

2024

CORPORATE SOCIAL RESPONSIBILITY UPDATE

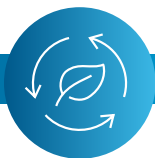


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Note

This Corporate Social Responsibility Update primarily covers 2024 activities with select additions, where noted, that were announced in 2025.

Unless otherwise indicated or required by the context, as used in this report, the terms "NOVA Chemicals", the "Corporation", the "Company", "we", and "our" refer to NOVA Chemicals Corporation and all of its consolidated subsidiaries.



About NOVA Chemicals

Our driving purpose is to reshape plastics to be our customers' first and best choice by delivering unique and innovative solutions. With a focus on outstanding research and development, our diverse portfolio enables our customers and their brands to create products and packaging to advance the circular economy for plastic.

Our company is headquartered in Calgary, Alberta, Canada, and has manufacturing operations in Alberta and Ontario, Canada and Louisiana, United States. By 2026, we expect to have an estimated 110-million-pound capacity mechanical polyethylene (PE) recycling operation in Indiana, United States. We are supported by our Operating and Sales Teams in Canada, the United States, Switzerland, and Singapore.

NOVA Chemicals is wholly owned by Mubadala Investment Company PJSC of the Emirate of Abu Dhabi, United Arab Emirates. Our global workforce is made up of approximately 2,600 employees.

Plastic products continue to play an important role in our daily lives, and we share in the collective responsibility to support best practices for plastic production, use and re-use, and enabling the circular economy. Applications for both PE and recycled polyethylene (rPE) include food and beverage packaging, heavy duty sacks, hygiene films, shrink and stretch wrap, e-commerce protective packaging, and recreational equipment.

Our Foundation is Responsible Care



RESPONSIBLE CARE®
Driving Safety & Sustainability

Our Responsible Care® program and codes of practice are based on the Chemistry Industry Association of Canada's Responsible Care Ethic, Principles, and Codes. Responsible Care is core to our sustainability and Environmental, Social and Governance (ESG) efforts, and our employees work to advance health, safety, security, and environmental stewardship throughout every facet of our operations.

Company Changes and Updates

- Our second Advanced SCLAIRTECH™ technology facility continues to make great progress, increasing rates and advancing product qualifications.
- To see the most current members of our Executive Leadership Team and the Board of Directors, [visit our website](#).



OUR PURPOSE

Reshaping plastics to be our customers' first and best choice.

OUR VALUES



Responsible



Passionate



Innovative



Collaborative

CEO Message



ROGER KEARNS,
President and CEO

Dear Stakeholders,

NOVA Chemicals has proudly upheld the principles of Responsible Care (RC) for forty years. Our long-standing dedication to safety, responsible operations, and accountability guides how we produce, use, and manage plastics—always with the well-being of people and our planet in mind.

In 2024, we continued to advance this commitment by delivering innovative customer solutions, generating value for our shareholder, and making positive impacts in the communities where we operate. Despite the challenges presented by the current geopolitical landscape, our purpose at NOVA remains clear: to reshape plastics to be our customers' first and best choice.

Our 2024 Corporate Social Responsibility (CSR) Update highlights how our teams are laying the groundwork for a more circular plastics economy—while contributing to thriving communities, protecting people and the environment, and upholding the highest standards of performance and accountability.

You may have read that ADNOC announced its intent to acquire 100% of NOVA Chemicals in March of this year, with the ultimate intent of contributing our organization to Borouge Group International, a new, top four global polyolefins group. While we await regulatory approvals, it is business as usual at NOVA: we continue to strengthen our position on our own, remain competitive within our industry, and focus on advancing our CSR priorities.

As I reflect on 2024, I'm incredibly proud of what we've achieved—advancing circularity, protecting our people and the environment, and giving back to our communities. Our accomplishments reflect the dedication and excellence of our more than 2,600 employees around the world.

I look forward to sharing more as we continue to turn our vision of being a leader in the circular economy into a reality.

A handwritten signature in dark blue ink, consisting of a stylized 'R' and 'K' followed by a horizontal line.

“As I reflect on 2024, I'm incredibly proud of what we've achieved—advancing circularity, protecting our people and the environment, and giving back to our communities.”

2024 Highlights

Improving our Safety Capacity and Operational Learning



We implemented mandatory Human and Organizational Performance (HOP) training for all NOVA employees and introduced HOP champions across the organization.

We achieved our 11th year of zero Non-Accidental Releases (NARs) during rail transport across all our manufacturing regions. This is not only the longest streak in NOVA's history, but also stands as our overall longest running Responsible Care zero metric performance.

Mechanical Completion of First Processing Line at Connersville Recycling Facility



Our first mechanical recycling facility in Connersville, Indiana, USA was the first-of-its kind to receive a U.S. Food and Drug Administration (FDA) Letter of Non Objection confirming our recycling process for broad food-contact applications. We successfully progressed construction on our facility throughout 2024, achieving mechanical completion of the first of four processing lines and starting up in early 2025.

This facility will process post-consumer plastic films to produce SYNDIGO rPE at commercial scale in 2025, delivering an estimated 110 million pounds of rPE per year to the market by 2026.

