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| Westlake Chemical Corporation Policy Release | Policy Release No.: HR.20.009 |
| Subject: Educational Assistance | Page 1 of 3 |
| Issuing Department: Human Resources | Current Revision Date: 01/01/17 Supersedes Policy Dated: 09/01/90 Initial Effective Date: 09/01/90 |

I. PURPOSE

Westlake Chemical Corporation, its Subsidiaries, and Affiliates (the “Company” or “Westlake”) provides educational assistance to encourage employees to develop or expand their knowledge, skills and abilities, thus improving potential for future opportunities with the Company.

II. AUTHORITY

The Total Rewards Department is responsible for the overall administration of this policy throughout the Company, as delegated by the Vice President, Human Resources. The Company reserves the sole discretion to interpret and modify this policy.

III. ELIGIBILITY

All Westlake North American based regular full-time employees with at least six (6) months of service prior to the time of enrollment in the elected course(s).

Eligible employees must be accepted and maintain enrollment in an Accredited Institution and meet the following criteria to receive the educational assistance benefit:

- Pursue a degree in a job-related field or area in which the Company recruits (i.e. business, accounting, engineering, computer science, etc.)
- Course(s) must be related to the employee’s current job or possible future assignments with the Company, as determined by the Company in its sole discretion
- Must earn a grade of “C” or better in the course

The terms set out in this policy work in conjunction with, and do not replace, amend or supplement any terms and conditions of employment as stated in any collective bargaining agreement.

IV. DEFINITIONS

Accredited Institution – an institution accredited by an agency approved by the U.S. Department of Education or an equivalent agency for international institutions. Courses offered by an accredited university, technical institute, or specialized school.

Calendar Year – the 12-month period beginning on January 1 and ending December 31.

Terminated for Cause – includes, without limitation, fraud, personal dishonesty, willful misconduct, breach of fiduciary duty, unauthorized disclosure of confidential information, breach or neglect of duties or obligations of employee to the Company, acts which have an adverse effect upon the Company or any affiliate’s reputation or the conduct of their business and violation of any law, policy, job requirement, rule or regulation which adversely affects the Company, any affiliate, or the performance of the employee’s duties.

Working Time – the time an employee is engaged or should be engaged in performing his/her work tasks for the Company.

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V. POLICY

The Company will reimburse required out-of-pocket educational expenses for fees imposed by the Accredited Institution at 90%, up to a maximum of USD 5,250 or CAD 7,100 per Calendar Year, for the cost of admission fees and entrance exams (i.e. GRE – Graduate Record Examinations), tuition, textbooks, laboratory fees and testing fees related to course credit (CLEP – College Level Examination Program). Expenses such as supplies or equipment, transportation or parking fees, non-required elective courses or elective student fees or any other type of expense not specified in the degree program or course description are not reimbursable.

Employees must obtain approval from local management and the Total Rewards Department prior to registration/enrollment in the course(s). In order to be considered for approval, the employee must include a copy of their degree plan and a course description for the course for which they are requesting approval.

Employees who are reimbursed eligible tuition or other fees paid by another source, such as the Veterans Administration or any other organization, scholarship programs, Federal, State or local grants or financial aid programs not requiring repayment will not be reimbursed under this policy.

Employees must schedule their course(s) so that their class time, study time and personal efforts do not conflict or materially interfere with their working time or prevent them from fulfilling their responsibilities at work or other Company duties. Courses may be completed in a campus setting, online or by self-study as long as they are required for the degree program or eligible to transfer for credit by the Accredited Institution.

Preparation course(s) taken to obtain or maintain a professional license or certification (e.g. for engineers, attorneys, accountants) and examination fee(s) for such license or certification will not be eligible for reimbursement under educational assistance. If the professional license or certification requires pre-requisite course(s) in order to take a preparation course or complete the exam, such as additional accounting credit classes prior to the preparation for the Certified Public Accountant (CPA) exam, then those classes will be eligible for reimbursement under this policy.

