

LyondellBasell Disaster Relief Fund Criteria February 2021 – Gulf Coast Severe Winter Storms

The LyondellBasell Disaster Relief Fund (the “Fund”) is an Internal Revenue Code Section 501(c)(3) charitable organization that provides assistance to U.S. employees who suffer significant losses due to Natural Disasters such as tornadoes, hurricanes and floods. Sustained by contributions from the Company, its employees and outside donors, the Fund can make timely grants to help affected employees deal with sudden loss and displacement. Because the Fund is a tax-exempt, qualified charitable organization under United States tax law, assistance received by U.S. employees from the Fund is not taxed as income, and contributions made to the Fund by U.S. donors are tax deductible.

Once the President of the United States makes a disaster declaration (via an Emergency Declaration or a Major Disaster Declaration) for an impacted area, the Fund is able to provide support to Employees. For the February 2021 Gulf Coast Severe Winter Storms, all counties of Texas, Louisiana and Oklahoma have been declared federal disaster areas.

The following criteria will be used to determine employee eligibility for awards from the Fund related to this Natural Disaster.

Employees must:

1. Be in one of the following categories:
 - a. Hourly U.S. Employees (represented and non-represented),
 - b. Salaried non-exempt U.S. Employees, or
 - c. Salaried exempt U.S. Employees at E-levels 1 through 5 or equivalent level; **AND**
2. Be an Employee at the time of the Natural Disaster and at the time of award; **AND**
3. Have experienced unreimbursed expenses for the repair or rehabilitation of Employee’s primary residence due to this Natural Disaster; **AND**
4. Have experienced one of the following losses:
 - **Level 1 – Significant Loss (Both Criteria Below Must Be Met)**
 1. Employee/family experienced significant damage to their house/dwelling due to a Natural Disaster, **AND**
 2. Employee/family experienced significant damage to furnishings/personal belongings (beyond mere carpet damage).

Award in the amount of \$500*.

*The available award amount may vary by event. The LYB Disaster Relief Fund sets award levels based on several criteria including, but not limited to: available funds to disburse, the overall severity and damage caused by the impact of the Natural Disaster and number of employees impacted.

Process

If you qualify for financial assistance from the Fund, please fill out completely the application form located [here](#) by March 31, 2021. The LyondellBasell Disaster Relief Fund Board of Directors will evaluate all applications and make awards to Employees who meet the required criteria. Evidence of damage (e.g., photographs, written repair estimates, etc.) is required. Applications that are not supported by evidence of damage will not be considered.

Definitions

“Damage/destruction” shall have the plain, ordinary meaning of those terms provided that the same shall be as a result of a Natural Disaster.

“Employee” shall include employees of a U.S. based subsidiary of LyondellBasell Industries N.V. (for example, Lyondell Chemical Company; Houston Refining L.P.; Equistar Chemicals, LP; LyondellBasell Advanced Polymers; Hadlock Plastics, LLC; LYB Premix LLC; Bulk Molding Compounds, Inc).

“House or Dwelling” means the Employee’s/family’s primary residence, whether owned, rented, leased or otherwise occupied as the primary residence of the eligible Employee. Vacation properties, second homes, exterior buildings, garages, sheds, porches, and other non-essential spaces of the home do not qualify.

“Natural Disaster” shall have the plain, ordinary meaning of that term to include so-called Acts of God or other natural phenomena not of a man-made nature, included but not limited to storms, floods, hurricanes, tornadoes, earthquakes, fires caused by lightning and similar naturally occurring phenomena, high winds, and similar events naturally occurring in nature.

“Significant” shall mean damage of a level that reasonably can be expected to give rise to major financial hardship without taking into account insurance and other relief or coverage that may be available to the Employee/family. For this purpose, damage may be considered “significant” if the cost of repair is below 50% of the value of the dwelling as reflected on the property tax roles immediately preceding the natural disaster.

“Substantial” shall mean damage of a level that reasonably can be expected to give rise to major financial hardship without taking into account insurance and other relief or coverage that may be available to the Employee/family that greatly exceeds any “significant” damage. For this purpose, damage may be considered “substantial” if the cost of repair would exceed 50% of the value of such house or dwelling as reflected on the property tax roles immediately preceding the natural disaster.

“Total” shall have its plain, ordinary meaning and may be construed to mean damage/destruction of a level whose cost of repair reasonably can be expected to exceed 80% of the value of the house/dwelling as such value is reflected on the property tax roles immediately prior to such natural disaster.