Growing the Circular Market



We launched our Canadian Centre of Excellence for Plastics Circularity—a hub for knowledge exchange and technology development for the circular economy of plastics—and an accompanying research challenge for Canadian researchers.

We continue to progress the market adoption of NOVA's rPE offerings. Through the launch of our [Circular Solutions Business](#) we have executed a number of sales contracts for rPE to be produced at our first mechanical recycling facility for food and non-food contact applications.

Encouraging a "Speak Up" Culture



In 2024, we developed a company-wide ethics and compliance newsletter to continue fostering a culture of Doing The Right Thing and encouraging compliance with our Code of Conduct.

Giving Back to Our Communities



We introduced an Enhanced Volunteer Program that expands the scope of our community engagement efforts, enabling our employees to volunteer over 3,000 hours in 2024 on company-sponsored volunteerism activities.

We raised nearly \$1.6 million for our charity of choice, United Way, through various regional campaigns, and donated \$300,000 for Giving Tuesday to address food insecurity in our communities.

Awards and Recognition



We achieved an **EcoVadis Silver rating** and ranked in the 94th percentile relative to other assessed companies in 2024.

NOVA Chemicals was awarded the **CN Safe Handling Award** and **Union Pacific Pinnacle Award** in 2024 in recognition of the safe transport of our materials.

We were recognized as a **Top Employer in Alberta** by Canada's Top 100 Employers for the second year in a row (2024 and 2025).

Our Sustainability Journey Began in 1985



1985

- Founding member of Responsible Care®



1994

- Voluntary GHG Reporting



2015

- Joffre Community Nature Trail



2017

- Innovation: Recyclable Stand Up Pouch



2018

- Global Engagement to end plastic waste



2020

- Entered the recycled PE (rPE) market



2021

- 1st ESG Rating: EcoVadis-Silver



2022

- Joined United Nations Global Compact
- Supplier Code of Conduct
- Business Partner Due Diligence Program



2023

- NOVA Circular Solutions launched
- First mechanical recycling PE facility investment
- Virtual Power Purchase Agreements
- Anti-Modern Slavery Policy



2024

- rPE Food Contact Applications
- Anti-Modern Slavery Program

Reshaping Plastics to be our Customers' First and Best Choice

SELECT BUSINESS ACTIVITIES



Circularity



Mechanical Recycling



Innovation

INPUTS

Economic

- \$223 million in capital expenditures
- 2 innovation centers
- 6 manufacturing sites in operation
- 4 commercial and sales centers
- 8,600 leased/owned railcars
- 560 kilometers (km) of pipelines

Environmental

- 108 million GJ energy
- 42 million GJ natural gas
- 40 million cubic meters (m³) of water withdrawal

Social

- ~2,600 employees
- >2,800 suppliers
- ~370 customers

OUTPUTS

Economic

- \$3.6 billion in revenue
- 4.2 million tonnes ethylene annual nameplate capacity
- 2.6 million tonnes polyethylene annual nameplate capacity
- rPE: food and non-food grade rHDPE; rLLDPE/LDPE

Environmental

- Growing market adoption of rPE and enabling customer solutions that prioritize recycled content in food and non-food contact applications
- Collaborating in global and regional efforts to clean up and prevent plastic waste, while advancing circularity
- 23 million cubic meters (m³) of water treated and discharged
- 4.9 million tonnes of CO₂e Scope 1 and 2 emissions*
- 12.5 million tonnes of CO₂e Scope 3 emissions*

Social

- \$507 million paid in salaries and benefits
- Providing competitive and meaningful opportunities for employment
- Programs to enhance employee well-being
- NOVA invested \$1.7 million in communities in addition to employee and retiree contributions
- 667 employees volunteered for almost 3,000 hours through company-sponsored volunteer events
- In 2024, NOVA had (3) Turnarounds supported by a regional workforce. Our combined contractor headcount peaked at ~3,250 across regions.

*These values represent NOVA's annual emissions in 2024.

PLASTIC CIRCULAR ECONOMY & ENVIRONMENT

Plastic Circular Economy

At NOVA Chemicals, we are working to advance the plastic circular economy by transforming the lifecycle of plastic, helping to eliminate plastic waste and reducing resource use.



2024 Activities

FIRST MECHANICAL RECYCLING PLANT

- Progressed construction on our NOVA Circular Solutions first mechanical recycling facility (SYNDIGO1), located in Connersville, Ind. Operated by Novolex Holdings, LLC, the facility is expected to employ approximately 125 people.
- Achieved mechanical completion of the first of four processing lines at the end of 2024, with startup occurring in early 2025. Once fully operational in 2025, SYNDIGO1 will process post-consumer plastic films to produce SYNDIGO rPE at commercial scale, delivering an estimated 110 million pounds to the market by 2026.

RECYCLED POLYETHYLENE PRODUCTS

- Continued to grow sales of our SYNDIGO rPE, enabling customer solutions that prioritize the use of recycled content and recyclability across both food and non-food contact applications.

CUSTOMERS SOLUTIONS

- Secured multiple customer contracts ahead of SYNDIGO1 start up, enabling early adoption of rPE in food and non-food packaging applications.

