouble so many times, but I didn't care, because I knew it was for justice.

because it may be the only place in the world where people can count on fairness in their lives on a regular basis. Our inclusion work should never be about checking a box but instead focused on supporting individual people as they seek to be treated equally and look for a fair "slice" of the pie in life.



Dina Clark

US and North America Lead

As an adult, I have not changed at all, the difference is that now I don't fight, I work for justice. When I got this job, I could not feel happier about it, as if my dream came true! Now I work for equity, respect, tolerance and for everybody to have the same rights and opportunities, and I really love everything I do.

I am grateful and all I want is to keep making this world a better place to live.

Marylu Villanueva

Mexico Lead

Messages from D&I Council



Holly Lei
Covestro China President

There is much to say when it comes to D&I.

I believe this is very important according to the experience throughout my education, career and life.

I was a top student at school. But I was often challenged that my good grades came from being the teachers' favorite. People back then didn't believe a girl would consistently do better at science and engineering than boys. Until I once again obtained an outstanding grade in my college entrance examination, where none of our teachers had influence.

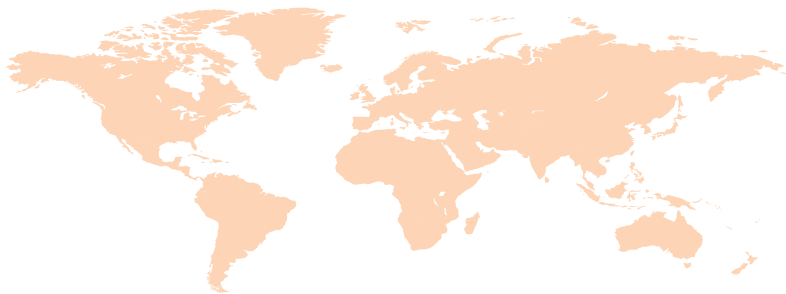
With that, I learned: never accept biases with gender stereotypes. Always try your best to push the boundaries and achieve the best version of yourself.

In the following decades, I have lived in different continents and worked in companies across different countries and regions. Most of the time, I was an individual with different identities as Asian and female who is outstanding and carries different cultural backgrounds, opinions, leadership styles, etc. I made it through, although it is tough to be the "different" one.

People often ask me what my secrets are. My answer would be: It is OK to be different, be proud of it! Be courageous, lead with purpose, proactively adapt, integrate, learn and grow. People and the environment around you will see the beauty of diversity and appreciate.

With this true belief, I will continuously drive D&I in the organization and meanwhile encourage all colleagues to embrace diversities and be more inclusive as "We Are 1", especially in such difficult times and the rapidly changing era.

Together, we can make the world a brighter place.



Haakan Jonsson
Chairman and President
Covestro LLC

Throughout my life, I've made enough money to pay my bills. I've had enough food to eat. I've been given the opportunity to pursue education. I've had regular access to healthcare. I've been able to travel across the world without being profiled or regarded with suspicion.

From my perspective, these are all basic human rights.

My passion for D&I is that everyone - no matter who they are - deserves access to these same basic rights and freedoms. In a society with so much division, I have hoped that the principles of human rights can unify us.

Fighting for human rights is an act of compassion. At Covestro, we're working to create a future where everyone is treated equally and provided with their basic needs - the same needs that I've had the privilege to fulfill.



Arturo Molina
Mexico Managing
Director

While in high school, I remember being passive about people bullying one particular school mate and didn't do anything to stop it. A couple of years ago, while walking down the street, I witnessed a needy person being mistreated by a security employee of a big chain hotel. This time I was able to speak up and ask the security person not to be rude and be respectful of the other's condition. He accepted the comment and stopped. I felt very good about it and it made me reflect on how important it is not only to respect others, but also to speak up when something isn't right. To raise awareness around inclusion topics is a very good way to stop it and, hopefully, prevent it from happening in the future.

Our community is our responsibility to take care of. Let's walk the talk!



Lily Wang

Global Head of Electronics,
Electrical and Appliances
Business Unit Polycarbonates

After being named senior vice president and global head of Electronics, Electrical and Appliances in 2018, I traveled the world to meet with 20 key customers. In each meeting, I was the only woman and sole Asian.

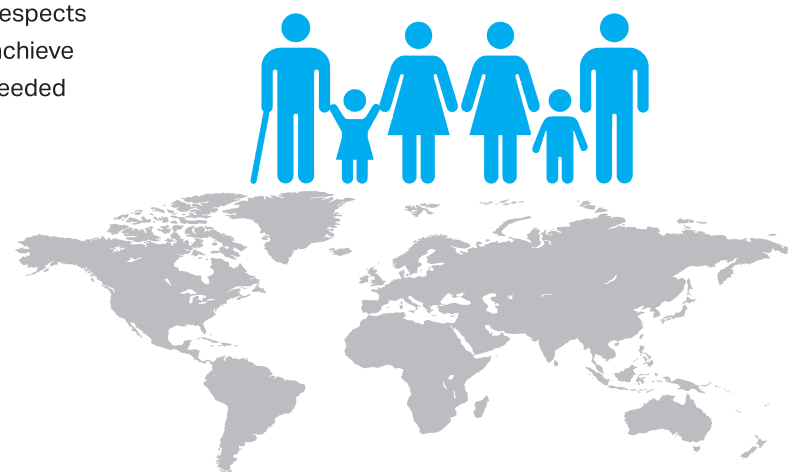
The reaction of the customers changed from initial surprise to really appreciating the inclusive and diverse culture of Covestro, I would say, from a business perspective, it added value to the Covestro brand by positioning us as a truly global player in our industry. It also motivated these customers to more closely align with us.