In the event an employee must withdraw from a course(s) due to military service, an approved medical leave and/or FMLA, or for business reasons requested by the Company (e.g. approved transfer to another location), and which course(s) are otherwise qualified in accordance with the requirements of this policy, the company will provide reimbursement to the extent that tuition or other eligible fees are not refunded by the educational institution.

In the event of a plant closure or job elimination, an employee enrolled in approved courses will remain eligible for tuition reimbursement through the current semester provided he/she continues to meet the eligibility criteria.

If an eligible employee is terminated or terminates his/her employment (voluntary or terminated for cause) with the Company prior to completion of any approved course(s), other than as a result of a plant closure or job elimination as referenced above, the employee will no longer, as of the date of termination, be eligible for educational assistance or any further reimbursement under this policy. The employee will be required to reimburse the Company for 100% of all payments made under this policy during the eighteen (18) month period for undergraduate programs and the thirty-six (36) month period for advanced or graduate programs prior to the termination date. The amount due must be returned to the Company within thirty (30) days of the termination date.

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VI. PROCEDURE

Employees must complete the Educational Assistance Application and provide supporting documentation **prior to enrollment in any course(s)** and submit for review and approval to his/her immediate supervisor, local Human Resources Department and Total Rewards. Enrollment in or completion of a degree program or course(s) prior to obtaining the required approvals will not be reimbursable.

The initial application must include the curriculum of the degree program, which outlines all the courses required to complete the overall degree or program being acquired, and course descriptions for all courses being taken in the semester. After initial approval, the employee must submit the Educational Assistance Application and course descriptions for all courses being taken in each subsequent semester(s) for review and approval.

For reimbursement at the end of each semester, the employee must complete the final reimbursement section of the approved Educational Assistance Application and provide his/her final grades and proof of payment on all eligible tuition and other fees for review and approval to the local Human Resources Department and Total Rewards within thirty (30) days from successful completion of the course(s).

The Company complies with all applicable Federal, State, Provincial and local tax laws. Determination of taxability will be made by the Company. The employee will be responsible to pay all applicable taxes associated with Educational Assistance.

VII. FORMS

Westlake – Educational Assistance Program Application

Westlake Chemical – Travel & Expense Reimbursement Direct Deposit Authorization



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| Westlake Chemical Corporation Procedure Release | Procedure Release No.: HR.20.009P |
| Issuing Department: Human Resources | Current Revision Date: Supersedes Procedure Dated: Initial Effective Date: 01/01/17 |

EDUCATIONAL ASSISTANCE ADMINISTRATIVE PROCEDURE

I. GRANDFATHER FOR AXIALL AND ROYAL BUILDING PRODUCT EMPLOYEES

Axiall and Royal Building Product employees approved and enrolled in advanced or graduate programs prior to August 31, 2016 will continue under the Axiall Tuition Reimbursement Policy (version November 2014) until completion of the approved program.

All employees who request approval for new undergraduate and/or advanced/graduate programs on or after January 1, 2017 will be subject to the Westlake Chemical Educational Assistance (HR.20.009) policy.

II. RELOCATION FOR AXIALL AND ROYAL BUILDING PRODUCT EMPLOYEES

The following outlines how the Axiall Tuition Reimbursement Policy will be applied to Axiall and Royal Building Product employees requested to relocate by the Company.

- If an employee relocates per the Company's relocation program, the employee will continue to receive educational assistance under the Axiall Tuition Reimbursement Policy as aforementioned.
- If an employee declines relocation benefits to transfer per the Company's request, the employee will no longer be eligible for reimbursements under the Axiall Tuition Reimbursement Policy and will not be subject to the repayment obligation upon termination of employment.
- If an employee accepts relocation benefits to transfer per the Company's request and rescinds his/her acceptance, or otherwise fails to comply with the terms of the relocation program, the employee will no longer be eligible for reimbursements under the Axiall Tuition Reimbursement policy, and must reimburse the Company for any education assistance expenses reimbursed during the acceptance period. Such employees will not be subject to the repayment obligation upon termination of employment.