GLOBAL COLLABORATION

- Maintained our financial support and subject matter expertise for the Alliance to End Plastic Waste®, Great Lakes Plastic Cleanup, Closed Loop Circular Plastics Fund, and the Canada Plastics Pact™ as a knowledge partner. These partnerships advance efforts to reduce plastic waste in the environment and drive circular plastic solutions.

rPE FOOD CONTACT APPLICATIONS

- Received a Letter of Non Objection from the U.S. FDA, confirming our Connersville, Ind. mechanical recycling process for producing post-consumer recycled linear, low-density polyethylene material that is suitable for broad food-contact applications.

INNOVATION FOR PLASTICS CIRCULARITY

- Launched our [Canadian Centre of Excellence for Plastics Circularity](#) and accompanying Research Challenge to Canadian researchers to drive research and development collaboration and integrate value chain solutions that support the circular economy of plastics.
- Advanced development of our resins to incorporate higher levels of rPE content while enhancing the performance and quality to meet evolving customer needs.
- NOVA Chemicals supports the development of monomaterial packaging solutions as part of the design for recycling approach to circularity through our product and application development teams, and customer engagements, at the Centre for Performance Applications.

Climate Care

NOVA Chemicals continues to investigate pathways that will reduce GHG emissions from operations and bring products to the market that are lower carbon than today's.

2024 Activities

RENEWABLE POWER PURCHASES

- Maintained our long-term Virtual Power Purchase Agreements with Shell Energy North America (Canada), Inc. to purchase 20 megawatts nameplate of renewable power and associated emissions offsets, and with TC Energy Corporation to purchase 20 megawatts nameplate solar power and associated offsets from their [Saddlebrook Solar + Storage Project](#).

PRODUCT CARBON FOOTPRINT

- Conducted an in depth techno-economic assessment of a broad range of technology options that could be utilized to reduce the Product Carbon Footprint (PCF) of our products, and continued to refine PCF methodology in collaboration with industry in response to customer interest.

OPERATIONAL IMPROVEMENTS

- Identified and assessed energy efficiency opportunities for our Manufacturing West Site in Joffre, AB, including associated GHG emission reduction benefits.
- Focused on improved reliability in our operations resulting in improved GHG intensity in 2024 compared to prior year.



We improved our GHG intensity in 2024 compared to the previous year—a result of operational improvements.



Air, Water, and Waste

We recognize our role and responsibility to preserve natural resources like air and water as an employer and a neighbor. We champion pellet loss prevention at our sites and in our supply chain along with other measures to prevent, manage and reuse waste in our operations.

2024 Activities

OPERATION CLEAN SWEEP®

- Implemented Operation Clean Sweep® (OCS) at our newly commissioned second Advanced SCLAIRTECH™ technology polyethylene facility (AST2), in Rokeby, Ontario, immediately following startup. OCS is an industry led program dedicated to achieving zero loss of plastic resin (pellets, flakes, and powder) into the environment. Implementation involved establishing auditing processes and comprehensive material handling procedures, and delivering targeted training to relevant personnel.

ALBERTA DROUGHT RESPONSE

- In April 2024 we joined a major Water Sharing Memorandum of Understanding with the Government of Alberta, industry peers, and municipalities where we committed to using the minimum volume of water necessary to maintain safe and reliable plant operations during periods of severe drought.

SUSTAINABILITY IN ACTION

- Sustainability Action Teams foster employee engagement through internal campaigns and company-sponsored community events that promote environmental stewardship across our regions. Actions included:
 - **Annual Red Deer Tree Planting—**Planted over 700 trees in the Queens Industrial Park Reforestation Area as part of our ongoing support for the Red Deer, AB Community Reforestation Program.
 - **Adopt-A-Highway Spring Clean Up—**Supported 14 youth groups in sweeping 35km of ditches near our Joffre, AB site through our annual sponsorship of Adopt-A-Highway Programs.
- **Reducing Road Traffic—**Promoted use of our NOVA To Go carpool app for commuting to and from our Joffre site, with an estimated 25-27% of turnaround employees and contractors choosing to carpool. Our on-site bike share initiative also encourages employees to cycle around the site to reduce vehicle use.
- **Meadowlark Habitat—**Developed a habitat improvement management plan at our Moore, ON facility to protect the Eastern Meadowlark habitat, aligning with local regulations and best practices.
- **Invasive Plant Removal—**Participated in the removal of invasive Phragmites at the Wawanosh Wetlands in Sarnia, ON to protect and restore native biodiversity.
- **Wildflower Seeds—**Distributed wildflower seed packets to employees and their families during our Manufacturing East Responsible Care Family Picnic in Sarnia, ON, encouraging pollinator-friendly planting at home.

Our Sustainability Action Teams promote environmental stewardship through initiatives such as tree planting and clean ups.



PEOPLE

Safety and Well-Being

We are building and sustaining a Responsible Care and safety culture where we learn from successes and failures and build capacity into our design and work processes. We foster a workplace culture that supports each person's physical, mental, financial and social well-being.



2024 Activities

CONTRACTOR SAFETY MANAGEMENT

- Completed audit actions from the second phase of our Contractor Safety Management Program assurance process to create roles & responsibilities and workflow clarity and help improve risk management and contractor performance.

