



A Message from CEO Leroy Ball

June 2, 2020

Dear Colleagues,

At Koppers, I am proud of the fact that together we have built a culture rooted in caring and community. In respect for people. In the importance of the basic right of human dignity. In diversity of thought and opinion. In making all individuals feel appreciated for their contributions. In our overarching value of Zero Harm. *Today, I ask everyone at Koppers to re-commit yourself to our shared values by agreeing to lead with empathy and compassion.*

What I have witnessed over the past several weeks in the United States regarding the cruel treatment of members of the African American community is inexcusable and quite frankly sickens me. Sadly, as we all know, it is also something that is not new in our society. It is unimaginable to think that in 2020, we still have a portion of our population who live in fear for their safety due solely to the color of their skin, yet the reality of this appalling situation is undeniable.

I am deeply concerned about our Koppers employees of African American descent and the discrimination they and their loved ones may experience when doing even the simplest and most common activities. While I alone cannot take away the fear and worry of our team members, I can and will lead the way to create a more supportive environment here at Koppers. We are a community that values the contributions from all employees no matter your gender, race, religion, sexual preference or any other affinity that makes up a person's identity. To our colleagues who may be hurting right now, please know that we have support resources available through our employee assistance programs. For more information on these programs or to engage in further dialogue, talk with your direct manager or reach out to Lance Hyde, our Global Director of Inclusion and Diversity, or to Dan Groves, our Vice President of Culture and Engagement.

At a time when our world seems more divided than ever, I would like to try to offer a ray of hope that we can rise up and show the best that our humanity has to offer. For the past several years, I have participated in a rally in Pittsburgh to give my full support to saying "No More" to gender violence. I am proud of the steps Koppers has taken to help protect our employees from partner violence and assault.

Moving forward, we will broaden that support by showing that "Koppers Stands Together" in rejecting racial injustice. I ask you to join me in signing a virtual pledge to stand up for each other and do what's right when you witness the mistreatment of any individual – which certainly includes any hurtful actions on the basis of race. Look for more information to come on how you can add your name to the pledge.

I know that you care about people because I have seen it firsthand – from the ways in which you continue to protect each other in the workplace to the ways in which you give back to those in your communities. We are better than what is going on around us. Let's continue to support one another by actively listening and working to better understand those who have different backgrounds and experiences. Let's show the world the example of what the Koppers Community can achieve through our Zero Harm mindset by leading with empathy, compassion, understanding and meaningful action.

Today and every day, I stand with our Koppers team members to support all that is just.

Sincerely,

A handwritten signature in blue ink that reads "Leroy Ball". The signature is fluid and cursive, with the first name "Leroy" and the last name "Ball" clearly distinguishable.