

## Modern Slavery Statement

Celanese Corporation is committed to conducting business in an ethical and responsible manner, including in accordance with the 10 Principles of the United Nations Global Compact. As a socially responsible global company, Celanese Corporation strives to embed respect for human rights as an integral element of its corporate culture. Celanese Corporation issues this statement in accordance with the United Kingdom Modern Slavery Act of 2015, the California Transparency in Supply Chains Act of 2010, and in alignment with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, the Uyghur Forced Labor Prevention Act (UFLPA), and similar laws and regulations applicable to Celanese Corporation, to describe measures taken in order to avoid and combat modern slavery or human trafficking in the company's supply chain ("the Statement"). This Statement constitutes Celanese Corporation's statement for the financial year ending 31.12.2024.

In conformity with the above-mentioned Acts, in this Statement we address:

- Our organizational structure and business operations
- Our policies regarding modern slavery and human trafficking
- Our supply chains
- Our further safeguarding measures
- Outlook and next steps to prevent modern slavery
- The approval for this statement

### 1. Organizational Structure and Business Operations

Celanese Corporation is a publicly traded corporation (NYSE: CE), incorporated in Delaware and based in Dallas, Texas. Celanese is a global chemical leader in the production of differentiated chemistry solutions and specialty materials used in most major industries and consumer applications. Our businesses use the full breadth of Celanese's global chemistry, technology and commercial expertise to create value for our customers, employees, shareholders and the corporation. From the global product network of our Acetyl Chain, we provide materials that are critical to the global chemicals, paints and coatings, and construction and building industries. From our broad portfolio of Materials Solutions, we advance automotive, electrical/electronics, industrial, medical devices, pharmaceuticals, flexible packaging and aesthetic applications. As of December 31, 2024, Celanese employed approximately 11,500 employees worldwide and had 2024 net sales of approximately \$10.3 billion.

As we partner with our customers to solve their most critical business needs, we strive to make a positive impact on our communities and the world through The Celanese Foundation. Our corporate vision is *"improving the world and everyday life through our people, chemistry and innovation."* In achieving this vision, the Company pledges to uphold high standards of integrity and ethics, and to comply with all applicable laws, rules and regulations. We are particularly committed to human rights and fair working conditions, not only in our own operations but also in those of our business partners. Celanese pursues its vision through its values of:

**people – safety – customers – quality – community – shareholders**

We hold equally high all six values. By putting "**people**" first, we strongly underline our commitment to promote a rewarding, engaging and inclusive workplace with opportunities for collaboration, development and leadership.<sup>1</sup> By adding "**safety**" and "**community**," we further sharpen our expectations and ambitions regarding social responsibility as well as our commitment to the health and safety of our employees, our contractors' employees, and communities. This goes hand in hand with the adoption of our sustainability framework, which

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<sup>1</sup> See also our [Sustainability Report](#) and [Sustainability Index](#).

is currently governed by the Sustainability Council.<sup>2</sup>

Furthermore, Celanese Corporation is a Responsible Care® company, and as such operates according to strict environment, health and occupational safety standards in its own operations, and also promotes these standards among its contractors and suppliers. Operating in compliance with applicable laws as a general guiding principle is also reiterated in Celanese's [Stewardship Policy](#). Celanese also became a signatory to the [United Nations Global Compact](#) in 2023 to further our commitment to uphold its principles.

More information about Celanese can be found [here](#).

## 2. Our Policies

### Business Conduct Policy

Our [Business Conduct Policy \(BCP\)](#) is a comprehensive set of rules for Celanese Corporation and its subsidiaries regarding compliance with applicable laws, the avoidance of conflicts of interest and the observance of our values in the conduct of business. The recognition and observance of human rights, including the avoidance of child labor and forced or compulsory labor or any other forms of human abuse, form a key part of the BCP. The BCP not only binds all employees of Celanese Corporation and its subsidiaries, it expressly encourages third parties engaged by Celanese also to follow these standards.

### Third Party Code of Conduct

Celanese's [Third Party Code of Conduct](#) is designed to make Celanese's third party business partners, including suppliers, aware of the ethical and legal standards for doing business with Celanese. In it, Celanese offers third parties the opportunity to submit concerns through the Ethics/Whistleblower Hotline. Our Third Party Code of Conduct makes clear that third parties providing goods or services to or for Celanese are expected to not use child labor, or any form of involuntary, forced, or compulsory labor, including prison labor, slave labor, or labor connected to human trafficking. Third parties are also expected not to knowingly engage in business with any individual or company that uses any child or involuntary labor in connection with any goods or services provided to or for Celanese. The Third Party Code of Conduct provides that Celanese has the right to terminate its relationship with any third party that fails to comply with these provisions.

### Human Rights and Equality Policy

The [Human Rights and Equality Policy](#) is designed to align with the United Nations Global Compact and core elements of the United Nations Declaration of Human Rights. With this policy, Celanese reinforces its commitment to safeguarding human rights of our employees and other individuals in our business interactions. We expect our employees and business partners to conduct business according to the highest principles of integrity, ethics, and fairness as described in our BCP and related policies. In particular, we expect them to respect indigenous rights, peaceful assembly, recognition of workers' rights including the ability to join trade unions of choice, non-retention of employee passports or original employee documents, prohibition on charging fees for employment, and explicitly disclosing that private security forces must follow our Human Rights and Equality Policy.