HUMAN AND ORGANIZATIONAL PERFORMANCE

- Identified Human and Organizational Performance (HOP) as a 2025 corporate priority after implementing mandatory HOP training to all NOVA employees. In 2024, we instituted HOP champions across the organization to ensure adequate support and subject matter expertise for all business areas.

BENEFIT ENHANCEMENTS

- Supported our employees' mental and financial well-being by enhancing Canadian benefits to match the U.S. We increased the psychotherapy annual maximum, added Cognitive Behavioural Therapy to psychotherapy coverage, and added a Mental Health Coach program.
- Added new financial supports:
 - In Canada, added two new savings accounts, the Group Registered Retirement Savings Plan and Group Tax-Free Savings Account.
 - In the U.S., added post-tax Roth 401(k) option, hardship withdrawals, and increased auto-enrollment pre-tax 401(k) percent levels.



In 2024, we supported our employees' mental and financial well-being by enhancing Canadian benefits and adding new financial supports in both Canada and the U.S.

Talent Management

We aim to empower our employees through meaningful work and robust development opportunities.

RECRUITMENT PROCESS

- Launched an enterprise-wide Opportunity Board to drive transparency and gain exposure to talent across NOVA, while providing cross-functional development. In 2024, we had 11 opportunities cross-functionally and cross-regionally posted and filled by employees outside of their traditional function.
- Refreshed our attraction and marketing campaign to attract broad talent, resulting in a 19% increase in LinkedIn followers and job application clicks by 54%.

ORGANIZATIONAL HEALTH

- Conducted our third organizational health survey to assess our organizational effectiveness and culture. Seven of the nine measured outcomes increased from our 2023 survey, with the largest improvement in Work Environment.
- Teams completed forty-seven initiatives to improve local organizational health with a focus on role clarity, connection opportunities, waste elimination and leader and employee career development. We experienced our largest gain in three years but remain in the bottom quartile, underscoring the need for ongoing efforts.

LEADERSHIP AND ORGANIZATIONAL CAPABILITIES

- Launched Leadership Core Skills to all Leaders to provide a clear understanding of what high performance looks like, what can get in the way of effectiveness and ideas for improving these skills.
- Launched Leader Objectives for each People Leader to identify at least one Core Skill to focus on demonstrating and improving in the year ahead.
- Launched a series of Leadership Cafes for all leaders, tied to Leader Core Skills and a way to learn and gain insights from others across NOVA.

CENTRAL ALBERTA TRADE STRATEGY TEAM

- Participated alongside others in industry, education, and labor sectors by providing input, making connections with local organizations, and representing the trade hiring needs of our business in Alberta, CA.



In 2024, we launched several leadership initiatives focused on improving leader skills and performance.



Inclusion and Belonging

We aspire to foster an inclusive culture where everyone feels like they belong and every voice is encouraged. Our aim is to create an environment where all employees feel valued, respected, and empowered to reach their full potential. We believe an inclusive culture drives top business performance, promotes the development of circular products and drives innovative solutions.

2024 Activities

OUR STRATEGY

- Continued to implement our Inclusion & Belonging Strategy, anchored in building an inclusive culture through engaged leadership, attracting and retaining talent, differentiating the employee experience, robust policies and governance, community engagement, and education and training.

EMPLOYEE RESOURCE GROUPS

- Grew to nine Employee Resource Groups (ERGs) across the company. Each ERG held kickoff events and continued to increase its membership, while organizing events to foster connection and enhance education within their focus areas.

- Launched Indigenous Inclusion ERGs in Ontario and Alberta to help broaden employees' knowledge and connect them with resources and opportunities to engage in local events with their families.

INCLUSION EVENTS

- Celebrated our second annual Inclusion at NOVA Day. To further education and awareness, we also hosted our company-wide International Women's Day event, held our first Juneteenth event, and on the National Day for Truth and Reconciliation, we partnered with our Indigenous Inclusion ERG to share information, insights and resources on our intranet.

INCLUSION COUNCIL

- Continued to create awareness for holidays and heritage moments, encourage employee engagement and connection opportunities, and review policies and programs. The Council also created an international recipe book put together by employee submissions of family recipes.

TALENT PROGRAM INTEGRATION

- Embedded our culture of inclusion into talent programs to address the full employee life cycle. We refreshed our job boards and role profiles to attract a broader audience of top candidates, created a one-pager highlighting our inclusion and belonging programs and initiatives, and refreshed our talent programs using an inclusive lens.
- Included an unconscious bias framework in our recruitment training programs and leadership support portal.



Our Indigenous Inclusion ERGs help foster employee awareness and learning through events such as blanket ceremonies and Indigenous elder teaching sessions.

Community Relations

We aim to be a good neighbor and a sought-after local employer through collaborating and investing in projects that address our communities' unique needs and concerns. We also seek to establish and sustain long-lasting, positive relationships with the communities in which we work.

2024 Activities

EMPLOYEE VOLUNTEERISM

- Introduced an Enhanced Volunteer Program, NOVA Gives Back, that expands the scope of our community engagement efforts and offers employees a variety of ways to volunteer their time. In 2024, NOVA employees volunteered over 3,000 hours to initiatives that were most meaningful to them.

CAMPAIGNS FOR UNITED WAY®

- Raised nearly \$1.6 million for our charity of choice, United Way, through various regional campaigns including pledges from employees and retirees, fundraising events, and company matching.