That experience reinforced my vision of creating a diverse, inclusive and innovative workforce and culture to lead the company to be a brighter place for employees and customers.

My personal goal is to be a role model by respecting differences, being fair and open-minded, and showing compassion. The goal for my team is to create a respectful and trusting culture, where each person feels safe, respects differences and has the courage to speak up. If we achieve this throughout the business, we'll have the agility needed to better understand and adapt to customer needs.

There are challenges to overcome. Having employees and customers located around the world brings cultural complexity. Individual accountability and commitment and transparent communication are also fundamental for Covestro's success. I believe a D&I culture will enable the company to make it happen.

We're integrating a D&I mindset into our leadership competencies to drive improvement, and we're becoming more transparent in how we communicate accomplishments and challenges. We're also empowering our D&I Council to engage our leaders, managers and employees.



Demetri Zervoudis

Site GM, Covestro LLC

D&I are abstract principles that companies vow to uphold. But in reality, D&I define a workplace environment and its culture. It can be the difference between a satisfied employee and a reluctant worker. Throughout over 4 decades in this country, I have seen both sides of the story. I have felt the fear that comes with the unfamiliar and faced my own discrimination as an immigrant from my time in college to today. But I have also been thousands of miles from my family with no money, traces of English, and a sense of not belonging, and within days, weeks, or months had new friends, interests, and professional goals. The differences are subtle but indicate work environments that are inclusive to each and every employee and the ideas and culture that they bring to the group. I have seen people from different backgrounds and approaches to a problem come together to reach a solution. The whole is greater than its parts, and even greater when those parts are different.

I grew up in a small village of less than 200 people on an island in Greece. I had a wonderful childhood in an agricultural family: I knew everyone in town, they knew me. Coming to the United States for university was truly a cultural experience. Not only was I the first of my family to leave Greece, but I came with little money and even less English. The buildings towered over me, the language sounded like noise, and I felt an uneasiness that comes with interacting with people with seemingly little in common. Throughout college, I immersed myself in the culture, curious to learn, understand, and belong.

Besides my own perception and anxiety, at this point I had not really experienced racism or been excluded. However, shortly after getting married and moving to South Carolina with my wife and daughter, these experiences were frequent and disheartening. Almost immediately, neighbors were complaining to my wife about my 2 year old daughter speaking Greek to other children. Coworkers and neighbors mispronounced my name and did not care to learn. People spoke to me slowly like I could not understand and doubted my competence at work because of my accent. My wife pushed for us to move back to Pittsburgh but shortly after an African American colleague invited me to their weekly cookout. As I mentioned, the differences are subtle - sometimes all it takes is one person to reach out. Colleagues became friends and work became a hobby. My professional pursuits quickly transformed from me trying to prove people wrong to me truly wanting to work cooperatively with my colleagues to solve a problem, together. All starting with inclusion.

Since then, I have worked with people all over the world. I have immersed myself in their culture and eaten in their homes with their families. I have taught myself basic German to connect with many of them on a deeper level. All the while, I have been able to preserve my own culture, bringing my traditions with me from Greece and sharing them with my friends and family. D&I in the workplace have transformed my personal and professional identity. I am a small part of a bigger idea, a whole that is powerful and beautiful.

Acknowledgement



- Sophie von Saldern
Global Head of HR
People & Culture

As you'll see in this report, we started a journey five years ago to understand the identities, interlinks, differences and experiences of Covestro employees worldwide. Looking forward, we will continue to use data-informed efforts to support D&I as we grow and transform the company in these transformative times. We keep working to reach our goals even as we address disruptive challenges, such as the coronavirus pandemic.

These are exciting times for our company and I look forward to this growth journey to build a more diverse and inclusive culture TOGETHER!

I want to say a big thank you to all the members of the D&I global, regional and local teams. Without your passion and strong commitment all the progress achieved wouldn't be a reality. Thank you for your ideas, collaboration, hard work. Thank for making others uncomfortable by speaking out your truth and being convinced that embracing inclusion is possible.

Inclusion happens when we all can recognize, value and celebrate our differences as a group so that our collective 'we' expands to include all people of all identities and you all are working towards helping Covestro achieve that culture.

Global D&I Report Project Team

We would specially acknowledge the following individuals for their contribution on the coordination and design of this report:

Chief Coordinator: Jessalyn Cao
Chief Editor and Designer: Ruby Meng

In addition, we would like to thank our entire D&I structure across the world, D&I Council, D&I Sponsor, D&I Core Team, D&I Coordinator, etc for the contents.