### Other Policies

Doing business the right way – with honesty, integrity, and in compliance with the law – is a fundamental principle set forth in many other of our policies, all designed to secure our commitment to compliance with laws and ethical standards and to guide our employees', contractors', and other third parties' conduct in specific areas:

- Our [Sustainable Procurement Policy](#) expresses our commitment to sustainable and responsible sourcing and makes our suppliers aware of Celanese's expectations that

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<sup>2</sup> Further details on our ambitions with regards to sustainability can be found in our [Sustainability Report](#).

they adhere to our high standards with respect to sustainability topics.

- Our [Stewardship Policy](#) directs employees and contractors to protect the environment, preserve the health and safety of employees, contractors and communities, and operate processes safely.
- In our [Anti-Corruption Program \(ACP\)](#) and Gifting Guidelines we provide guidance on how to avoid corrupt practices and lawfully interact with third parties, including through due-diligence processes and regular monitoring.
- In our [Conflict Minerals Policy](#) we commit to sourcing materials from suppliers that share our highest legal and ethical standards and confirm compliance with applicable Conflict Minerals rules.

### **Compliance with International Legislation and Specific Acts**

In addition to adhering to international standards and regulations, Celanese is committed to complying with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and comprehensive approach to eradicating forced and child labor within supply chains. This includes active participation and compliance with Canada's reporting obligations to drive transparency and accountability in our supply chain practices as well as extending our diligence in complying with the Uyghur Forced Labor Prevention Act (UFLPA), enacted to prevent goods made with forced labor in the Xinjiang Uyghur Autonomous Region from entering the United States market.

## **3. Our Supply Chains**

Given our global business operations and the conditions of today's globalized world, our procurement structures are designed to efficiently source high-quality production materials and services through global supply chains on competitive terms. Celanese currently procures raw materials, parts and services from over 11,000 suppliers worldwide.

### **Risk Analysis and Supplier Evaluations**

Celanese has a wide variety of suppliers across a complex and diverse global supply chain. We continuously enhance our annual supplier risk assessment process to support our strategic sourcing activities. In 2023, Celanese invested in a new software tool that will support our regular German Supply Chain Act risk assessment process. We are actively assessing our supply chain on sustainability, focusing on environmental and social sustainability-related criteria for key suppliers involved in our global procurement.

We also regularly compare the results of the Global Slavery Index (GSI) with our actual supplier base. Approximately 40 suppliers are located in the countries with the highest prevalence rate of modern slavery according to the GSI 2024 (equivalent to approximately 1% of total spend), and they are monitored particularly carefully.

### **Forced Labor Entity Lists and Section 307 of the Tariff Act of 1930**

Celanese does not engage in and will not tolerate the use of forced labor, human trafficking or slavery of any kind. Celanese has implemented processes to identify issues or deficiencies with potential suppliers, including origin-linked questions, to bolster screenings. In addition, we have reviewed the Entity Lists published by the Forced Labor Enforcement Task Force and have determined that no such listed entity is in our Supply Chain. We will continue to be vigilant in our procurement of materials from all jurisdictions presenting a high risk for forced labor, and will require that suppliers shipping goods to the United States can meet the requirements for navigating the enforcement of forced labor trade laws in the United States.

Moreover, we have examined our supply chain for compliance pursuant to Section 307 of the Tariff Act of 1930, which prohibits products that are mined, produced or manufactured in whole or in part with forced labor, convict labor and/or indentured labor including child labor from entering the United States. Upon review, none of the products that we import are covered by a product and producer and/or country-specific withhold release order or finding issued by U.S. Customs and Border Protection (CBP) pursuant to Section 307. We will continue to monitor our procurement of materials in accordance with our program to identify the risk of forced labor in our supply chain, utilizing government-issued lists identifying products and

countries where such forced labor is prevalent or has been verified, including the State Department's Trafficking in Persons Report and the Department of Labor's List of Goods Produced by Child Labor or Forced Labor. To that end, the Company complies with applicable laws and regulations regarding the use of forced labor in the United States and other applicable jurisdictions.

### **Due diligence onboarding process and monitoring**

We regularly track changes in our supplier base to monitor our compliance with laws, contractual duties, Celanese's values, and agreed international sustainability standards to determine the appropriate level of due diligence. We conduct appropriate diligence for third parties we identified as high risk. In 2024 we updated our Sustainable Procurement Policy setting forth the expectation that our third-party suppliers adhere to these same standards and basic requirements to build and maintain a business relationship with Celanese. These expanded obligations reiterate what we expect from our third-party suppliers in order to continue on the path to sustainability. After a business relationship has commenced, Celanese continues to monitor its business partners to identify instances of non-compliance with applicable laws or Celanese policies. We value our third-party suppliers and are committed to build strong ethical and responsible partnerships that support our sustainable procurement strategy.