COMMUNITY OUTREACH

- Focused our Giving Tuesday campaign on food insecurity, with employees stepping up to collect food bank donations, pack and sort supplies, and serve meals.
- Donated \$300,000 for Giving Tuesday to support agencies that address food insecurity in our communities to help ensure families had enough to eat as the holidays approached.

COMMUNITY ENGAGEMENT

- Sponsored Western University's Engineering summer camps that introduce youth to the world of engineering.



Our employees are always eager to lend a hand and make a difference in our local communities. In 2024, NOVA employees volunteered over 3,000 hours.

PRACTICES

Ethics

At NOVA Chemicals, we are committed to conducting our business with honesty and integrity. To ensure we live up to these values, we have robust systems and policies in place to guide employee conduct.

2024 Activities

ANTI-MODERN SLAVERY

- Filed our Modern Slavery Report with the Government of Canada.
- Conducted an internal audit of the Anti-Modern Slavery Policy and Program to identify gaps and adhere to best practices.
- Trained our Executive Committee, Procurement, Human Resources, and Legal teams about modern slavery.
- Included contractual clauses in our supply contracts and recruitment and staffing agency contracts to increase modern slavery protections.

ETHICS AND COMPLIANCE

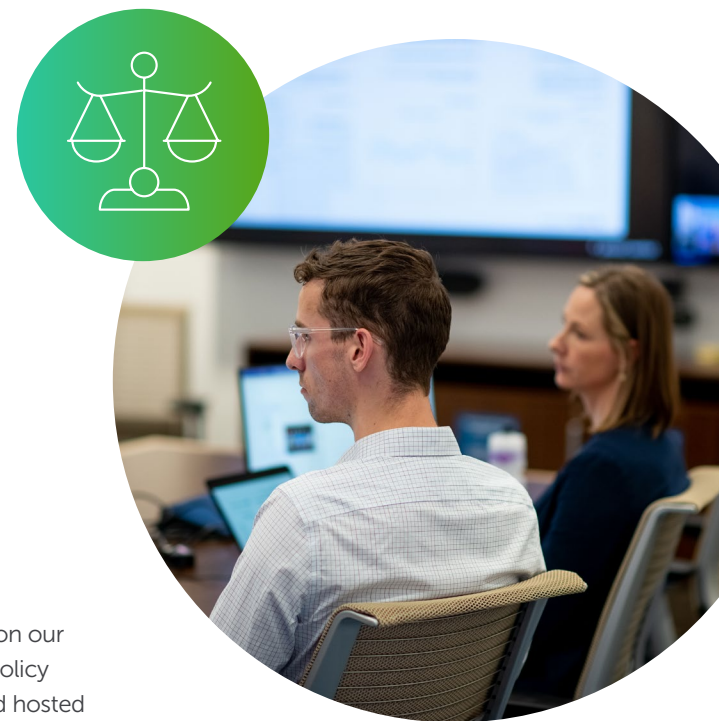
- To encourage a 'Speak-up' culture, developed an ethics and compliance company-wide newsletter for distribution starting in January 2025.
- Provided training on NOVA's Code of Conduct to our Board of Directors by our Chief Compliance Officer.

ANTI-BRIBERY REPORTING

- Provided refresher training on our Anti-Bribery & Corruption Policy across the organization, and hosted in-person training to all new hires on the importance of both our Policy and Program.



In 2024, we provided training on our Code of Conduct and our Anti-Modern Slavery and Anti-Bribery & Corruption policies—encouraging employees to live up to our values.



Responsible Supply Chain & Transportation Safety

We work with suppliers, customers, agents and distributors who are aligned with our efforts to uphold ethical business practices and who meet our commitments for environmental responsibility, human rights, and health and safety of employees and communities, which also includes the safe transportation of our materials and products.

2024 Activities

ZERO NON-ACCIDENT RELEASES

- Celebrated another year of ZERO Non-Accident Releases across all manufacturing regions, with our current run of 11 years marking the longest in our history and our overall longest running RC zero metric performance.

LOGISTICS CORRECTIVE ACTION REQUEST FORM

- Developed the PRGMX 1300.01 Logistics Corrective Action Request form for an event that occurs during transportation which can be submitted to the responsible party (i.e., transportation partner, customer, or supplier) for completion. This form can be used to facilitate and document causal analysis and corrective actions.

SUPPLIER CODE OF CONDUCT

- Our Supplier Code of Conduct outlines our ethical and compliance expectations of suppliers in the areas of human rights; integrity; transparency; health and safety; environment; and confidentiality.

0 NARs

We achieved our eleventh consecutive year of zero Non-Accident Releases—the longest in our history.



