

Executive Compensation Structure

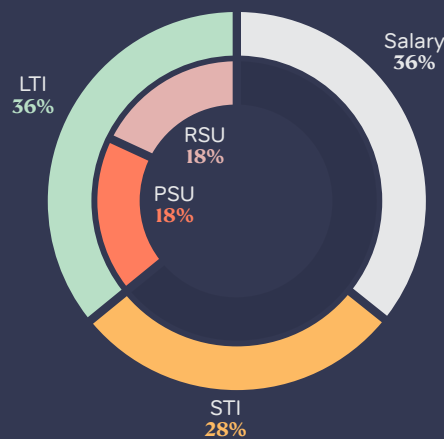
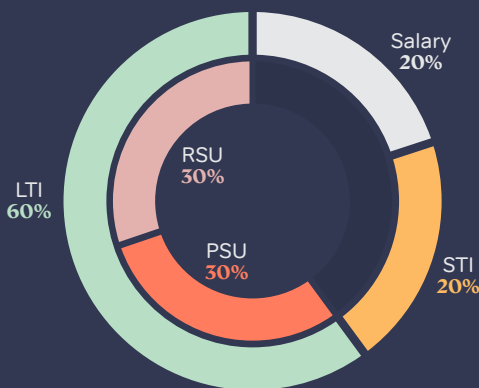
At Orbia, executive compensation is composed of 3 elements:

- 1** Base salary
- 2** Short-Term incentive
- 3** Long-Term incentive

CEO's variable compensation represents 80% of total compensation

CEO Compensation % Mix

CEO-1 Average Executive Compensation % Mix (9 Senior Leaders)



STI: Short Term Incentive
LTI: Long Term Incentive
RSU: Restricted Stock Units
PSU: Performance Share Units

Short-Term Incentive (STI)

The primary objective of Orbia's Short-Term Incentive Plan is to promote a pay-for-performance culture, where employees share and take active roles in supporting Orbia's vision for success as a purpose-driven, future-fit organization. It is focused on rewarding the right behaviors with aligned incentives for employees to exceed performance expectations and support business priorities in delivering short-, medium- and long-term value creation.

Short-Term Incentive Metrics:

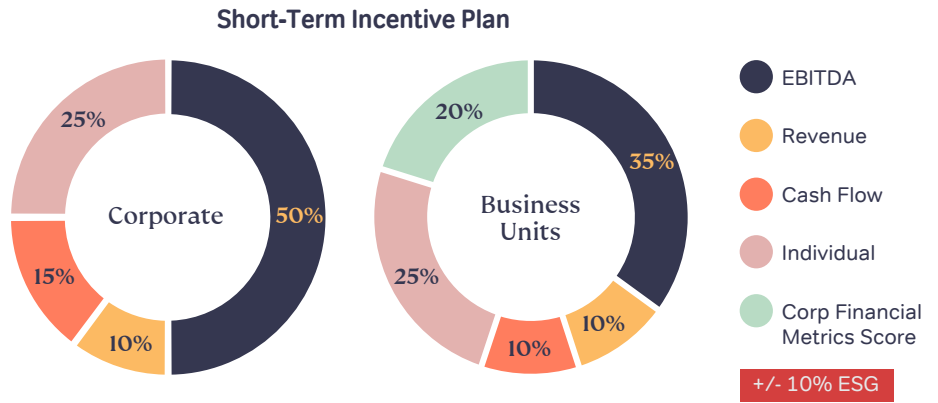
75% Performance Metrics: EBITDA, Revenue, Cash Flow

25% Individual Performance

ESG Environmental, Social and Governance performance

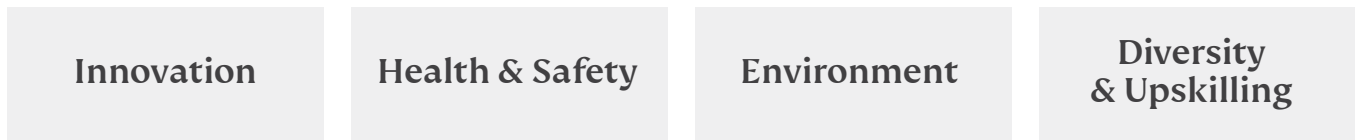
Modifier +/-10%

Orbia's Board employs a US nationally recognized independent compensation consultant to benchmark compensation practices vs. external peer group. The financial metrics as well as plan elements are reviewed and approved annually by Orbia's Corporate Practices and Sustainability Committee.



ESG Modifier applied to Orbia's Short-Term Incentive Plan

Sustainability is an integral part of Orbia's commitment to advance life around the world. In 2021 Orbia introduced an ESG (Environmental, Social and Governance performance) modifier to its Short-Term Incentive plan, which funds up to +/- 10% of the annual bonus of leaders at senior manager levels and above, based upon the achievement of defined ESG metrics across 4 areas:

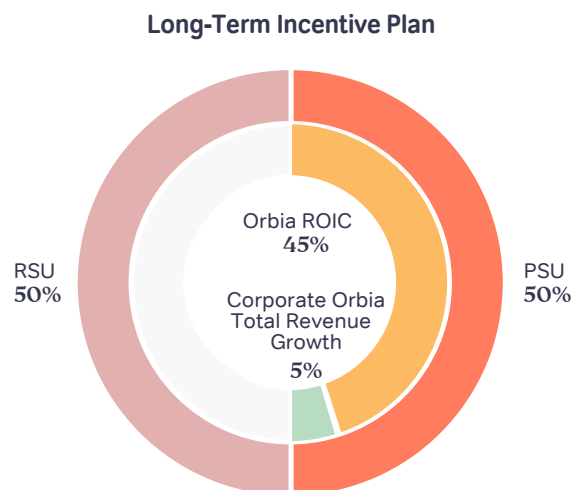


Goals across the above areas are reviewed and approved by the Board of Directors every year, and they reflect our intention to tie compensation to the achievement of ESG goals.

Long-Term Incentive (LTI)

The purpose of the Long-Term Incentive Plan is to attract, incentivize and retain qualified talent who are critical to the long-term success of the company and its related entities, and is made up of:

- **Restricted Stock Units (RSUs):** annual awards of Orbia shares vesting in three equal pro rata installments on the first, second and third anniversaries of grant.
- **Performance Share Units (PSUs):** annual awards representing the right to receive Orbia shares vesting on the third anniversary of grant. The number of shares actually earned is determined at the end of the three-year period based on the achievement of specific Orbia ROIC and Revenue targets. Award recipients are eligible to receive up to 200% of the target number of shares if Orbia achieves (i) revenue of 150% or more of target performance (or zero shares if Orbia achieves less than 70% of target revenue performance); and (ii) ROIC of 125% or more of target performance (or zero shares if Orbia achieves less than 85% of target ROIC performance).



Equity awards for Executives at the Vice President (VP) level and above are 50% RSUs and 50% PSUs. Executives and senior managers below the VP level receive RSUs only.