

LyondellBasell Disaster Relief Fund Criteria 2019

The following criteria will be used to determine employee eligibility for funds from the LyondellBasell Disaster Relief Fund.

Hourly U.S. employees (represented and non-represented), salaried non-exempt U.S. employees and salaried exempt U.S. employees at E-levels 1 through 8 or equivalent level (including but not limited to Lyondell, Equistar Houston Refining and A. Schulman) are eligible if they 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).

Check in the amount of \$1,500.

- **Level 2 – Substantial Loss (Both Criteria Below Must Be Met)**

1. Employee/family house/dwelling is substantially damaged/destroyed due to a natural disaster; and
2. Employee/family furnishings/personal belongings were substantially damaged or destroyed.

Check in the amount of \$5,000.

- **Level 3 – Total Loss (Criteria Below Must Be Met)**

1. Employee/family house/dwelling is totally destroyed due to a natural disaster.

Check in the amount of \$12,000.

- **Level 4 – Hardship Due To Evacuation (All Three Criteria Below Must Be Met)**

1. Employee/family required an evacuation due to a natural disaster; and
2. Employee experiences financial hardship; and
3. Employee/family can demonstrate their inability to return to (and stay in) their primary residence for at least three (3) days from time of evacuation due to:
 - a. Natural obstacles such as barricaded streets, downed trees or power lines, localized flooding; or
 - b. Governmental orders preventing their return; or
 - c. Substantially or totally destroyed primary residence

Check (or electronic access to cash) in the amount of \$1,500.

(Note: For those who have *not* been displaced and prevented from returning to their homes, their difficulty in getting regular paychecks is not covered by this provision, but is the purview of HR/payroll and is to be addressed by any special means they might employ to advance or deliver funds to such employees)

▪ **Level 5 – Hardship Due to Loss During Transitional Living Situation (Both Criteria Below Must Be Met)**

1. Employee/family are transitioning between living situations, and
2. Employee/family experienced significant damage to furnishings/personal belongings in storage due to a natural disaster.

Check in the amount of \$1,500.

Process

If you qualify for financial assistance from the fund, or know of someone who does, please contact your general/site manager, Human Resources, Corporate Communications or a vice president. They will work to gather a list of employees who suffered significant or catastrophic losses from the storm. The list then will be sent to the LyondellBasell Disaster Relief Fund Board of Directors for evaluation of compliance with the criteria.

Definitions

For purposes of the above, “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.

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

“**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.