PERFORMANCE



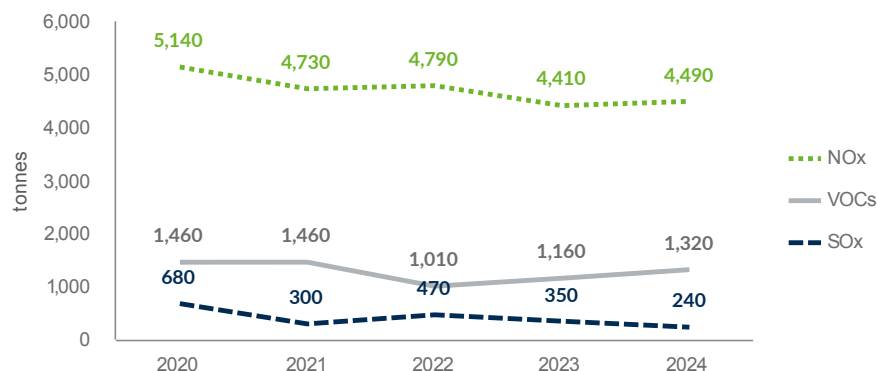
GHG Emissions (operational control)*



Our total absolute Scope 1 and 2 GHG emissions from operations have increased by approximately 2% since 2020, as a result of increased production. Due to enhanced production and greater reliability, our emissions intensity has improved by approximately 6% since 2023. In general, as NOVA Chemicals increases production, there is a corresponding increase in GHG emissions. Our assets are most efficient when running at full capacity, and high production years often demonstrate efficient performance in terms of GHG emission intensity. We continued to ramp-up our AST2 facility at Rokeby, Ontario, which resulted in higher absolute emissions than in previous years.

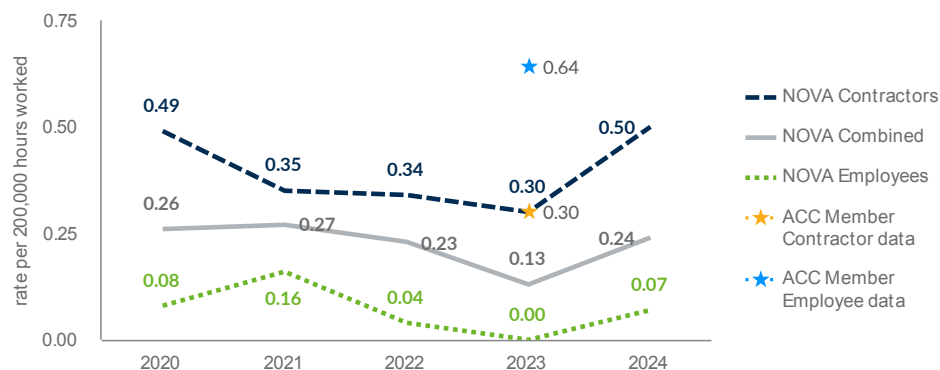
**We report our GHG emissions, using an operational control approach. This means we report 100 percent of gross GHG emissions from facilities that we operate regardless of financial ownership, including operated ethylene and polyethylene assets and associated site-based infrastructure. The sum of our reportable direct emissions in any given year to the federal regulatory body (for example 5,245 kilotonnes in 2024) is different than our Scope 1 emissions noted above for the same year (for example 4,013 kilotonnes in 2024). This is primarily due to the regulatory requirements/boundary based on site environmental permits which includes assets within NOVA's boundary but are not owned nor controlled by NOVA. Our GHG Emissions reflected above excludes Scope 3.*

Air Emissions



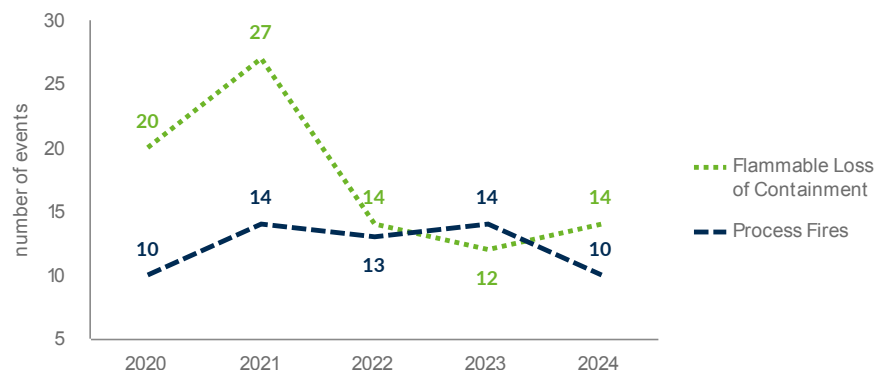
Our annual air emissions variations are primarily due to facility operating rates, annual source emission test results, refinements in the estimation methodology and changes in fuel composition to support plant start ups. The 2024 SOx reduction was an outcome of more frequent sampling of fuel gas systems which led to the refinement of our SOx calculations. NOVA's scope of SOx reporting includes only SO₂.

