

# DRIVING EXCELLENCE THROUGH EMPLOYEE ENGAGEMENT

BY NICK GILL

Our employees are at the heart of our focus on **Operational Excellence!** Our team members' collective commitment and engagement are driving progress in our journey toward strong environmental health and safety performance, operational reliability, and record-breaking community investment to ensure we are not just good neighbors, but an essential part of what makes our communities thrive.

In 2024, the TPC Group achieved solid EHSS performance, placing it in the American Chemistry Council's top quartile in the industry. Through our Behavior Based Safety Observation program, designed to promote safety, eliminate hazards and prevent injuries, we had over 6,700 observations and 100 percent site participation in 2024, which indicates our employees' level of commitment and engagement.

Participation in our Behavior Based Safety Observation Program illustrates the engagement, focus and commitment to safe work practices our employees have – they are looking out for one another, and identifying risks before they create an issue. These behaviors underscore support for the ongoing journey to a GoalZERO culture.

An investment in our people through a robust safety training program and cross-functional development opportunities fosters employee engagement and on-the-job growth that benefits both the employee and our organization. A diversity in perspective, experiences and knowledge lends itself to creative solutions and innovative thinking in our journey to excellence.

TPC Group kicked off its Leadership Development Program in 2024. This program invests time and resources in our employees and equips future business leaders with skills to navigate various circumstances. Developing talent at TPC Group through internal rotations and promotions is critical to sustaining the momentum in engagement and retaining valuable knowledge that supports improvement in our daily operations.

In addition to our investment in people, we continue to invest in our assets. Our work to modify, upgrade and install new equipment and technology demonstrates that our commitment to employee health and safety is not just words on a wall, but a commitment we make every day.

Since 2016, the TPC Group has invested more than 400 million dollars in mechanical integrity, infrastructure and asset improvements to support our process safety performance. TPC Group remains focused on ensuring our facilities operate safely and reliably, as we strive to be a team that actively contributes to the vitality of the communities where we operate and leads within our industry.

Building on the corporate focus and support to invest in our assets, my primary focus at the plant level is driving improvements in EHSS performance and preventing injuries and releases by building a stronger safety culture. Using our behavioral-based safety programs and focusing on leading EHSS indicators to improve performance and empower employees to make the right decisions about how we respond to incidents to minimize impact, and more importantly, how to prevent incidents from occurring, we are making great strides in our performance.

Our culture of giving is supported by programs and initiatives made possible with an engaged and diverse workforce. Our people are making a difference in the quality of life for those who live and work in the communities where our employees live and work. Our robust community investment program includes an Annual Charity Golf Tournament, College Scholarship Program and Annual United Way Campaign. Staunch support from our employees and business partners in 2024 enabled the Company to raise and invest more than \$570,000 dollars in support of these initiatives.

These efforts are underscored by how employees are supported and recognized for their personal efforts to give back to the community.



NICK GILL  
Houston Plant Manager  
TPC Group Houston Operations

Throughout the year, employees are recognized for their personal volunteer efforts and for the time they dedicate to making the communities where TPC Group operates more welcoming places to live, work, and do business. We do this through a Matching Gifts Program, Volunteer Paid Day and Employee Lottery. The level of investment in our communities continues to grow and reflects the value we place on making a difference in our communities.

At TPC Group Houston Operations, our focus and commitment are to operate safely and reliably, continually striving for zero injuries, environmental incidents, and process safety events. We are constantly improving in this area, and our yearly performance has demonstrated the results we want to see and the good neighbor we want to be!