### **Contractual Supplier Obligations**

Celanese's standard supplier terms and conditions state that the contracting party must comply with any applicable law, in particular with human rights and regulations related to labor conditions, wages and working hours. Suppliers are also expected to comply with Celanese's Third Party Code of Conduct, which reiterates our expectation that they prohibit the use of any form of forced labor in connection with providing products and services to Celanese, that they will not knowingly engage any contractor that uses any form of forced labor, and that they shall maintain effective procedures, internal controls, and audit procedures necessary to comply. In the case of a breach of these obligations, Celanese reserves the right to terminate the contractual relationship and take further action as appropriate.

## **4. Our Further Safeguarding Measures**

### **Training**

Raising awareness of modern-day slavery both within our business and our supply chains is important to us. We are aware that identifying potential and actual cases requires educating employees to understand the drivers of modern slavery as well as the possible indicators. In 2024, all global employees (approximately 100 percent) were trained on the Business Conduct Policy (BCP), including human rights and modern slavery topics. As part of the annual BCP training process, the employees complete a BCP knowledge check and certification of compliance to demonstrate that our ethical values and compliance policies and procedures are understood and implemented at all levels. Our BCP training course content also includes awareness regarding modern slavery and protecting human rights. Besides this general BCP training, we have developed a specific training curriculum targeted for our global procurement teams on sustainability dynamics, enabling further incorporation into our procurement strategies.

### **Ethics/Whistleblower Hotline**

Anyone, including Celanese contractors, suppliers and other third parties may use the [Ethics/Whistleblower Hotline](#) to report illegal or unethical conduct by Celanese employees or third parties related to Celanese (including suppliers). The Ethics/Whistleblower Hotline is managed by an independent third-party provider and allows anonymous, free of charge online and phone reporting in 45 different languages. Its existence is prominently communicated to employees and contractors, and third parties including suppliers on a regular basis. Incoming reports are investigated, and appropriate remedial actions are taken.

## Mapping Supply Chains

Celanese actively engages in the identification and assessment of risks related to forced and child labor in its activities and supply chains, in compliance with *inter alia* Canada's specific reporting requirements. This includes the ability to map supply chains and conduct internal assessments to identify risks, develop and implement targeted action plans, and continuously monitor and audit supply chain partners.

## 5. Outlook and Next Steps

Celanese Corporation is dedicated to continuously strengthening our efforts to prevent modern slavery, forced labor, and human trafficking across our global operations and supply chains. In alignment with international standards and applicable laws, including those in Canada, the UK, the European Union, the United States, and beyond, we are pursuing the following initiatives to advance our commitment:

- In order to meet their legal obligations with regard to the protection of human rights, our entities in Europe and in particular in Germany are prepared to abide by the upcoming requirements of the EU Corporate Sustainability Due Diligence Directive and the already existing German Supply Chain Due Diligence Act (*Lieferkettensorgfaltspflichtengesetz*, "LkSG"). Celanese Germany has established processes to fulfill LkSG, including risk assessments to identify the human rights and environmental risks in its own business operations and those of its direct suppliers. Findings from this risk assessment will be addressed by adequate preventive and remedial measures as well as necessary amendments to the Human Rights and Equality Policy as well as the Third Party Code of Conduct. The first LkSG report is planned to be published and submitted to the relevant authorities by end of December 2025.
- In light of Canada's specific requirements, Celanese is reviewing its efforts to address forced and child labor not only through risk assessments and supplier engagements but also by tailoring its policies, training, and remediation measures to meet the standards set forth by Canadian legislation. Our commitment to these efforts will be continuously reflected in our practices and future statements.
- We continuously strive to raise supplier engagement and awareness through communication that occurs during the normal course of supplier relationship management.

We understand that the risk of modern slavery is not static and will continue our efforts to further mitigate this risk. In order to assess the effectiveness of the measures already taken, we will review important indicators such as employee training levels, actions to strengthen supply chain auditing and verification, steps taken to educate high-risk suppliers, and any investigations undertaken into reports of modern slavery and respective remedial actions.

## 6. Approval

On May 30, 2025, this Statement was approved by the Chief Executive Officer as well as the Chief Compliance Officer with respect to the Financial Year 2024.

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Scott Richardson

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Scott Richardson  
Chief Executive Officer  
Celanese Corporation

Signed by:

Lindsey Beran

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Lindsey Beran  
Chief Compliance Officer  
Celanese Corporation



## **Fighting Against Forced Labour and Child Labour in Supply Chains Act**

**Celanese Corporation**

**Celanese Canada ULC**

**Celanese Polymer Products Canada Company**

**Celanese Polymer Products Canada Holdings Inc**

In accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, we attest that the attached report for entities listed above, for the fiscal year ending December 31, 2024, complies with the Act. The information is true, accurate, and complete to the best of our knowledge.

DocuSigned by:

*Scott Richardson*

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Scott Richardson  
Chief Executive Officer  
Celanese Corporation

May 30, 2025

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Date

Signed by:

*Lindsey Beran*

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Lindsey Beran  
Chief Compliance Officer  
Celanese Corporation

May 30, 2025

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Date