Recordable Injury Rates



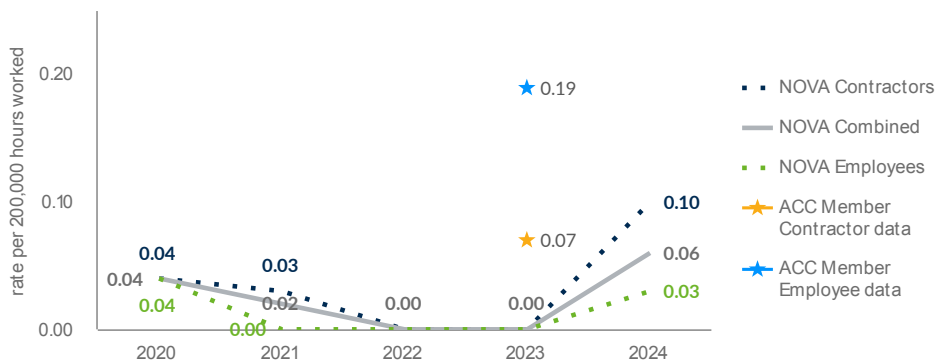
In 2024, our combined Total Recordable Injury Rate was 0.24. NOVA Chemicals remains focused on sustained commitment to safety. NOVA is on a journey to top quartile safety performance and is embarking on a journey of implementing HOP as we work closely with NOVA employees and our service providers to advance our strong NOVA safety culture to influence Responsible Care performance. American Chemistry Council (ACC) 2023 recordable incident rate for member companies was 0.64 and 0.30 for employees and contractors, respectively. The 2024 ACC data was not available for publication at the time of this update.

Process Safety Events



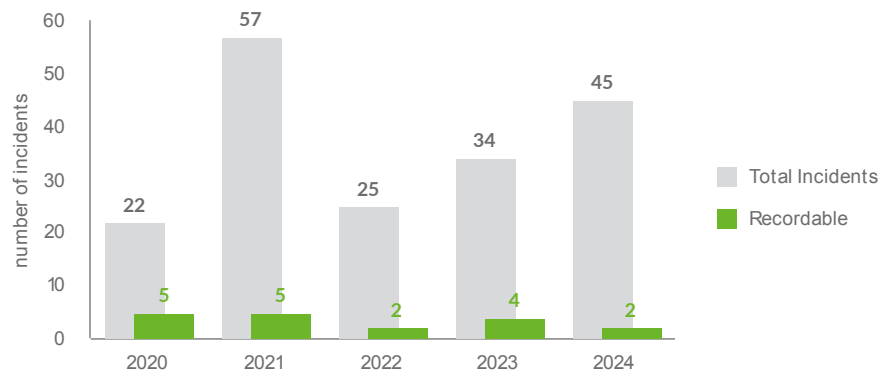
Flammable loss of containment (FLOC) events are incidents that typically involve an unplanned release of flammable materials exceeding 10% of the Tier 2 threshold in the American Petroleum Institute RP 754 (2021 edition). Process fires are any unplanned fire involving process materials.

Lost Time Injury Rates



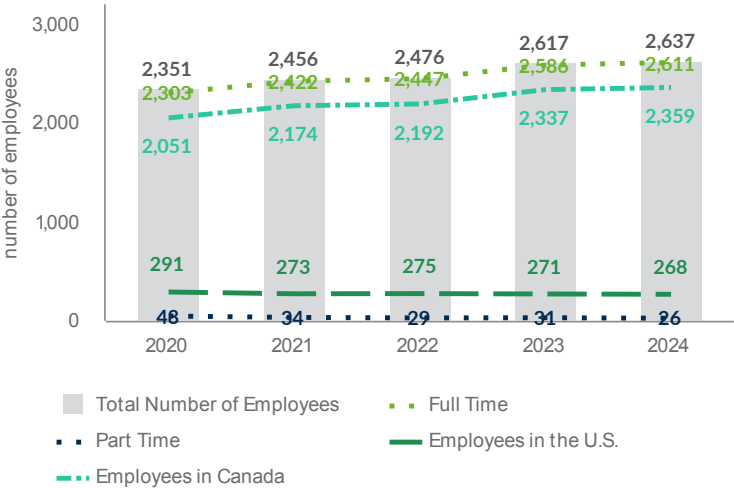
We achieved ZERO lost time injuries in 2022 and 2023. In 2024, we experienced 2 Lost Time Injury events, both involving exposure to hot water. We remain committed to eliminating and engineering out the hazards and are committed to Responsible Care Excellence. The ACC 2023 loss time rate for member companies was 0.19 and 0.07 for employees and contractors, respectively. The 2024 ACC data was not available for publication at the time of this update.

Transportation Safety Incidents



Transportation incidents scope of disclosure includes incidents of all modes of product transport for which we have direct oversight including those contracted to third party. Recordable incidents are consistent with the International Council of Chemical Associations Guidance for Reporting Performance. The increase in total incidents in 2024 was due to increased recognition and reporting of minor transportation incidents and near hits by our carriers and our employees as we continue to encourage self-reporting and maintain a low level of recordable incidents.

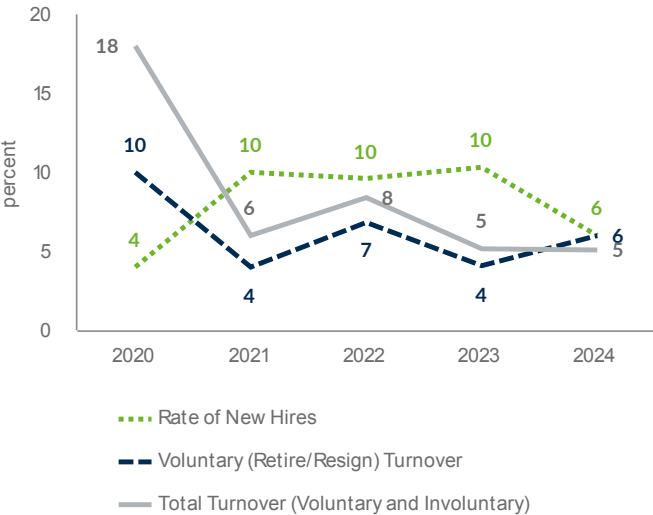
Employee Data



Following business restructuring, the divestiture of two manufacturing facilities in the U.S. and the voluntary departure of 117 retirement eligible employees in Q4 2020, NOVA has backfilled or created new positions to address key growth areas such as digitalization and circular solutions and to prepare for future retirements, specifically in Operations.

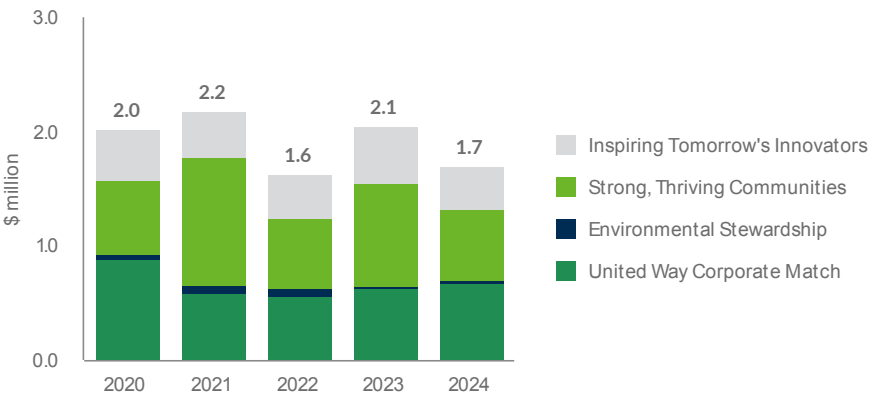
The 2020 retirements were driven by the December 1, 2020 change in the standards for calculating values (CV) from Defined Benefit plans issued by the Canadian Institute of Actuaries impacting the interest rates and the assumed pension commencement age used in the calculations, generally resulting in lower CVs. Eligible employees chose to terminate employment or retire prior to December 1, 2020 in order to receive the higher CV under the prior standards.

Employee Turnover



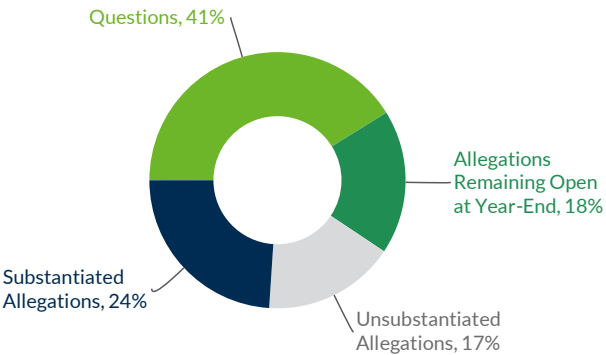
NOVA Chemicals is consistently below the industry average in voluntary turnover when benchmarked against data provided by global consulting firms. We experienced a higher than usual turnover rate in 2020 as a result of business restructuring and the voluntary departure of 117 retirement eligible employees in Canada.

Community Investment



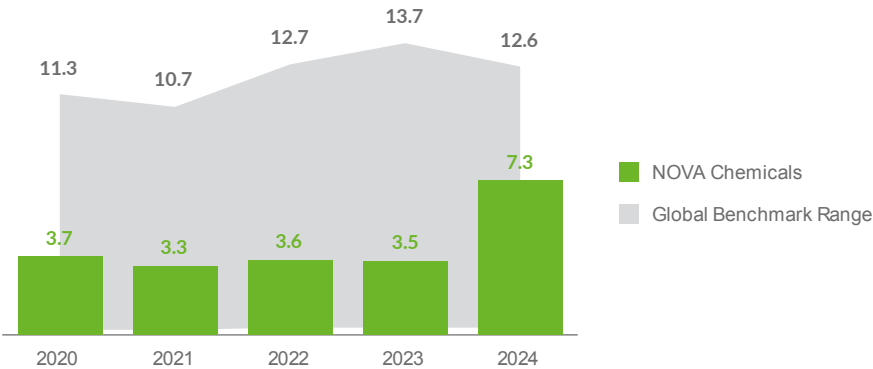
We continue to invest in organizations that improve quality of life, including the United Way. In 2024, we refreshed one of our core focus areas from Arts to Environmental Stewardship to better align with our business.

Ethics-Related Matters Received in 2024



We investigate all matters received. A substantiated allegation might result in employee education, coaching, discipline, or termination, where permitted by local law.

Ethics-Related Reports per 100 Employees



We compare the number of reports received through our ethics line to the NAVEX Global® benchmark. NAVEX Global has a database of 4,077 organizations that collectively received more than 2.15 million individual reports in 2024. Although there is a wide range of call volumes between organizations, NAVEX Global notes that organizations with higher reporting rates (calls per 100 employees) may be experiencing the positive business outcomes discussed in the George Washington University study Evidence on the Use and Efficacy of Internal Whistleblowing Systems, which shows that higher report volumes are associated with fewer and lower amounts of government fines and material lawsuits.



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Advisory

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